DISTRICT REPORT

Teaching & Learning Conditions Colorado Survey

TLCC
Teaching & Learning Conditions Colorado

M M
CAMBRIDGE EDUCATION

Prepared for
Jefferson County R-1

Number of respondents (#)
4923

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

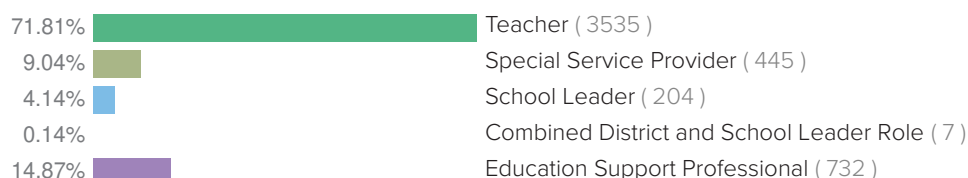Yellow bar indicates which results are favorable

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.

4923 total respondents

D What is your current position at the school?

71.81%	Teacher (3535)
9.04%	Special Service Provider (445)
4.14%	School Leader (204)
0.14%	Combined District and School Leader Role (7)
14.87%	Education Support Professional (732)

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

17.98%	First Year (885)
19.72%	2-3 Years (971)
16.13%	4-5 Years (794)
19.54%	6-10 Years (962)
16.86%	11-20 Years (830)
9.77%	20+ years (481)
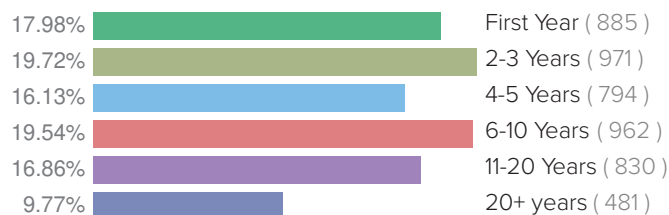
D How many years have you worked in your career in this position/role?
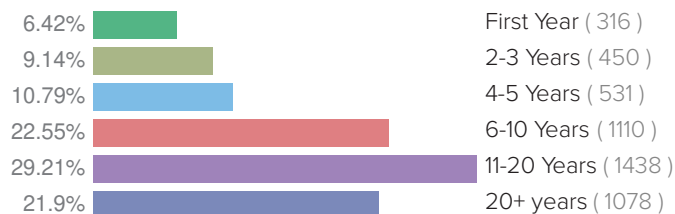
6.42%	First Year (316)
9.14%	2-3 Years (450)
10.79%	4-5 Years (531)
22.55%	6-10 Years (1110)
29.21%	11-20 Years (1438)
21.9%	20+ years (1078)

REPORT OVERVIEW
Your results at a glance

TLCC Survey

REPORT OVERALL FAVORABILITY

76%

77%
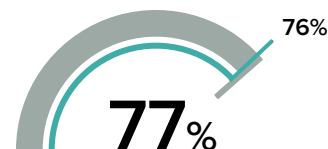
YOUR RESULTS

NQ New Staff Questions
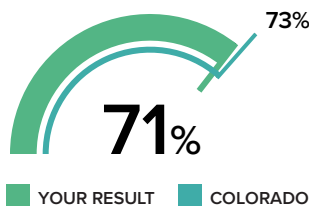
TOP ITEM RESULT

82%

73%

71%

YOUR RESULT   COLORADO

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

SL School Leadership
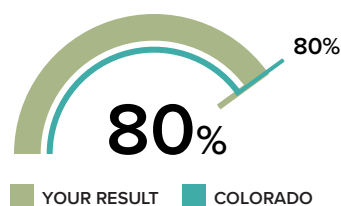
TOP ITEM RESULT

90%

80%

80%

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
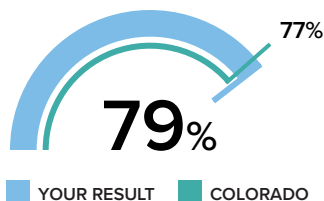
TOP ITEM RESULT

82%

77%

79%

YOUR RESULT   COLORADO

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

MC Managing Student Conduct
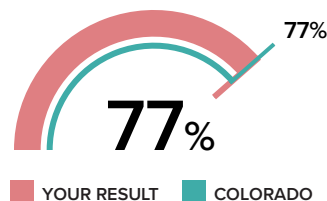
TOP ITEM RESULT

98%

77%

77%

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%

77%
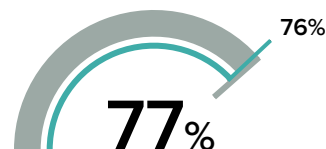
YOUR RESULTS

IS
Instructional Practices and Support
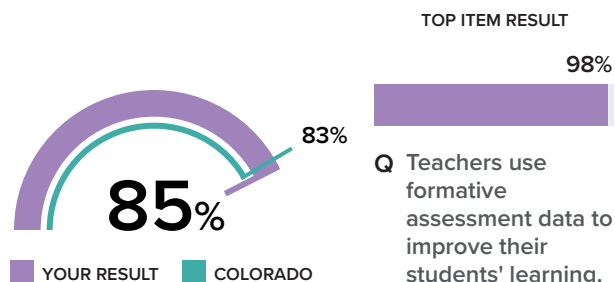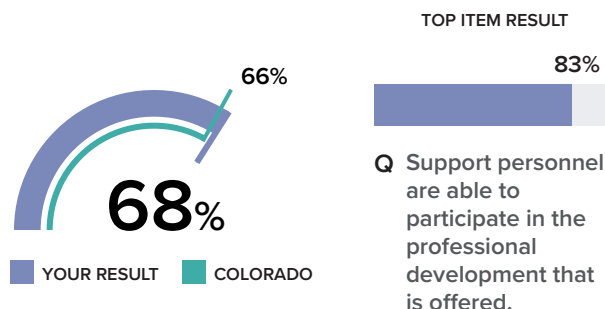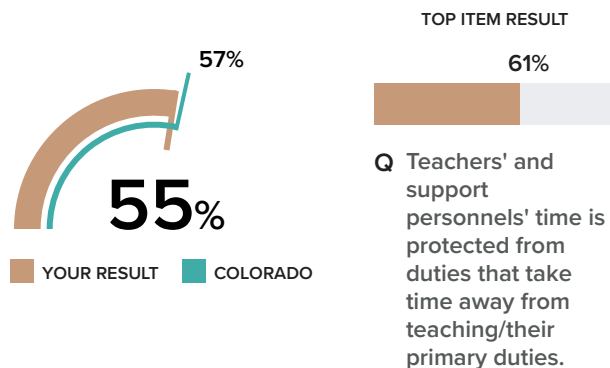
TOP ITEM RESULT

98%

83%

85%

☐ YOUR RESULT ☐ COLORADO

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

PD
Professional Development

TOP ITEM RESULT

83%

66%

68%

☐ YOUR RESULT ☐ COLORADO

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

T
Time

TOP ITEM RESULT

57%

61%

55%

☐ YOUR RESULT ☐ COLORADO

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

FR
Facilities and Resources

TOP ITEM RESULT

93%

83%

86%

☐ 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%

77%
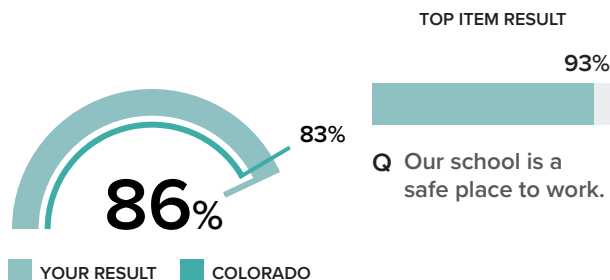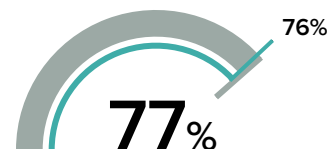
YOUR RESULTS

CI
Community Support and Involvement

TOP ITEM RESULT

81%

85%

■ YOUR RESULT ■ COLORADO

94%

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

GR
General Reflection

TOP ITEM RESULT

82%

83%

■ YOUR RESULT ■ COLORADO

90%

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

DS
District Supports

TOP ITEM RESULT

79%

72%

■ YOUR RESULT ■ COLORADO

82%
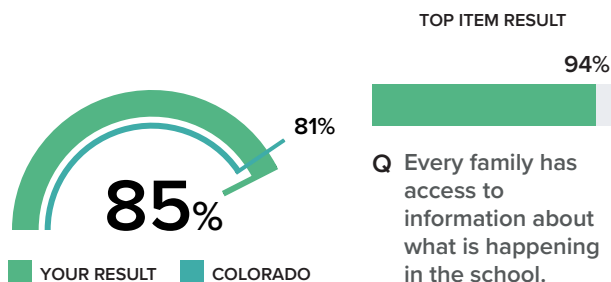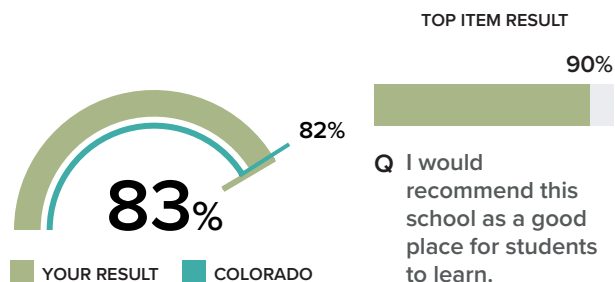
Q District leadership takes steps to solve problems.

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
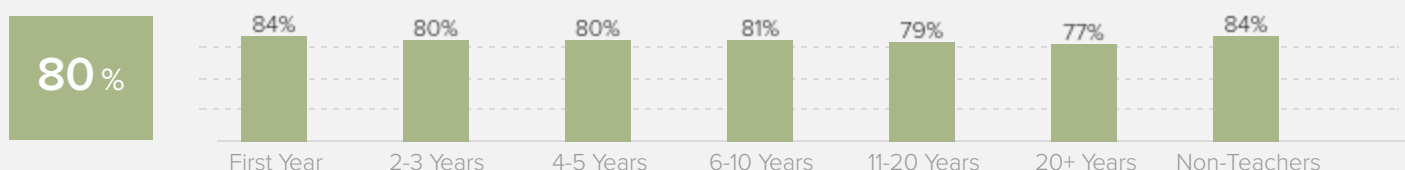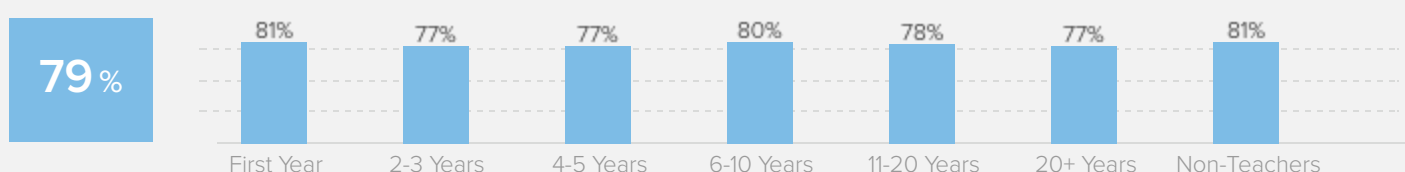
71%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
73%	72%	67%	67%	73%	69%	71%

SL School Leadership

80%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
84%	80%	80%	81%	79%	77%	84%

SL Staff Leadership

79%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
81%	77%	77%	80%	78%	77%	81%

MC Managing Student Conduct

77%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
78%	74%	73%	75%	75%	75%	83%

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
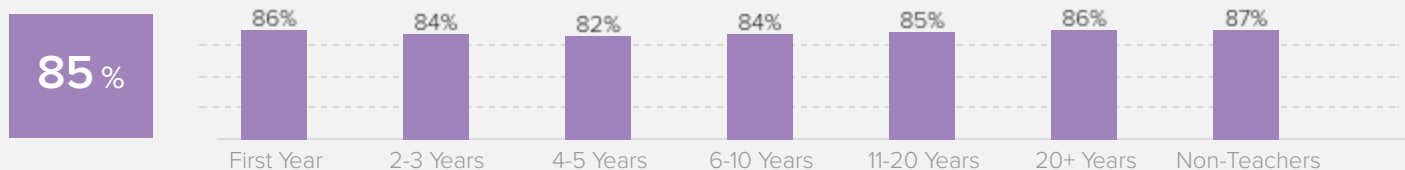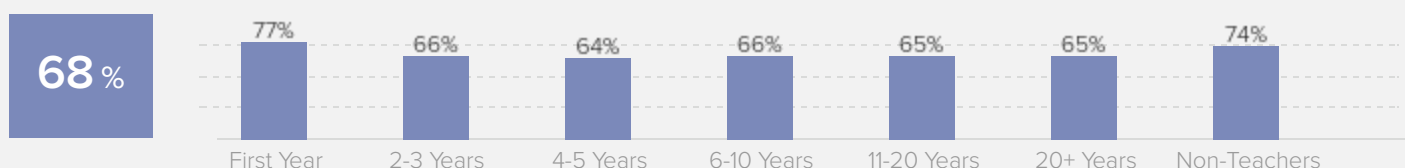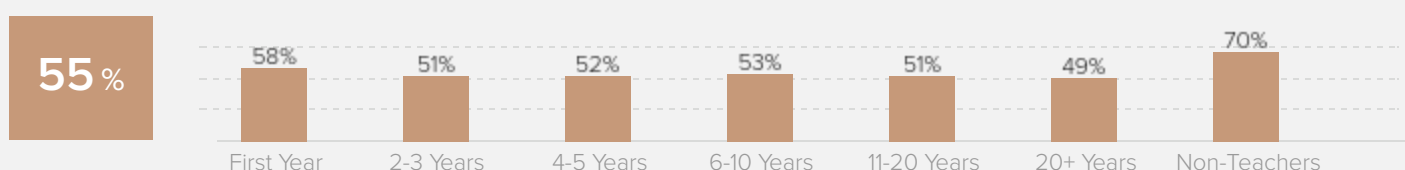
85 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
86%	84%	82%	84%	85%	86%	87%

