DISTRICT REPORT

Teaching & Learning Conditions Colorado Survey

TLCC
Teaching & Learning Conditions Colorado

M M
CAMBRIDGE EDUCATION

Prepared for
Poudre R-1

Number of respondents (#)
2230

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

7	21	22	4

Strongly Agree   Agree   Disagree   Strongly Disagree

Number of responses

Yellow bar indicates which results are favorable
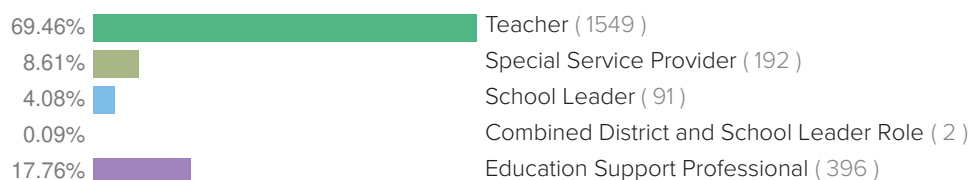
Favorability indicator

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.

2230 total respondents

D What is your current position at the school?

%	Position
69.46%	Teacher (1549)
8.61%	Special Service Provider (192)
4.08%	School Leader (91)
0.09%	Combined District and School Leader Role (2)
17.76%	Education Support Professional (396)

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

%	Years
17.76%	First Year (396)
15.74%	2-3 Years (351)
12.33%	4-5 Years (275)
22.02%	6-10 Years (491)
23.09%	11-20 Years (515)
9.06%	20+ years (202)
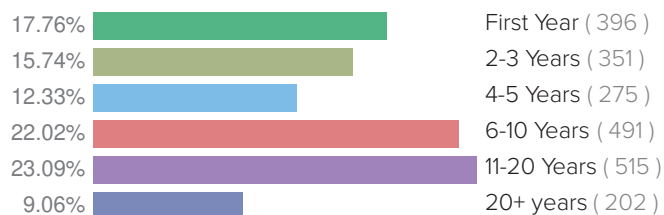
D How many years have you worked in your career in this position/role?

%	Years
7.85%	First Year (175)
8.97%	2-3 Years (200)
9.42%	4-5 Years (210)
20.4%	6-10 Years (455)
32.74%	11-20 Years (730)
20.63%	20+ years (460)

REPORT OVERVIEW
Your results at a glance

TLCC Survey

REPORT OVERALL FAVORABILITY

76%

80%
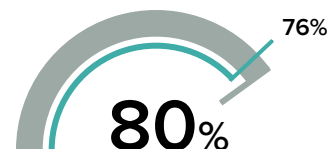
YOUR RESULTS

NQ
New Staff Questions
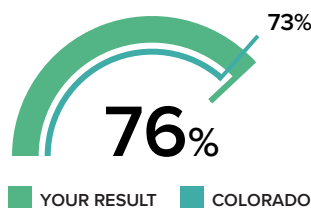
TOP ITEM RESULT

81%

73%

76%

YOUR RESULT   COLORADO

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

SL
School Leadership
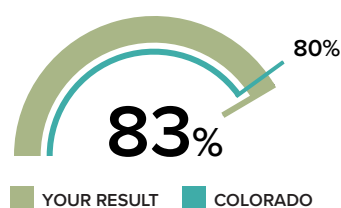
TOP ITEM RESULT

95%

80%

83%

YOUR RESULT   COLORADO

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

SL
Staff Leadership

TOP ITEM RESULT

85%

77%

81%

YOUR RESULT   COLORADO
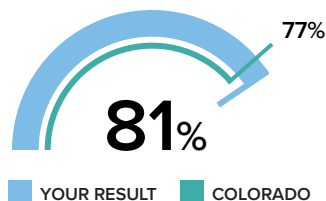
Q Teachers' and support personnels' professional expertise is valued.

MC
Managing Student Conduct
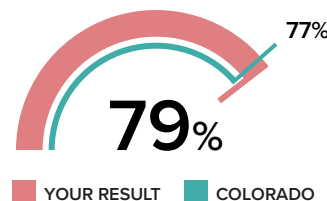
TOP ITEM RESULT

98%

77%

79%

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.

REPORT OVERVIEW
Your results at a glance

TLCC Survey

REPORT OVERALL FAVORABILITY

76%

80%

YOUR RESULTS

IS
Instructional Practices and Support
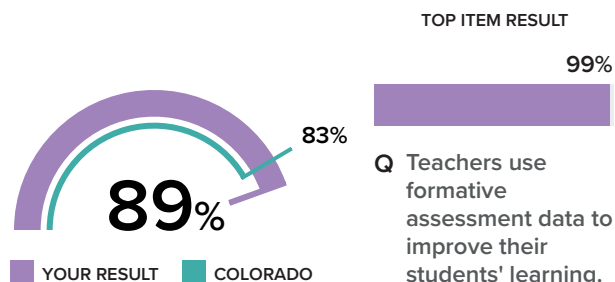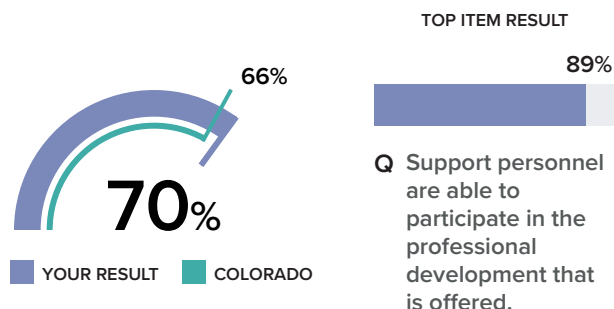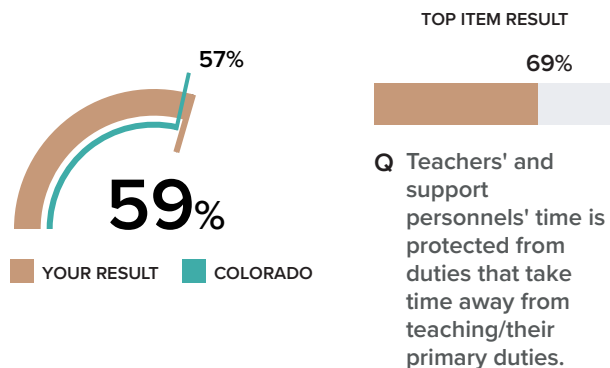
83%

89%

■ YOUR RESULT ■ COLORADO

TOP ITEM RESULT

99%

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

PD
Professional Development

66%

70%

■ YOUR RESULT ■ COLORADO

TOP ITEM RESULT

89%

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

T
Time

57%

59%

■ YOUR RESULT ■ COLORADO

TOP ITEM RESULT

69%

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

FR
Facilities and Resources

83%

84%

■ YOUR RESULT ■ COLORADO

TOP ITEM RESULT

93%

Q Our school is a safe place to work.

REPORT OVERVIEW
Your results at a glance

TLCC Survey

REPORT OVERALL FAVORABILITY

76%

80%
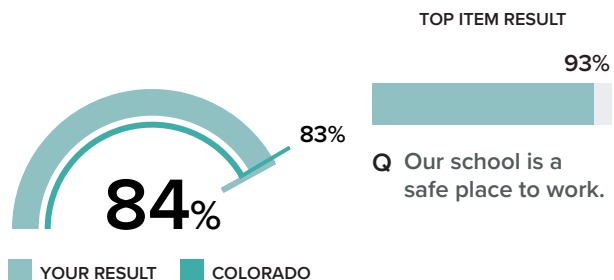
YOUR RESULTS

CI
Community Support and Involvement
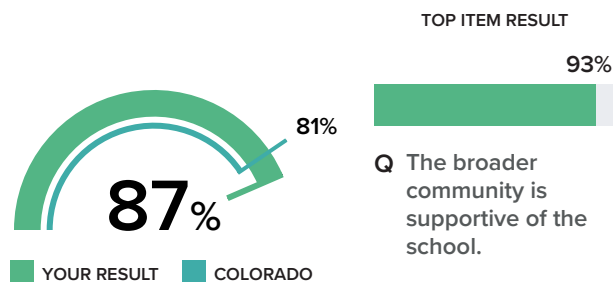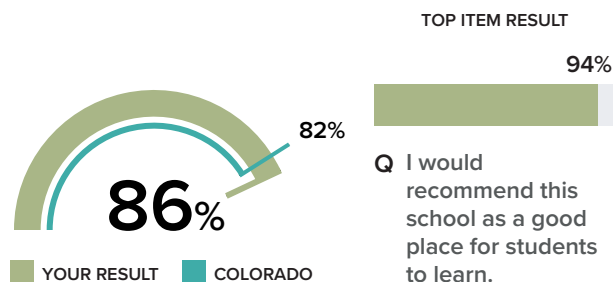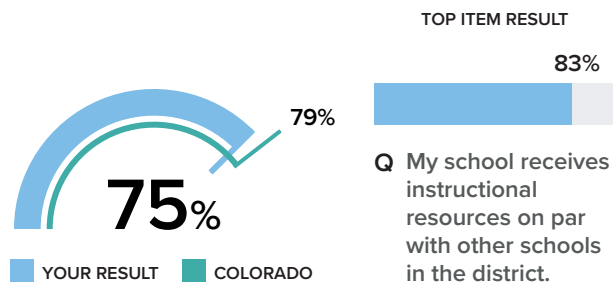
TOP ITEM RESULT

93%

87%

■ YOUR RESULT ■ COLORADO

81%

Q The broader community is supportive of the school.

GR
General Reflection

TOP ITEM RESULT

94%

86%

■ YOUR RESULT ■ COLORADO

82%

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

DS
District Supports

TOP ITEM RESULT

83%

75%

■ YOUR RESULT ■ COLORADO

79%

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

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

76%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
74%	75%	75%	75%	80%	96%	76%

SL School Leadership

83%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
86%	86%	83%	82%	80%	81%	89%

SL Staff Leadership

81%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
85%	83%	82%	81%	79%	78%	84%

MC Managing Student Conduct

79%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
85%	78%	74%	76%	77%	75%	85%

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
92%	87%	87%	88%	89%	90%	92%

PD Professional Development

70 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
78%	73%	71%	65%	67%	66%	77%

T Time

59 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
60%	59%	52%	54%	56%	58%	72%

FR Facilities and Resources

84 %

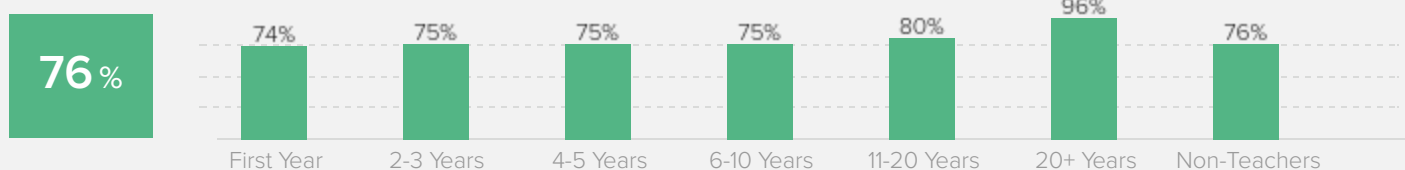| First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
86%	87%	79%	85%	83%	85%	86%

REPORT OVERVIEW - BREAKDOWN
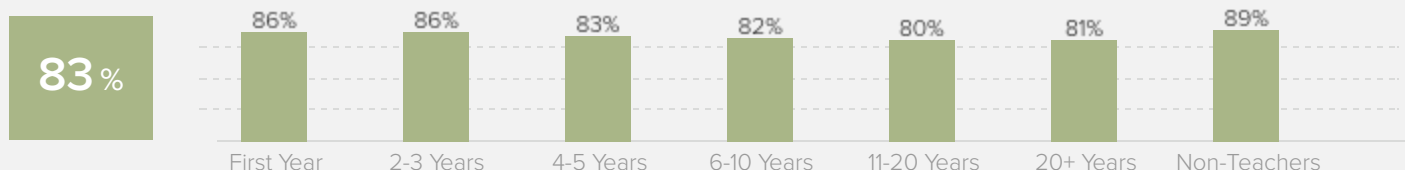Results Disaggregated by Subgroups

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**

CI Community Support and Involvement

87 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
94%	86%	84%	85%	86%	86%	91%

GR General Reflection

86 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
87%	89%	87%	87%	83%	83%	90%

DS District Supports

75 %

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	75%
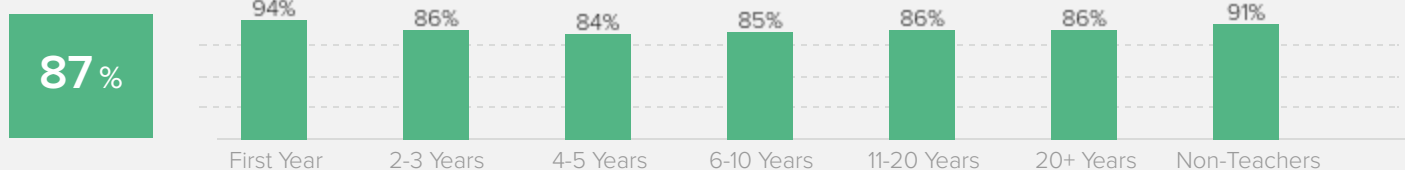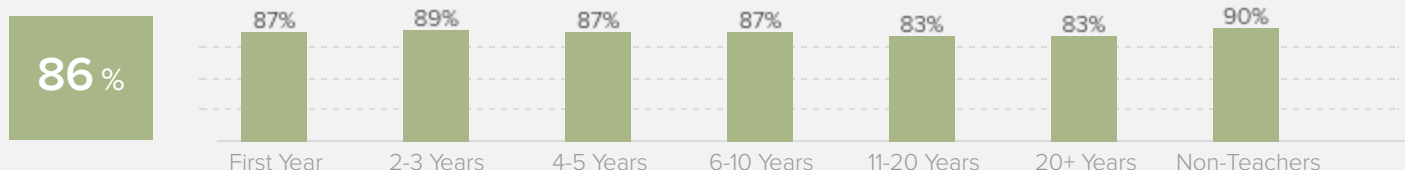
RESULTS
Item level results from your report

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

76%
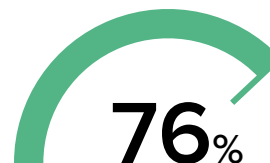
COMPARE RESULT

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

74%

69%
Colorado

Distribution of responses

50	58	33	6	1	148
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
80%	76%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	63%
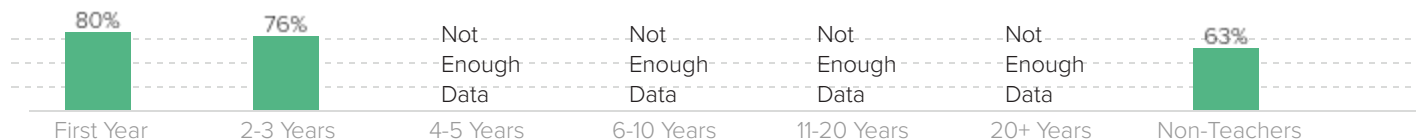
Q To what degree do you feel that you have received adequate support as a new teacher/staff member at this school?

