DISTRICT REPORT

Teaching & Learning Conditions Colorado Survey

Prepared for
Monte Vista C-8

Number of respondents (#)
84

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

Average favorability score shown here

RESPONDED FAVORABLY

50%   65%

73%

% favorability indicator

YOUR RESULT   DISTRICT   STATE

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

TOP ITEM RESULT
75%

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

Each highest score will show the corresponding question

Favorability score from the response

RESPONDED FAVORABLY
80%

Distribution of responses

Number of responses

| 7 | 21 | 22 | 4 |

Strongly Agree   Agree   Disagree   Strongly Disagree

Yellow bar indicates which results are favorable

Favorability indicator

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.

84 total respondents

D What is your current position at the school?

67.86%	Teacher (57)
5.95%	Special Service Provider (5)
7.14%	School Leader (6)
0%	Combined District and School Leader Role (0)
19.05%	Education Support Professional (16)
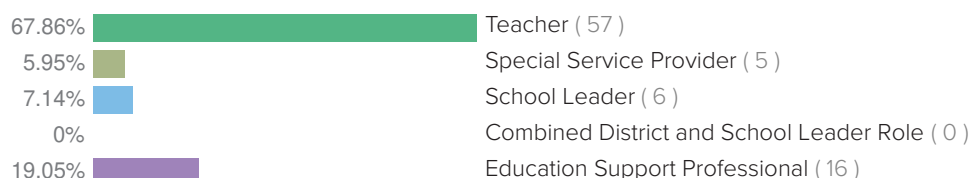
D How many years have you worked at your present school in the position identified in question 1?

21.43%	First Year (18)
20.24%	2-3 Years (17)
16.67%	4-5 Years (14)
21.43%	6-10 Years (18)
13.1%	11-20 Years (11)
7.14%	20+ years (6)
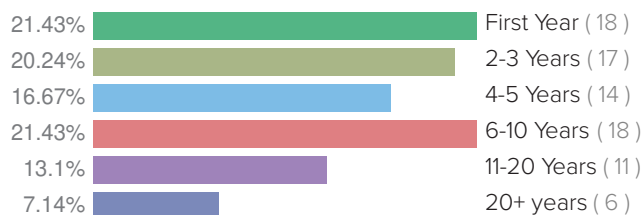
D How many years have you worked in your career in this position/role?
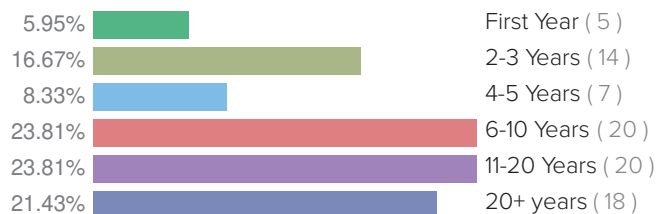
5.95%	First Year (5)
16.67%	2-3 Years (14)
8.33%	4-5 Years (7)
23.81%	6-10 Years (20)
23.81%	11-20 Years (20)
21.43%	20+ years (18)

TLCC
Teaching & Learning Conditions Colorado

M M
CAMBRIDGE EDUCATION

REPORT OVERVIEW
Your results at a glance

TLCC Survey

REPORT OVERALL FAVORABILITY

76%

85%
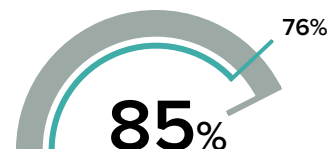
YOUR RESULTS

NQ
New Staff Questions
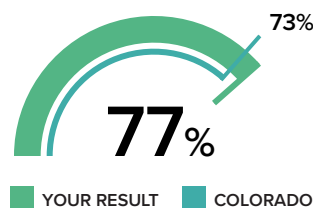
TOP ITEM RESULT

88%

73%

77%

YOUR RESULT   COLORADO

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

SL
School Leadership

TOP ITEM RESULT

94%

80%

87%

YOUR RESULT   COLORADO
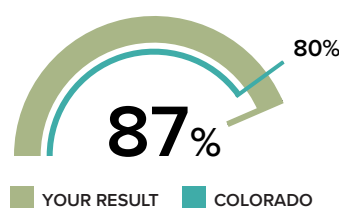
Q School staff show respect for each other.

SL
Staff Leadership
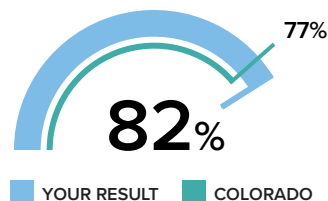
TOP ITEM RESULT

87%

77%

82%

YOUR RESULT   COLORADO

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

MC
Managing Student Conduct
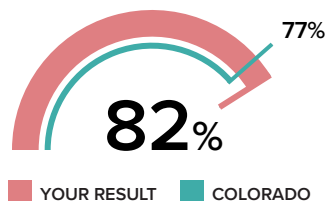
TOP ITEM RESULT

96%

77%

82%

YOUR RESULT   COLORADO

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

TLCC
Teaching & Learning Conditions Colorado

M M
CAMBRIDGE EDUCATION

REPORT OVERVIEW
Your results at a glance

TLCC Survey

REPORT OVERALL FAVORABILITY

76%
85%
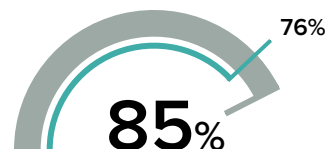
YOUR RESULTS

IS
Instructional Practices and Support
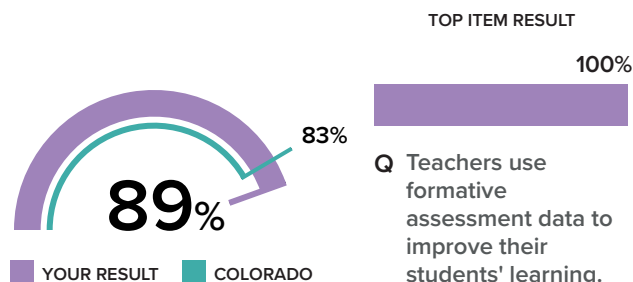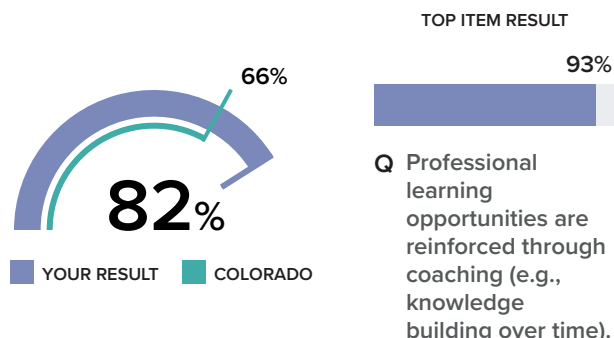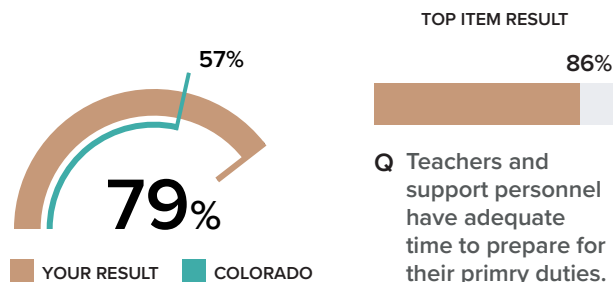
TOP ITEM RESULT

100%

83%
89%

■ YOUR RESULT   ■ COLORADO

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

PD
Professional Development

TOP ITEM RESULT

93%

66%
82%

■ YOUR RESULT   ■ COLORADO

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

T
Time

TOP ITEM RESULT

86%

57%
79%

■ YOUR RESULT   ■ COLORADO

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

FR
Facilities and Resources

TOP ITEM RESULT

96%

83%
93%

■ YOUR RESULT   ■ COLORADO

Q Our school is a safe place to work.

REPORT OVERVIEW
Your results at a glance

TLCC Survey

REPORT OVERALL FAVORABILITY

76%

85%
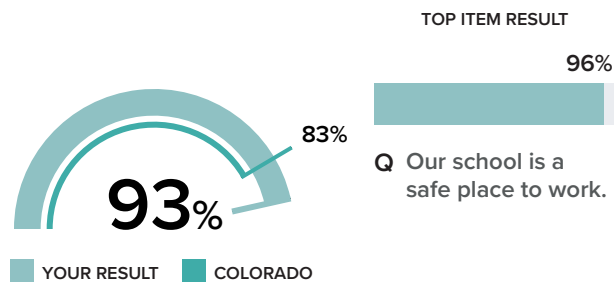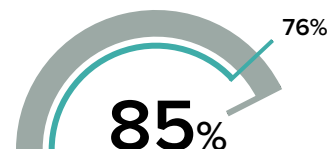
YOUR RESULTS

CI
Community Support and Involvement

81%

83%

■ YOUR RESULT ■ COLORADO
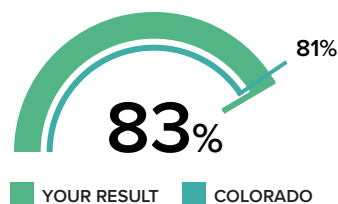
TOP ITEM RESULT

97%

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

GR
General Reflection

82%

86%

■ YOUR RESULT ■ COLORADO
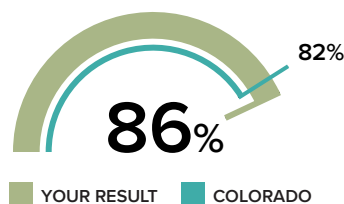
TOP ITEM RESULT

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
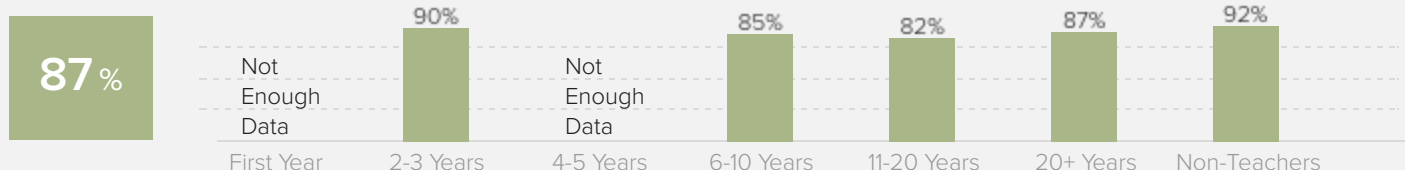
77%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
Not Enough Data	91%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data

SL School Leadership

87%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
Not Enough Data	90%	Not Enough Data	85%	82%	87%	92%

SL Staff Leadership

82%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
Not Enough Data	90%	Not Enough Data	77%	73%	84%	88%

MC Managing Student Conduct

82%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
Not Enough Data	72%	Not Enough Data	93%	73%	89%	92%

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
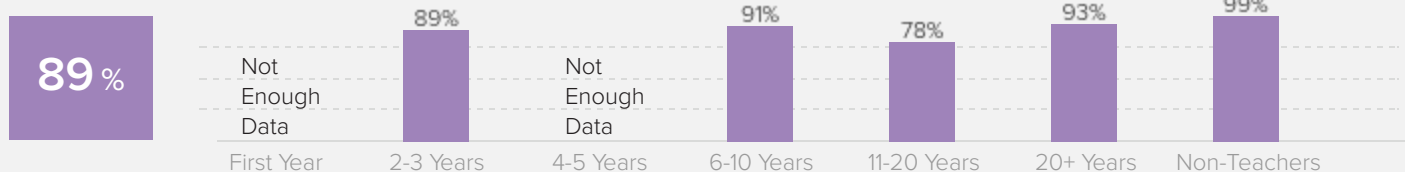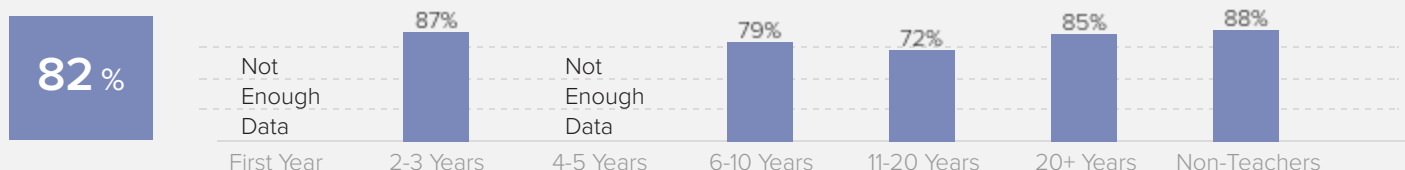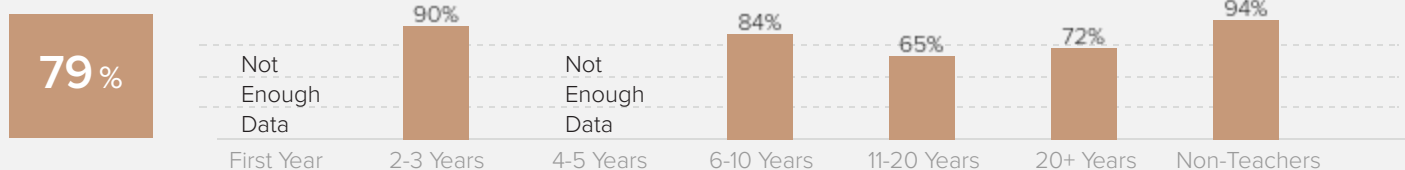
89 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
Not Enough Data	89%	Not Enough Data	91%	78%	93%	99%

PD Professional Development

82 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
Not Enough Data	87%	Not Enough Data	79%	72%	85%	88%

T Time

79 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
Not Enough Data	90%	Not Enough Data	84%	65%	72%	94%

FR Facilities and Resources

93 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
Not Enough Data	97%	Not Enough Data	93%	90%	93%	99%

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
Not Enough Data	69%	Not Enough Data	92%	76%	83%	93%

GR General Reflection

86 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
Not Enough Data	93%	Not Enough Data	85%	79%	91%	94%

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

77%
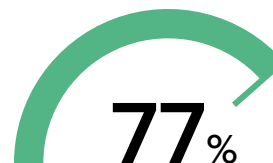
COMPARE RESULT

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

75%

69%

| Colorado | |

Distribution of responses

3	3	2	0	0	8
Great extent	Moderate extent	Limited extent	Not at all	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	Not Enough Data
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
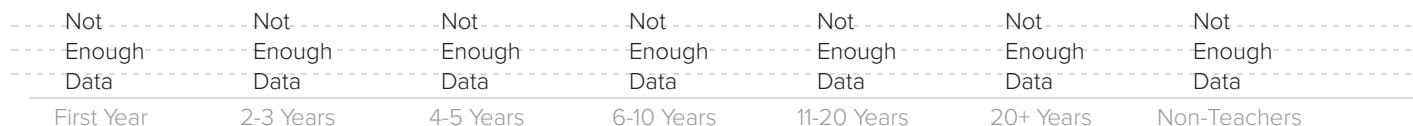
Q To what degree do you feel that you have received adequate support as a new teacher/staff member at this school?