PD Professional Development

68 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
77%	66%	64%	66%	65%	65%	74%

T Time

55 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
58%	51%	52%	53%	51%	49%	70%

FR Facilities and Resources

86 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
86%	85%	81%	85%	85%	84%	88%

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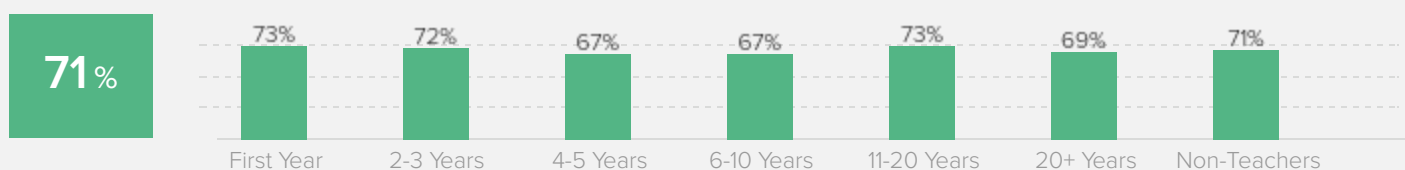
Results Disaggregated By: **Years of Experience as a Teacher**

CI Community Support and Involvement

85 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
87%	82%	84%	84%	85%	85%	88%

GR General Reflection

83 %

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

DS District Supports

72 %

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%
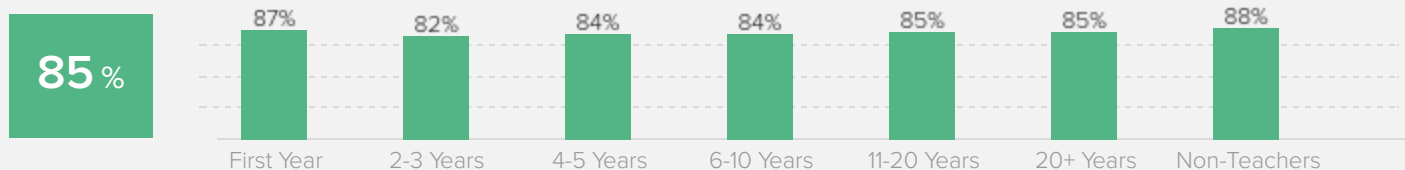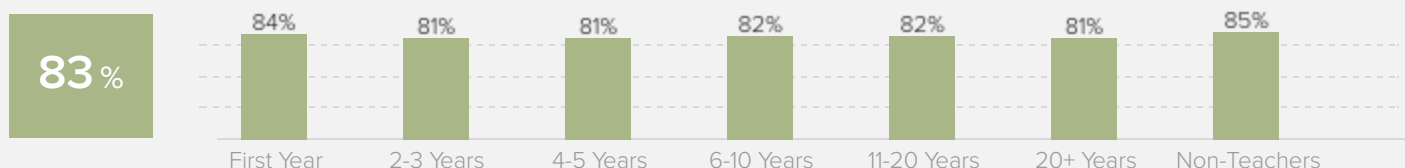
RESULTS
Item level results from your report

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

71%
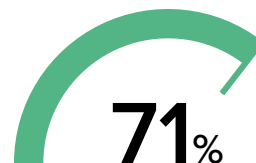
COMPARE RESULT

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

66%

69%

Colorado

Distribution of responses

65	74	54	18	1	212
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
76%	74%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	45%

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

73%

74%

Colorado

Distribution of responses

569	706	409	59	38	1781
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
74%	69%	67%	69%	73%	68%	79%
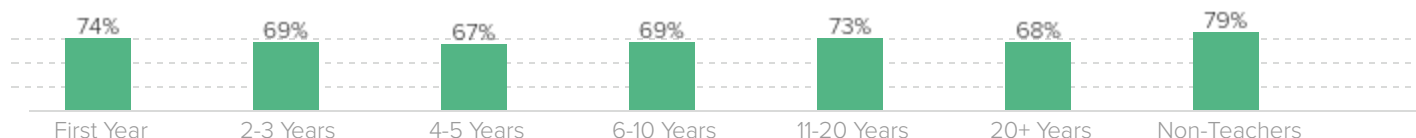
NQ More New Staff Questions results on next page

NQ **New Staff Questions (cont)**   **COMPARE RESULT**

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

65.47%	Yes (802)
28.33%	No (347)
6.2%	I don't know (76)

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

40.73%	Yes (213)
54.11%	No (283)
5.16%	I don't know (27)

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

21.46%	New teacher/staff orientation (787)
19.42%	Ongoing dialogue with school leaders (712)
15.05%	New teacher/staff training to develop content knowledge or on their primary responsibilities (552)
13.44%	Scheduled shared planning time (493)
13.09%	Networking with other new teachers/peers (480)
6.41%	New teacher training to develop pedagogy (235)
5.94%	Coverage to enable teachers and staff to observe their peers / other classrooms (218)
3.27%	Other (120)
1.91%	Reduced teaching responsibilities (70)

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)**   **82%**   **Colorado**

Distribution of responses

Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
90	65	31	3	0	189

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%	87%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	75%

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)

60%

69%

Colorado

Distribution of responses

63	51	56	17	1	188
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
62%	68%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	48%

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

79%

79%

Colorado

Distribution of responses

80	71	26	12	0	189
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
82%	80%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	77%

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

58%

64%

Colorado

Distribution of responses

54	55	53	24	1	187
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
61%	65%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	47%

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)

68%

69%

Colorado

Distribution of responses

50	77	38	22	1	188
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
74%	75%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	53%

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

80%

COMPARE RESULT

Q This school is led by an effective team.

81%

| 82% |
| Colorado |

Distribution of responses

1609	2307	667	245	83	4911
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%	81%	80%	81%	78%	76%	86%

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

86%

| 86% |
| Colorado |

Distribution of responses

1745	2383	545	122	103	4898
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
87%	84%	84%	88%	84%	81%	91%

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.

77%

75%

Colorado

Distribution of responses

783	1908	678	129	234	3732
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%	78%	76%	74%	77%	75%	90%
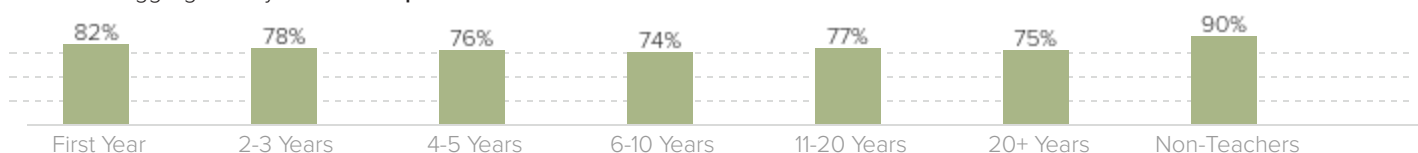
Q School staff show respect for each other.

89%

89%

Colorado

Distribution of responses

1699	2630	430	97	49	4905
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%	90%	87%	90%	90%	88%	88%
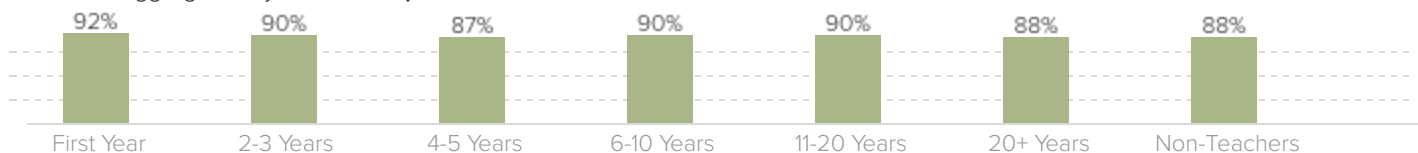
Q Staff feel comfortable raising important issues with school leaders.

78%

78%

Colorado

Distribution of responses

1635	2085	744	313	120	4897
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%	72%	75%	79%	75%	75%	82%
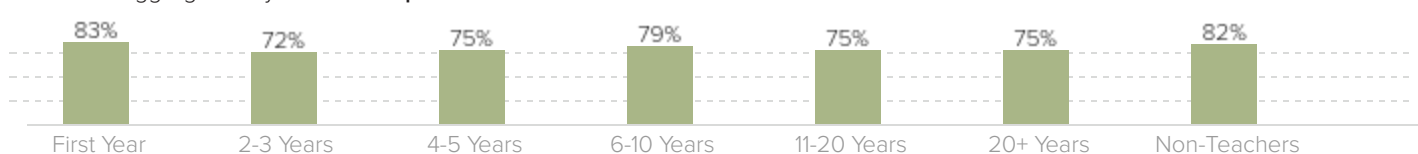
SL More School Leadership results on next page

SL School Leadership (cont)

COMPARE RESULT

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

78%

78%

| Colorado |

Distribution of responses

1069	2695	826	207	93	4890
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%	74%	76%	80%	79%	77%	79%
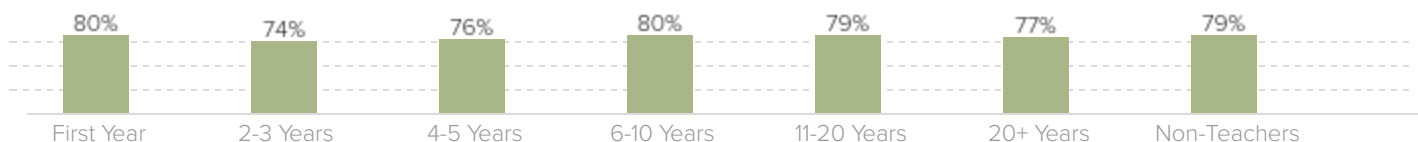
Q Teachers' and support personnels' effectiveness is accurately assessed through the school's evaluation process.

78%

75%

| Colorado |

Distribution of responses

1018	2497	723	298	360	4896
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%	80%	77%	80%	76%	74%	79%
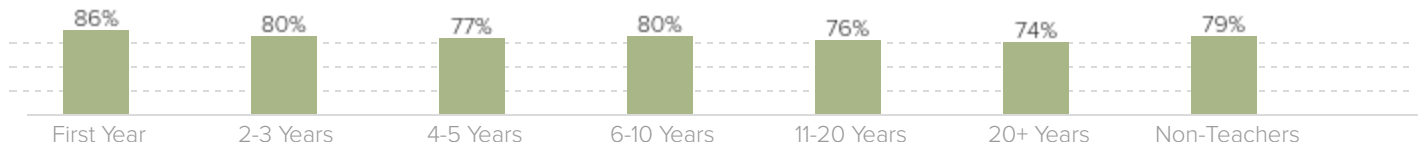
Q The evaluation process provides teachers and support personnel with actionable feedback for improvement.

75%

72%

| Colorado |

Distribution of responses

903	2516	852	294	333	4898
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%	77%	74%	75%	74%	70%	78%

SL More School Leadership results on next page

CAMBRIDGE EDUCATION

SL **School Leadership (cont)**

COMPARE RESULT

Q School leadership puts suggestions made by staff into operation.

77%

77%

Colorado

Distribution of responses

1068	2347	758	226	505	4904
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%	75%	75%	77%	75%	72%	84%
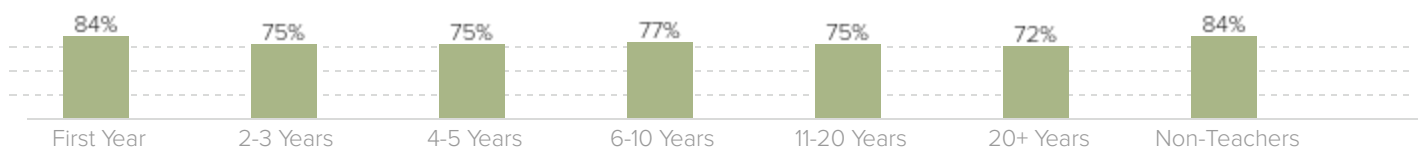
Q School leadership works to build trust among staff.

76%

77%

Colorado

Distribution of responses

1388	2180	819	281	234	4902
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%	74%	78%	76%	73%	70%	82%
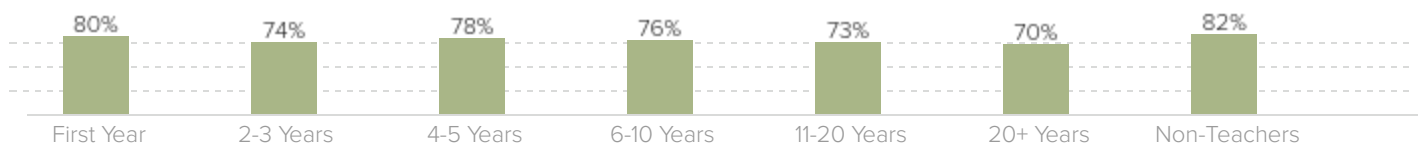
Q Teachers are aware of what they are being evaluated on, including the evaluation rubric and measures of student learning/outcomes (MSL/Os) by the time they complete their self-assessment and individual goal setting for the school year.