79%

74%
Colorado

Distribution of responses

272	305	138	12	9	736
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
79%	81%	75%	75%	80%	96%	79%
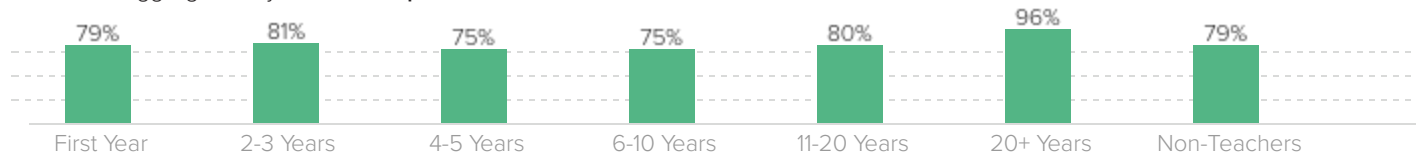
NQ More New Staff Questions results on next page

NQ New Staff Questions (cont)

COMPARE RESULT

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

72.77%	Yes (326)
21.21%	No (95)
6.03%	I don't know (27)

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

55.02%	Yes (148)
39.41%	No (106)
5.58%	I don't know (15)

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

24.25%	New teacher/staff orientation (422)
17.87%	Ongoing dialogue with school leaders (311)
15.29%	New teacher/staff training to develop content knowledge or on their primary responsibilities (266)
13.85%	Networking with other new teachers/peers (241)
11.55%	Scheduled shared planning time (201)
6.55%	Coverage to enable teachers and staff to observe their peers / other classrooms (114)
5.92%	New teacher training to develop pedagogy (103)
2.76%	Other (48)
1.95%	Reduced teaching responsibilities (34)

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)

81% **Colorado**

Distribution of responses

Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
72	41	23	4	0	140

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
82%	76%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	86%

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)**

69%

69%

| Colorado | |

Distribution of responses

52	45	32	11	0	140
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%	66%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	78%

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

77%

79%

| Colorado | |

Distribution of responses

58	50	28	5	0	141
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
71%	80%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	78%

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

66%

64%

| Colorado | |

Distribution of responses

45	47	39	9	0	140
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
69%	64%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	64%

NQ More New Staff Questions results on next page

NQ New Staff Questions (cont)

COMPARE RESULT

		69%
Q Evaluative support (e.g., formative evaluation feedback, advice related to evaluation expectations)	**72**%	Colorado

Distribution of responses

46	56	31	8	0	141
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
71%	75%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	69%

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
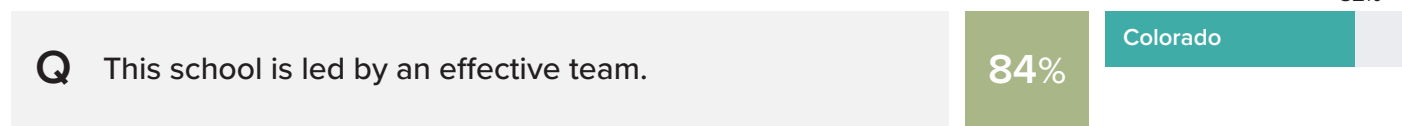
83%

COMPARE RESULT

Q This school is led by an effective team.

84%

82%

Colorado

Distribution of responses

873	948	253	101	47	2222
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
90%	88%	81%	81%	78%	80%	91%

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

88%

86%

Colorado

Distribution of responses

912	1011	195	68	34	2220
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%	91%	86%	87%	83%	84%	95%
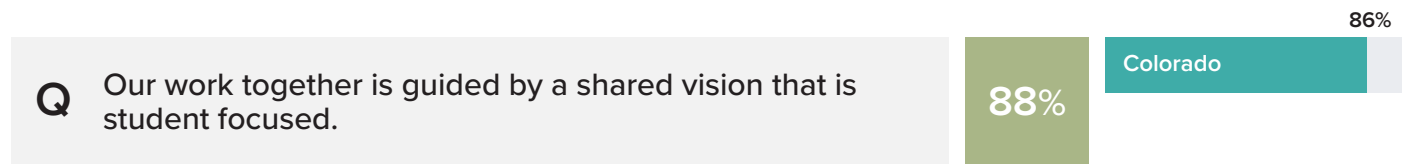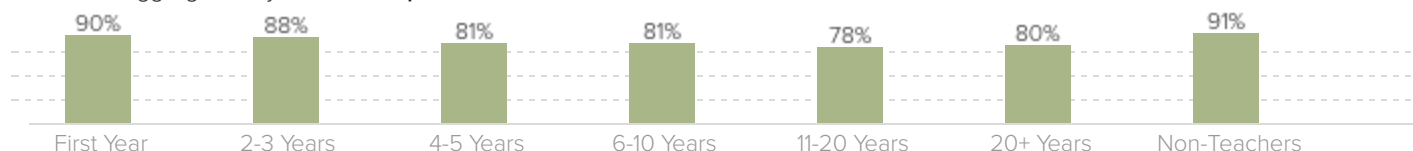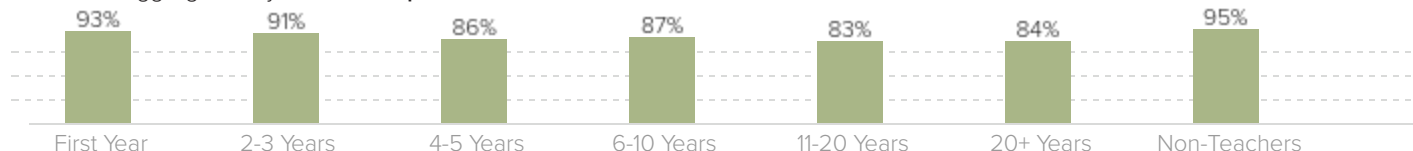
SL More School Leadership results on next page

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.

76%

75%

Colorado

Distribution of responses

403	753	277	77	124	1634
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
84%	81%	83%	75%	72%	76%	96%
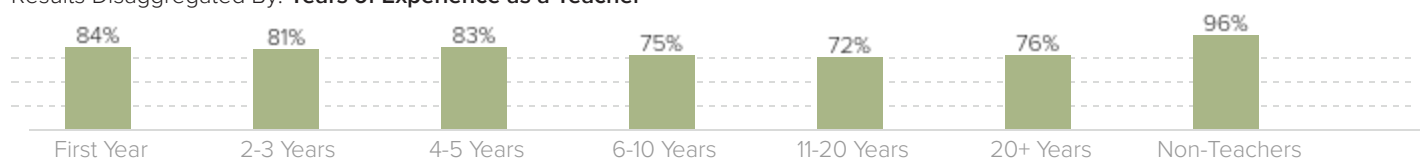
Q School staff show respect for each other.

93%

89%

Colorado

Distribution of responses

932	1108	140	22	19	2221
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
95%	93%	90%	92%	91%	94%	93%
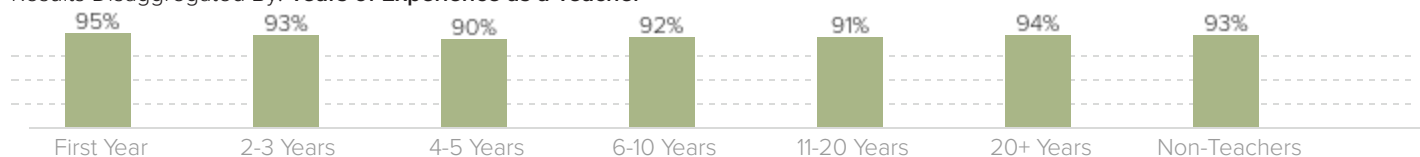
Q Staff feel comfortable raising important issues with school leaders.

78%

78%

Colorado

Distribution of responses

774	928	326	139	52	2219
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%	80%	77%	75%	76%	83%
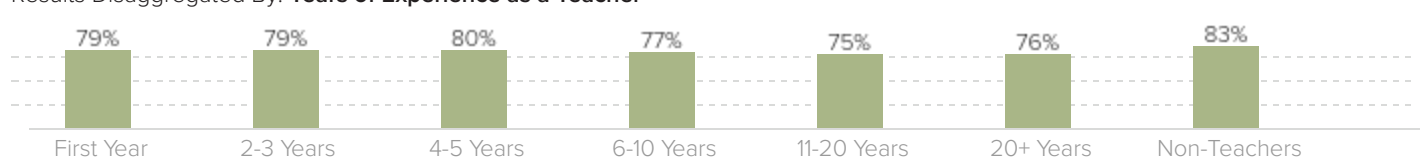
SL School Leadership (cont)

COMPARE RESULT

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

79%

78%

Colorado

Distribution of responses

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

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

77%	80%	80%	76%	75%	76%	85%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
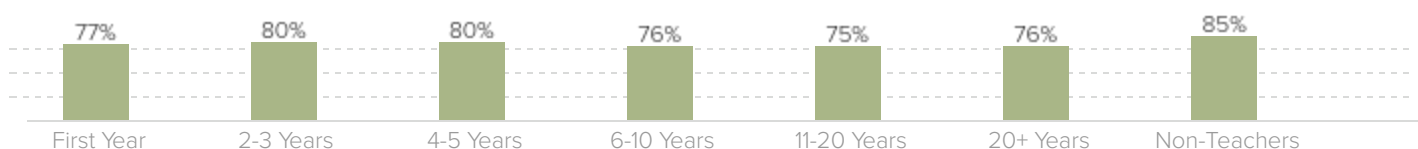
Q Teachers' and support personnels' effectiveness is accurately assessed through the school's evaluation process.

85%

75%

Colorado

Distribution of responses

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

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

86%	90%	82%	84%	83%	87%	86%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
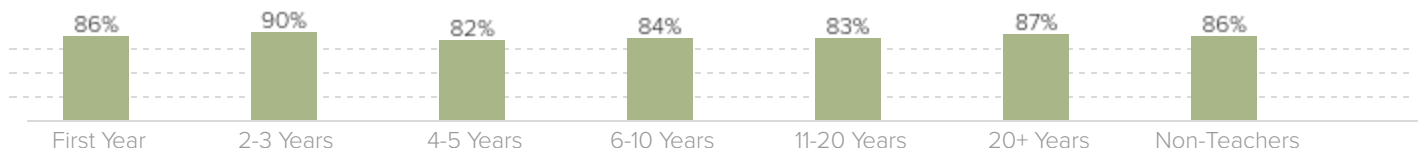
Q The evaluation process provides teachers and support personnel with actionable feedback for improvement.

80%

72%

Colorado

Distribution of responses

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

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

80%	84%	82%	78%	73%	79%	85%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
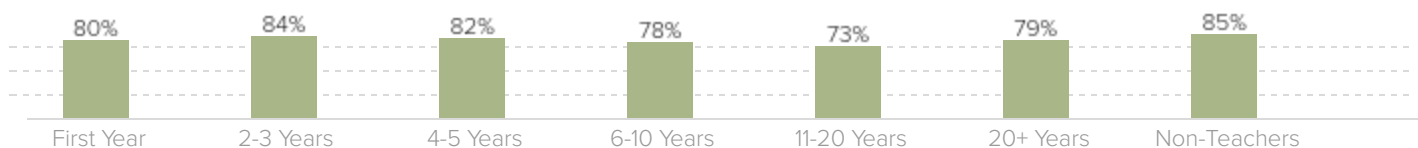
SL More School Leadership results on next page

SL School Leadership (cont)

COMPARE RESULT

Q School leadership puts suggestions made by staff into operation.

79%

77%

Colorado

Distribution of responses

544	1029	312	97	236	2218
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%	82%	74%	76%	75%	75%	87%
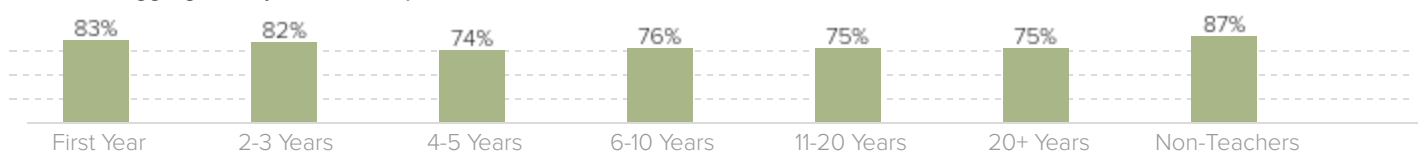
Q School leadership works to build trust among staff.