83%
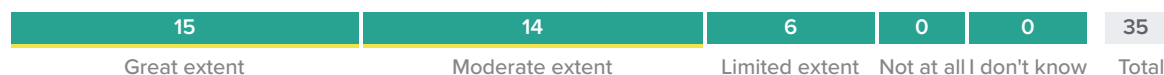
74%

| Colorado | |

Distribution of responses

15	14	6	0	0	35
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total

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

	100%		83%	50%		83%
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
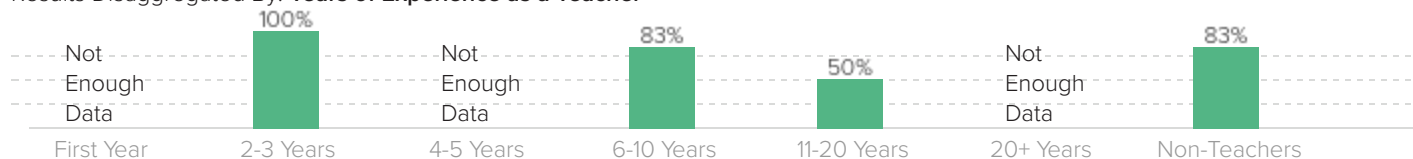
NQ More New Staff Questions results on next page

NQ New Staff Questions (cont)

COMPARE RESULT

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

75.86%	Yes (22)
13.79%	No (4)
10.34%	I don't know (3)

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

66.67%	Yes (8)
33.33%	No (4)
0%	I don't know (0)

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

22.33%	New teacher/staff orientation (23)
18.45%	Scheduled shared planning time (19)
16.5%	Ongoing dialogue with school leaders (17)
11.65%	New teacher/staff training to develop content knowledge or on their primary responsibilities (12)
10.68%	Networking with other new teachers/peers (11)
8.74%	New teacher training to develop pedagogy (9)
4.85%	Coverage to enable teachers and staff to observe their peers / other classrooms (5)
3.88%	Reduced teaching responsibilities (4)
2.91%	Other (3)

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)

88%

84%
Colorado

Distribution of responses

Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
2	5	1	0	0	8

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	Not Enough Data

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)

38%

69%

Colorado	

Distribution of responses

Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
2	1	5	0	0	8

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	Not Enough Data

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

75%

79%

Colorado	

Distribution of responses

Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
2	4	2	0	0	8

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	Not Enough Data

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

75%

64%

Colorado	

Distribution of responses

Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
3	3	2	0	0	8

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	Not Enough Data

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)

86%

69%

Colorado	

Distribution of responses

3	3	1	0	1	8
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total

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

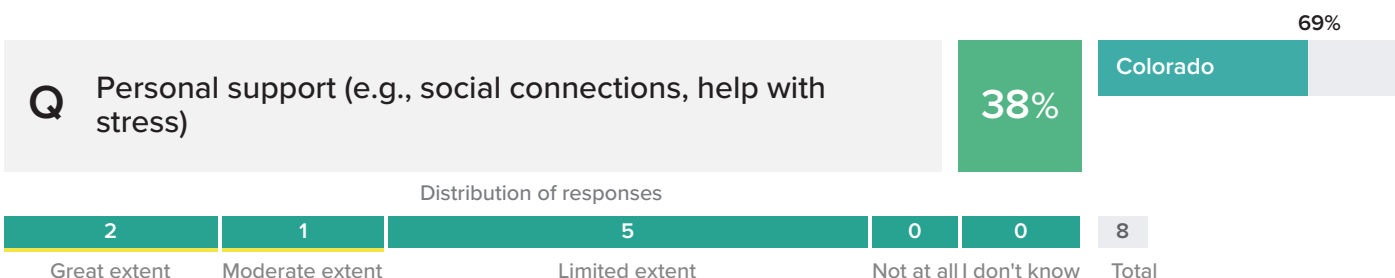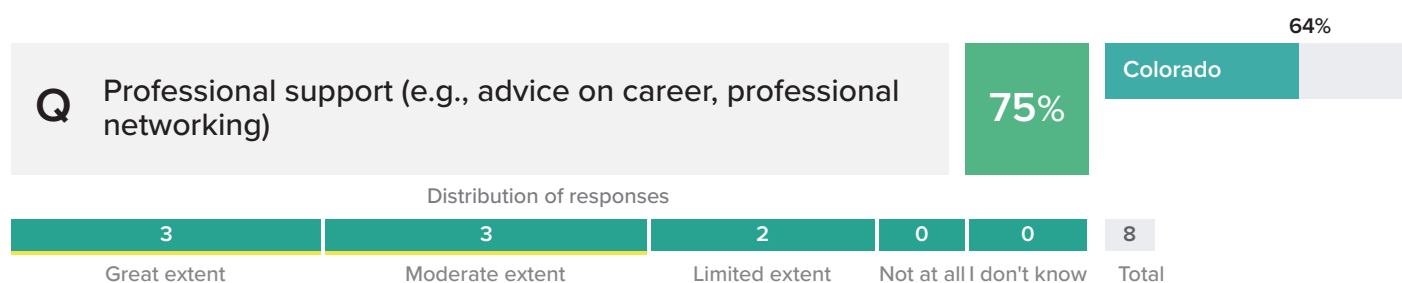| Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers

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
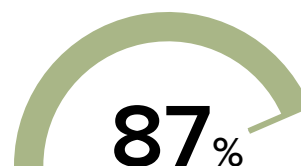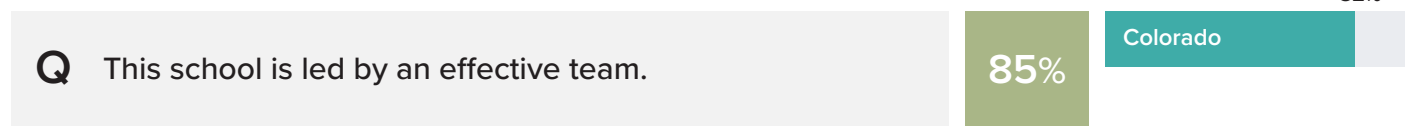
87%

COMPARE RESULT

Q This school is led by an effective team. **85**%

82%
Colorado

Distribution of responses

37	33	8	4	1	83
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

Not Enough Data — First Year; 91% 2-3 Years; 80% 4-5 Years; 73% 6-10 Years; 73% 11-20 Years; 91% 20+ Years; 96% Non-Teachers

Q Our work together is guided by a shared vision that is student focused. **91**%

86%
Colorado

Distribution of responses

39	35	6	1	2	83
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

Not Enough Data — First Year; 100% 2-3 Years; 80% 4-5 Years; 82% 6-10 Years; 80% 11-20 Years; 100% 20+ Years; 100% Non-Teachers

SL More School Leadership results on next page

CAMBRIDGE EDUCATION
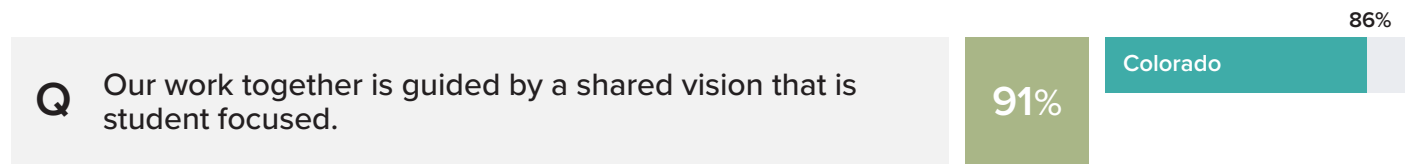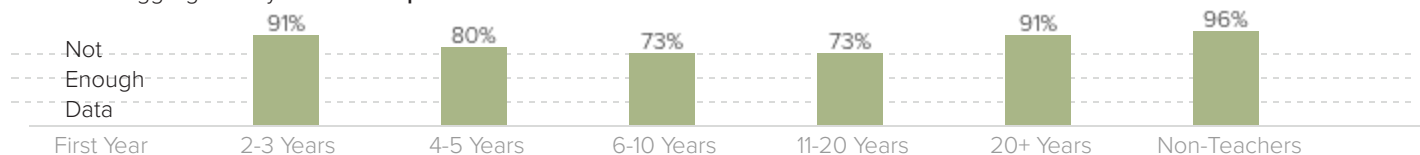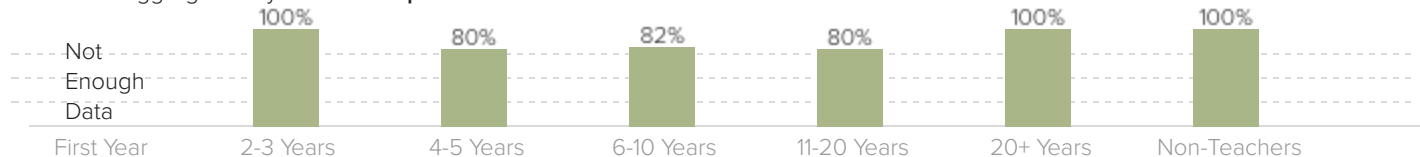
SL School Leadership (cont)

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.

86%

75%
| Colorado |

Distribution of responses

23	27	6	2	5	63
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	80%	75%	82%	93%	91%	100%
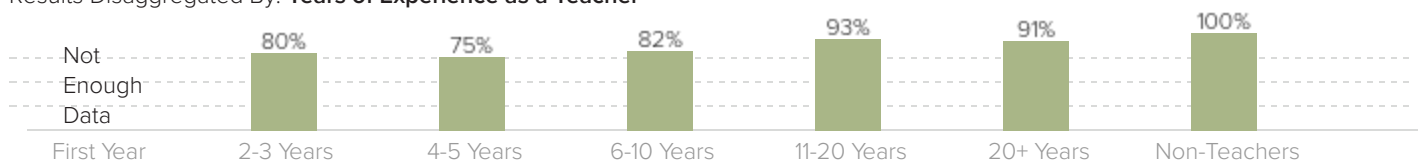
Q School staff show respect for each other.

94%

89%
| Colorado |

Distribution of responses

37	41	2	3	1	84
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	91%	100%	82%	87%	100%	100%
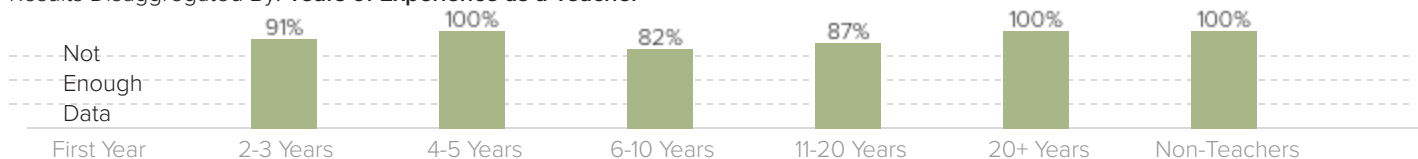
Q Staff feel comfortable raising important issues with school leaders.