90%

91%

Colorado

Distribution of responses

1108	2132	285	82	129	3736
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%	90%	91%	90%	90%	88%	97%
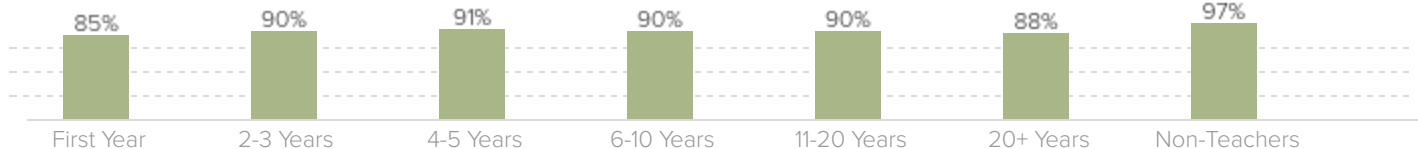
RESULTS

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

79%
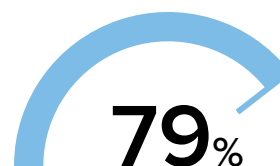
COMPARE RESULT

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

82%

81%

Colorado

Distribution of responses

1541	2352	650	221	133	4897
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

87%	84%	80%	83%	79%	76%	86%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
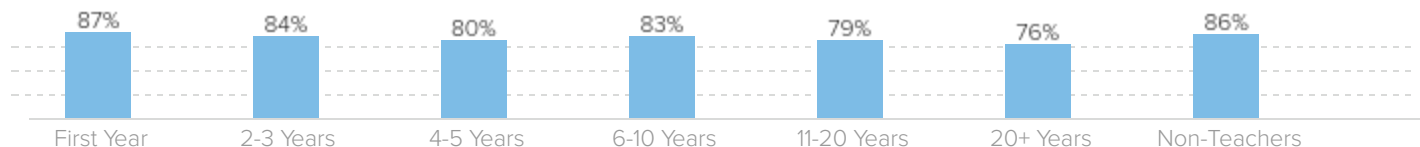
Q There is a process in place for collaborative problem solving in this school.

79%

76%

Colorado

Distribution of responses

1165	2448	769	179	335	4896
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

83%	74%	78%	80%	78%	76%	82%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
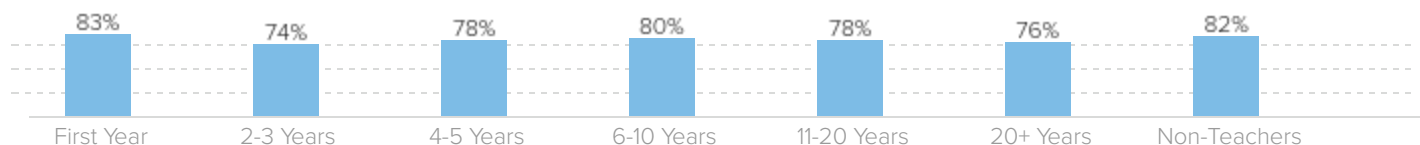
SL More Staff Leadership results on next page

SL **Staff Leadership (cont)**

COMPARE RESULT

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

82%

82%

| Colorado |

Distribution of responses

1353	2454	668	148	269	4892
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

77%	80%	84%	86%	86%	87%	75%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
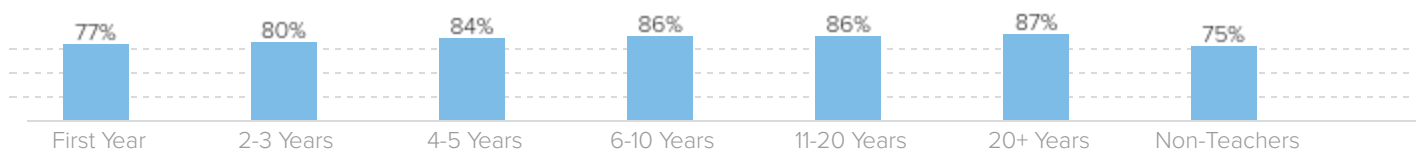
Q Teachers and support personnel have an adequate level of influence on important school decisions.

72%

69%

| Colorado |

Distribution of responses

961	2256	978	259	442	4896
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

76%	70%	68%	71%	71%	67%	79%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
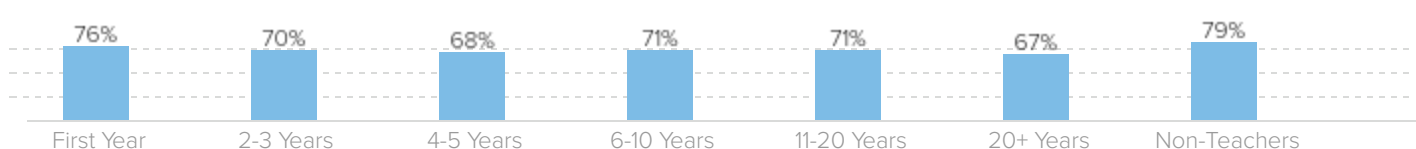
RESULTS
Item level results from your report

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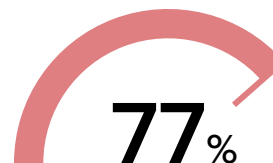
This area centers on school safety and expectations for student behavior.
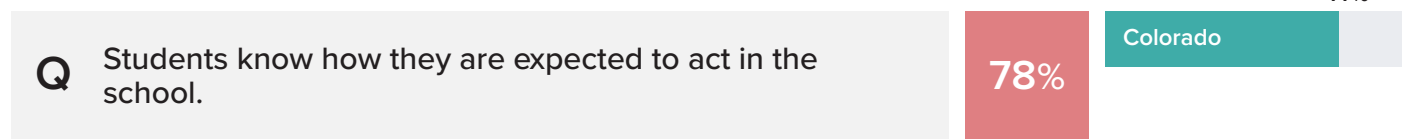
OVERALL FAVORABILITY

77%

COMPARE RESULT

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

78%

77%
Colorado

Distribution of responses

1075	2682	767	315	48	4887
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
75%	75%	73%	75%	76%	74%	84%

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

68%

66%
Colorado

Distribution of responses

752	2459	1172	369	136	4888
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
69%	62%	57%	63%	64%	66%	77%
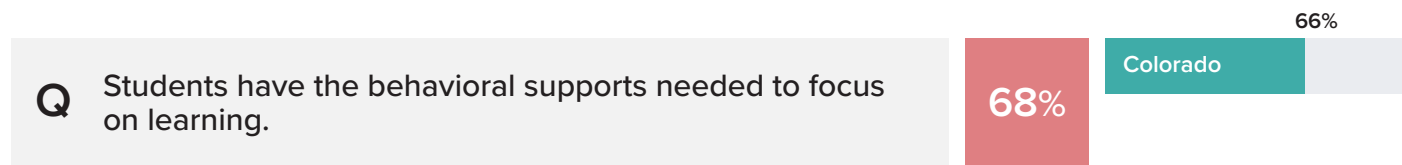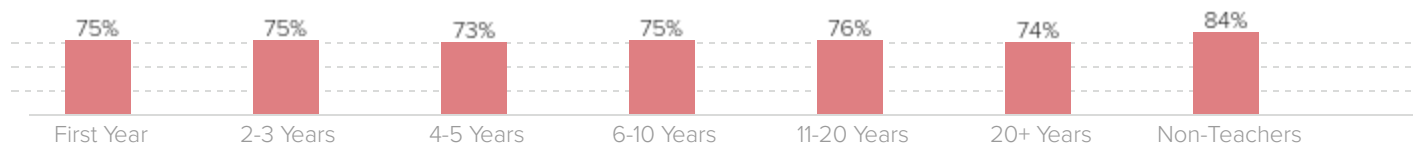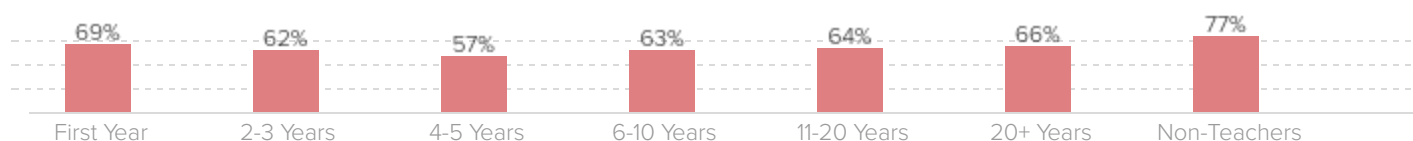
MC More Managing Student Conduct results on next page

MC **Managing Student Conduct (cont)**

COMPARE RESULT

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

52%

53%

Colorado

Distribution of responses

570	1896	1514	712	197	4889
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

56%	48%	45%	49%	47%	50%	63%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
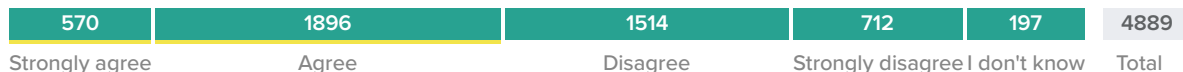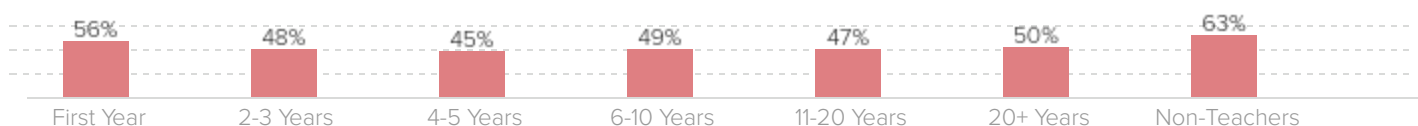
Q This school is a safe place for students to learn.

91%

90%

Colorado

Distribution of responses

1662	2699	371	76	79	4887
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

92%	89%	91%	90%	89%	89%	93%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
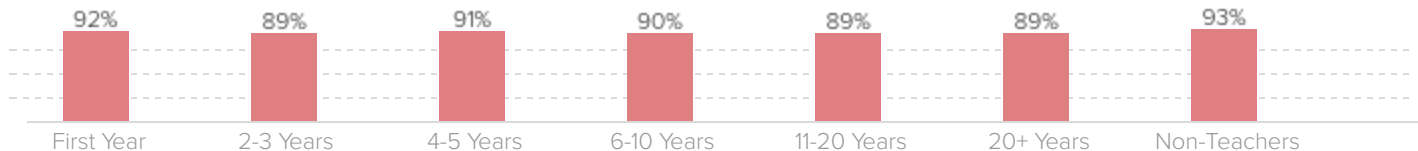
Q Students at this school have at least one adult on staff they can trust to support them with social, emotional, or personal concerns.

98%

97%

Colorado

Distribution of responses

2137	2426	90	15	226	4894
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

99%	97%	98%	98%	98%	98%	97%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
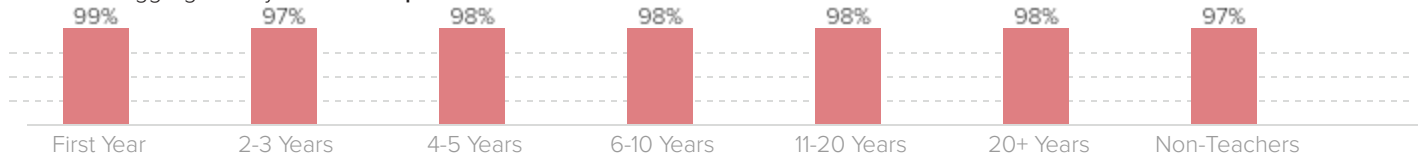
RESULTS
Item level results from your report

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

85%

COMPARE RESULT

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

88%

88%
Colorado

Distribution of responses

913	2158	358	68	214	3711
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

84%	84%	84%	88%	89%	90%	87%
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.

88%

87%
Colorado

Distribution of responses

1034	2051	369	55	202	3711
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

90%	87%	86%	87%	89%	89%	85%
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.

72%

73%

Colorado	

Distribution of responses

647	1952	860	141	108	3708
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

78%	69%	65%	68%	71%	75%	90%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers

Q Students understand how class activities relate to learning objectives.

93%

91%

Colorado	

Distribution of responses

666	2613	224	17	185	3705
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

90%	90%	93%	93%	94%	95%	88%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers

Q Instruction in this school encourages different cultural viewpoints.

86%

85%

Colorado	

Distribution of responses

864	2845	511	93	547	4860
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

82%	85%	82%	83%	86%	88%	89%
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 diverse academic needs of our students are met by this school's current curriculum.

76%

72%

Colorado

Distribution of responses

699	2637	895	167	462	4860
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
75%	74%	68%	70%	75%	76%	82%
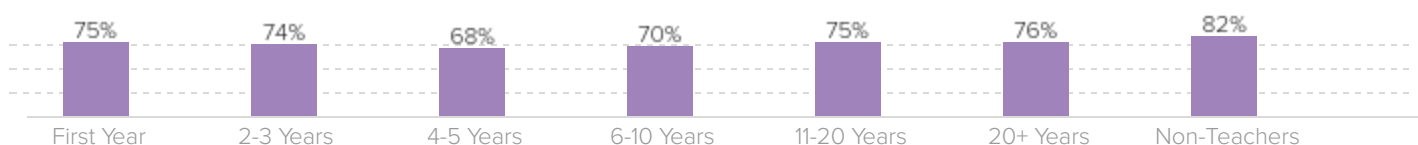
Q English Learners are adequately supported in this school.