80%

77%

Colorado

Distribution of responses

750	937	296	121	114	2218
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%	83%	77%	78%	75%	74%	88%
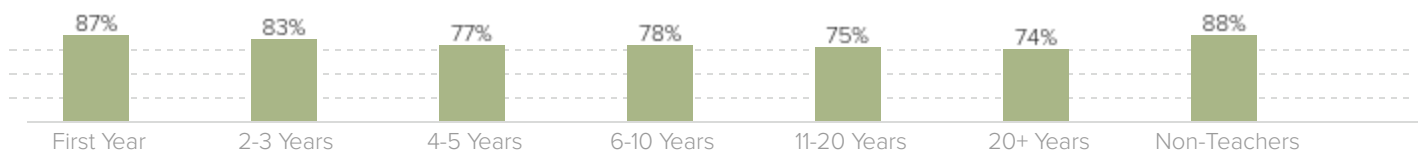
Q Teachers are aware of what they are being evaluated on, including the evaluation rubric and measures of student learning/outcomes (MSL/Os) by the time they complete their self-assessment and individual goal setting for the school year.

95%

91%

Colorado

Distribution of responses

739	781	56	17	43	1636
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
89%	95%	99%	96%	95%	96%	100%
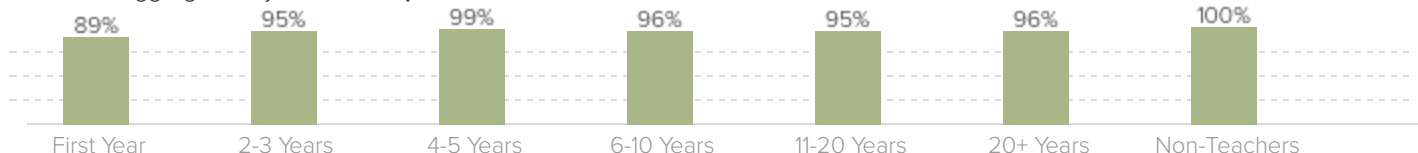
RESULTS
Item level results from your report

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
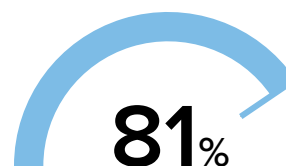
81%

COMPARE RESULT

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

85%

81%
| Colorado |

Distribution of responses

850	987	242	77	59	2215
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%	85%	88%	85%	84%	80%	88%
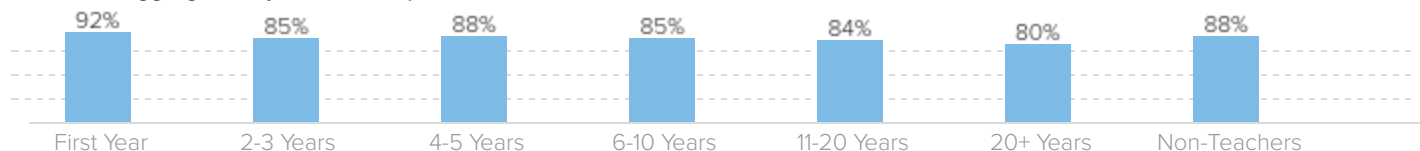
Q There is a process in place for collaborative problem solving in this school.

81%

76%
| Colorado |

Distribution of responses

631	1036	305	88	153	2213
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%	79%	78%	78%	75%	87%
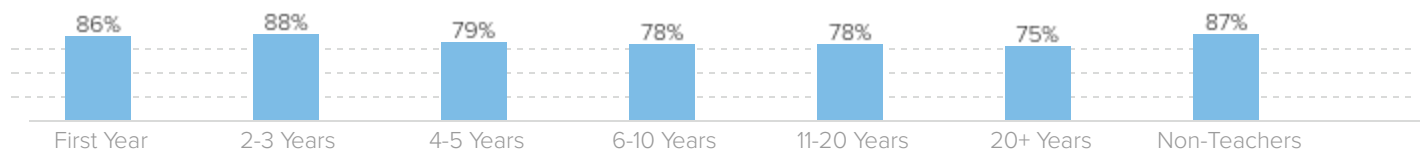
SL More Staff Leadership results on next page

SL **Staff Leadership (cont)**

COMPARE RESULT

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

84%

82%

Colorado

Distribution of responses

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

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

80%	84%	90%	88%	87%	88%	77%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
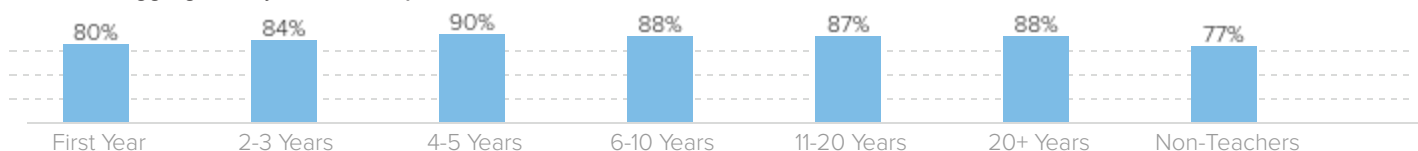
Q Teachers and support personnel have an adequate level of influence on important school decisions.

73%

69%

Colorado

Distribution of responses

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

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

81%	74%	70%	72%	69%	67%	83%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers

TLCC
Teaching & Learning Conditions Colorado

M M
CAMBRIDGE EDUCATION
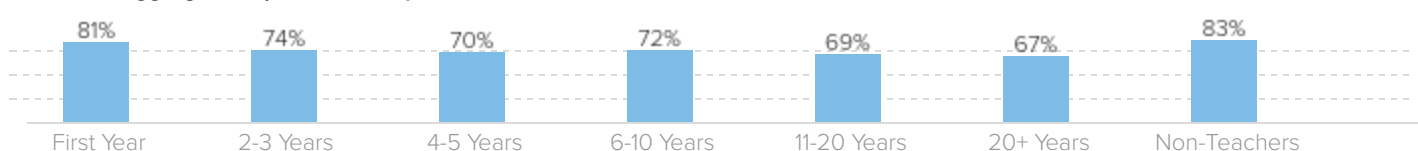
RESULTS
Item level results from your report

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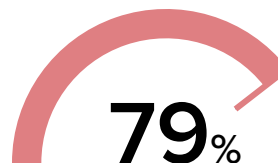
This area centers on school safety and expectations for student behavior.

OVERALL FAVORABILITY

79%

COMPARE RESULT

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

79%

77%

Colorado

Distribution of responses

561	1184	307	138	20	2210
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%	81%	72%	78%	76%	75%	86%
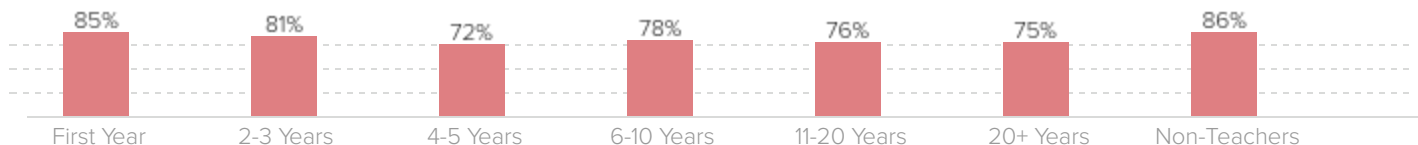
Q Students have the behavioral supports needed to focus on learning.

70%

66%

Colorado

Distribution of responses

397	1115	491	140	68	2211
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
81%	66%	62%	62%	71%	67%	77%
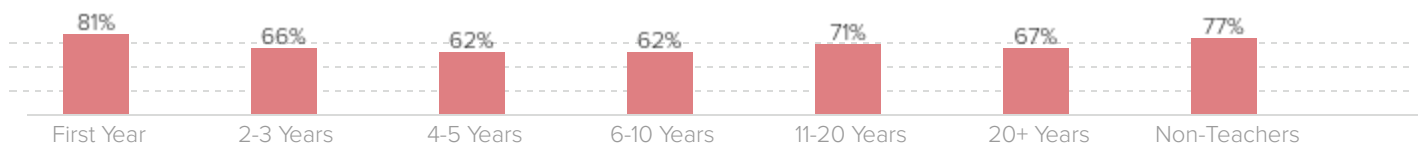
MC More Managing Student Conduct results on next page

MC **Managing Student Conduct (cont)**

COMPARE RESULT

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

56%

53%

Colorado

Distribution of responses

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

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

65%	59%	49%	48%	54%	47%	68%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
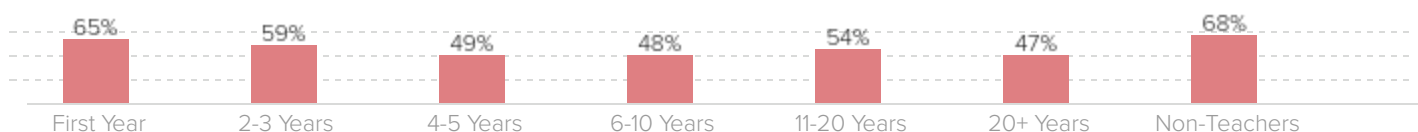
Q This school is a safe place for students to learn.

91%

90%

Colorado

Distribution of responses

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

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

93%	90%	90%	94%	89%	88%	95%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
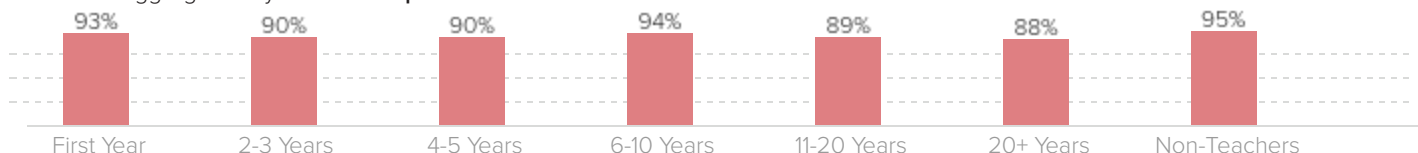
Q Students at this school have at least one adult on staff they can trust to support them with social, emotional, or personal concerns.

98%

97%

Colorado

Distribution of responses

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

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

100%	94%	98%	98%	98%	96%	98%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers

TLCC
Teaching & Learning Conditions Colorado

M M
CAMBRIDGE
EDUCATION
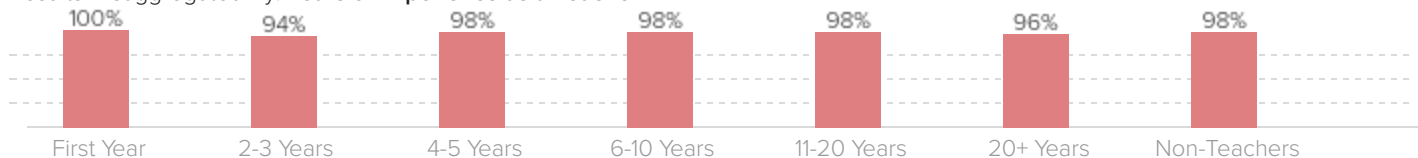
RESULTS
Item level results from your report

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.

93%

88%
Colorado

Distribution of responses

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

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

96%	88%	92%	91%	93%	97%	95%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers

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

93%

87%
Colorado

Distribution of responses

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

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

96%	88%	91%	91%	94%	95%	95%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers

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.

75%

73%

Colorado	

Distribution of responses

348	845	336	49	43	1621
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
81%	76%	77%	70%	72%	79%	92%

Q Students understand how class activities relate to learning objectives.

97%

91%

Colorado	

Distribution of responses

403	1109	41	2	69	1624
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
98%	92%	97%	98%	98%	97%	98%

Q Instruction in this school encourages different cultural viewpoints.

91%

85%

Colorado	

Distribution of responses

563	1260	166	21	188	2198
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
95%	88%	84%	89%	92%	89%	93%

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.

79%

72%

Colorado

Distribution of responses

426	1134	373	43	222	2198
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
84%	70%	69%	75%	77%	77%	86%
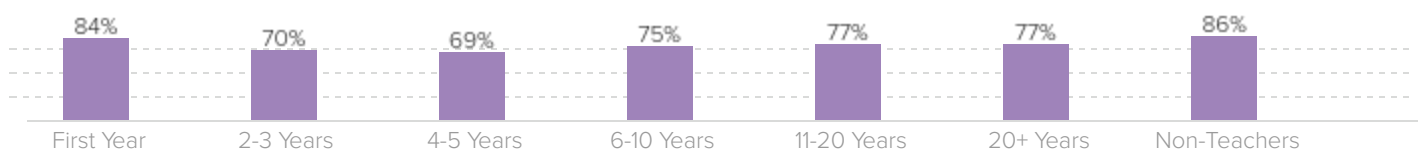
Q English Learners are adequately supported in this school.

87%

79%

Colorado

Distribution of responses

684	1031	208	40	236	2199
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%	78%	81%	88%	87%	93%
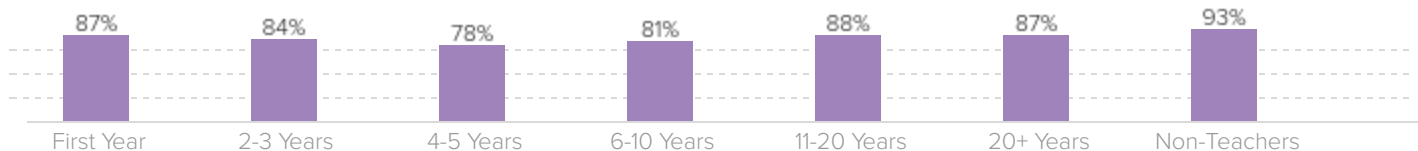
Q Students with disabilities are adequately supported in this school.