78%

78%
| Colorado |

Distribution of responses

30	35	12	6	1	84
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	82%	80%	82%	80%	73%	81%
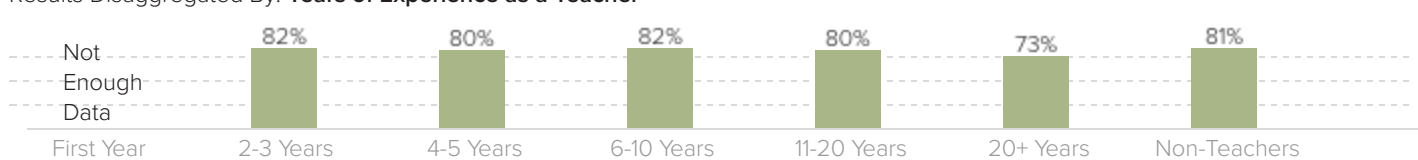
SL More School Leadership results on next page

SL School Leadership (cont)

COMPARE RESULT

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

88%

78%

Colorado

Distribution of responses

29	44	6	4	1	84
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	100%	80%	91%	87%	82%	85%
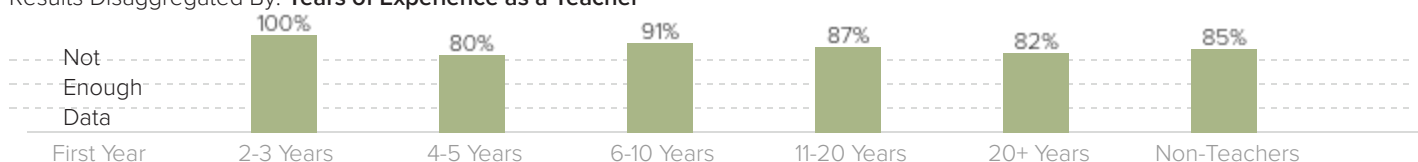
Q Teachers' and support personnels' effectiveness is accurately assessed through the school's evaluation process.

84%

75%

Colorado

Distribution of responses

20	48	10	3	3	84
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	73%	100%	91%	80%	90%	85%
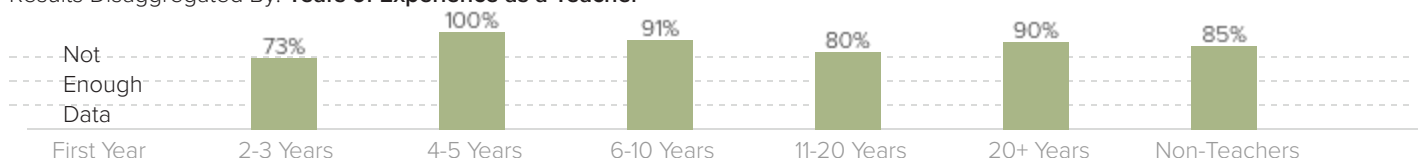
Q The evaluation process provides teachers and support personnel with actionable feedback for improvement.

90%

72%

Colorado

Distribution of responses

18	52	4	4	6	84
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	100%	100%	91%	87%	90%	88%

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

26	38	11	2	7	84
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	100%	60%	80%	73%	80%	88%

Q School leadership works to build trust among staff.

82%

77%

Colorado

Distribution of responses

33	35	10	5	1	84
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	90%	60%	82%	67%	73%	96%

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.

93%

91%

Colorado

Distribution of responses

28	28	3	1	3	63
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	90%	80%	100%	93%	90%	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

82%
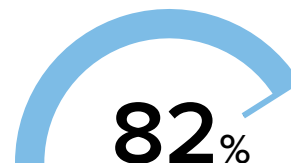
COMPARE RESULT

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

84%

| 81% |
| Colorado |

Distribution of responses

29	37	10	3	5	84
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	89%	80%	73%	67%	90%	92%
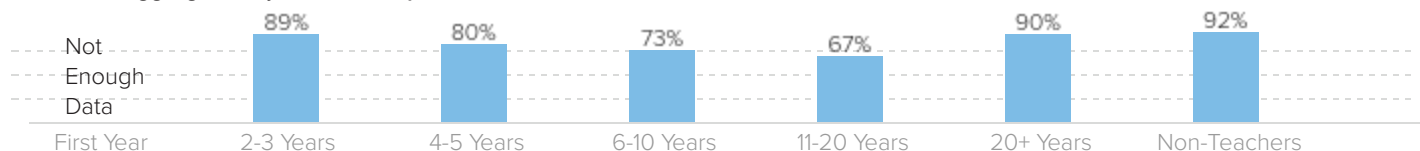
Q There is a process in place for collaborative problem solving in this school.

83%

| 76% |
| Colorado |

Distribution of responses

28	36	11	2	7	84
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	90%	80%	80%	67%	82%	92%
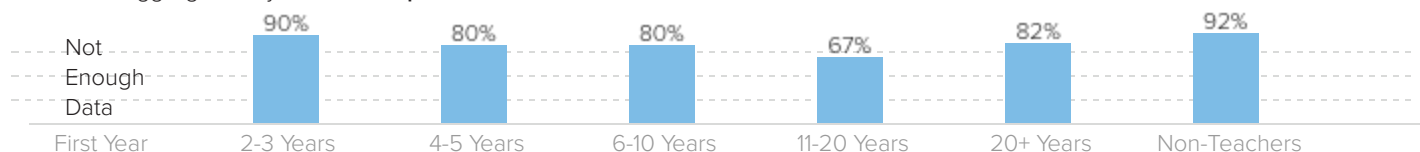
SL More Staff Leadership results on next page

SL Staff Leadership (cont)

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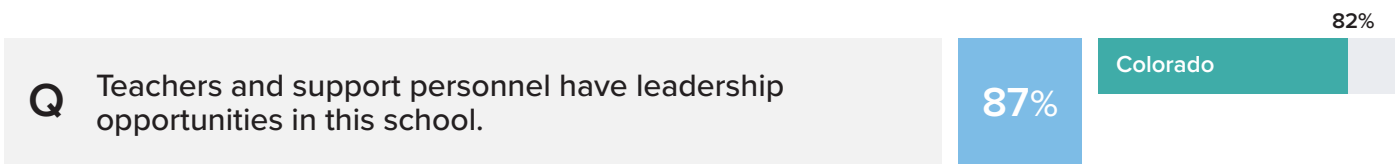
Q Teachers and support personnel have leadership opportunities in this school.

87%

82%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
29	39	7	3	6	84

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	100%	100%	91%	87%	91%	80%

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

75%

69%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
24	36	16	4	4	84

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	80%	60%	64%	73%	73%	88%
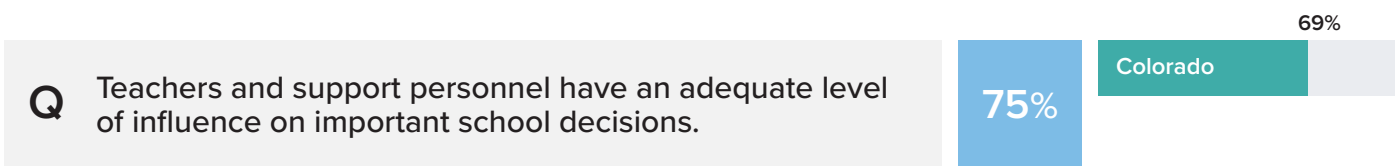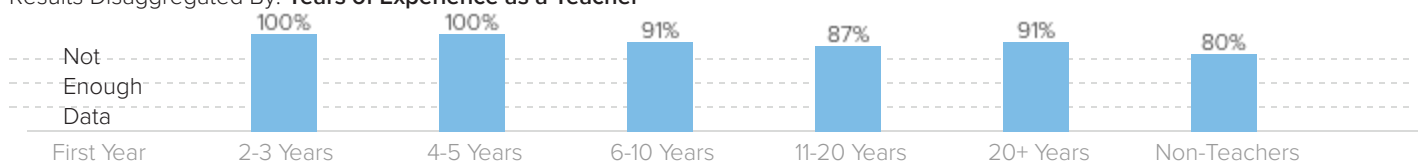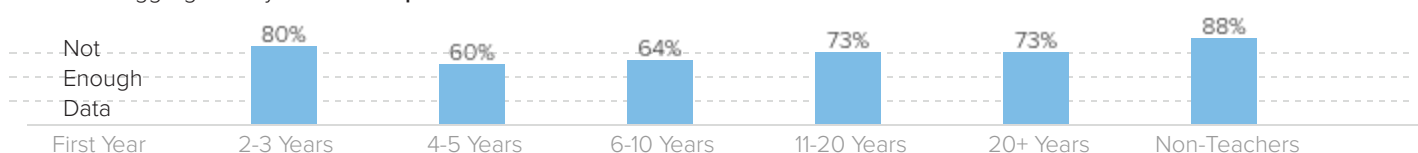
RESULTS
Item level results from your report

MC Managing Student Conduct
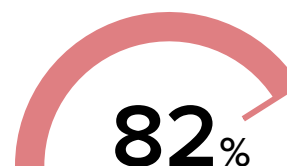
This area centers on school safety and expectations for student behavior.
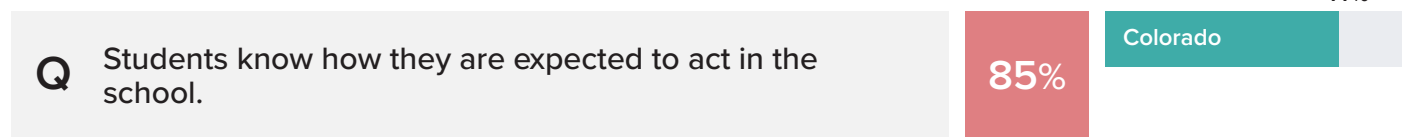
OVERALL FAVORABILITY

82%

COMPARE RESULT

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

85%

77%

Colorado

Distribution of responses

29	42	12	1	0	84
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	82%	80%	91%	67%	91%	96%

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

75%

66%

Colorado

Distribution of responses

19	42	17	3	3	84
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	60%	60%	90%	60%	82%	92%
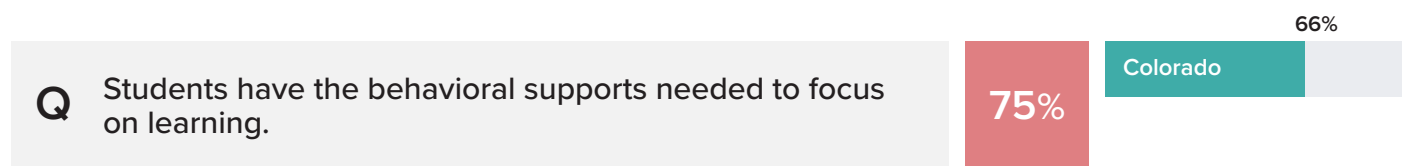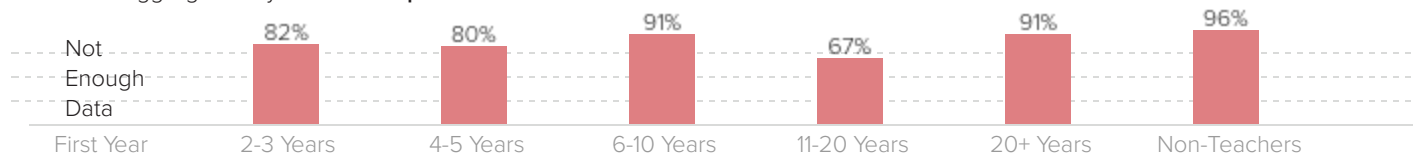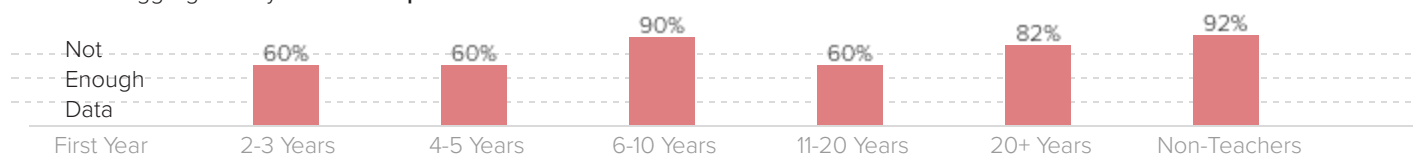
MC More Managing Student Conduct results on next page

MC **Managing Student Conduct (cont)**

COMPARE RESULT

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

62%

53%

| Colorado | |

Distribution of responses

17	34	26	5	2	84
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

Not Enough Data

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
	36%	40%	82%	60%	70%	73%
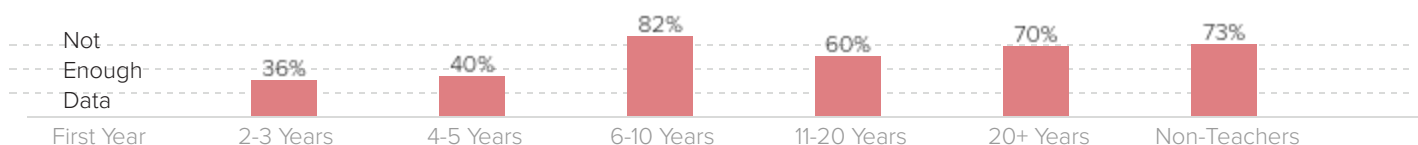
Q This school is a safe place for students to learn.