82%

79%

Colorado

Distribution of responses

951	2370	606	129	809	4865
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%	75%	79%	77%	80%	81%	90%
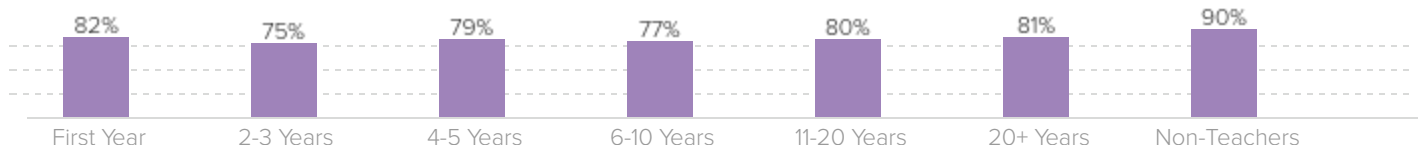
Q Students with disabilities are adequately supported in this school.

83%

81%

Colorado

Distribution of responses

1304	2487	630	122	317	4860
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%	83%	76%	80%	84%	84%	87%
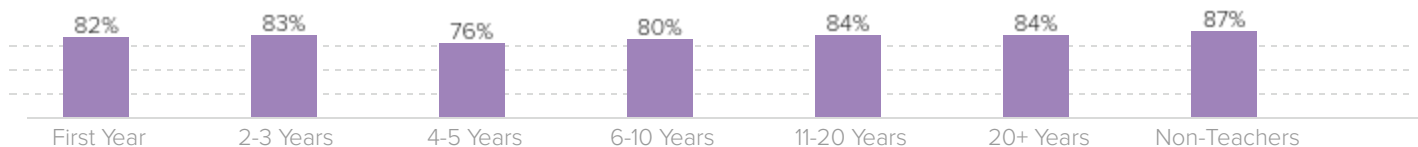
IS More Instructional Practices and Support results on next page
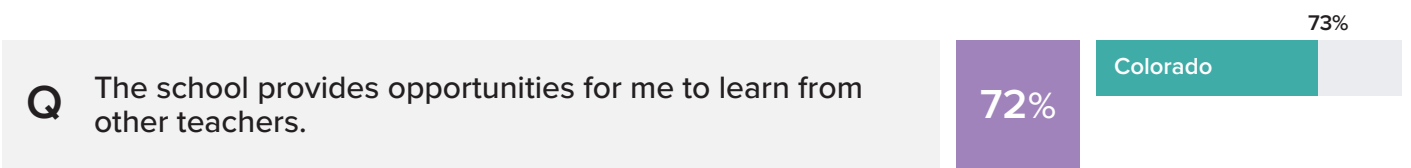
IS Instructional Practices and Support (cont)

COMPARE RESULT

Q Gifted students are adequately supported in this school.

78%

75%

Colorado

Distribution of responses

871	2325	722	148	792	4858
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

82%	77%	69%	74%	79%	79%	83%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
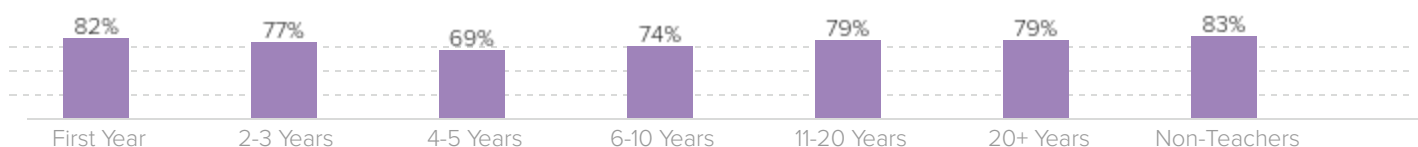
Q Students' social and emotional learning is adequately supported in this school.

81%

79%

Colorado

Distribution of responses

1158	2602	723	152	228	4863
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

85%	81%	76%	78%	80%	80%	86%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
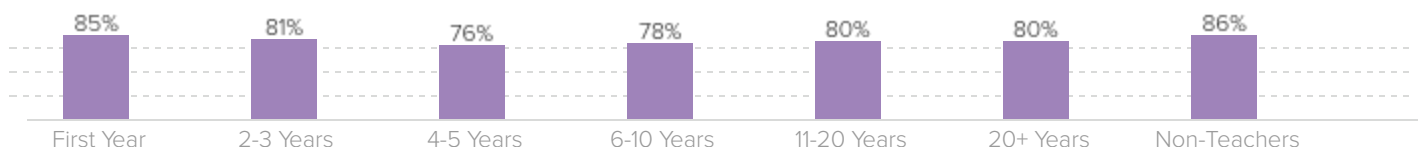
Q Teachers and staff members have the autonomy to make important decisions in their classrooms or carry out their job responsibilities.

90%

89%

Colorado

Distribution of responses

2092	2272	358	95	49	4866
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

92%	91%	92%	93%	89%	88%	92%
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
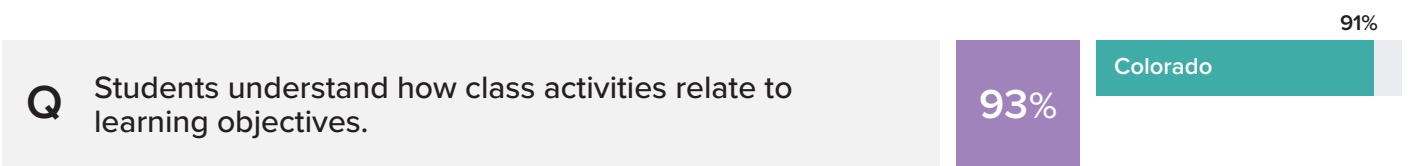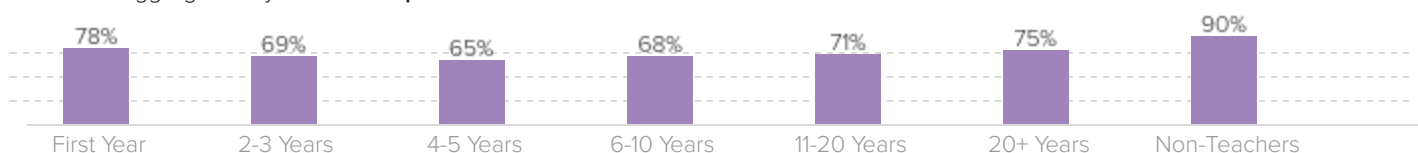
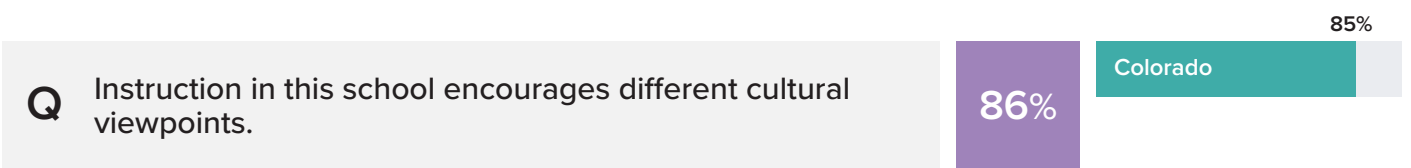IS **Instructional Practices and Support (cont)**

COMPARE RESULT

Q Teachers feel supported in trying new instructional strategies.

93%

92%

Colorado

Distribution of responses

1533	1826	193	61	93	3706
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

96%	92%	92%	93%	93%	92%	98%
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.

98%

98%

Colorado

Distribution of responses

1597	2017	64	8	27	3713
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

99%	98%	98%	98%	98%	98%	93%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
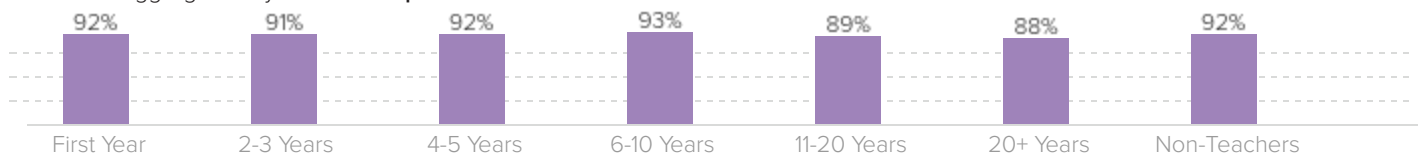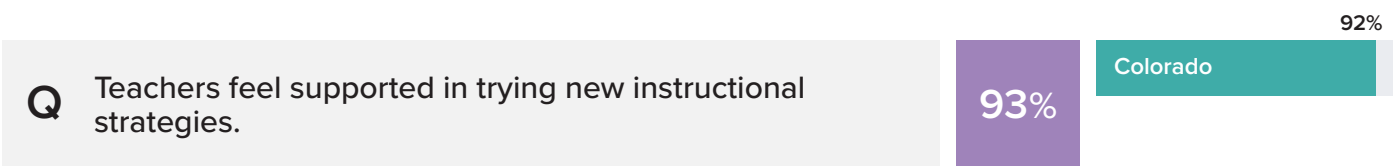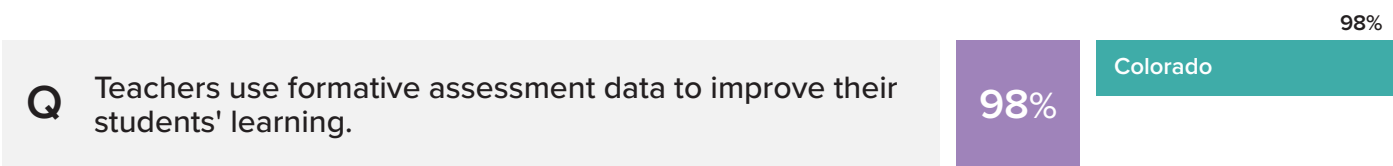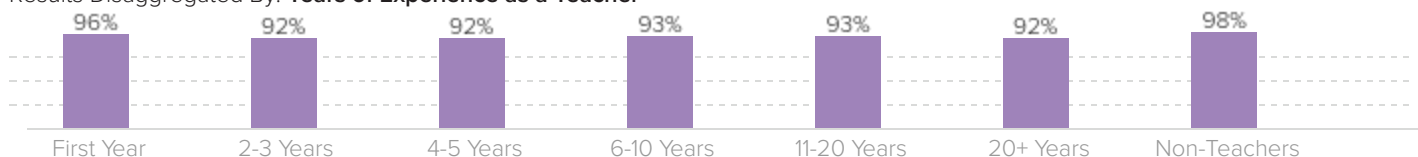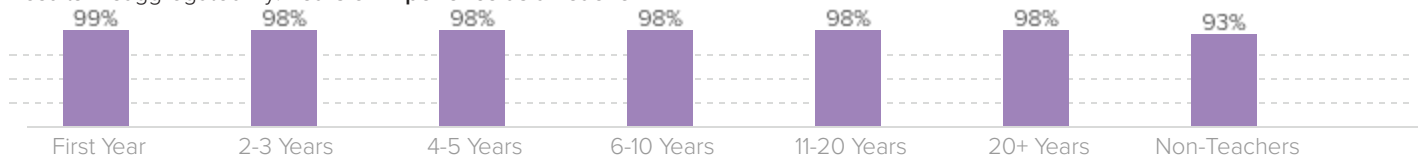
RESULTS
Item level results from your report

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

68%

COMPARE RESULT

71%

Q The school improvement plan (e.g., Unified Improvement Plan) influences teachers' professional learning choices.
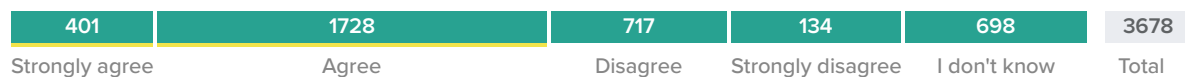
71%

Colorado

Distribution of responses

401	1728	717	134	698	3678
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%	78%	73%	71%	69%	67%	86%

59%
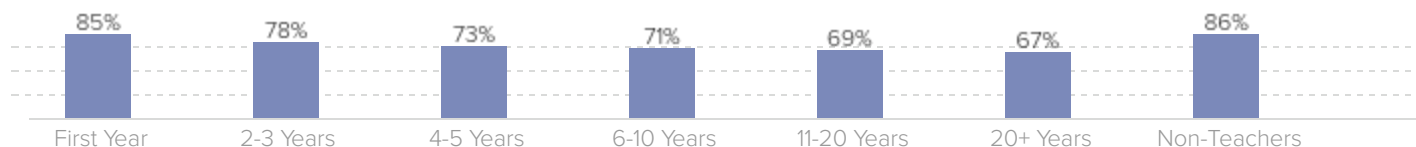
Q Professional learning opportunities are personalized and aligned to teachers' needs and strengths.

60%

Colorado

Distribution of responses

447	1633	1075	312	219	3686
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%	60%	56%	59%	57%	57%	90%

PD More Professional Development results on next page

TLCC
Teaching & Learning Conditions Colorado

M M
CAMBRIDGE
EDUCATION

PD **Professional Development (cont)**

COMPARE RESULT

55%
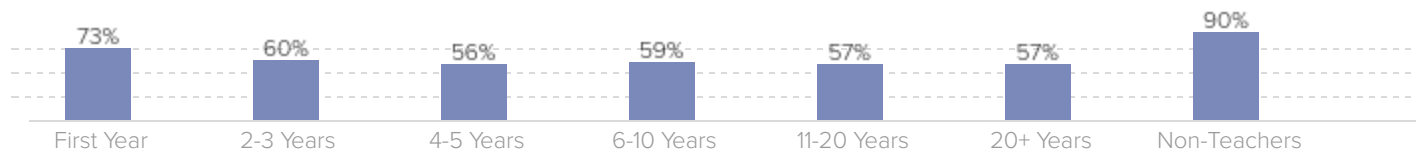
Q The effectiveness of professional development is assessed regularly.