86%

81%

Colorado

Distribution of responses

739	1075	222	64	98	2198
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
96%	86%	88%	85%	82%	86%	90%

IS More Instructional Practices and Support results on next page

TLCC Teaching & Learning Conditions Colorado

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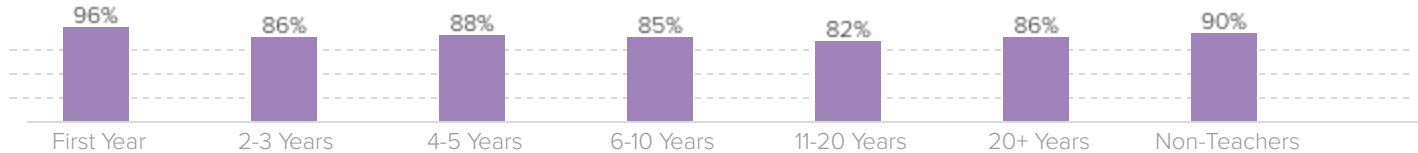
IS Instructional Practices and Support (cont)

COMPARE RESULT

Q Gifted students are adequately supported in this school.

88%

| | 75% |
| Colorado | |

Distribution of responses

575	1077	194	38	309	2193
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
90%	86%	88%	85%	87%	86%	91%
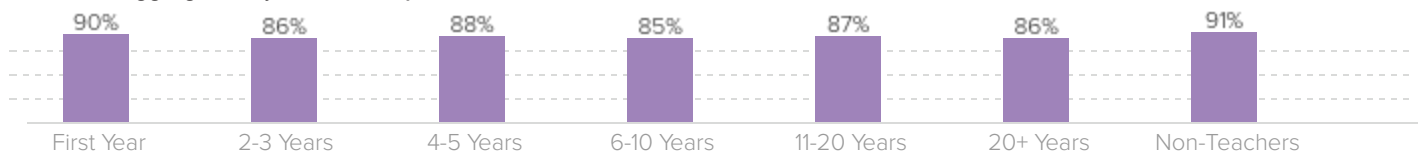
Q Students' social and emotional learning is adequately supported in this school.

84%

| | 79% |
| Colorado | |

Distribution of responses

645	1119	286	39	108	2197
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
88%	78%	78%	81%	85%	81%	89%
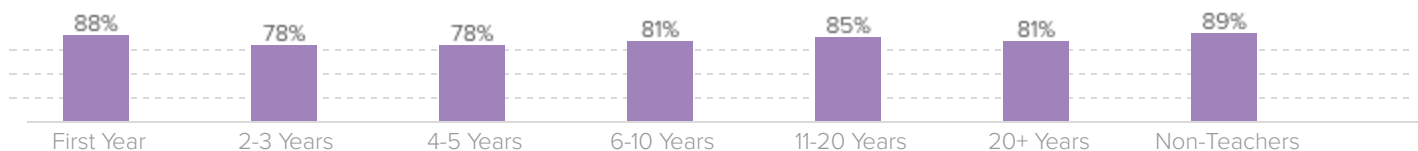
Q Teachers and staff members have the autonomy to make important decisions in their classrooms or carry out their job responsibilities.

96%
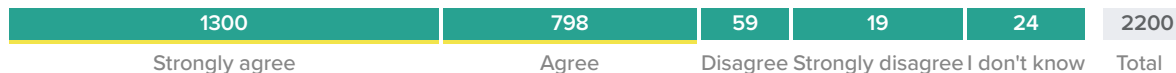
| | 89% |
| Colorado | |

Distribution of responses

1300	798	59	19	24	2200
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%	98%	94%	97%	97%	98%	95%

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

COMPARE RESULT

Q Teachers feel supported in trying new instructional strategies.

97%

92%

Colorado

Distribution of responses

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

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

91%	96%	96%	96%	97%	97%	99%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers

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

99%

98%

Colorado

Distribution of responses

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

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

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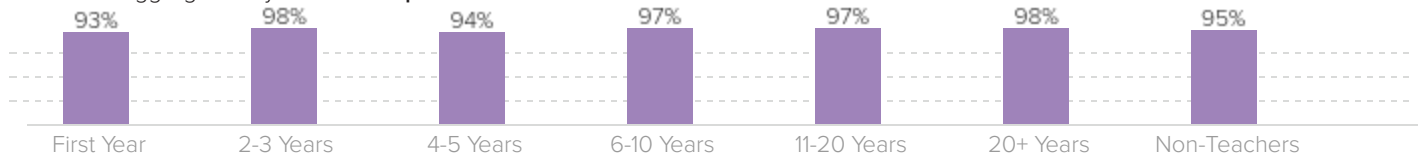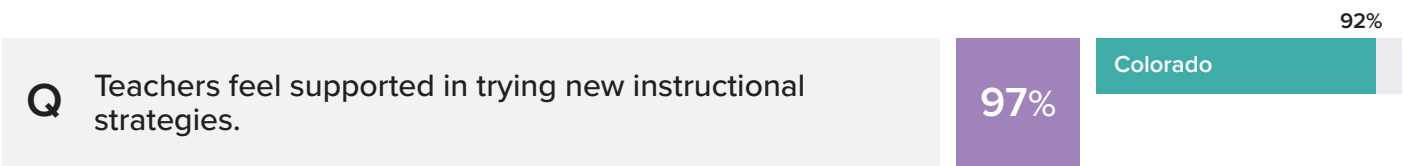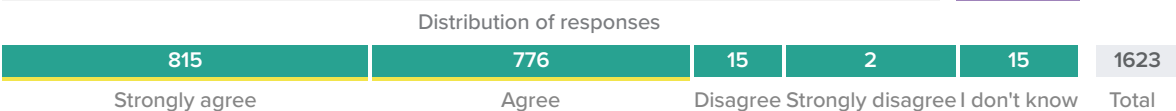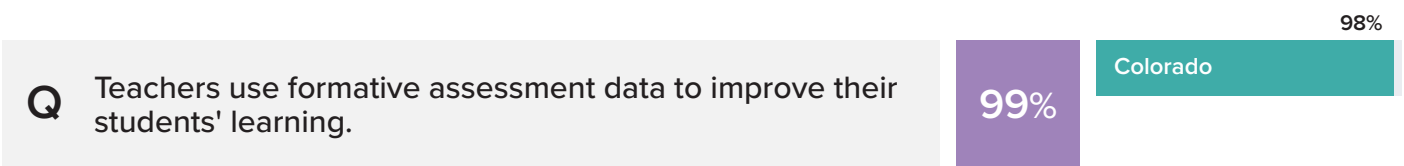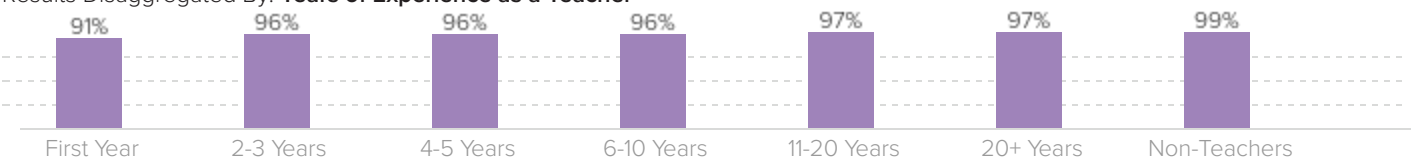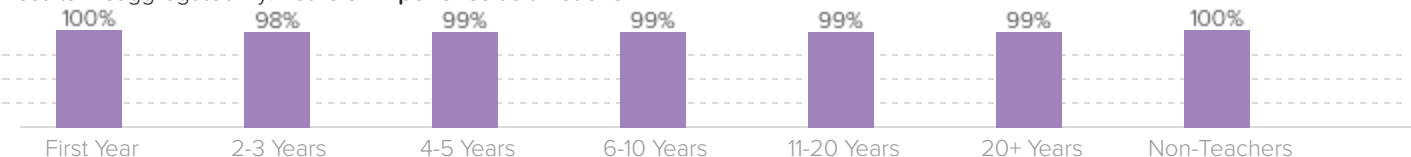
RESULTS
Item level results from your report

(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

70%
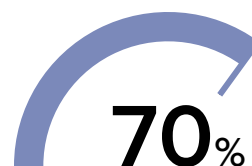
COMPARE RESULT

Q The school improvement plan (e.g., Unified Improvement Plan) influences teachers' professional learning choices.
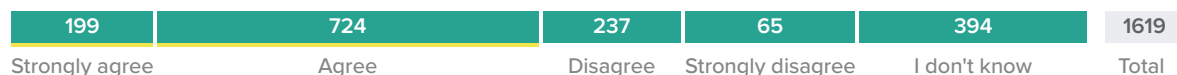
75%

71%

Colorado

Distribution of responses

199	724	237	65	394	1619
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
82%	80%	77%	77%	73%	72%	86%
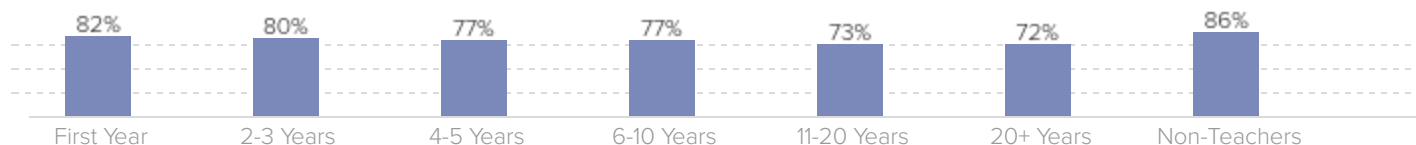
Q Professional learning opportunities are personalized and aligned to teachers' needs and strengths.

70%

59%

Colorado

Distribution of responses

249	800	359	88	121	1617
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%	77%	77%	67%	67%	65%	97%
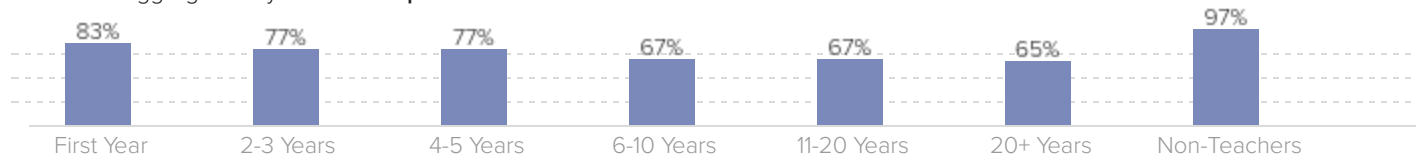
(PD) More Professional Development results on next page

PD **Professional Development (cont)**

COMPARE RESULT

Q The effectiveness of professional development is assessed regularly.

60%

55%

Colorado

Distribution of responses

217	780	520	146	528	2191
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
72%	66%	63%	51%	53%	53%	72%
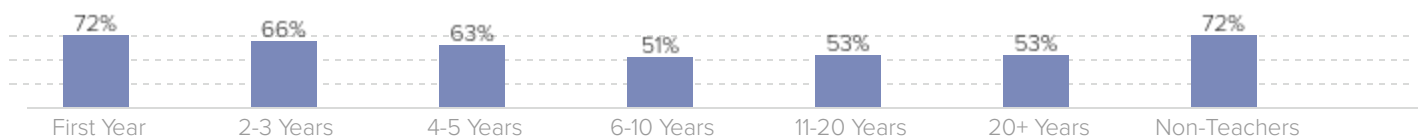
Q Professional learning opportunities (e.g., instructional coaching, PLCs, training) improve instruction in this school.

78%

72%

Colorado

Distribution of responses

273	852	248	70	169	1612
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%	89%	80%	74%	76%	74%	99%
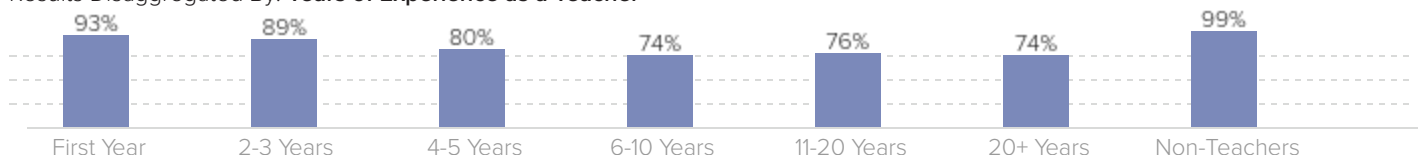
Q Teachers and support personnel receive ongoing support and coaching to improve their practice.

67%

67%

Colorado

Distribution of responses

347	1076	576	108	80	2187
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
82%	73%	68%	59%	62%	64%	76%
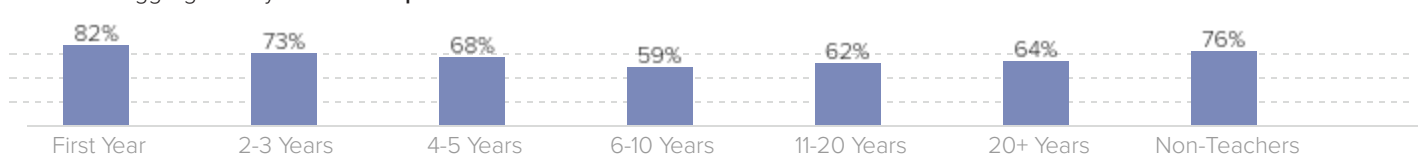
PD More Professional Development results on next page

PD Professional Development (cont)

COMPARE RESULT

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

72%

71%

Colorado

Distribution of responses

252	851	364	64	84	1615
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%	75%	68%	72%	73%	91%
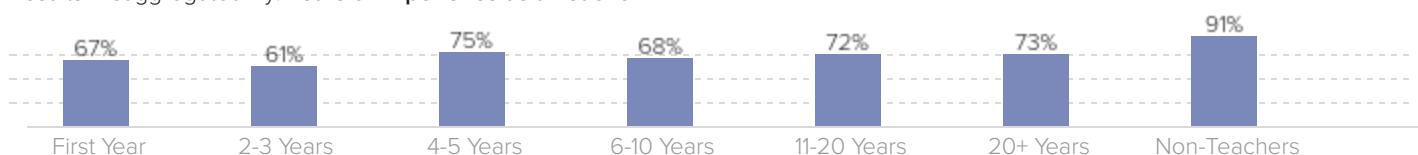
Q Teachers and support personnel receive adequate professional development to support their students' social and emotional learning.