93%

90%

| Colorado | |

Distribution of responses

41	36	4	2	1	84
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

Not Enough Data

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
	91%	80%	100%	87%	100%	96%
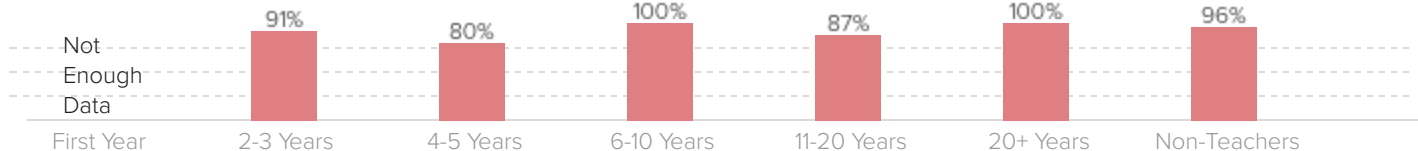
Q Students at this school have at least one adult on staff they can trust to support them with social, emotional, or personal concerns.

96%

97%

| Colorado | |

Distribution of responses

42	37	3	0	2	84
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

Not Enough Data

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
	90%	100%	100%	93%	100%	100%
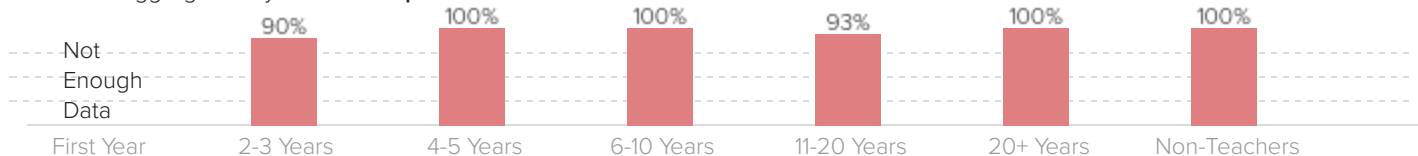
RESULTS
Item level results from your report

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

89%
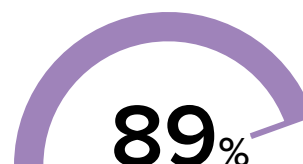
COMPARE RESULT

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

88%

88%
Colorado

Distribution of responses

18	34	6	1	3	62
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	90%	80%	100%	86%	100%	100%
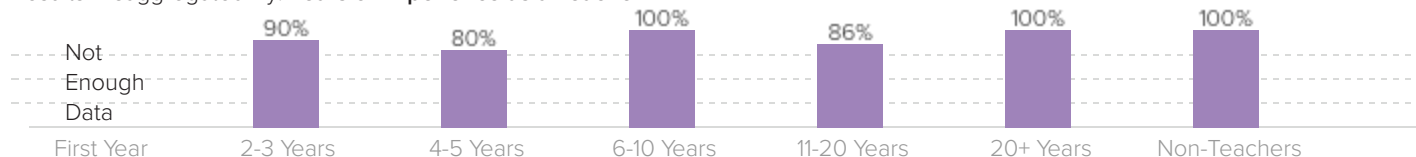
Q Staff in this school hold themselves accountable for the academic growth of every child.

89%

87%
Colorado

Distribution of responses

21	34	6	1	1	63
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	80%	80%	100%	87%	100%	100%

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.

84%

73%
| Colorado | |

Distribution of responses

20	31	8	2	2	63
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	100%	75%	73%	71%	91%	100%

Q Students understand how class activities relate to learning objectives.

92%

91%
| Colorado | |

Distribution of responses

14	42	5	0	2	63
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	82%	100%	100%	93%	91%	100%

Q Instruction in this school encourages different cultural viewpoints.

87%

85%
| Colorado | |

Distribution of responses

18	44	6	3	13	84
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	91%	67%	90%	58%	89%	100%

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.

84%

| Colorado | 72% |

Distribution of responses

16	45	11	1	11	84
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	60%	80%	90%	62%	100%	96%
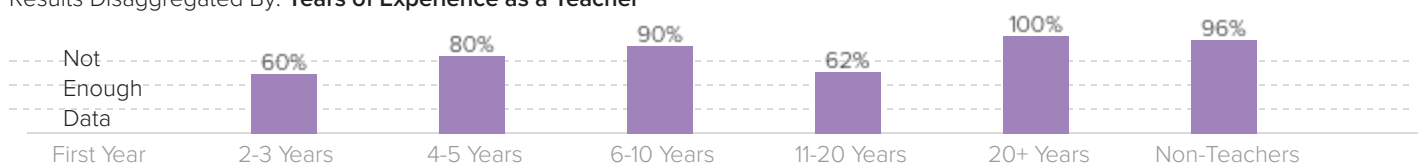
Q English Learners are adequately supported in this school.

86%

| Colorado | 79% |

Distribution of responses

20	43	6	4	11	84
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	90%	80%	86%	67%	100%	96%
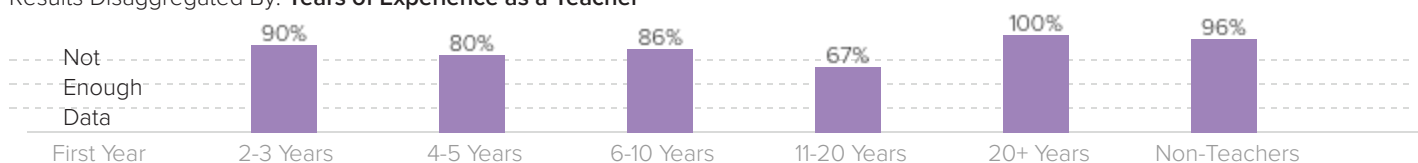
Q Students with disabilities are adequately supported in this school.

86%

| Colorado | 81% |

Distribution of responses

33	37	10	1	3	84
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	82%	60%	90%	67%	91%	100%

IS More Instructional Practices and Support results on next page

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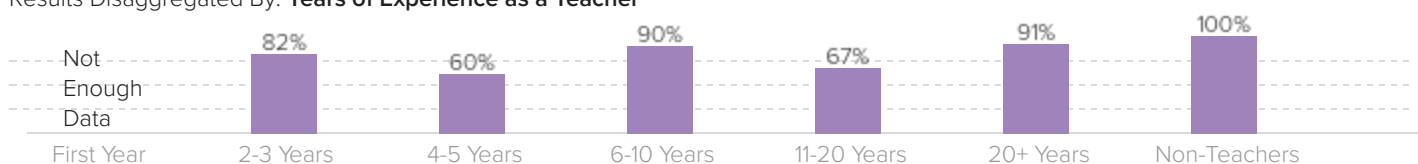
IS **Instructional Practices and Support (cont)**

COMPARE RESULT

Q Gifted students are adequately supported in this school.

89%

75%

Colorado	

Distribution of responses

24	46	9	0	5	84
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	100%	75%	91%	71%	80%	100%
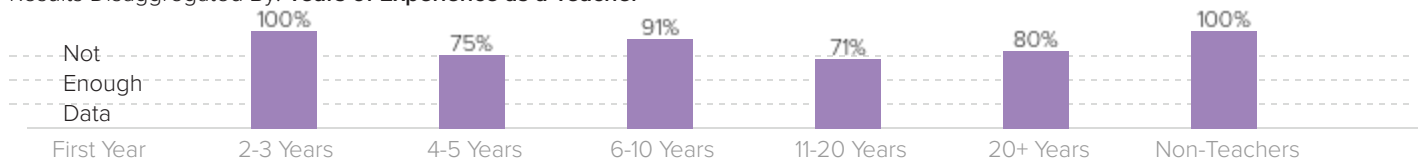
Q Students' social and emotional learning is adequately supported in this school.

85%

79%

Colorado	

Distribution of responses

24	43	9	3	3	82
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	91%	80%	100%	67%	82%	96%

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

90%

89%

Colorado	

Distribution of responses

38	36	7	1	2	84
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	91%	100%	73%	87%	91%	100%

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

COMPARE RESULT

Q Teachers feel supported in trying new instructional strategies.

95%

92%

Colorado

Distribution of responses

31	29	2	1	0	63
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

Not Enough Data

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
	100%	100%	91%	87%	100%	100%

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

100%

98%

Colorado

Distribution of responses

24	37	0	0	2	63
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

Not Enough Data

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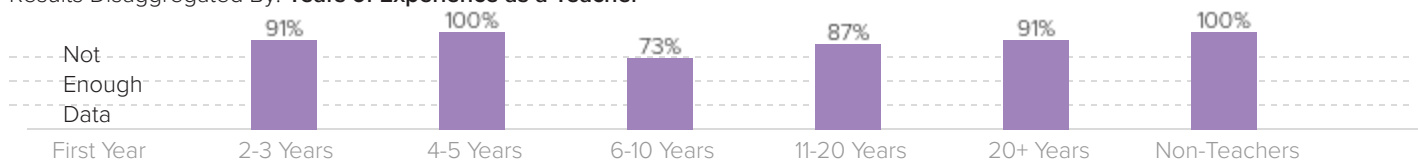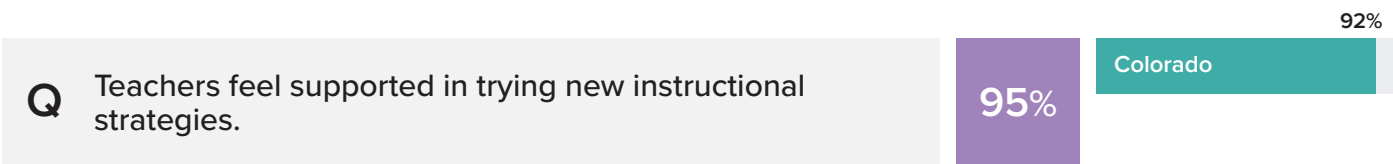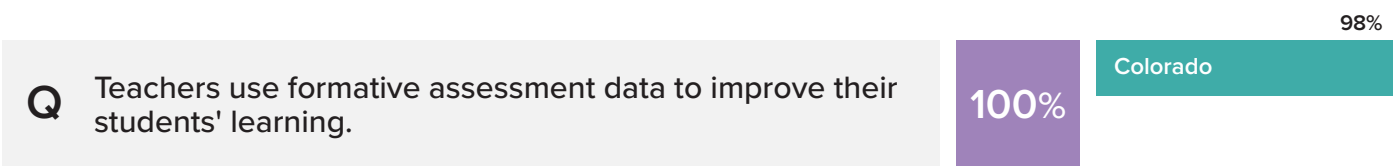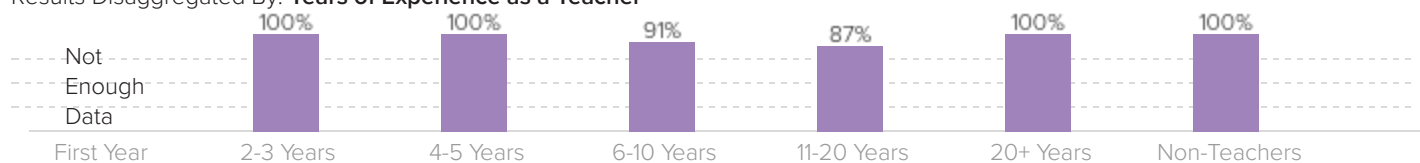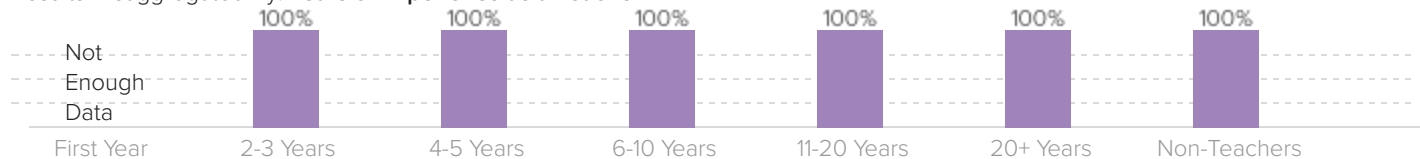
RESULTS

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

82%
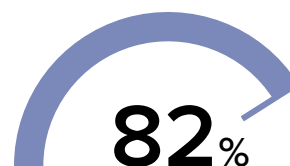
COMPARE RESULT

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

88%

71%
Colorado

Distribution of responses

15	28	4	2	14	63
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	100%	67%	88%	75%	90%	100%
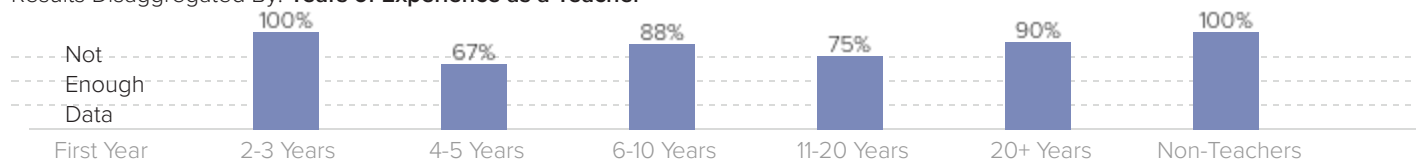
Q Professional learning opportunities are personalized and aligned to teachers' needs and strengths.