56%
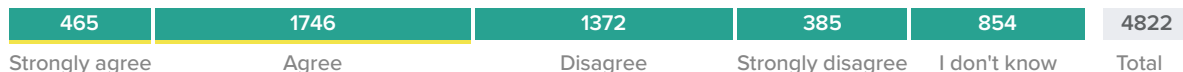
Colorado

Distribution of responses

465	1746	1372	385	854	4822
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
63%	51%	47%	50%	51%	53%	68%

72%
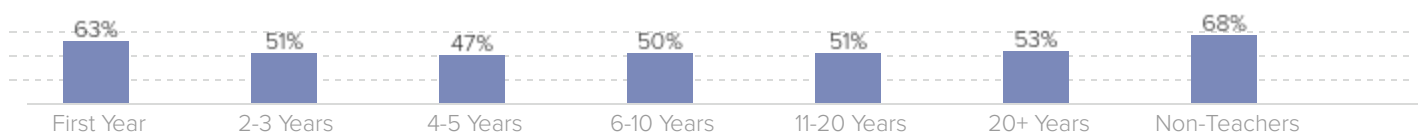
Q Professional learning opportunities (e.g., instructional coaching, PLCs, training) improve instruction in this school.

74%

Colorado

Distribution of responses

674	1787	646	211	357	3675
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%	74%	72%	75%	71%	70%	94%

67%
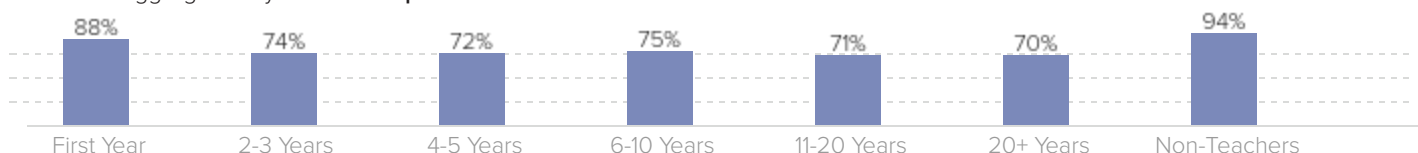
Q Teachers and support personnel receive ongoing support and coaching to improve their practice.

68%

Colorado

Distribution of responses

787	2381	1172	301	179	4820
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%	68%	66%	64%	67%	66%	72%
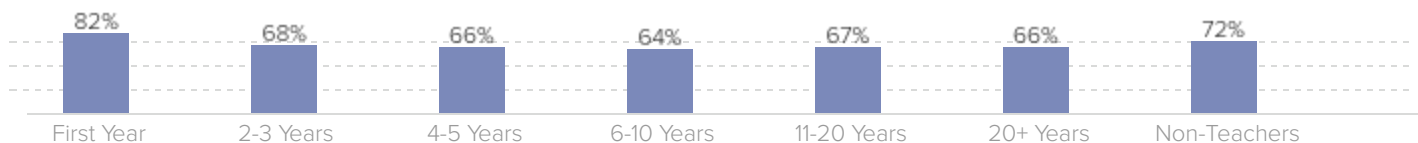
PD More Professional Development results on next page

PD **Professional Development (cont)**

COMPARE RESULT

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

73%

71%

Colorado

Distribution of responses

491	2051	786	173	179	3680
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%	69%	71%	71%	72%	73%	85%
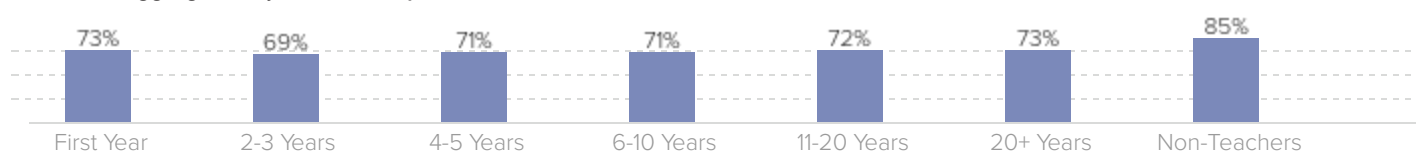
Q Teachers and support personnel receive adequate professional development to support their students' social and emotional learning.

70%

67%

Colorado

Distribution of responses

733	2479	1110	249	244	4815
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%	68%	66%	70%	67%	70%	75%
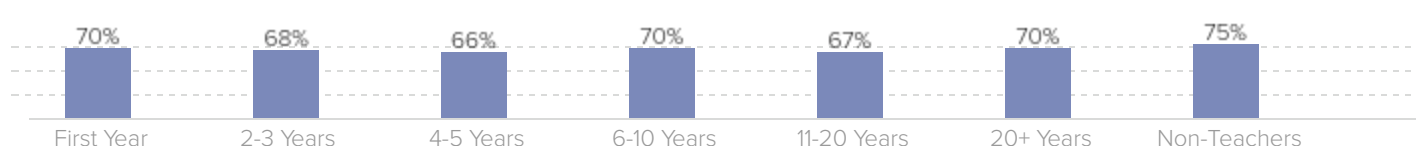
Q Professional learning opportunities are reinforced through coaching (e.g., knowledge building over time).

67%

64%

Colorado

Distribution of responses

538	1686	863	242	345	3674
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%	64%	62%	65%	64%	66%	89%

PD More Professional Development results on next page

M M CAMBRIDGE EDUCATION

PD Professional Development (cont)

COMPARE RESULT

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

83%

84%
Colorado
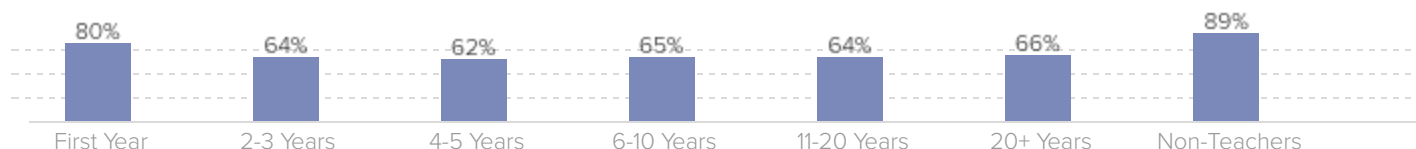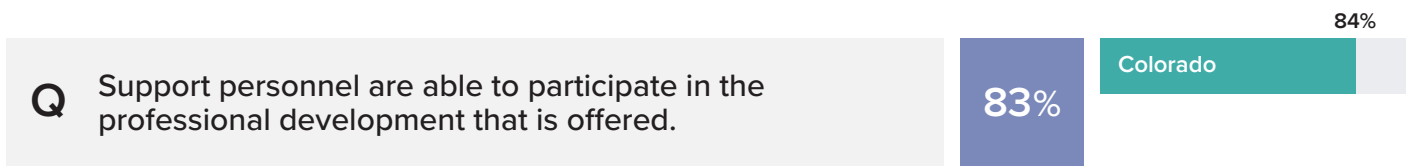
Distribution of responses

231	612	136	37	122	1138
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 Support personnel are appropriately compensated for professional development.

62%

61%
Colorado
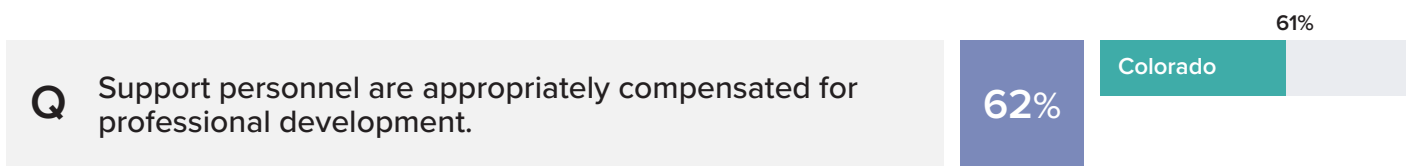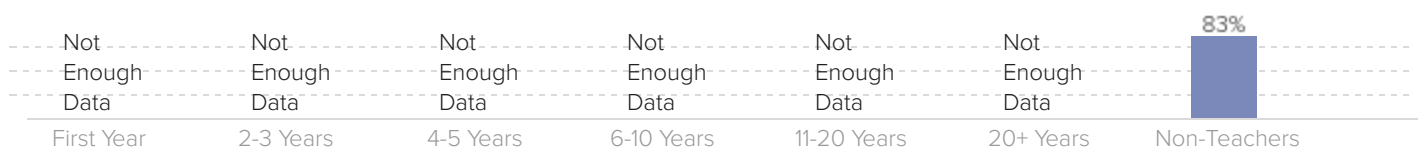
Distribution of responses

122	433	231	114	234	1134
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	62%
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.

62%

63%
Colorado
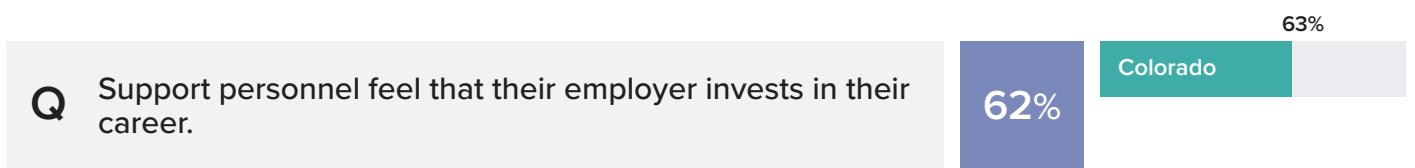
Distribution of responses

153	456	268	98	164	1139
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	62%
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.

80%

77%

Colorado

Distribution of responses

246	631	173	44	47	1141
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	80%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
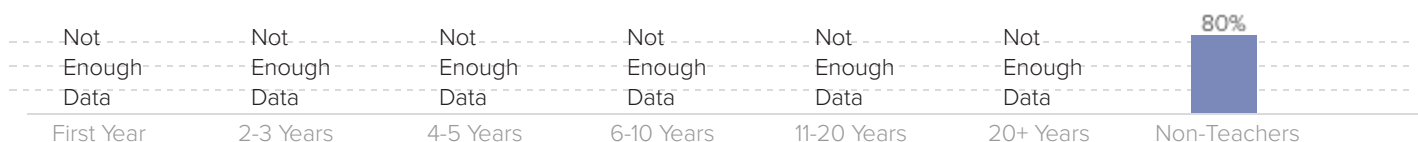
Q Which of the following would be most beneficial for you to learn more about?

- 12.2% — Social-emotional learning of all students (1727)
- 12.03% — Teaching/Working with students with trauma (1703)
- 8.38% — Teachers' content areas / Staff members' best practices (1187)
- 7.89% — Differentiating instruction (1117)
- 7.19% — Supporting special education (students with disabilities) (1018)
- 7.06% — Math interventions (1000)
- 6.74% — Using technology (954)
- 6.46% — Family engagement (915)
- 6.2% — Classroom management techniques (878)
- 6.02% — Reading strategies (853)
- 5.85% — Teaching/Working with gifted students (828)
- 3.96% — Supporting English Learners (561)
- 3.09% — Methods of teaching (438)
- 2.75% — Using assessment results to guide instruction (390)
- 2.14% — Understanding data (303)
- 2.04% — Colorado Academic Standards (289)

RESULTS
Item level results from your report

T **Time**

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

OVERALL FAVORABILITY

55%
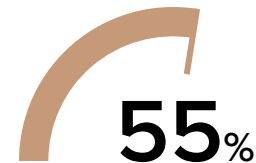
COMPARE RESULT

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

55%

59%
Colorado

Distribution of responses

560	2051	1387	773	39	4810
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%	46%	47%	50%	47%	44%	74%

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

61%

62%
Colorado

Distribution of responses

657	2212	1284	522	133	4808
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
60%	54%	56%	59%	63%	59%	65%
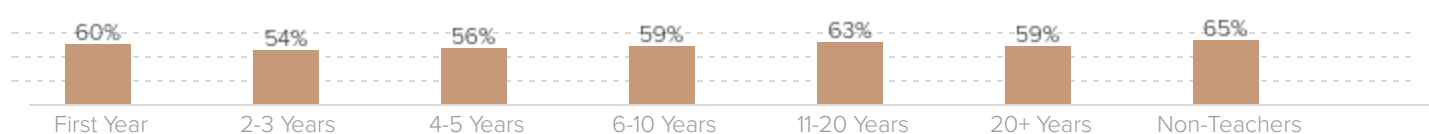
T More Time results on next page

T Time (cont)

COMPARE RESULT

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

50%

52%

Colorado

Distribution of responses

271	1509	1313	471	108	3672
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

50%	47%	50%	51%	48%	46%	78%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
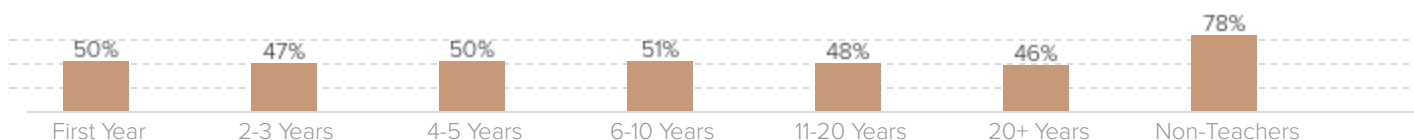
Q Teachers and support personnel have adequate time to support their students' social and emotional learning.