71%

67%

Colorado

Distribution of responses

365	1114	484	106	111	2180
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
66%	70%	66%	69%	70%	71%	76%
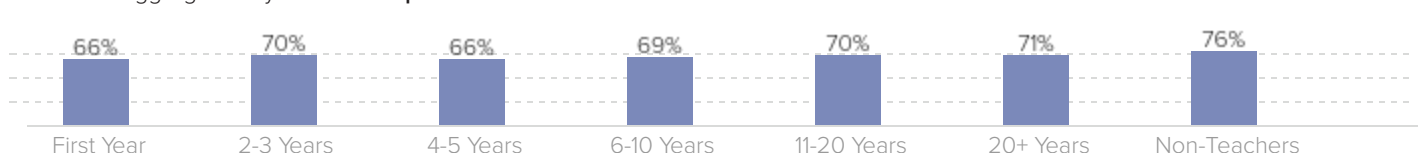
Q Professional learning opportunities are reinforced through coaching (e.g., knowledge building over time).

61%

64%

Colorado

Distribution of responses

176	652	439	97	247	1611
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%	71%	62%	51%	58%	58%	91%

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

172	320	54	4	19	569
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.

65%

61%

Colorado

Distribution of responses

86	246	131	48	62	573
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	65%
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.

67%

63%

Colorado

Distribution of responses

102	230	128	31	80	571
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	67%
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

TLCC Teaching & Learning Conditions Colorado

M M CAMBRIDGE EDUCATION

PD Professional Development (cont)

COMPARE RESULT

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

82%

77%

| Colorado |

Distribution of responses

158	301	86	12	15	572
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	82%
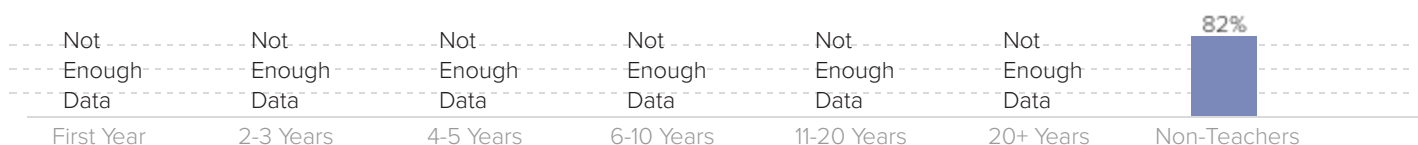
Q Which of the following would be most beneficial for you to learn more about?

%	
15.15%	Teaching/Working with students with trauma (998)
14.92%	Social-emotional learning of all students (983)
8.08%	Supporting special education (students with disabilities) (532)
7.38%	Teachers' content areas / Staff members' best practices (486)
6.42%	Family engagement (423)
6.31%	Using technology (416)
6.04%	Differentiating instruction (398)
5.95%	Math interventions (392)
5.8%	Supporting English Learners (382)
5.21%	Classroom management techniques (343)
5.12%	Reading strategies (337)
4.34%	Teaching/Working with gifted students (286)
3.02%	Using assessment results to guide instruction (199)
2.29%	Understanding data (151)
2.14%	Methods of teaching (141)
1.84%	Colorado Academic Standards (121)

RESULTS
Item level results from your report

T **Time**

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

OVERALL FAVORABILITY

59%

COMPARE RESULT

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

61%

	59%
Colorado	

Distribution of responses

319	998	572	266	24	2179
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
57%	54%	51%	50%	58%	59%	74%
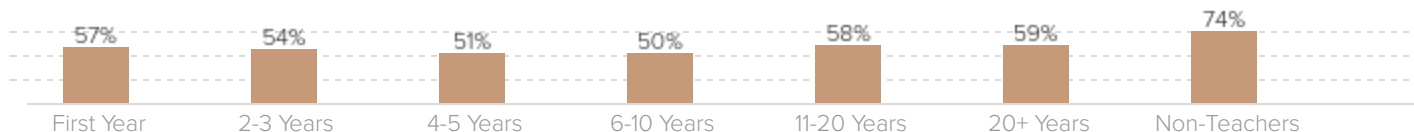
Q Teachers' and support personnels' time is protected from duties that take time away from teaching/their primary duties.

69%

	62%
Colorado	

Distribution of responses

410	1046	500	160	63	2179
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
65%	73%	59%	64%	69%	73%	70%
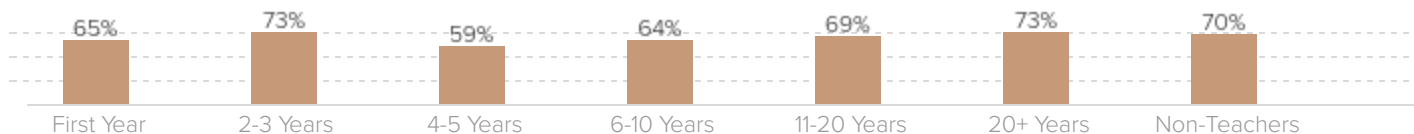
T More Time results on next page

T Time (cont)

COMPARE RESULT

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

51%

52%

Colorado

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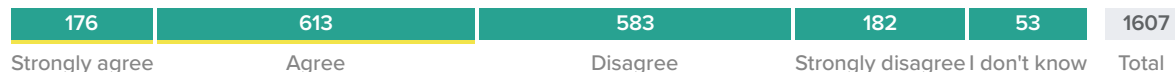
176	613	583	182	53	1607
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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%	49%	45%	46%	50%	50%	81%
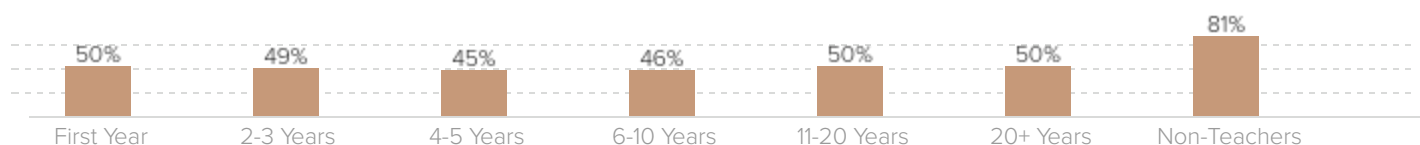
Q Teachers and support personnel have adequate time to support their students' social and emotional learning.

58%

57%

Colorado

Distribution of responses

207	992	671	194	117	2181
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
61%	60%	50%	50%	51%	53%	72%
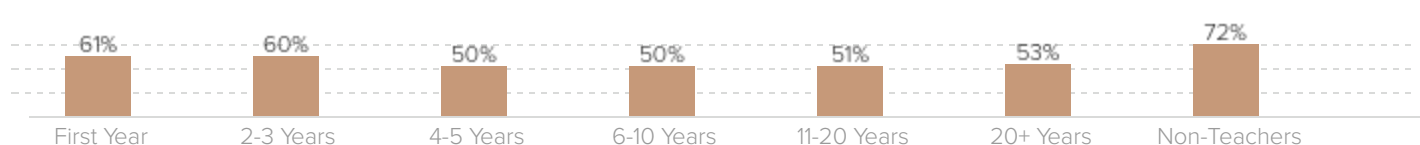
Q Teachers have adequate time to communicate with their students' families.

62%

60%

Colorado

Distribution of responses

157	817	479	129	29	1611
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%	56%	51%	59%	58%	64%	93%
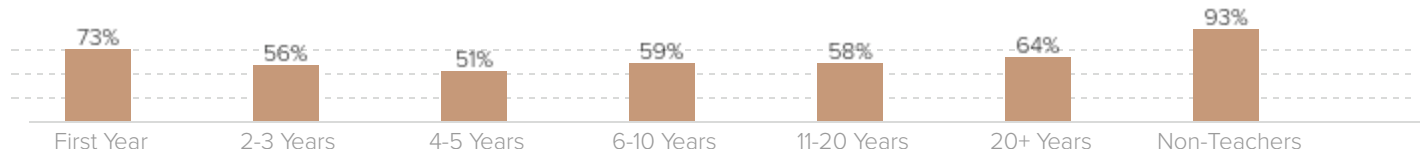
T More Time results on next page

T Time (cont)

COMPARE RESULT

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

59%

50%
| Colorado |

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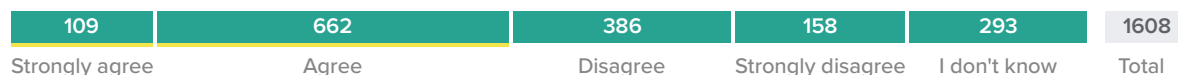
109	662	386	158	293	1608
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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
70%	63%	60%	60%	55%	53%	91%
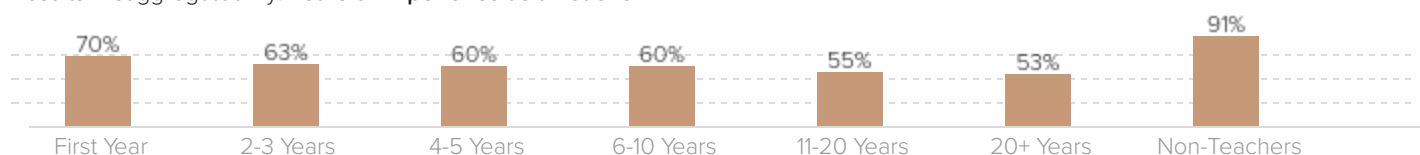
Q Teachers and support personnel have adequate time to engage in professional learning.

55%

57%
| Colorado |

Distribution of responses

230	923	729	216	77	2175
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%	55%	50%	50%	49%	52%	66%
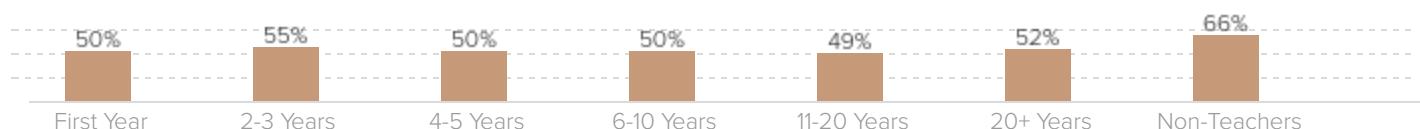
RESULTS
Item level results from your report

FR Facilities and Resources

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

OVERALL FAVORABILITY
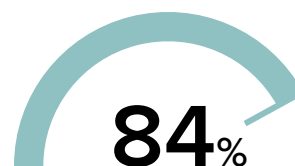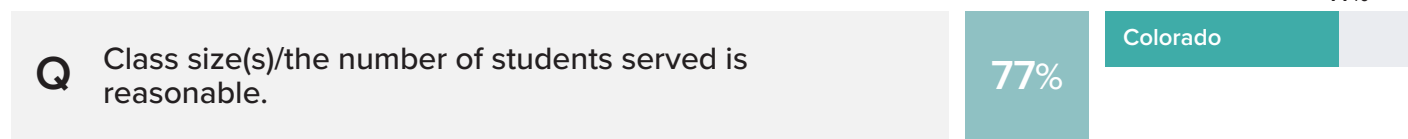
84%

COMPARE RESULT

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

77%

	77%
Colorado	

Distribution of responses

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

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%	67%	75%	77%	77%	80%

Q Instructional resources are adequate to support student learning.