70%

59%
Colorado

Distribution of responses

13	26	11	6	7	63
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	73%	50%	70%	64%	67%	100%
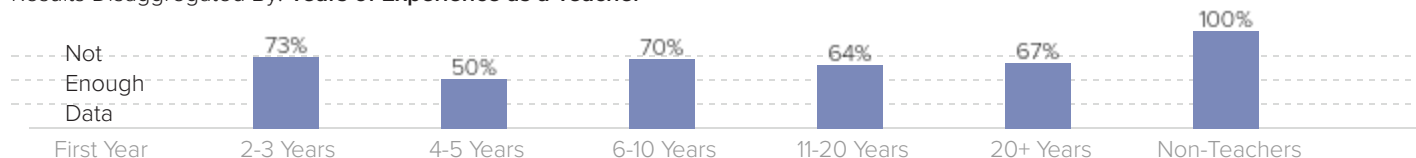
PD More Professional Development results on next page

PD **Professional Development (cont)**

COMPARE RESULT

Q The effectiveness of professional development is assessed regularly.

73%

55%

Colorado

Distribution of responses

14	37	14	5	14	84
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

Not Enough Data

First Year: — | 2-3 Years: 82% | 4-5 Years: 75% | 6-10 Years: 44% | 11-20 Years: 62% | 20+ Years: 71% | Non-Teachers: 88%
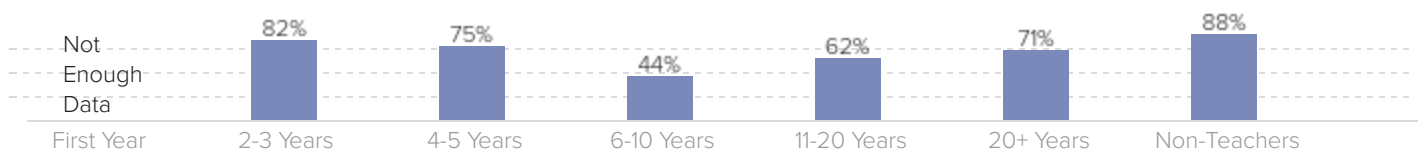
Q Professional learning opportunities (e.g., instructional coaching, PLCs, training) improve instruction in this school.

86%

72%

Colorado

Distribution of responses

17	34	4	4	3	62
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

Not Enough Data

First Year: — | 2-3 Years: 100% | 4-5 Years: 100% | 6-10 Years: 90% | 11-20 Years: 73% | 20+ Years: 82% | Non-Teachers: 100%
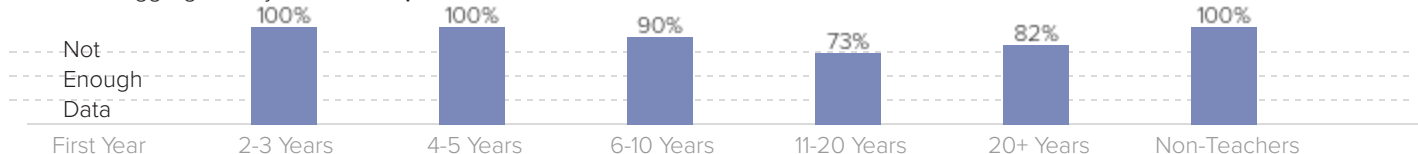
Q Teachers and support personnel receive ongoing support and coaching to improve their practice.

84%

67%

Colorado

Distribution of responses

20	49	9	4	2	84
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

Not Enough Data

First Year: — | 2-3 Years: 91% | 4-5 Years: 80% | 6-10 Years: 91% | 11-20 Years: 87% | 20+ Years: 82% | Non-Teachers: 81%
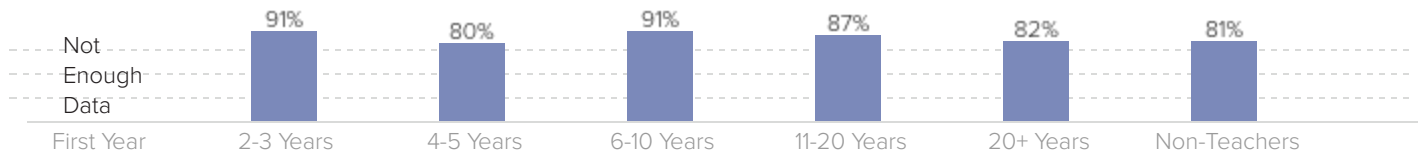
PD More Professional Development results on next page

PD **Professional Development (cont)**

COMPARE RESULT

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

82%

71%

Colorado

Distribution of responses

19	31	8	3	2	63
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

Not Enough Data

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
	82%	75%	82%	73%	91%	100%
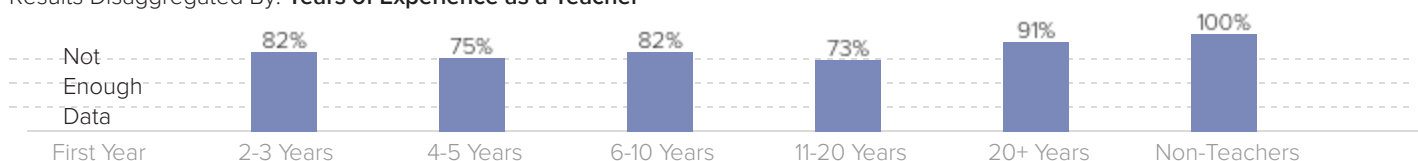
Q Teachers and support personnel receive adequate professional development to support their students' social and emotional learning.

75%

67%

Colorado

Distribution of responses

17	43	17	3	4	84
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

Not Enough Data

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
	70%	80%	82%	53%	91%	88%
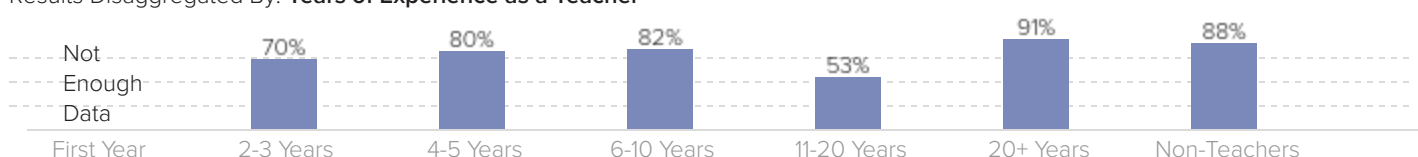
Q Professional learning opportunities are reinforced through coaching (e.g., knowledge building over time).

93%

64%

Colorado

Distribution of responses

15	38	2	2	6	63
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

Not Enough Data

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
	100%	100%	82%	86%	100%	100%

PD More Professional Development results on next page

PD Professional Development (cont)

COMPARE RESULT

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

89%

84%

Colorado	

Distribution of responses

6	10	2	0	3	21
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	89%
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.

89%

61%

Colorado	

Distribution of responses

2	14	2	0	3	21
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	89%
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.

81%

63%

Colorado	

Distribution of responses

6	11	3	1	0	21
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	81%
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.

90%

77%

| Colorado |

Distribution of responses

6	12	2	0	1	21
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	90%

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

17.52%		Teaching/Working with students with trauma (41)
12.82%		Family engagement (30)
11.97%		Social-emotional learning of all students (28)
8.55%		Using technology (20)
6.84%		Math interventions (16)
6.41%		Reading strategies (15)
5.56%		Teachers' content areas / Staff members' best practices (13)
5.56%		Classroom management techniques (13)
5.13%		Differentiating instruction (12)
4.27%		Supporting special education (students with disabilities) (10)
4.27%		Methods of teaching (10)
2.56%		Using assessment results to guide instruction (6)
2.56%		Teaching/Working with gifted students (6)
2.14%		Supporting English Learners (5)
2.14%		Understanding data (5)
1.71%		Colorado Academic Standards (4)

RESULTS
Item level results from your report

T Time

OVERALL FAVORABILITY

This area focuses on the availability of and use of time.
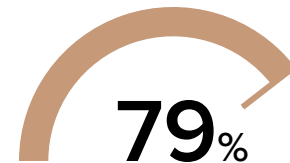
79%

COMPARE RESULT

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

86%

59%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
27	44	10	2	0	83

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

Not Enough Data	First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
		100%	60%	91%	73%	73%	96%
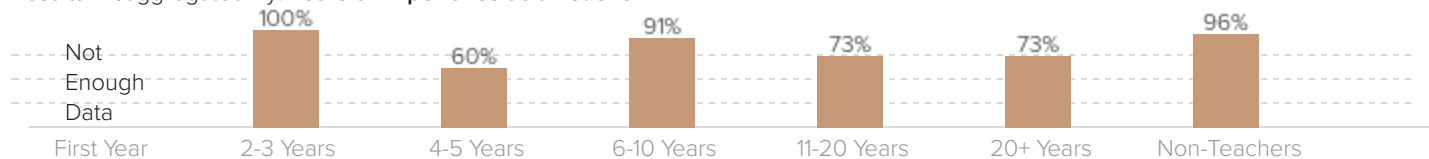
Q Teachers' and support personnels' time is protected from duties that take time away from teaching/their primary duties.

78%

62%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
18	47	14	4	0	83

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

Not Enough Data	First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
		80%	80%	73%	67%	73%	89%

T More Time results on next page

TLCC
Teaching & Learning Conditions Colorado

M M
CAMBRIDGE EDUCATION

T **Time (cont)**

COMPARE RESULT

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

69%

52%

| Colorado |

Distribution of responses

8	35	14	5	0	62
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

Not Enough Data	80%	40%	82%	60%	73%	100%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
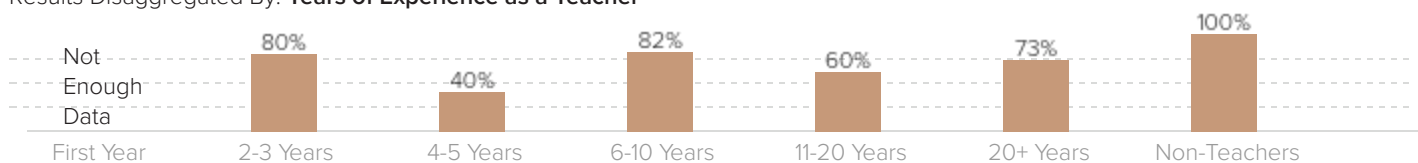
Q Teachers and support personnel have adequate time to support their students' social and emotional learning.

75%

57%

| Colorado |

Distribution of responses

15	45	17	3	3	83
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

Not Enough Data	80%	60%	82%	60%	64%	92%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
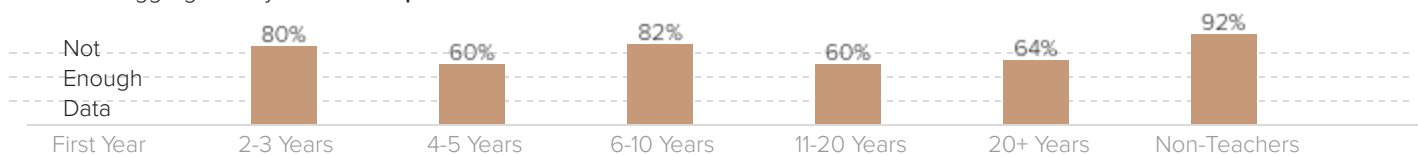
Q Teachers have adequate time to communicate with their students' families.

83%

60%

| Colorado |

Distribution of responses

11	39	8	2	2	62
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

Not Enough Data	100%	80%	91%	67%	82%	100%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
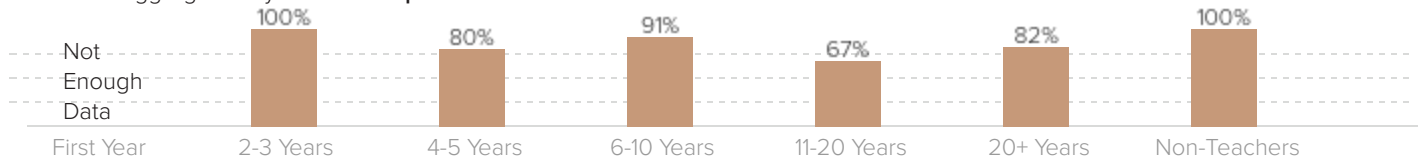
T More Time results on next page

T Time (cont)

COMPARE RESULT

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

77%

50%

Colorado

Distribution of responses

9	32	8	4	9	62
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	89%	50%	89%	71%	63%	100%
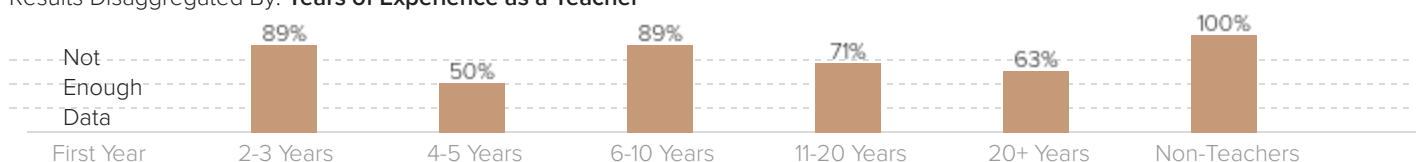
Q Teachers and support personnel have adequate time to engage in professional learning.