56%

57%

Colorado

Distribution of responses

409	2161	1520	459	239	4788
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

56%	50%	49%	53%	50%	47%	74%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
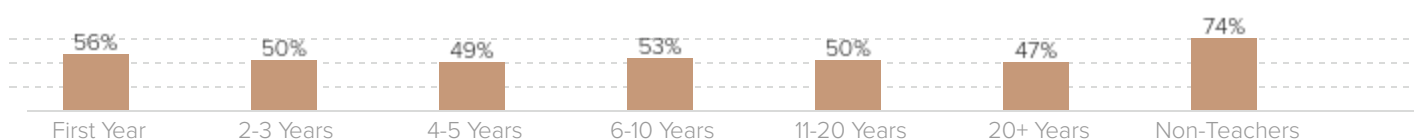
Q Teachers have adequate time to communicate with their students' families.

59%

60%

Colorado

Distribution of responses

284	1838	1108	375	61	3666
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

62%	56%	61%	58%	56%	56%	83%
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.

50%

50%

Colorado

Distribution of responses

239	1299	1060	494	582	3674
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
64%	57%	50%	52%	45%	42%	81%

Q Teachers and support personnel have adequate time to engage in professional learning.

52%

57%

Colorado

Distribution of responses

418	1969	1633	590	196	4806
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
58%	46%	47%	51%	48%	46%	62%

RESULTS

Item level results from your report

FR **Facilities and Resources**

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

OVERALL FAVORABILITY

86%
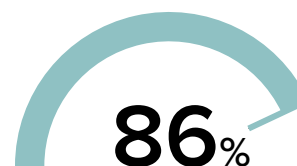
COMPARE RESULT

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

84%

	77%
Colorado	

Distribution of responses

1164	2787	589	176	80	4796
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%	78%	81%	85%	85%	84%	83%
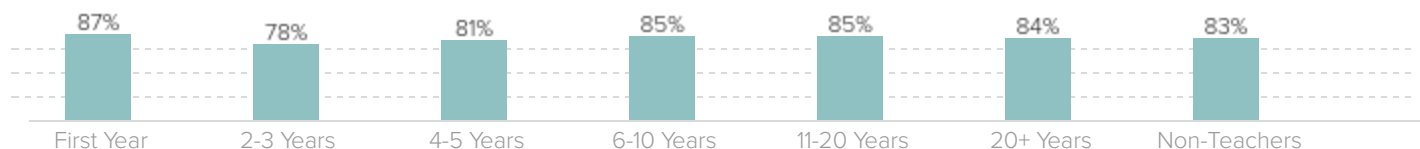
Q Instructional resources are adequate to support student learning.

75%

	77%
Colorado	

Distribution of responses

726	2732	904	248	172	4782
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
76%	74%	67%	72%	74%	71%	83%
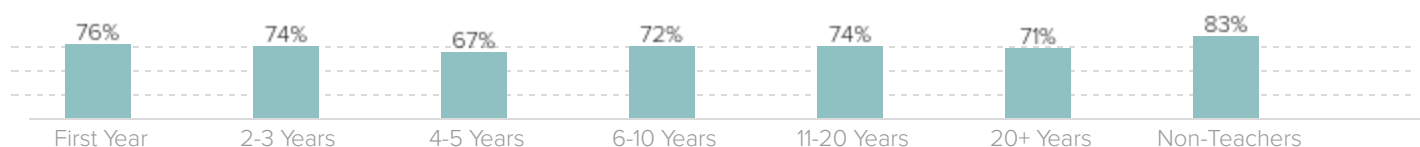
FR More Facilities and Resources results on next page

FR Facilities and Resources (cont)

COMPARE RESULT

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

90%

86%

Colorado

Distribution of responses

1521	2770	380	106	19	4796
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%	93%	86%	90%	90%	90%	90%

Q Our school is a safe place to work.

93%

92%

Colorado

Distribution of responses

2049	2352	260	61	77	4799
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%	95%	91%	93%	93%	92%	94%
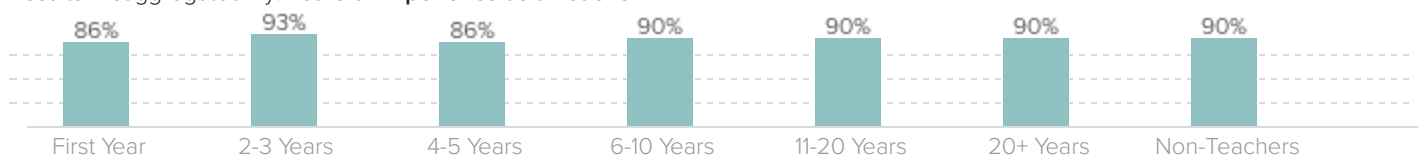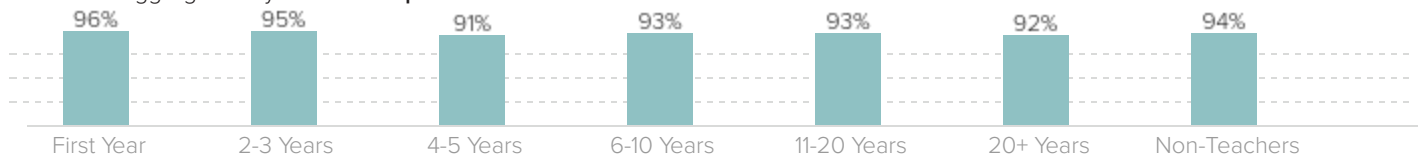
RESULTS
Item level results from your report

CI **Community Support and Involvement**

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

OVERALL FAVORABILITY

85%
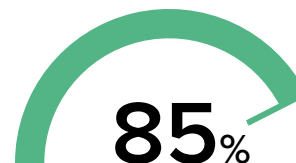
COMPARE RESULT

Q The broader community is supportive of the school.

90%

85%

Colorado

Distribution of responses

1045	2240	276	75	637	4273
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%	89%	88%	90%	92%	92%
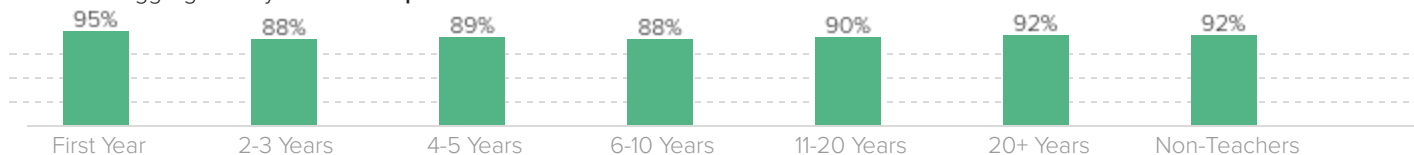
Q The school's efforts to engage families are effective.

80%

75%

Colorado

Distribution of responses

754	2291	664	107	460	4276
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
80%	78%	78%	81%	79%	78%	84%
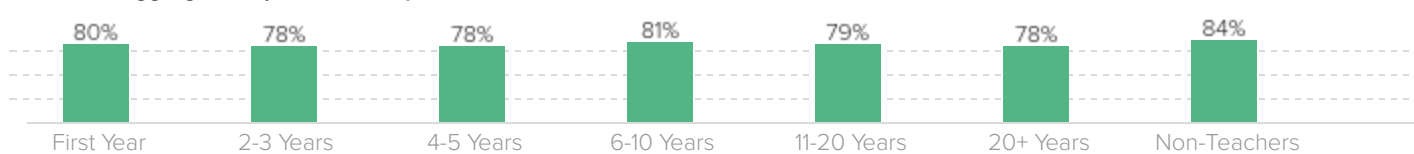
CI More Community Support and Involvement results on next page

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.

76%

72%

| Colorado |

Distribution of responses

532	2101	714	114	808	4269
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

75%	71%	76%	74%	75%	74%	83%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
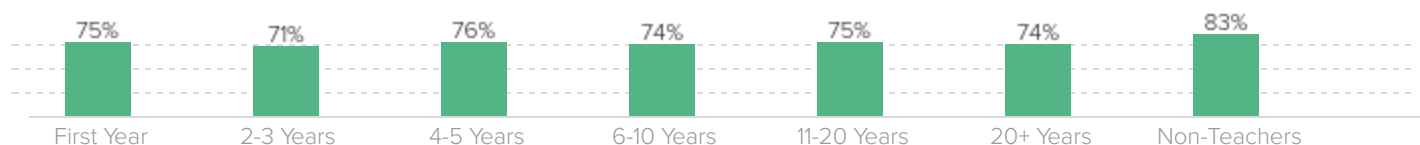
Q Every family has access to information about what is happening in the school.

94%

92%

| Colorado |

Distribution of responses

1514	2220	203	39	294	4270
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

96%	90%	91%	94%	94%	95%	95%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
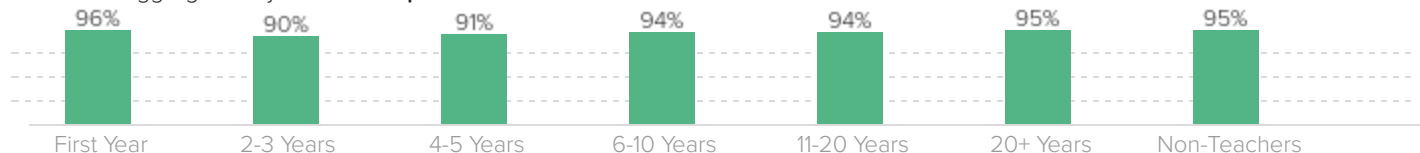
RESULTS
Item level results from your report

GR **General Reflection**

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

OVERALL FAVORABILITY

83%
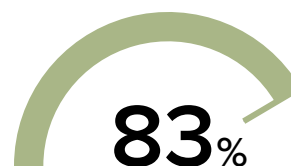
COMPARE RESULT

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

86%

85%

Colorado

Distribution of responses

1691	2045	429	148	264	4577
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%	88%	85%	86%	85%	84%	89%

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

90%

89%

Colorado

Distribution of responses

1715	2407	352	109	196	4779
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%	89%	88%	89%	90%	90%	91%
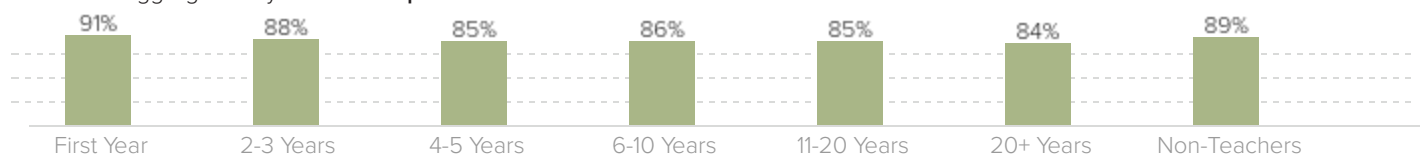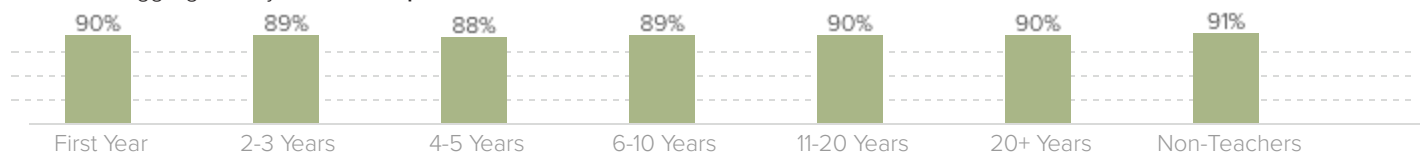
GR More General Reflection results on next page

GR General Reflection (cont)

COMPARE RESULT

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

72%

73%

Colorado

Distribution of responses

1144	2176	935	357	166	4778
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

72%	68%	69%	72%	71%	68%	77%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
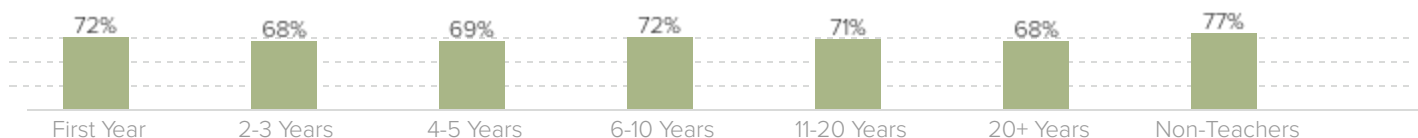
Q Which of the following most affects your decision about whether to continue working at this school?

- 34.3% — The school staff (1633)
- 30.43% — School leadership (1449)
- 11.83% — Salary (563)
- 4.54% — School mission (216)
- 4.05% — The ability to perform the job I was hired to do (193)
- 4.03% — Length of the work day (192)
- 3.59% — District leadership (171)
- 3.59% — Community support and engagement (171)
- 2.71% — Facilities and resources (129)
- 0.92% — Being asked to fulfill responsibilities outside of my primary job description (44)
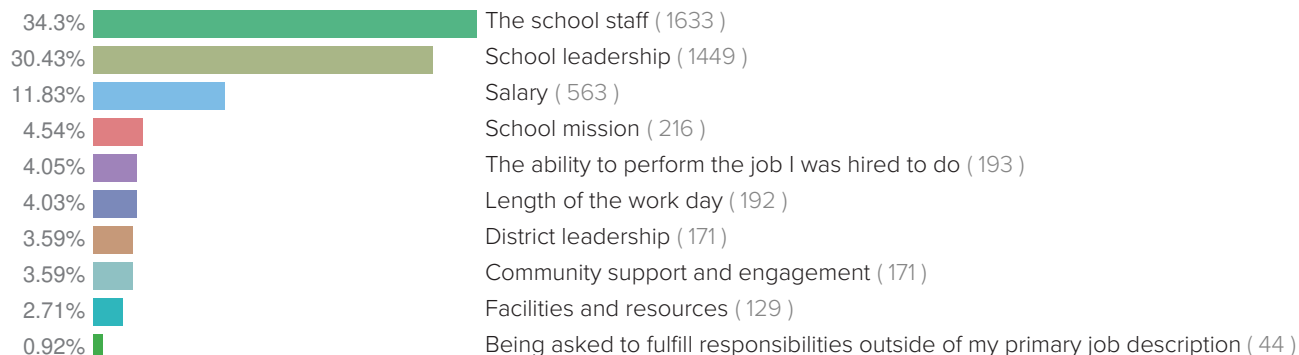
Q Which of the following best describes your plans after the end of this school year?