84%

	77%
Colorado	

Distribution of responses

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

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%	82%	83%	86%	83%	85%	84%
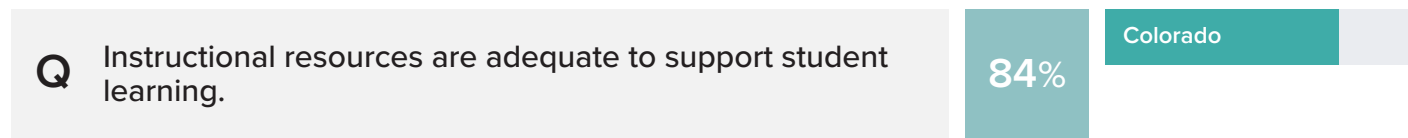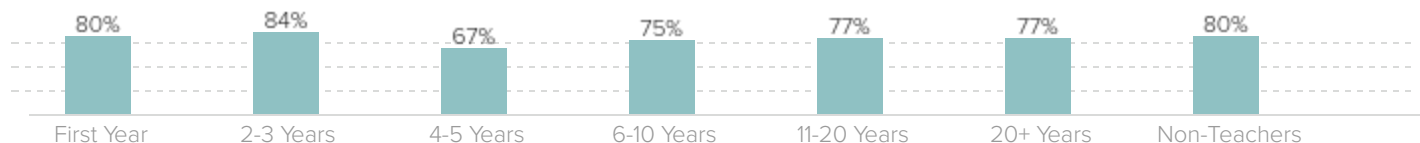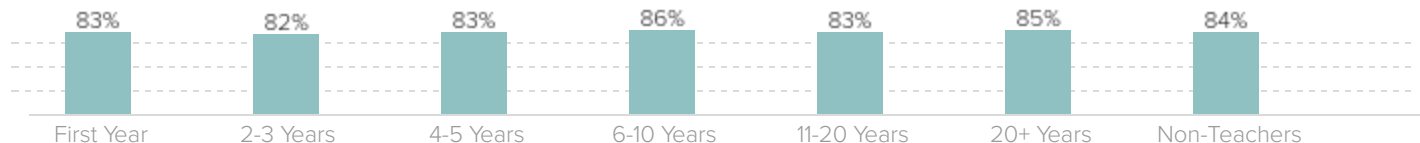
FR More Facilities and Resources results on next page

FR Facilities and Resources (cont)

COMPARE RESULT

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

83%

86%

Colorado

Distribution of responses

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

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
90%	87%	76%	83%	83%	87%	82%
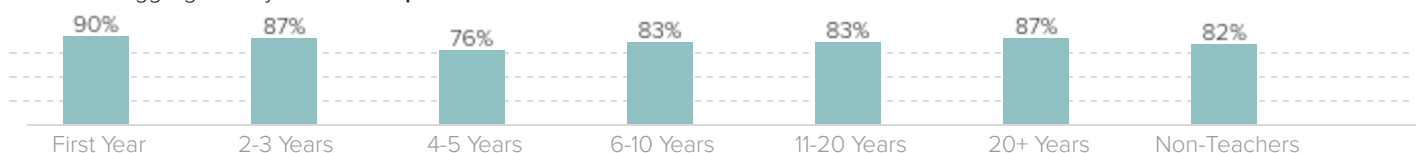
Q Our school is a safe place to work.

93%

92%

Colorado

Distribution of responses

1034	953	126	29	36	2178
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
91%	94%	91%	94%	89%	90%	96%
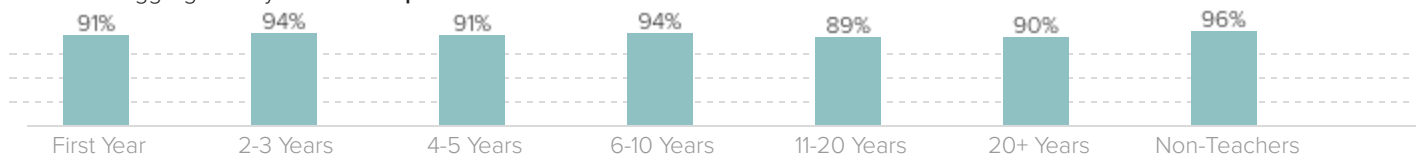
RESULTS
Item level results from your report

CI **Community Support and Involvement**

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

OVERALL FAVORABILITY
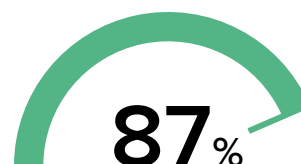
87%

COMPARE RESULT

Q The broader community is supportive of the school.

93%

85%
Colorado

Distribution of responses

526	1047	96	18	200	1887
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
96%	91%	87%	94%	93%	92%	96%
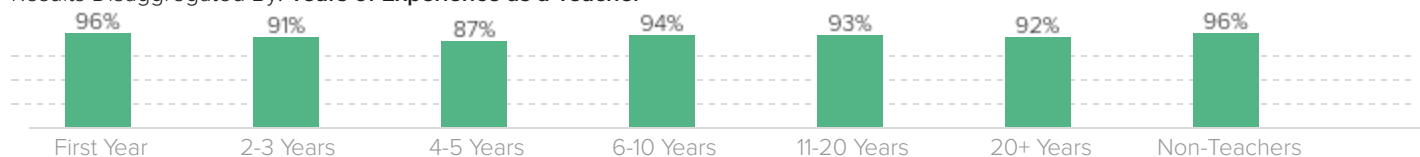
Q The school's efforts to engage families are effective.

84%

75%
Colorado

Distribution of responses

395	1004	236	39	210	1884
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
88%	86%	83%	83%	80%	82%	89%
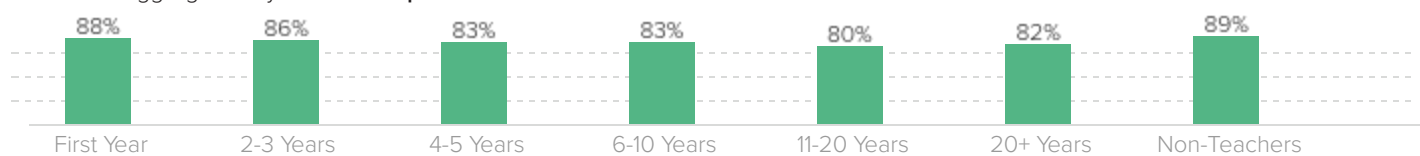
CI More Community Support and Involvement results on next page

CI **Community Support and Involvement (cont)**

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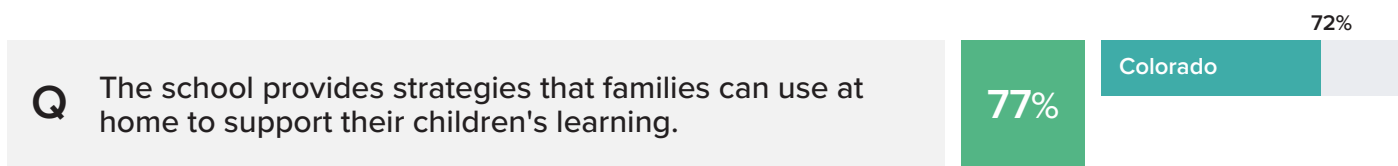
Q The school provides strategies that families can use at home to support their children's learning.

77%

72%
| Colorado |

Distribution of responses

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

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

94%	73%	72%	70%	76%	75%	86%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers

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

93%

92%
| Colorado |

Distribution of responses

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

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

97%	91%	95%	91%	92%	93%	93%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
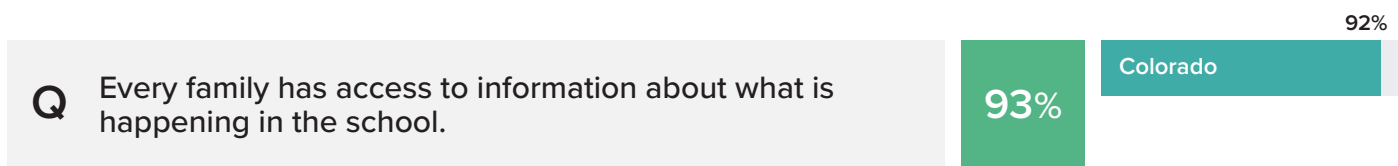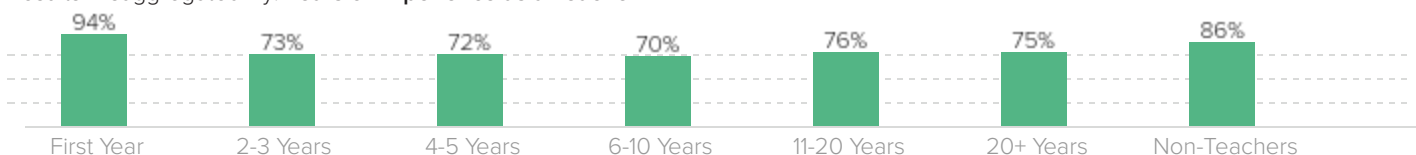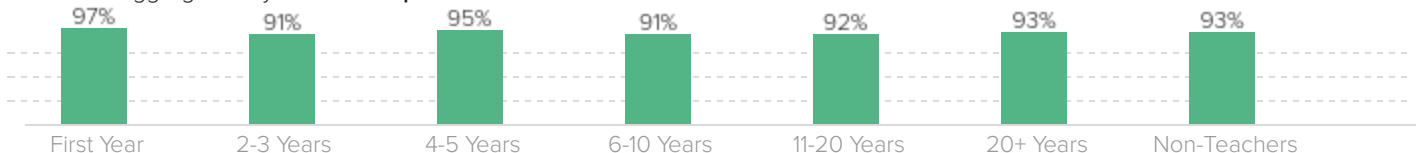
RESULTS

Item level results from your report

GR General Reflection

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

OVERALL FAVORABILITY

86%
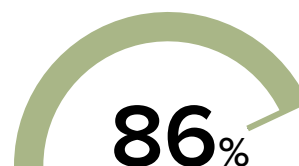
COMPARE RESULT

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

89%

85%
Colorado

Distribution of responses

951	803	167	53	103	2077
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%	94%	88%	88%	86%	87%	92%

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

94%

89%
Colorado

Distribution of responses

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

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%	94%	95%	92%	92%	95%
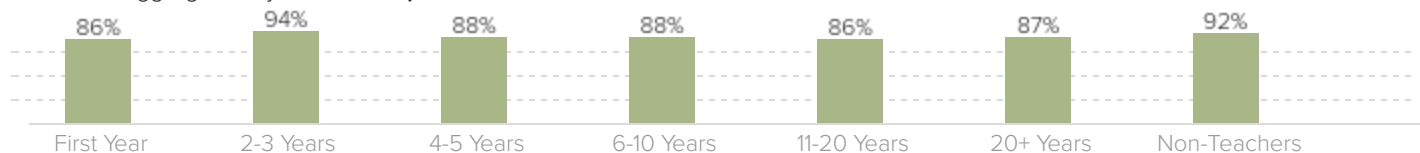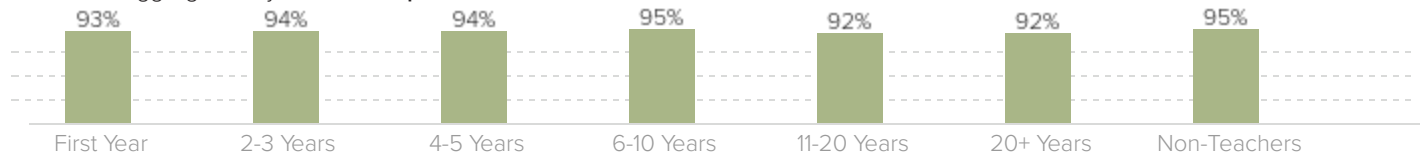
GR More General Reflection results on next page

GR General Reflection (cont)

COMPARE RESULT

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

76%

73%

Colorado

Distribution of responses

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

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

81%	77%	78%	77%	71%	71%	83%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
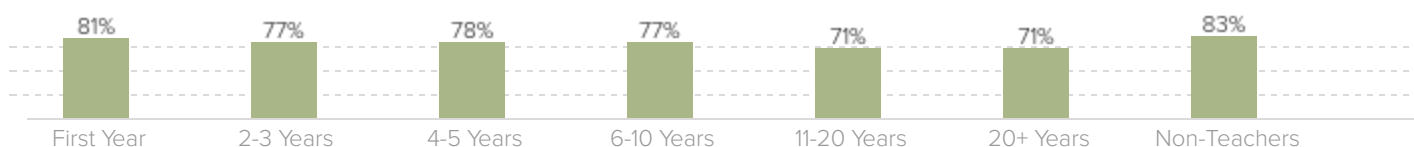
Q Which of the following most affects your decision about whether to continue working at this school?

- 32.64% The school staff (705)
- 31.99% School leadership (691)
- 12.82% Salary (277)
- 5.74% School mission (124)
- 4.4% Length of the work day (95)
- 3.66% The ability to perform the job I was hired to do (79)
- 2.82% Community support and engagement (61)
- 2.69% District leadership (58)
- 2.36% Facilities and resources (51)
- 0.88% Being asked to fulfill responsibilities outside of my primary job description (19)
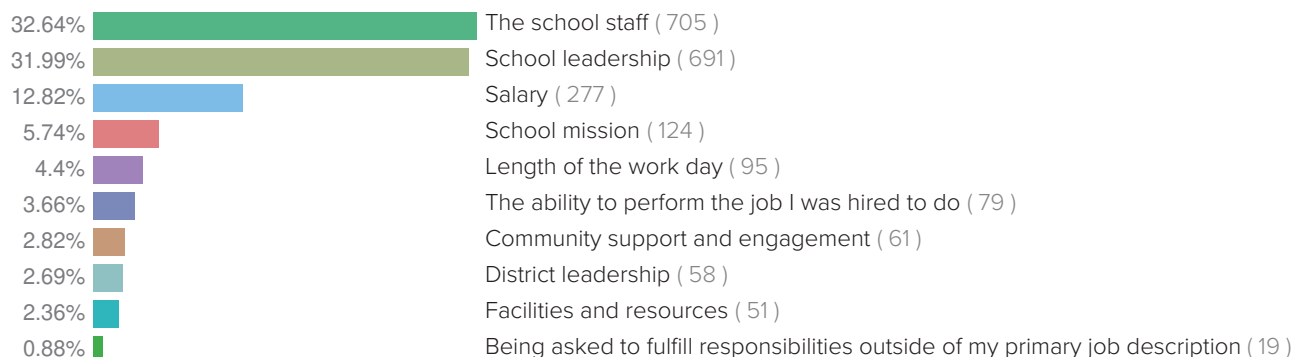
Q Which of the following best describes your plans after the end of this school year?