82%

57%

Colorado

Distribution of responses

14	50	8	6	5	83
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	100%	100%	82%	60%	73%	96%
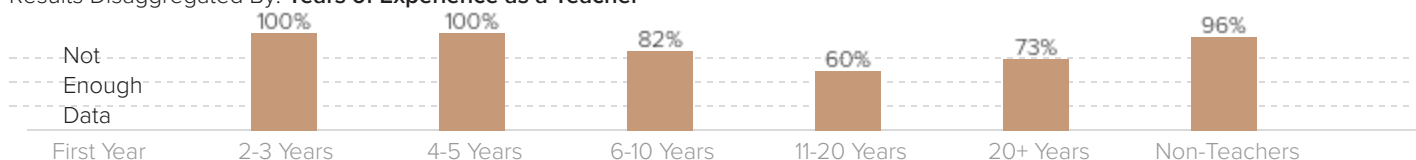
RESULTS
Item level results from your report

FR Facilities and Resources

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

OVERALL FAVORABILITY

93%
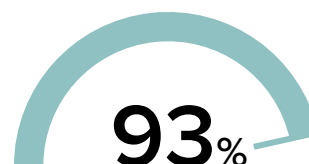
COMPARE RESULT

Q Class size(s)/the number of students served is reasonable.
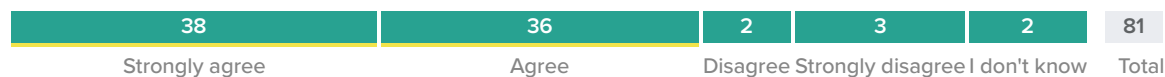
94%

77%

Colorado

Distribution of responses

38	36	2	3	2	81
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	100%	Not Enough Data	100%	87%	91%	100%
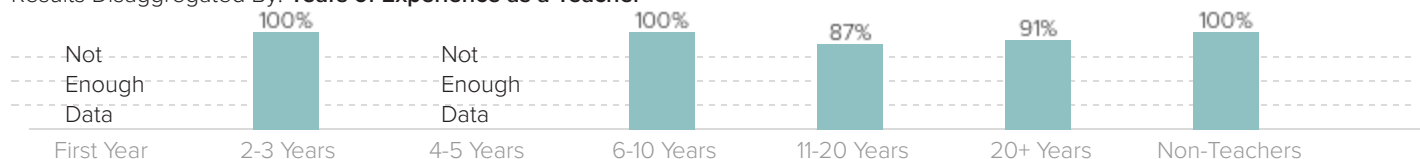
Q Instructional resources are adequate to support student learning.

86%

77%

Colorado

Distribution of responses

28	40	10	1	3	82
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	90%	80%	82%	87%	91%	96%
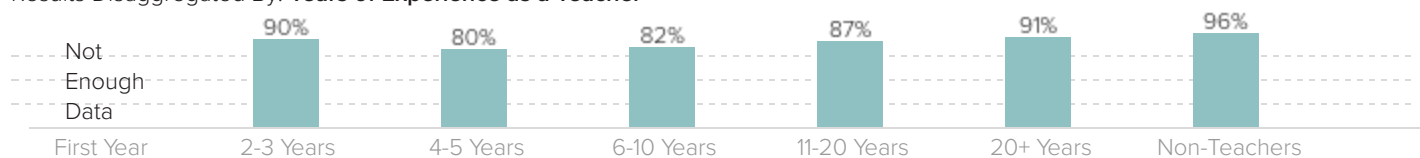
FR More Facilities and Resources results on next page

FR Facilities and Resources (cont)

COMPARE RESULT

86%

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

96%

Colorado

Distribution of responses

36	43	1	2	0	82
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

Not Enough Data

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
	100%	100%	91%	93%	91%	100%

92%

Q Our school is a safe place to work.

96%

Colorado

Distribution of responses

42	37	2	1	1	83
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

Not Enough Data

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

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%
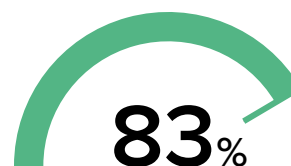
COMPARE RESULT

Q The broader community is supportive of the school.

81%

85%

Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
13	37	9	3	9	71

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	63%	100%	89%	69%	73%	100%
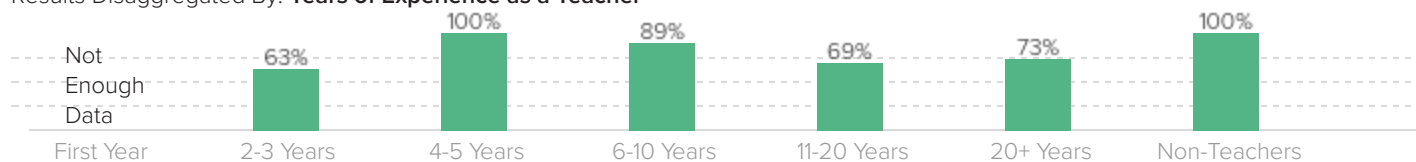
Q The school's efforts to engage families are effective.

77%

75%

Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
8	39	13	1	8	69

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	67%	75%	100%	64%	80%	80%
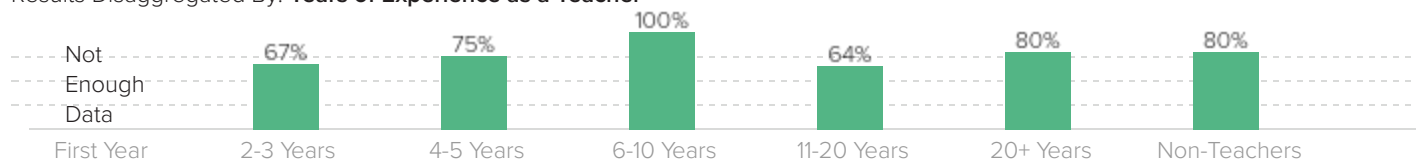
CI More Community Support and Involvement results on next page

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.

78%

72%

Colorado

Distribution of responses

6	41	11	2	11	71
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

Not Enough Data

43% — 2-3 Years
75% — 4-5 Years
89% — 6-10 Years
71% — 11-20 Years
78% — 20+ Years
93% — Non-Teachers
First Year

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

97%

92%

Colorado

Distribution of responses

19	41	2	0	9	71
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

Not Enough Data

100% — 2-3 Years
75% — 4-5 Years
90% — 6-10 Years
100% — 11-20 Years
100% — 20+ Years
100% — Non-Teachers
First Year

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

86%
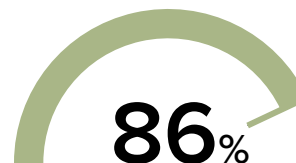
COMPARE RESULT

Q I would recommend this school as a good place to work.
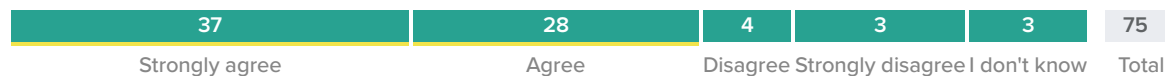
90%

85%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
37	28	4	3	3	75

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	100%	80%	91%	85%	100%	95%

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

91%

89%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
38	34	5	2	2	81

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	100%	80%	91%	87%	100%	96%
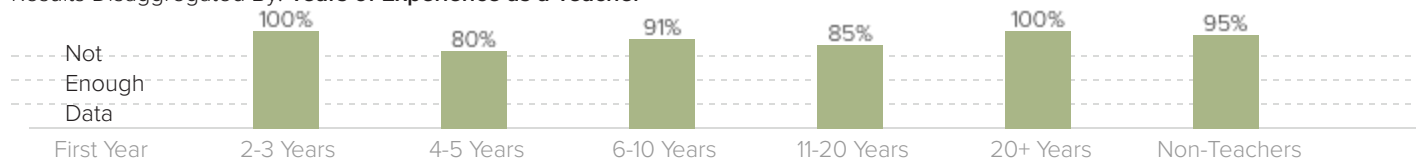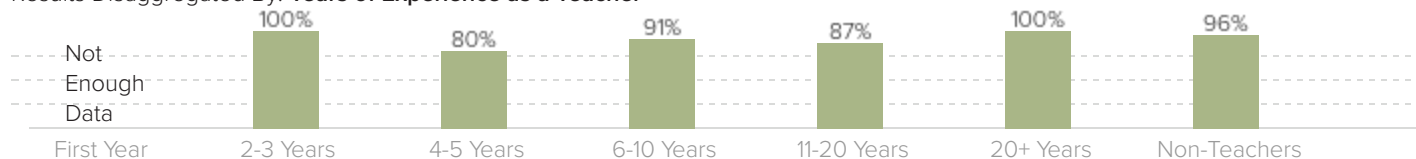
GR More General Reflection results on next page

GR General Reflection (cont)

COMPARE RESULT

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

77%

73%
Colorado

Distribution of responses

29	32	13	5	3	82
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

Not Enough Data

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
	80%	60%	73%	64%	73%	92%
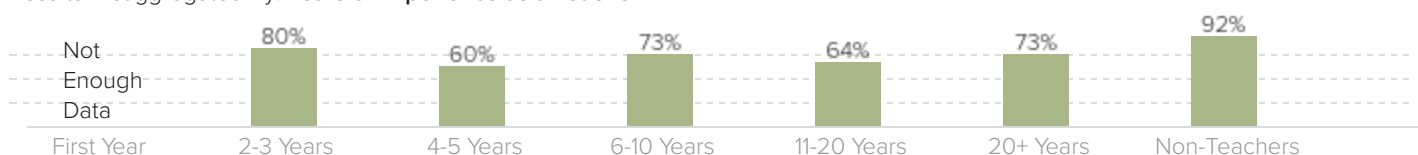
Q Which of the following most affects your decision about whether to continue working at this school?

30.38%	The school staff (24)
24.05%	School leadership (19)
16.46%	Salary (13)
8.86%	School mission (7)
5.06%	Facilities and resources (4)
5.06%	The ability to perform the job I was hired to do (4)
5.06%	District leadership (4)
3.8%	Length of the work day (3)
1.27%	Being asked to fulfill responsibilities outside of my primary job description (1)
0%	Community support and engagement (0)
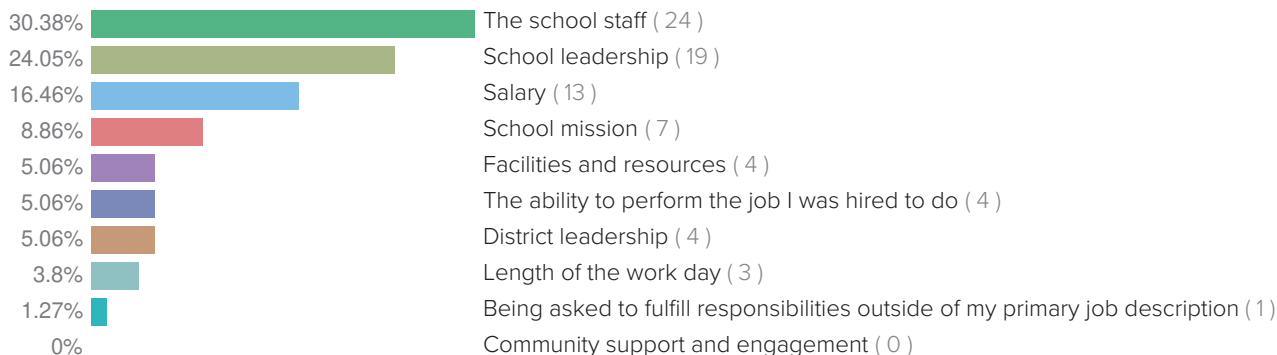
Q Which of the following best describes your plans after the end of this school year?

86.42%	Continue working in their current role (70)
4.94%	Continue working in their current role but not in this district (4)
3.7%	Continue working in education in an non-administrative, non-teaching position. (3)
2.47%	Leave the field of education. (2)
1.23%	Continue working in their current role but not at this school (1)
1.23%	Retire. (1)
0%	Continue working in education but in a different position (0)
0%	Become a licensed teacher. (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

80%

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

100%

Colorado

Distribution of responses

4	2	0	0	0	6
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

80%

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

100%

Colorado

Distribution of responses

4	2	0	0	0	6
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 More District Supports results on next page

TLCC
Teaching & Learning Conditions Colorado

M M
CAMBRIDGE
EDUCATION

DS **District Supports (cont)**

COMPARE RESULT

Q The district clearly describes expectations for schools.

100%

78%

Colorado

Distribution of responses

4	2	0	0	0	6
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
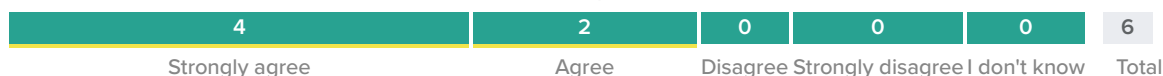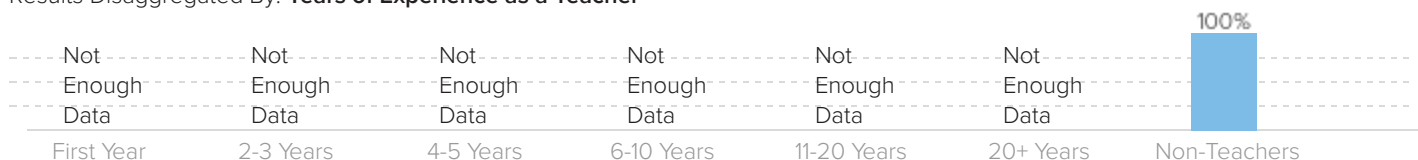
Q The district provides constructive feedback to school leadership to improve performance.