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

RESULTS
Item level results from your report

DS **District Supports**

OVERALL FAVORABILITY

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

72%

COMPARE RESULT

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

78%

80%
Colorado

Distribution of responses

44	93	38	3	8	186
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	78%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers

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

76%

80%
Colorado

Distribution of responses

22	107	37	6	14	186
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	76%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
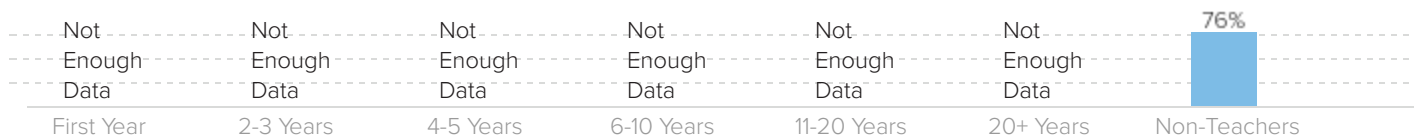
DS More District Supports results on next page

DS **District Supports (cont)**

Q The district clearly describes expectations for schools.

68%

78%

Colorado	

Distribution of responses

11	104	52	4	13	184
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	68%
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.

69%

75%

Colorado	

Distribution of responses

17	91	44	7	27	186
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

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

71%

77%

Colorado	

Distribution of responses

20	87	41	4	32	184
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	71%
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

CAMBRIDGE EDUCATION

DS **District Supports (cont)**

COMPARE RESULT

Q The district makes principal professional development a priority.

74%

72%

| Colorado |

Distribution of responses

16	103	38	6	23	186
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	74%

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

65%

82%

| Colorado |

Distribution of responses

22	88	49	9	18	186
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	65%
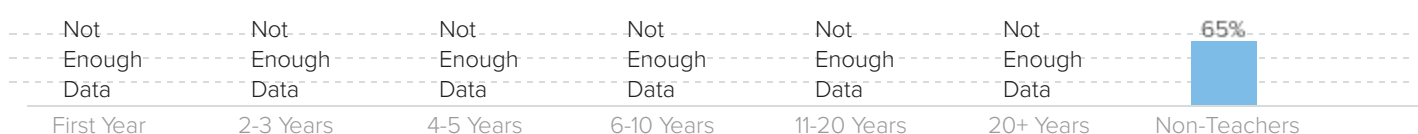
Q The district involves principals in decisions that directly impact the operations of their school.

69%

79%

| Colorado |

Distribution of responses

19	88	41	8	29	185
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	69%

DS District Supports (cont)

COMPARE RESULT

Q District leadership takes steps to solve problems.

82%

84%

Colorado

Distribution of responses

24	112	29	3	17	185
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	82%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
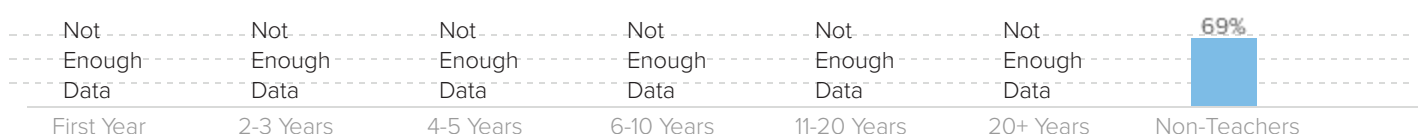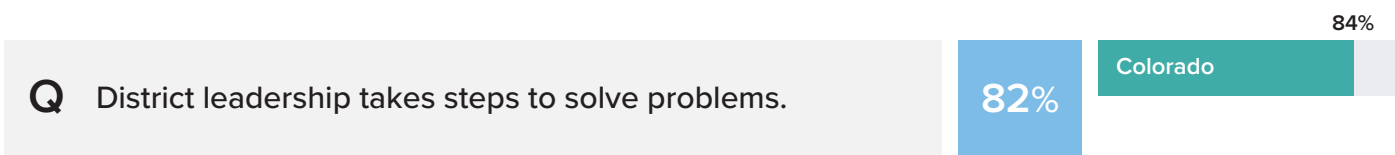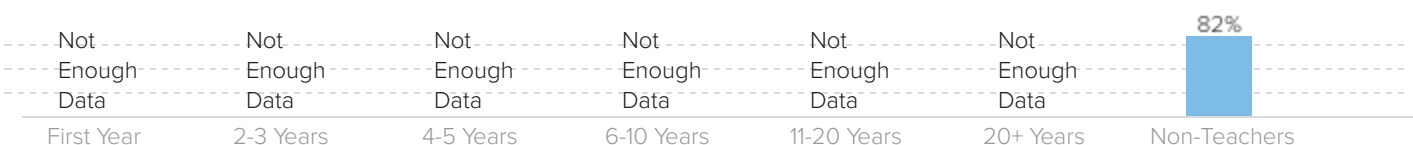
Q In which of the following areas (if any) do you need additional support to lead your school effectively?

20.05%	Support for students' social, emotional and mental health (81)
12.87%	Working with families and community (52)
11.63%	Teacher remediation/coaching (47)
10.64%	Staffing (hiring etc.) (43)
10.64%	Budgeting (43)
8.66%	Instructional leadership (35)
7.67%	Data-driven decision making (31)
5.45%	Teacher evaluation (22)
4.46%	Creating positive learning environments (18)
3.22%	School scheduling (13)
2.97%	School Improvement Planning (e.g., Unified Improvement Planning) (12)
1.73%	Student assessment (7)

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).

4.67%	Not at all concerned (223)
11.58%	Slightly concerned (553)
18.1%	Somewhat concerned (864)
29.81%	Moderately concerned (1423)
34.75%	Extremely concerned (1659)
1.09%	I don't know (52)

Q Social isolation.

10.66%	Not at all concerned (509)
17.85%	Slightly concerned (852)
21.43%	Somewhat concerned (1023)
30.09%	Moderately concerned (1436)
18.5%	Extremely concerned (883)
1.47%	I don't know (70)
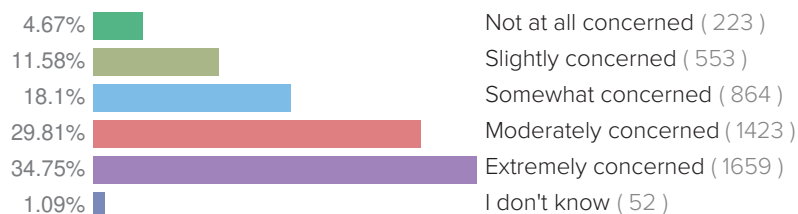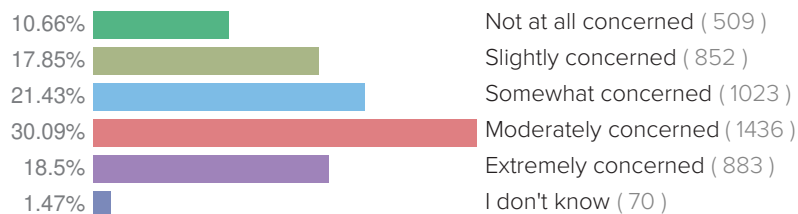
Q Increases in learning gaps.

5.01%	Not at all concerned (239)
12.05%	Slightly concerned (575)
16.25%	Somewhat concerned (775)
29.73%	Moderately concerned (1418)
35.7%	Extremely concerned (1703)
1.26%	I don't know (60)

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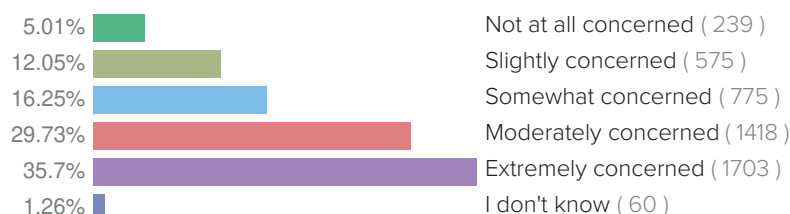
SC **Student Challenges (cont)**

Q Insufficient home learning support.

4.86%	Not at all concerned (232)
13.27%	Slightly concerned (633)
18.07%	Somewhat concerned (862)
30.25%	Moderately concerned (1443)
30.92%	Extremely concerned (1475)
2.62%	I don't know (125)
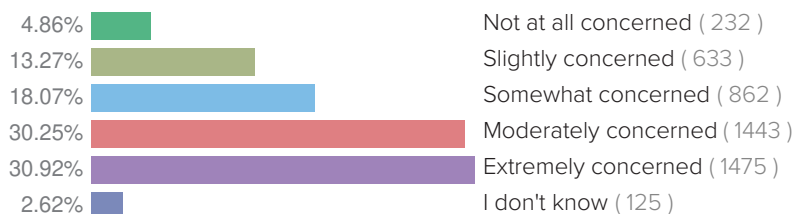
Q Student worries about their family's health, safety or economic security.

8.46%	Not at all concerned (403)
22.16%	Slightly concerned (1056)
22.37%	Somewhat concerned (1066)
27.62%	Moderately concerned (1316)
14.9%	Extremely concerned (710)
4.49%	I don't know (214)
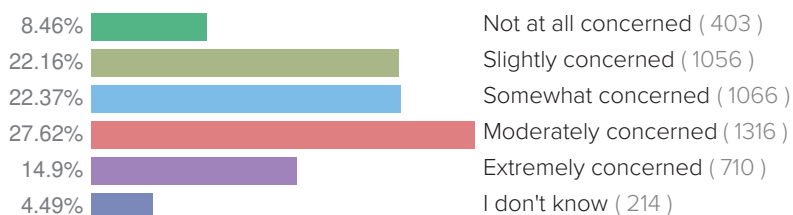
Q Student stress about assessment and grading.

18.36%	Not at all concerned (875)
24.95%	Slightly concerned (1189)
22.77%	Somewhat concerned (1085)
20.5%	Moderately concerned (977)
9.02%	Extremely concerned (430)
4.41%	I don't know (210)
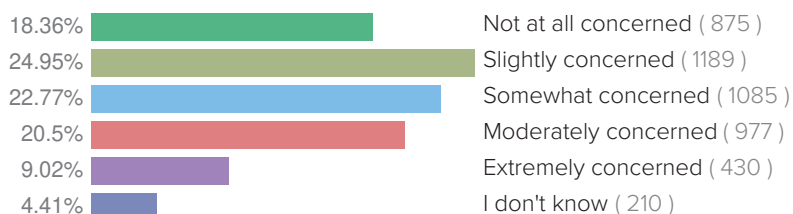
Q Lack of access to basic needs (e.g., food, shelter, safety).

17.87%	Not at all concerned (852)
25.76%	Slightly concerned (1228)
19.95%	Somewhat concerned (951)
19.45%	Moderately concerned (927)
13.05%	Extremely concerned (622)
3.92%	I don't know (187)
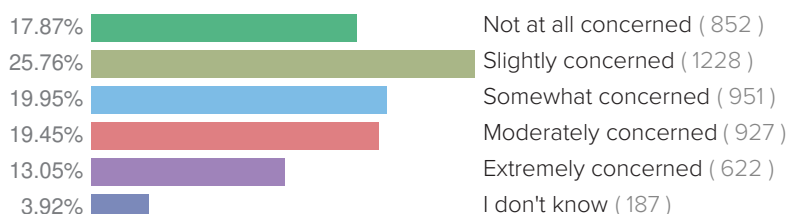
SC More Student Challenges results on next page

SC Student Challenges (cont)

Q   Lack of access to technology/internet.

29.76% Not at all concerned (1420)
28.08% Slightly concerned (1340)
18.32% Somewhat concerned (874)
15.72% Moderately concerned (750)
4.78%   Extremely concerned (228)
3.35%   I don't know (160)

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.

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

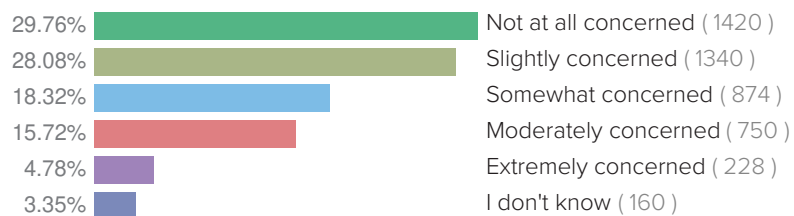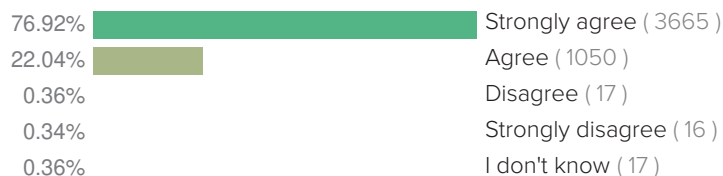**Q   I feel comfortable discussing life skills with my students.**

62%	Strongly agree (2955)
34.41%	Agree (1640)
1.83%	Disagree (87)
0.34%	Strongly disagree (16)
1.43%	I don't know (68)
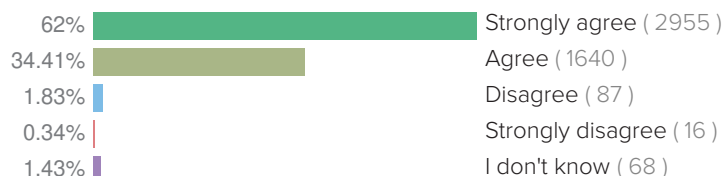
Q   I feel comfortable discussing resilience strategies with my students.