- 79.16% Continue working in their current role (1706)
- 5.94% Continue working in their current role but not at this school (128)
- 5.57% Leave the field of education. (120)
- 3.81% Continue working in education in an non-administrative, non-teaching position. (82)
- 2.09% Retire. (45)
- 1.62% Become a licensed teacher. (35)
- 0.97% Continue working in their current role but not in this district (21)
- 0.84% Continue working in education but in a different position (18)

RESULTS
Item level results from your report

DS **District Supports**

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

OVERALL FAVORABILITY

75%
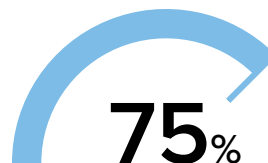
COMPARE RESULT

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

82%

Colorado	80%

Distribution of responses

23	46	12	3	3	87
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	82%

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

72%

Colorado	80%

Distribution of responses

12	44	19	3	9	87
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	72%
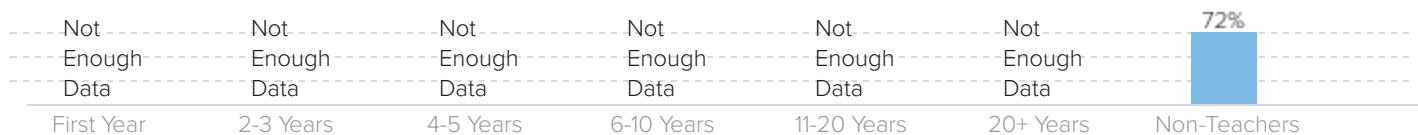
DS More District Supports results on next page

DS District Supports (cont)

COMPARE RESULT

Q The district clearly describes expectations for schools.

73%

78%

Colorado

Distribution of responses

9	53	20	3	2	87
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	73%
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.

70%

75%

Colorado

Distribution of responses

7	46	18	4	12	87
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	70%
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.

79%

77%

Colorado

Distribution of responses

11	49	11	5	11	87
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	79%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
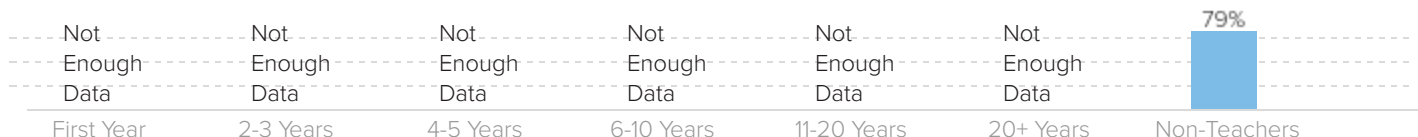
DS More District Supports results on next page

DS District Supports (cont)

COMPARE RESULT

Q The district makes principal professional development a priority.

66%

72%

Colorado

Distribution of responses

12	40	24	2	9	87
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	66%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
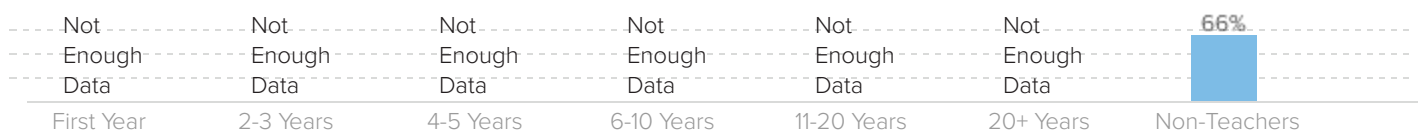
Q My school receives instructional resources on par with other schools in the district.

83%

82%

Colorado

Distribution of responses

17	50	11	3	6	87
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	83%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
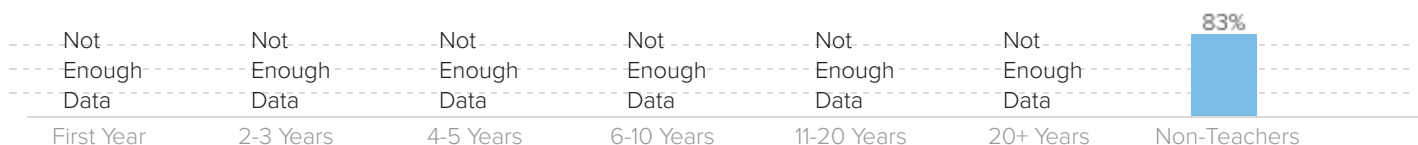
Q The district involves principals in decisions that directly impact the operations of their school.

69%

79%

Colorado

Distribution of responses

15	41	19	6	6	87
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	69%
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.

77%

84%

| Colorado |

Distribution of responses

11	51	14	4	7	87
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
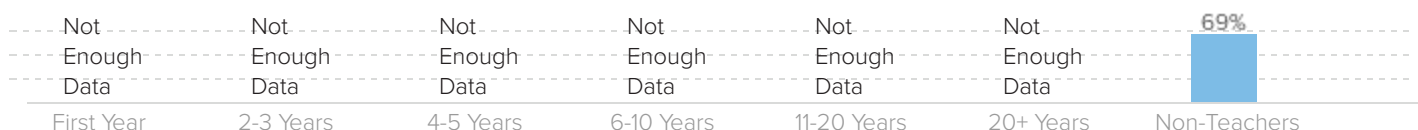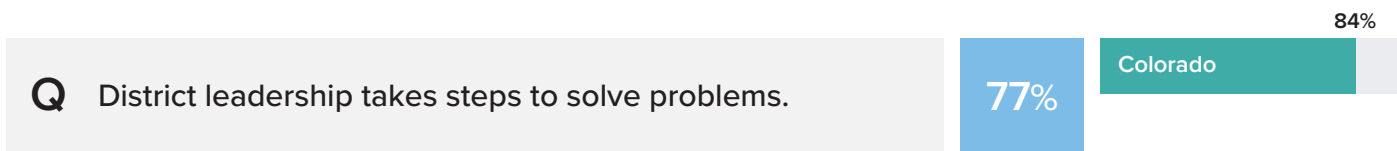
Q In which of the following areas (if any) do you need additional support to lead your school effectively?

26.51%	Support for students' social, emotional and mental health (44)
10.24%	Staffing (hiring etc.) (17)
10.24%	Data-driven decision making (17)
10.24%	Working with families and community (17)
9.64%	Teacher remediation/coaching (16)
9.04%	Budgeting (15)
7.83%	Instructional leadership (13)
4.22%	School scheduling (7)
4.22%	Student assessment (7)
3.61%	School Improvement Planning (e.g., Unified Improvement Planning) (6)
2.41%	Creating positive learning environments (4)
1.81%	Teacher evaluation (3)

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).

3.37%	Not at all concerned	(73)
10.11%	Slightly concerned	(219)
15.93%	Somewhat concerned	(345)
32.36%	Moderately concerned	(701)
37.26%	Extremely concerned	(807)
0.97%	I don't know	(21)

Q Social isolation.

8.05%	Not at all concerned	(174)
15.36%	Slightly concerned	(332)
20.59%	Somewhat concerned	(445)
33.27%	Moderately concerned	(719)
21.38%	Extremely concerned	(462)
1.34%	I don't know	(29)
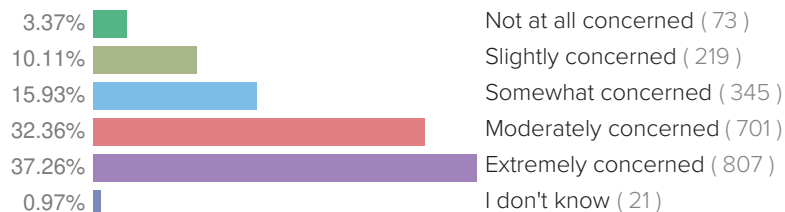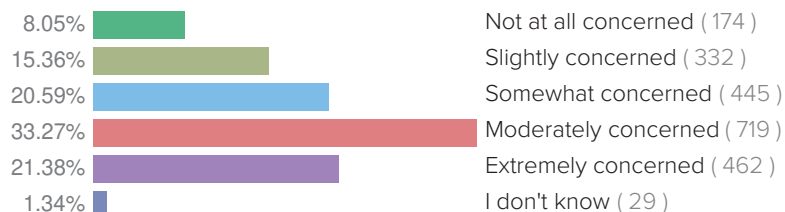
Q Increases in learning gaps.

3.74%	Not at all concerned	(81)
12.39%	Slightly concerned	(268)
17.48%	Somewhat concerned	(378)
28.71%	Moderately concerned	(621)
36.25%	Extremely concerned	(784)
1.43%	I don't know	(31)

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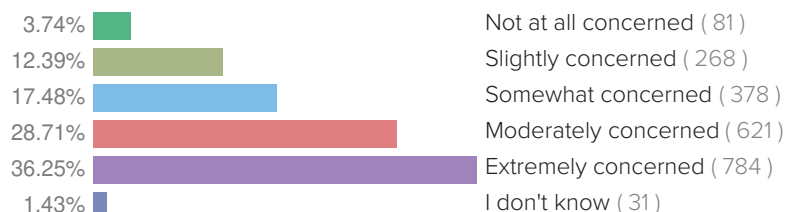
SC Student Challenges (cont)

Q Insufficient home learning support.

3.29%	Not at all concerned (71)
10.56%	Slightly concerned (228)
18.1%	Somewhat concerned (391)
32.96%	Moderately concerned (712)
32.59%	Extremely concerned (704)
2.5%	I don't know (54)
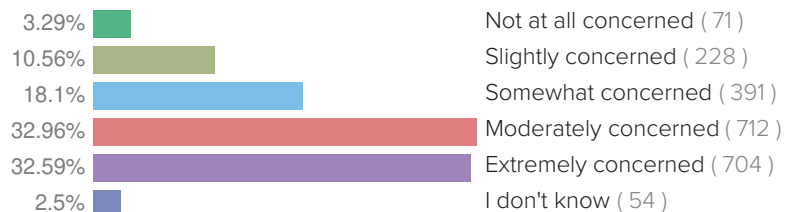
Q Student worries about their family's health, safety or economic security.

5.37%	Not at all concerned (116)
19.15%	Slightly concerned (414)
23.59%	Somewhat concerned (510)
31.36%	Moderately concerned (678)
17.25%	Extremely concerned (373)
3.28%	I don't know (71)
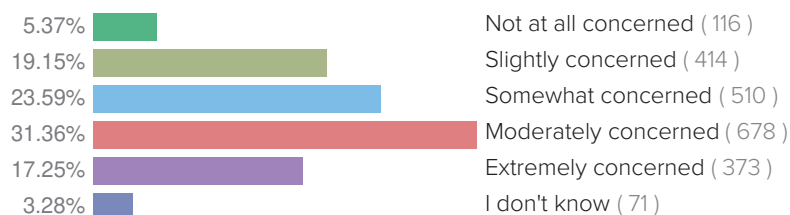
Q Student stress about assessment and grading.

21%	Not at all concerned (454)
25.67%	Slightly concerned (555)
23.31%	Somewhat concerned (504)
19.01%	Moderately concerned (411)
6.94%	Extremely concerned (150)
4.07%	I don't know (88)
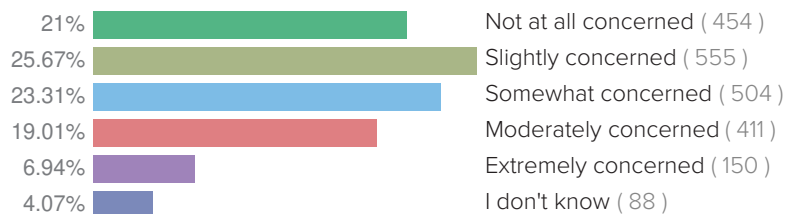
Q Lack of access to basic needs (e.g., food, shelter, safety).

10.42%	Not at all concerned (225)
24.73%	Slightly concerned (534)
22.65%	Somewhat concerned (489)
24.59%	Moderately concerned (531)
14.68%	Extremely concerned (317)
2.92%	I don't know (63)
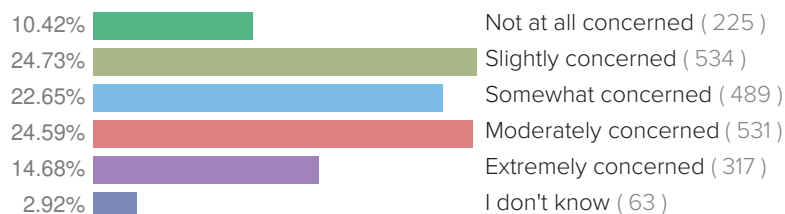
SC More Student Challenges results on next page

SC Student Challenges (cont)

Q Lack of access to technology/internet.

19.56% Not at all concerned (423)
26.35% Slightly concerned (570)
20.34% Somewhat concerned (440)
22.88% Moderately concerned (495)
8.55% Extremely concerned (185)
2.31% I don't know (50)
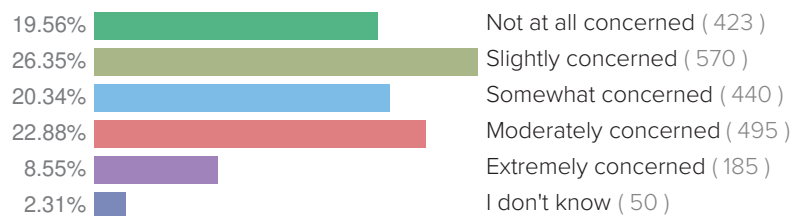
RESULTS
Item level results from your report

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.

81.9% Strongly agree (1769)
17.22% Agree (372)
0.19% Disagree (4)
0.32% Strongly disagree (7)
0.37% I don't know (8)
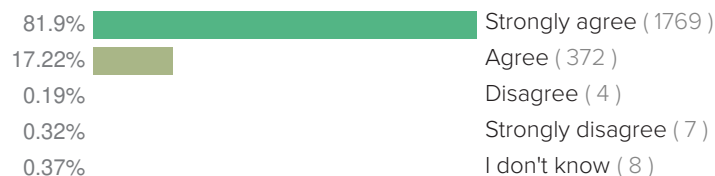
Q I feel comfortable discussing life skills with my students.