100%

75%

Colorado

Distribution of responses

3	3	0	0	0	6
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
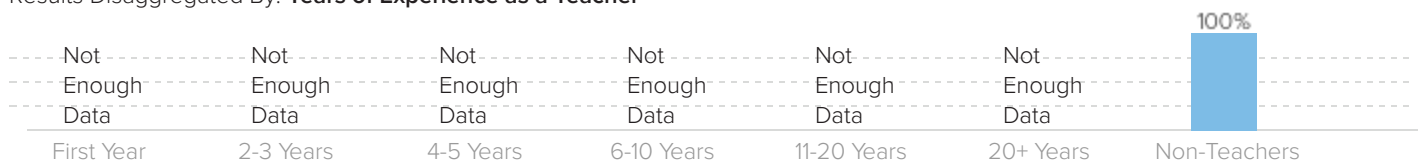
Q School leaderships' effectiveness is accurately assessed through the district's evaluation process.

100%

77%

Colorado

Distribution of responses

3	3	0	0	0	6
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
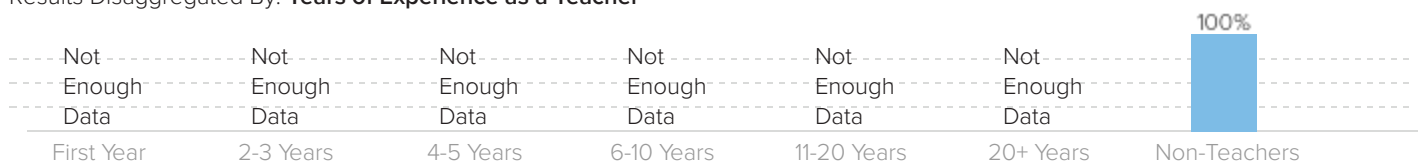
DS More District Supports results on next page

DS **District Supports (cont)**

COMPARE RESULT

Q The district makes principal professional development a priority.

100%

72%

Colorado

Distribution of responses

3	3	0	0	0	6
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 My school receives instructional resources on par with other schools in the district.

100%

82%

Colorado

Distribution of responses

3	3	0	0	0	6
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%
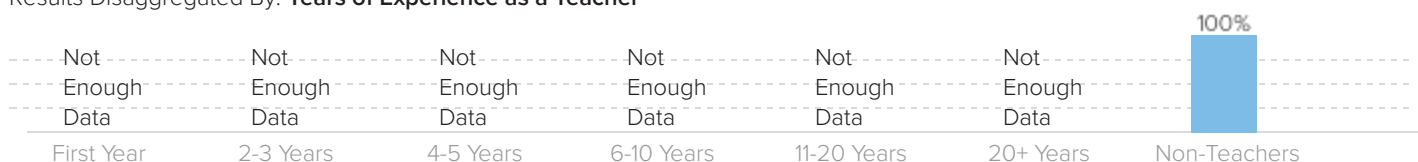
Q The district involves principals in decisions that directly impact the operations of their school.

100%

79%

Colorado

Distribution of responses
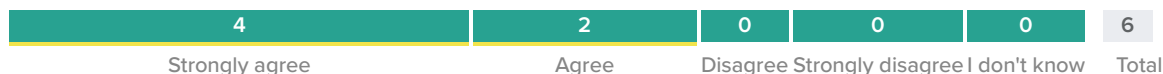
4	2	0	0	0	6
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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%

DS More District Supports results on next page

DS District Supports (cont)

COMPARE RESULT

Q District leadership takes steps to solve problems.

100%

84%

Colorado

Distribution of responses

4	2	0	0	0	6
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
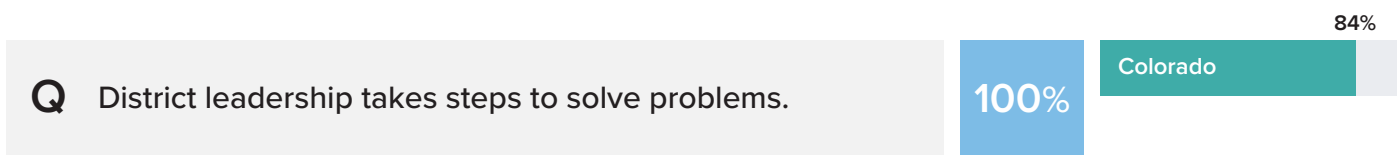
Q In which of the following areas (if any) do you need additional support to lead your school effectively?

%	Area
33.33%	Working with families and community (4)
16.67%	Support for students' social, emotional and mental health (2)
8.33%	Creating positive learning environments (1)
8.33%	School Improvement Planning (e.g., Unified Improvement Planning) (1)
8.33%	Instructional leadership (1)
8.33%	Staffing (hiring etc.) (1)
8.33%	Student assessment (1)
8.33%	Teacher remediation/coaching (1)
0%	Budgeting (0)
0%	Data-driven decision making (0)
0%	School scheduling (0)
0%	Teacher evaluation (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).

10.98%	Not at all concerned (9)
12.2%	Slightly concerned (10)
10.98%	Somewhat concerned (9)
34.15%	Moderately concerned (28)
26.83%	Extremely concerned (22)
4.88%	I don't know (4)

Q Social isolation.

18.29%	Not at all concerned (15)
18.29%	Slightly concerned (15)
21.95%	Somewhat concerned (18)
20.73%	Moderately concerned (17)
19.51%	Extremely concerned (16)
1.22%	I don't know (1)
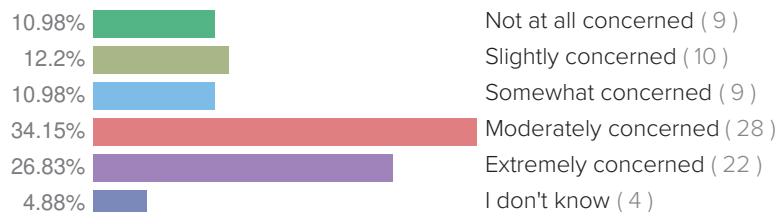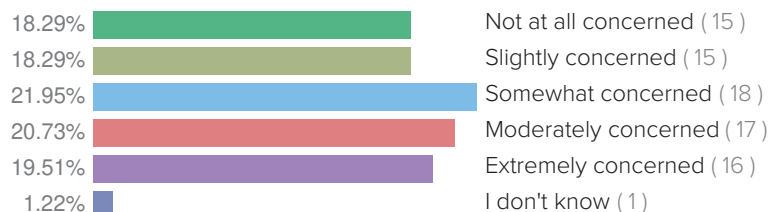
Q Increases in learning gaps.

8.54%	Not at all concerned (7)
9.76%	Slightly concerned (8)
13.41%	Somewhat concerned (11)
24.39%	Moderately concerned (20)
43.9%	Extremely concerned (36)
0%	I don't know (0)

SC More Student Challenges results on next page
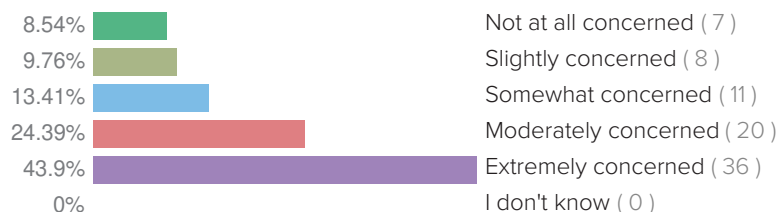
SC **Student Challenges (cont)**

Q Insufficient home learning support.

2.44%	Not at all concerned (2)
8.54%	Slightly concerned (7)
13.41%	Somewhat concerned (11)
28.05%	Moderately concerned (23)
46.34%	Extremely concerned (38)
1.22%	I don't know (1)
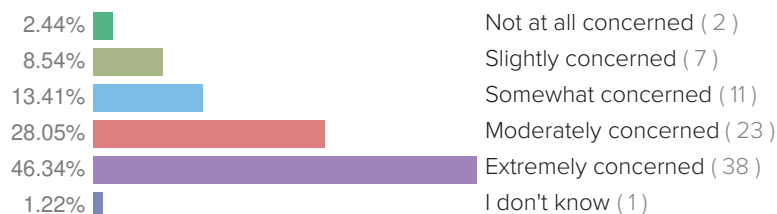
Q Student worries about their family's health, safety or economic security.

4.88%	Not at all concerned (4)
9.76%	Slightly concerned (8)
28.05%	Somewhat concerned (23)
30.49%	Moderately concerned (25)
24.39%	Extremely concerned (20)
2.44%	I don't know (2)
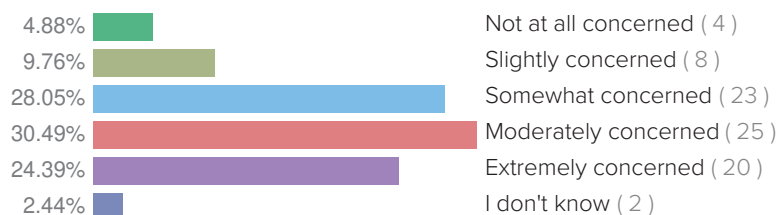
Q Student stress about assessment and grading.

7.32%	Not at all concerned (6)
25.61%	Slightly concerned (21)
32.93%	Somewhat concerned (27)
21.95%	Moderately concerned (18)
8.54%	Extremely concerned (7)
3.66%	I don't know (3)
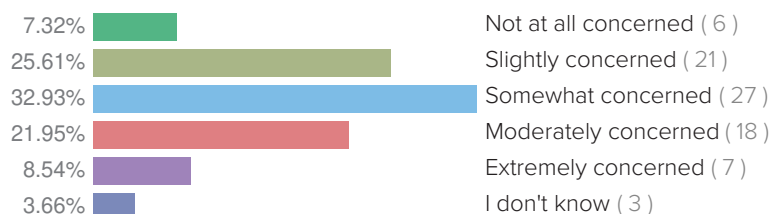
Q Lack of access to basic needs (e.g., food, shelter, safety).

10.98%	Not at all concerned (9)
19.51%	Slightly concerned (16)
12.2%	Somewhat concerned (10)
29.27%	Moderately concerned (24)
24.39%	Extremely concerned (20)
3.66%	I don't know (3)
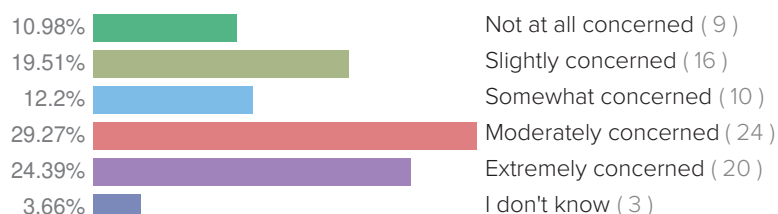
SC More Student Challenges results on next page

SC Student Challenges (cont)

Q Lack of access to technology/internet.

14.63% Not at all concerned (12)
25.61% Slightly concerned (21)
23.17% Somewhat concerned (19)
19.51% Moderately concerned (16)
14.63% Extremely concerned (12)
2.44% I don't know (2)
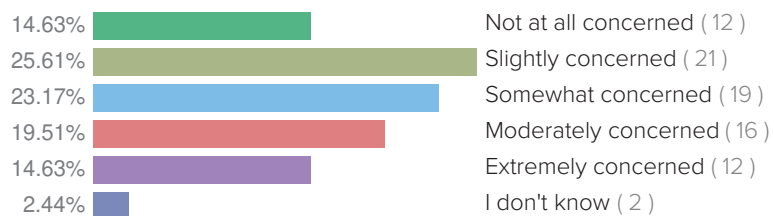
RESULTS
Item level results from your report

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.

80.49%	Strongly agree (66)
18.29%	Agree (15)
0%	Disagree (0)
0%	Strongly disagree (0)
1.22%	I don't know (1)
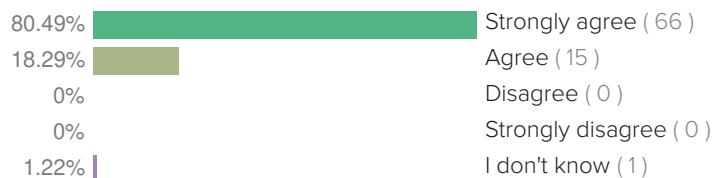
Q I feel comfortable discussing life skills with my students.

68.29%	Strongly agree (56)
25.61%	Agree (21)
1.22%	Disagree (1)
2.44%	Strongly disagree (2)
2.44%	I don't know (2)
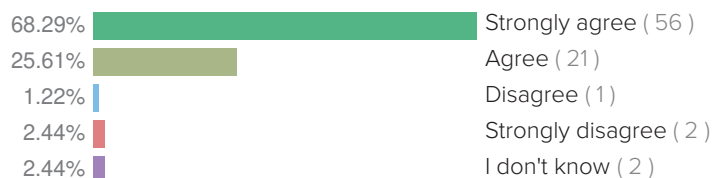
Q I feel comfortable discussing resilience strategies with my students.