56.5%	Strongly agree (2690)
37.51%	Agree (1786)
3.09%	Disagree (147)
0.44%	Strongly disagree (21)
2.46%	I don't know (117)
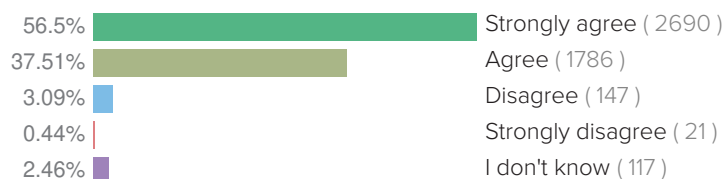
SW More Support for Student Wellbeing results on next page

SW Support for Student Wellbeing (cont)

Q I feel comfortable discussing mental health with my students.

42.45%	Strongly agree (2019)
41.3%	Agree (1964)
10.64%	Disagree (506)
1.85%	Strongly disagree (88)
3.76%	I don't know (179)

Q I feel comfortable discussing suicide with students.

20.53%	Strongly agree (978)
37.98%	Agree (1809)
25.49%	Disagree (1214)
8.52%	Strongly disagree (406)
7.47%	I don't know (356)
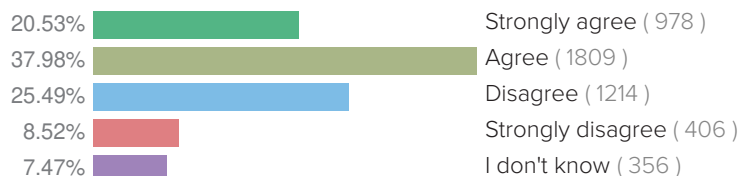
Q I feel adequately prepared to support students' social-emotional wellbeing.

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

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

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

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).

19.65% Strongly agree (716)
49.26% Agree (1795)
19.32% Disagree (704)
5.95% Strongly disagree (217)
5.82% I don't know (212)

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

9.86% Strongly agree (359)
48.76% Agree (1776)
23.45% Disagree (854)
5.33% Strongly disagree (194)
12.6% I don't know (459)
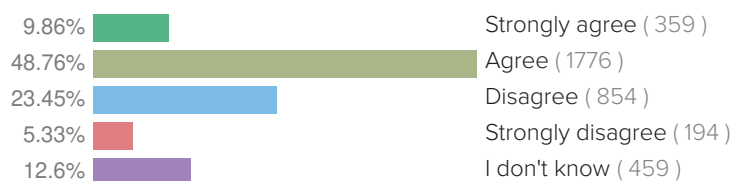
Q Our school's system of support for students help students get the social-emotional support they need.

12.83% Strongly agree (467)
53.76% Agree (1957)
18.49% Disagree (673)
4.89% Strongly disagree (178)
10.03% I don't know (365)

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.

10.07% Strongly agree (367)
42.65% Agree (1555)
27.59% Disagree (1006)
 9.11% Strongly disagree (332)
10.59% I don't know (386)
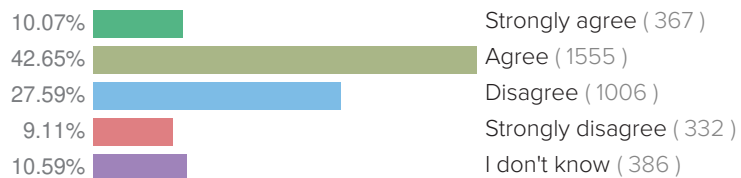
RESULTS
Item level results from your report

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.

29.49%	Strongly agree (1392)
36.86%	Agree (1740)
15.48%	Disagree (731)
6.63%	Strongly disagree (313)
11.54%	I don't know (545)

Q   Predictable daily routine.

23.4%	Strongly agree (1106)
42.81%	Agree (2023)
23.02%	Disagree (1088)
6.71%	Strongly disagree (317)
4.06%	I don't know (192)
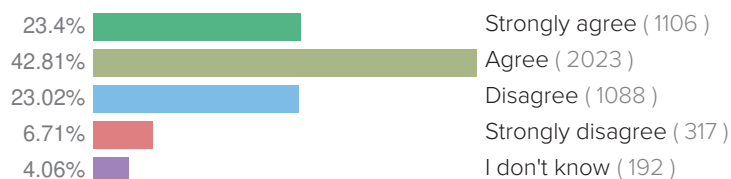
Q   Having to teach/provide support online and in person at the same time.

36.78%	Strongly agree (1734)
24.16%	Agree (1139)
14.91%	Disagree (703)
8.38%	Strongly disagree (395)
15.76%	I don't know (743)
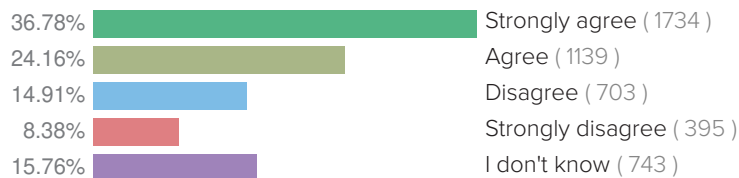
PJ More Pandemic Impact on Teaching / Job results on next page

PJ Pandemic Impact on Teaching / Job (cont)

Q Interactions with students' parents/guardians.

19.77%	Strongly agree (933)
37.82%	Agree (1785)
28.6%	Disagree (1350)
7.42%	Strongly disagree (350)
6.4%	I don't know (302)

Q Student engagement.

52.79%	Strongly agree (2497)
36.15%	Agree (1710)
5.71%	Disagree (270)
2.39%	Strongly disagree (113)
2.96%	I don't know (140)
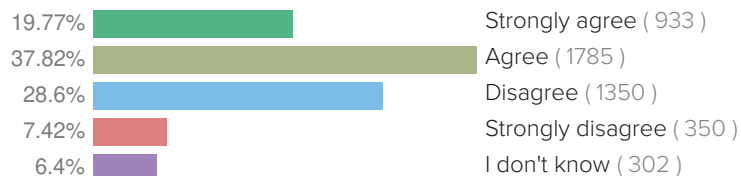
Q Engagement with my colleagues.

28.2%	Strongly agree (1331)
41.63%	Agree (1965)
21.27%	Disagree (1004)
5.61%	Strongly disagree (265)
3.28%	I don't know (155)
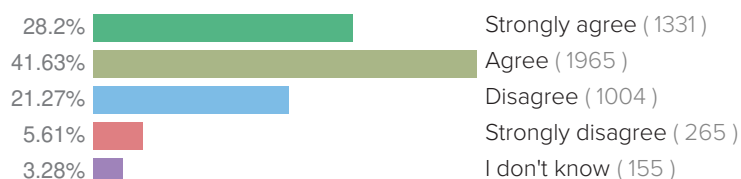
Q Enforcing public health measures (like getting students to wear masks).

39.85%	Strongly agree (1885)
37.59%	Agree (1778)
14.4%	Disagree (681)
4.1%	Strongly disagree (194)
4.06%	I don't know (192)

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.

33.41% Strongly agree (1585)
51.31% Agree (2434)
10.46% Disagree (496)
3.01% Strongly disagree (143)
1.81% I don't know (86)

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

20.17% Strongly agree (955)
54.49% Agree (2580)
18.06% Disagree (855)
5.13% Strongly disagree (243)
2.15% I don't know (102)

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

14.84% Strongly agree (704)
47.27% Agree (2243)
23.2% Disagree (1101)
9.08% Strongly disagree (431)
5.61% I don't know (266)
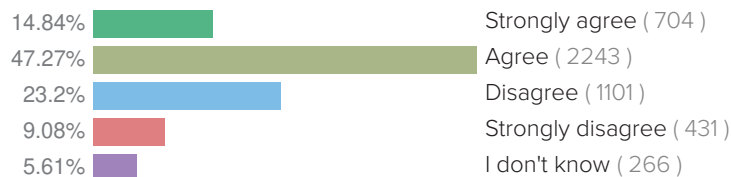
SW More Support for Own Wellbeing results on next page

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.

22.66% Strongly agree (937)
53.88% Agree (2228)
9.67% Disagree (400)
2.93% Strongly disagree (121)
10.86% I don't know (449)

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.

38.35%	Strongly agree (265)
48.48%	Agree (335)
8.97%	Disagree (62)
1.59%	Strongly disagree (11)
2.6%	I don't know (18)

Q   I feel respected by school leaders in my school.

35.5%	Strongly agree (246)
47.04%	Agree (326)
11.26%	Disagree (78)
3.17%	Strongly disagree (22)
3.03%	I don't know (21)

Q   I feel respected by students in my school.

26.52%	Strongly agree (183)
54.49%	Agree (376)
13.33%	Disagree (92)
3.19%	Strongly disagree (22)
2.46%	I don't know (17)
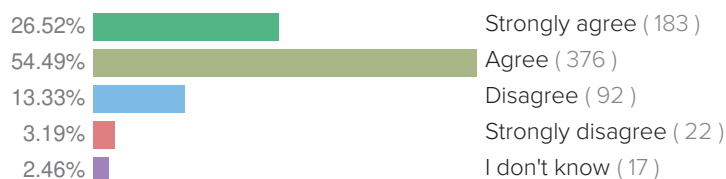
ES More [ESP] Job Satisfaction results on next page

ES [ESP] Job Satisfaction (cont)

Q My work schedule fits my personal needs.

46.74% Strongly agree (323)
48.19% Agree (333)
4.05% Disagree (28)
0.43% Strongly disagree (3)
0.58% I don't know (4)

Q My work is very stressful.

14.49% Strongly agree (100)
33.04% Agree (228)
43.48% Disagree (300)
6.67% Strongly disagree (46)
2.32% I don't know (16)
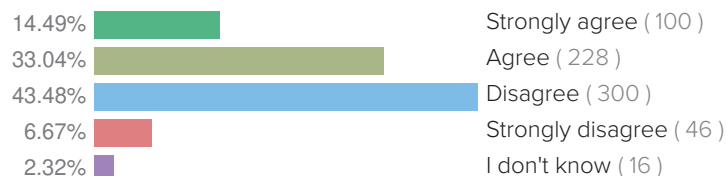
Q I feel I am part of a team working towards the same goal.

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

Q I feel adequately compensated for my work.

6.36% Strongly agree (44)
27.17% Agree (188)
32.08% Disagree (222)
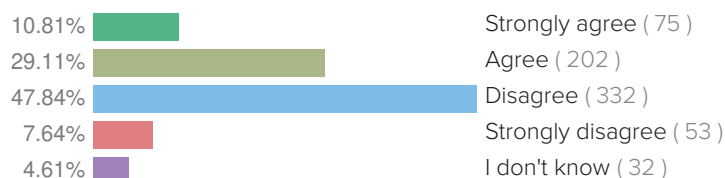29.48% Strongly disagree (204)
4.91% I don't know (34)

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.

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

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

10.81%	Strongly agree (75)
29.11%	Agree (202)
47.84%	Disagree (332)
7.64%	Strongly disagree (53)
4.61%	I don't know (32)

Q I have ways to advance my career in education.

8.88%	Strongly agree (61)
44.25%	Agree (304)
20.67%	Disagree (142)
6.55%	Strongly disagree (45)
19.65%	I don't know (135)

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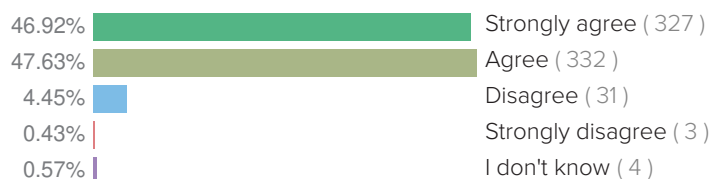
Q I am comfortable with the tasks I am asked to perform.

34.77% Strongly agree (242)
58.19% Agree (405)
4.89% Disagree (34)
0.86% Strongly disagree (6)
1.29% I don't know (9)

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

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

Q I know and understand my role.

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

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

ER [ESP] Roles & Responsibilities (cont)

Q I was properly trained for my job.

23.2%	Strongly agree (161)
48.56%	Agree (337)
20.03%	Disagree (139)
3.75%	Strongly disagree (26)
4.47%	I don't know (31)

Q My role is to support student independence.

26.48%	Strongly agree (183)
55.72%	Agree (385)
4.63%	Disagree (32)
0.58%	Strongly disagree (4)
12.59%	I don't know (87)

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

11.54%	Strongly agree (80)
32.03%	Agree (222)
37.23%	Disagree (258)
14.72%	Strongly disagree (102)
4.47%	I don't know (31)
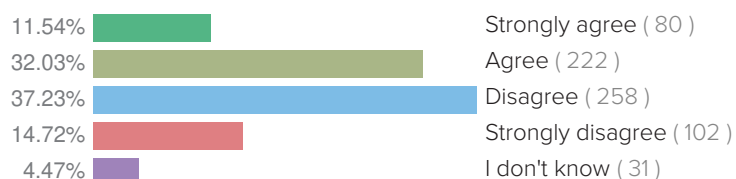
Q I receive adequate guidance about my role.

19.45%	Strongly agree (135)
54.9%	Agree (381)
17.87%	Disagree (124)
3.46%	Strongly disagree (24)
4.32%	I don't know (30)