66.2% Strongly agree (1434)
30.75% Agree (666)
1.34% Disagree (29)
0.32% Strongly disagree (7)
1.39% I don't know (30)
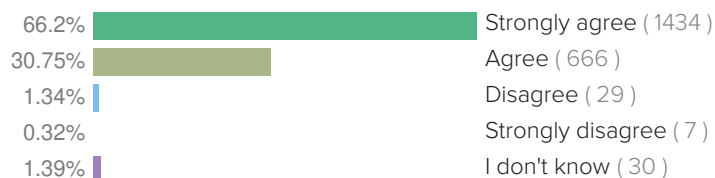
Q I feel comfortable discussing resilience strategies with my students.

58.88% Strongly agree (1273)
34.92% Agree (755)
4.16% Disagree (90)
0.23% Strongly disagree (5)
1.8% I don't know (39)
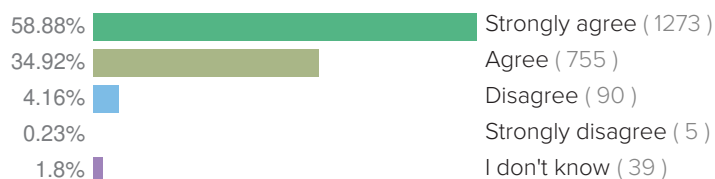
SW More Support for Student Wellbeing results on next page

SW Support for Student Wellbeing (cont)

Q I feel comfortable discussing mental health with my students.

44.62%	Strongly agree (966)
39.72%	Agree (860)
9.88%	Disagree (214)
1.57%	Strongly disagree (34)
4.2%	I don't know (91)
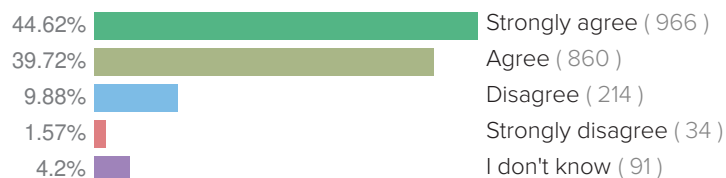
Q I feel comfortable discussing suicide with students.

20.06%	Strongly agree (434)
37.26%	Agree (806)
27%	Disagree (584)
7.54%	Strongly disagree (163)
8.14%	I don't know (176)
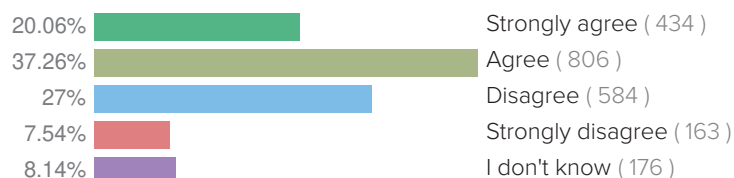
Q I feel adequately prepared to support students' social-emotional wellbeing.

25.39%	Strongly agree (549)
50.19%	Agree (1085)
17.67%	Disagree (382)
2.54%	Strongly disagree (55)
4.21%	I don't know (91)

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

45.2%	Strongly agree (254)
43.77%	Agree (246)
5.52%	Disagree (31)
0.53%	Strongly disagree (3)
4.98%	I don't know (28)

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).**

29.28%	Strongly agree (469)
48.75%	Agree (781)
14.42%	Disagree (231)
4.18%	Strongly disagree (67)
3.37%	I don't know (54)

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

15.13%	Strongly agree (242)
53.44%	Agree (855)
18.75%	Disagree (300)
3.63%	Strongly disagree (58)
9.06%	I don't know (145)

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

17.13%	Strongly agree (274)
52.5%	Agree (840)
17.94%	Disagree (287)
3.38%	Strongly disagree (54)
9.06%	I don't know (145)

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.

16.2%		Strongly agree (259)
45.53%		Agree (728)
23.64%		Disagree (378)
5.25%		Strongly disagree (84)
9.38%		I don't know (150)
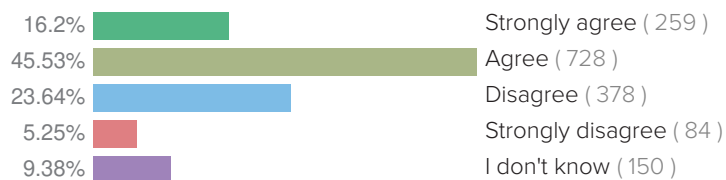
RESULTS
Item level results from your report

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.

36.45%	Strongly agree (784)
38.35%	Agree (825)
12.41%	Disagree (267)
4.37%	Strongly disagree (94)
8.41%	I don't know (181)

Q   Predictable daily routine.

28.13%	Strongly agree (605)
42.54%	Agree (915)
20.32%	Disagree (437)
5.3%	Strongly disagree (114)
3.72%	I don't know (80)
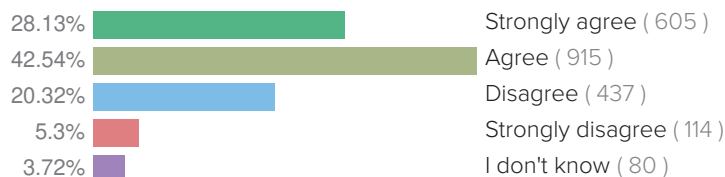
Q   Having to teach/provide support online and in person at the same time.

42.86%	Strongly agree (921)
26.71%	Agree (574)
13.87%	Disagree (298)
5.35%	Strongly disagree (115)
11.21%	I don't know (241)
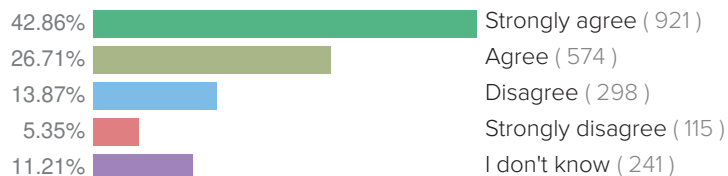
PJ More Pandemic Impact on Teaching / Job results on next page

PJ **Pandemic Impact on Teaching / Job (cont)**

Q Interactions with students' parents/guardians.

21.4% Strongly agree (459)
36.88% Agree (791)
27.41% Disagree (588)
6.81% Strongly disagree (146)
7.51% I don't know (161)

Q Student engagement.

51.66% Strongly agree (1108)
37.25% Agree (799)
6.15% Disagree (132)
1.21% Strongly disagree (26)
3.73% I don't know (80)
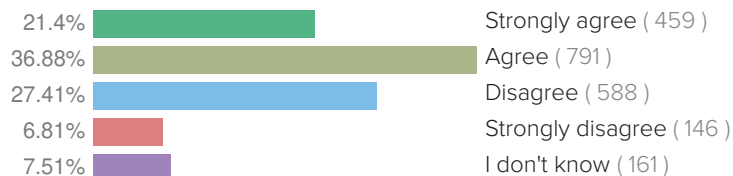
Q Engagement with my colleagues.

31.24% Strongly agree (670)
40.19% Agree (862)
20.65% Disagree (443)
4.9% Strongly disagree (105)
3.03% I don't know (65)
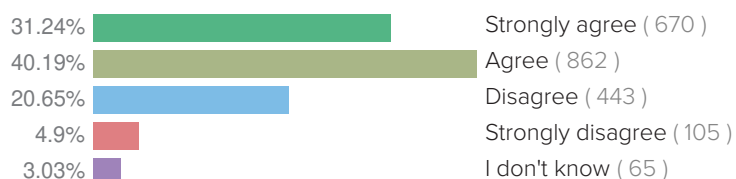
Q Enforcing public health measures (like getting students to wear masks).

40.22% Strongly agree (866)
35.81% Agree (771)
16.02% Disagree (345)
3.95% Strongly disagree (85)
3.99% I don't know (86)
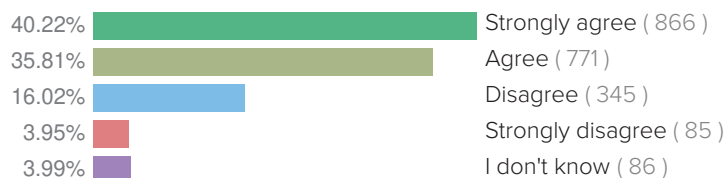
RESULTS
Item level results from your report

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.

35.93%	Strongly agree (775)
48.31%	Agree (1042)
10.38%	Disagree (224)
3.48%	Strongly disagree (75)
1.9%	I don't know (41)

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

23.46%	Strongly agree (506)
52.43%	Agree (1131)
16.74%	Disagree (361)
4.64%	Strongly disagree (100)
2.74%	I don't know (59)

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

17.45%	Strongly agree (376)
47.75%	Agree (1029)
22.32%	Disagree (481)
7.75%	Strongly disagree (167)
4.73%	I don't know (102)

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.

31.88% Strongly agree (601)
53.9% Agree (1016)
5.57% Disagree (105)
1.8% Strongly disagree (34)
6.84% I don't know (129)

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.

41.6%	Strongly agree (156)
48.27%	Agree (181)
7.73%	Disagree (29)
0.53%	Strongly disagree (2)
1.87%	I don't know (7)

Q I feel respected by school leaders in my school.

41.71%	Strongly agree (156)
43.58%	Agree (163)
10.16%	Disagree (38)
0.8%	Strongly disagree (3)
3.74%	I don't know (14)

Q I feel respected by students in my school.

27.13%	Strongly agree (102)
54.79%	Agree (206)
13.83%	Disagree (52)
2.13%	Strongly disagree (8)
2.13%	I don't know (8)

ES More [ESP] Job Satisfaction results on next page

ES [ESP] Job Satisfaction (cont)

Q   My work schedule fits my personal needs.

45.21%		Strongly agree (170)
47.87%		Agree (180)
5.32%		Disagree (20)
0.53%		Strongly disagree (2)
1.06%		I don't know (4)

Q   My work is very stressful.

13.6%		Strongly agree (51)
37.07%		Agree (139)
40.27%		Disagree (151)
6.67%		Strongly disagree (25)
2.4%		I don't know (9)

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

38.93%		Strongly agree (146)
46.67%		Agree (175)
9.07%		Disagree (34)
0.8%		Strongly disagree (3)
4.53%		I don't know (17)

Q   I feel adequately compensated for my work.

6.12%		Strongly agree (23)
26.33%		Agree (99)
38.3%		Disagree (144)
26.06%		Strongly disagree (98)
3.19%		I don't know (12)

ES   [ESP] Job Satisfaction (cont)

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

18.09%   Strongly agree (68)
58.51%   Agree (220)
17.82%   Disagree (67)
2.66%   Strongly disagree (10)
2.93%   I don't know (11)

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

9.57%   Strongly agree (36)
27.66%   Agree (104)
50.27%   Disagree (189)
8.24%   Strongly disagree (31)
4.26%   I don't know (16)
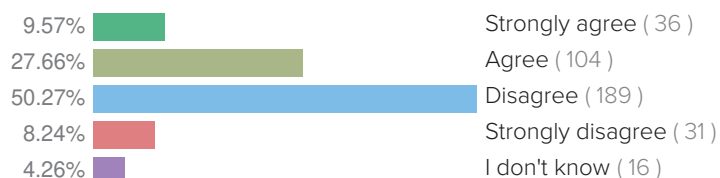
Q   I have ways to advance my career in education.

11.47%   Strongly agree (43)
47.73%   Agree (179)
16.53%   Disagree (62)
6.4%   Strongly disagree (24)
17.87%   I don't know (67)

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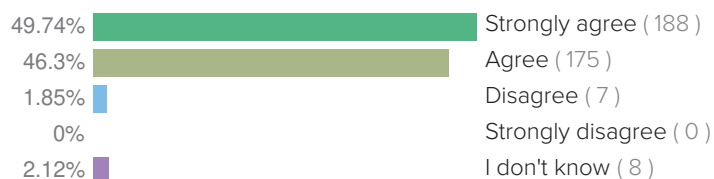
Q I am comfortable with the tasks I am asked to perform.

38.26%	Strongly agree (145)
55.41%	Agree (210)
3.96%	Disagree (15)
0.53%	Strongly disagree (2)
1.85%	I don't know (7)

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

39.95%	Strongly agree (151)
45.77%	Agree (173)
9.26%	Disagree (35)
2.38%	Strongly disagree (9)
2.65%	I don't know (10)

Q I know and understand my role.

49.74%	Strongly agree (188)
46.3%	Agree (175)
1.85%	Disagree (7)
0%	Strongly disagree (0)
2.12%	I don't know (8)

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

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

Q   I was properly trained for my job.

24.07%	Strongly agree (91)
50.53%	Agree (191)
18.78%	Disagree (71)
2.91%	Strongly disagree (11)
3.7%	I don't know (14)

Q   My role is to support student independence.

28.19%	Strongly agree (106)
53.19%	Agree (200)
6.12%	Disagree (23)
0.53%	Strongly disagree (2)
11.97%	I don't know (45)

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

14.4%	Strongly agree (54)
33.33%	Agree (125)
33.6%	Disagree (126)
14.13%	Strongly disagree (53)
4.53%	I don't know (17)
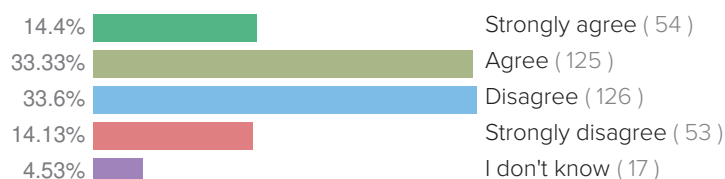
Q   I receive adequate guidance about my role.

20.11%	Strongly agree (76)
59.52%	Agree (225)
13.76%	Disagree (52)
1.32%	Strongly disagree (5)
5.29%	I don't know (20)