60.49%	Strongly agree (49)
30.86%	Agree (25)
4.94%	Disagree (4)
0%	Strongly disagree (0)
3.7%	I don't know (3)
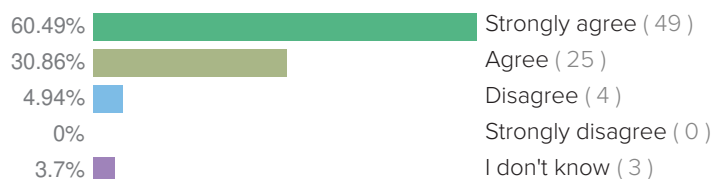
SW More Support for Student Wellbeing results on next page

SW **Support for Student Wellbeing (cont)**

Q I feel comfortable discussing mental health with my students.

50%	Strongly agree (41)
31.71%	Agree (26)
9.76%	Disagree (8)
2.44%	Strongly disagree (2)
6.1%	I don't know (5)
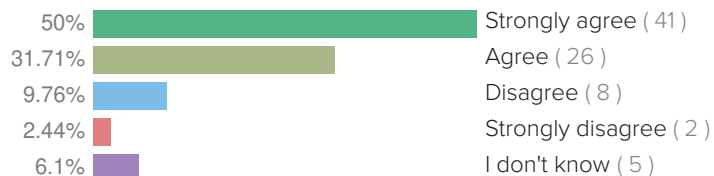
Q I feel comfortable discussing suicide with students.

23.17%	Strongly agree (19)
32.93%	Agree (27)
18.29%	Disagree (15)
14.63%	Strongly disagree (12)
10.98%	I don't know (9)
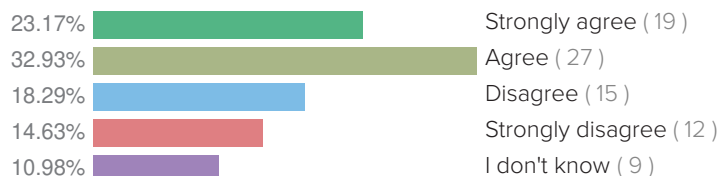
Q I feel adequately prepared to support students' social-emotional wellbeing.

28.05%	Strongly agree (23)
47.56%	Agree (39)
15.85%	Disagree (13)
3.66%	Strongly disagree (3)
4.88%	I don't know (4)

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

25%	Strongly agree (5)
60%	Agree (12)
10%	Disagree (2)
0%	Strongly disagree (0)
5%	I don't know (1)

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).

19.35%	Strongly agree (12)
64.52%	Agree (40)
8.06%	Disagree (5)
4.84%	Strongly disagree (3)
3.23%	I don't know (2)

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

9.68%	Strongly agree (6)
64.52%	Agree (40)
14.52%	Disagree (9)
6.45%	Strongly disagree (4)
4.84%	I don't know (3)

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

12.9%	Strongly agree (8)
62.9%	Agree (39)
11.29%	Disagree (7)
4.84%	Strongly disagree (3)
8.06%	I don't know (5)

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.

17.74% Strongly agree (11)
50% Agree (31)
19.35% Disagree (12)
6.45% Strongly disagree (4)
6.45% I don't know (4)

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.

Percentage	Response
25.61%	Strongly agree (21)
36.59%	Agree (30)
18.29%	Disagree (15)
8.54%	Strongly disagree (7)
10.98%	I don't know (9)
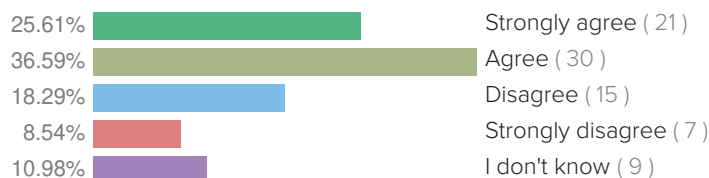
Q Predictable daily routine.

Percentage	Response
26.83%	Strongly agree (22)
47.56%	Agree (39)
14.63%	Disagree (12)
8.54%	Strongly disagree (7)
2.44%	I don't know (2)

Q Having to teach/provide support online and in person at the same time.
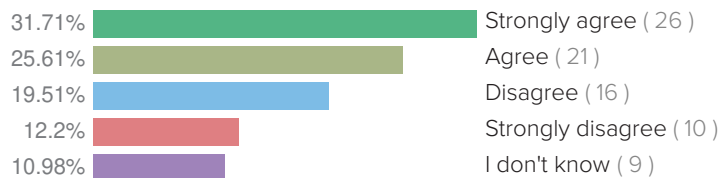
Percentage	Response
31.71%	Strongly agree (26)
25.61%	Agree (21)
19.51%	Disagree (16)
12.2%	Strongly disagree (10)
10.98%	I don't know (9)

PJ Pandemic Impact on Teaching / Job (cont)

Q Interactions with students' parents/guardians.

19.51%	Strongly agree (16)
34.15%	Agree (28)
28.05%	Disagree (23)
12.2%	Strongly disagree (10)
6.1%	I don't know (5)

Q Student engagement.

37.8%	Strongly agree (31)
42.68%	Agree (35)
12.2%	Disagree (10)
4.88%	Strongly disagree (4)
2.44%	I don't know (2)
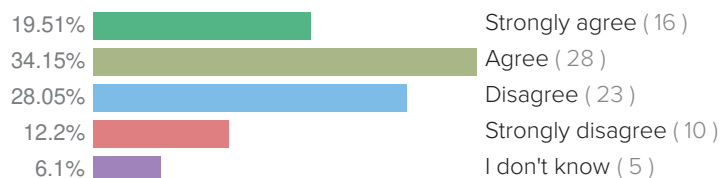
Q Engagement with my colleagues.

25%	Strongly agree (20)
35%	Agree (28)
30%	Disagree (24)
7.5%	Strongly disagree (6)
2.5%	I don't know (2)
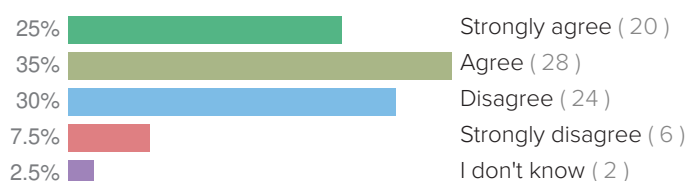
Q Enforcing public health measures (like getting students to wear masks).

28.75%	Strongly agree (23)
38.75%	Agree (31)
17.5%	Disagree (14)
11.25%	Strongly disagree (9)
3.75%	I don't know (3)

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.

35.37%	Strongly agree (29)
43.9%	Agree (36)
14.63%	Disagree (12)
2.44%	Strongly disagree (2)
3.66%	I don't know (3)

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

35.37%	Strongly agree (29)
48.78%	Agree (40)
12.2%	Disagree (10)
2.44%	Strongly disagree (2)
1.22%	I don't know (1)

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

20.99%	Strongly agree (17)
38.27%	Agree (31)
28.4%	Disagree (23)
4.94%	Strongly disagree (4)
7.41%	I don't know (6)
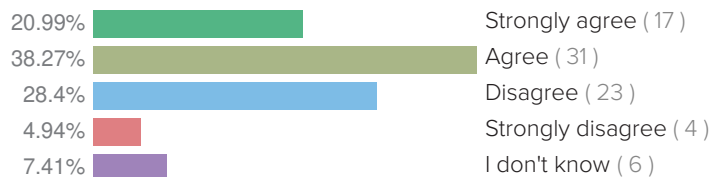
SW More Support for Own Wellbeing results on next page

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.

14.08%	Strongly agree (10)
47.89%	Agree (34)
16.9%	Disagree (12)
5.63%	Strongly disagree (4)
15.49%	I don't know (11)

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.

46.67%	Strongly agree (7)
53.33%	Agree (8)
0%	Disagree (0)
0%	Strongly disagree (0)
0%	I don't know (0)

Q I feel respected by school leaders in my school.

40%	Strongly agree (6)
46.67%	Agree (7)
13.33%	Disagree (2)
0%	Strongly disagree (0)
0%	I don't know (0)

Q I feel respected by students in my school.

21.43%	Strongly agree (3)
71.43%	Agree (10)
7.14%	Disagree (1)
0%	Strongly disagree (0)
0%	I don't know (0)

ES More [ESP] Job Satisfaction results on next page

ES [ESP] Job Satisfaction (cont)

Q My work schedule fits my personal needs.

40%	Strongly agree (6)
60%	Agree (9)
0%	Disagree (0)
0%	Strongly disagree (0)
0%	I don't know (0)

Q My work is very stressful.

6.67%	Strongly agree (1)
40%	Agree (6)
33.33%	Disagree (5)
13.33%	Strongly disagree (2)
6.67%	I don't know (1)
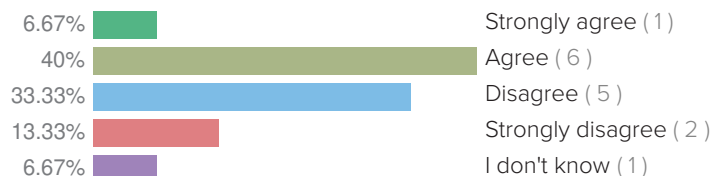
Q I feel I am part of a team working towards the same goal.

26.67%	Strongly agree (4)
66.67%	Agree (10)
0%	Disagree (0)
6.67%	Strongly disagree (1)
0%	I don't know (0)

Q I feel adequately compensated for my work.

6.67%	Strongly agree (1)
40%	Agree (6)
33.33%	Disagree (5)
6.67%	Strongly disagree (1)
13.33%	I don't know (2)
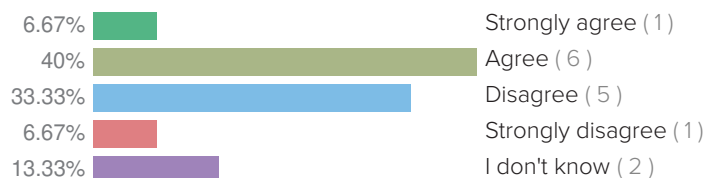
ES More [ESP] Job Satisfaction results on next page

ES [ESP] Job Satisfaction (cont)

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

6.67%	Strongly agree (1)
93.33%	Agree (14)
0%	Disagree (0)
0%	Strongly disagree (0)
0%	I don't know (0)

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

6.67%	Strongly agree (1)
26.67%	Agree (4)
60%	Disagree (9)
6.67%	Strongly disagree (1)
0%	I don't know (0)

Q   I have ways to advance my career in education.

7.14%	Strongly agree (1)
42.86%	Agree (6)
28.57%	Disagree (4)
0%	Strongly disagree (0)
21.43%	I don't know (3)
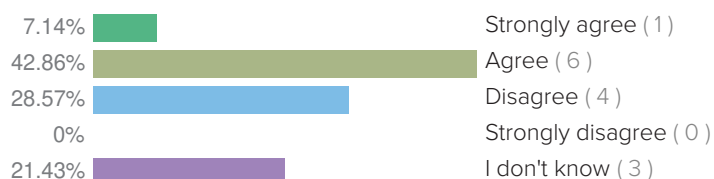
RESULTS

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.

12.5%		Strongly agree (2)
87.5%		Agree (14)
0%		Disagree (0)
0%		Strongly disagree (0)
0%		I don't know (0)

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

25%		Strongly agree (4)
75%		Agree (12)
0%		Disagree (0)
0%		Strongly disagree (0)
0%		I don't know (0)

Q   I know and understand my role.

37.5%		Strongly agree (6)
62.5%		Agree (10)
0%		Disagree (0)
0%		Strongly disagree (0)
0%		I don't know (0)

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

ER [ESP] Roles & Responsibilities (cont)

Q I was properly trained for my job.

12.5%	Strongly agree (2)
87.5%	Agree (14)
0%	Disagree (0)
0%	Strongly disagree (0)
0%	I don't know (0)

Q My role is to support student independence.

13.33%	Strongly agree (2)
60%	Agree (9)
6.67%	Disagree (1)
0%	Strongly disagree (0)
20%	I don't know (3)

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

6.25%	Strongly agree (1)
50%	Agree (8)
31.25%	Disagree (5)
12.5%	Strongly disagree (2)
0%	I don't know (0)
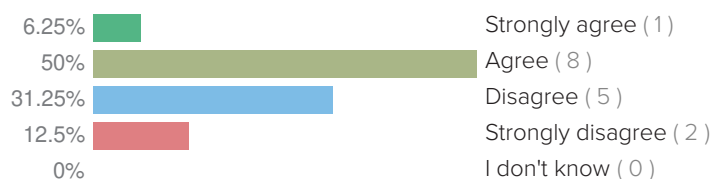
Q I receive adequate guidance about my role.

6.25%	Strongly agree (1)
81.25%	Agree (13)
12.5%	Disagree (2)
0%	Strongly disagree (0)
0%	I don't know (0)