

## DISTRICT REPORT

Teaching & Learning Conditions Colorado Survey



Prepared for  
**Brush RE-2(J)**

Number of respondents (#)  
**119**

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# HOW TO READ YOUR REPORT

How to get the most from your report



## ABOUT YOUR REPORT

The Teaching and Learning Conditions in Colorado (TLCC) Survey – formerly TELL Colorado survey - is a statewide survey of school-based staff (teachers and building leadership) on their perceptions of the teaching and learning conditions in their schools. Questions were asked about instructional support, professional development, managing student conduct, use of time, leadership, facilities and resources, family and community support, and future plans. Demographic questions were limited to ensure participant anonymity.

The TLCC results give you a powerful tool for understanding teachers and leaders' experience in their classrooms and schools. These results may confirm some of what you already know about classrooms and schools, may surprise you with details that you didn't know, and most likely will open up new questions about areas you want to explore further.

## SURVEY DESIGN

The survey is led by the Colorado Department of Education (CDE) and operated through a statewide collaborative that includes the Colorado Association of School Boards, Colorado Association of School Executives, Colorado Education Association, Colorado Education Initiative, Colorado League of Charter Schools, Colorado Rural Alliance and representatives from school districts, universities and researchers. APA Consulting developed the TLCC survey by working closely with the partner organizations, districts and educators in the field. Cambridge Education administered the inaugural launch the survey in January 2018.

## SCORING AND REFERENCE DATA

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

Items on the TLCC have varying levels of meaning by design, so it is not as easy as simply looking at the highest and lowest items to identify strengths and areas of improvement. When examining a school's results, you should think carefully about the priorities of your school(s) and departments, and then identify relative strengths and weaknesses across teachers and schools.

## USE OF CHARTS & LEGENDS



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



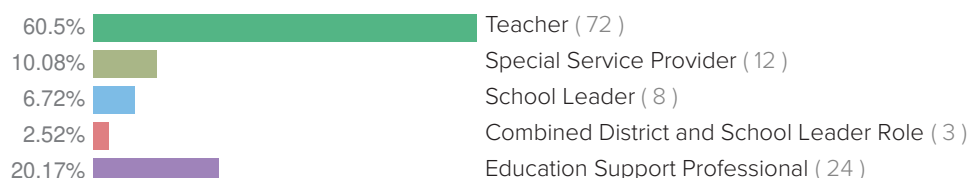
## DEMOGRAPHICS

### Who took the survey?

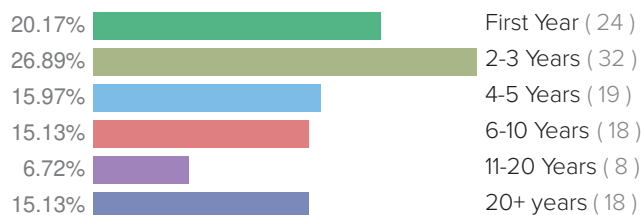
The following graphics display how those who took the survey responded to the demographic questions which were included. This page allows you to understand the attributes of the survey respondents.

**119** total respondents

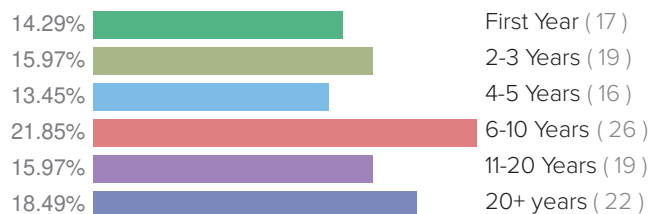
#### D What is your current position at the school?



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



#### D How many years have you worked in your career in this position/role?



## REPORT OVERVIEW

Your results at a glance



### TLCC Survey

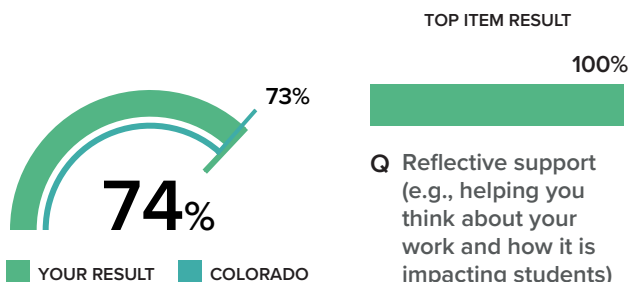
REPORT OVERALL FAVORABILITY



#### YOUR RESULTS

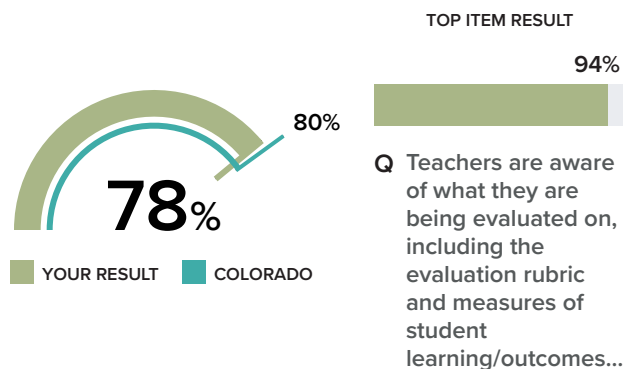
NQ

### New Staff Questions



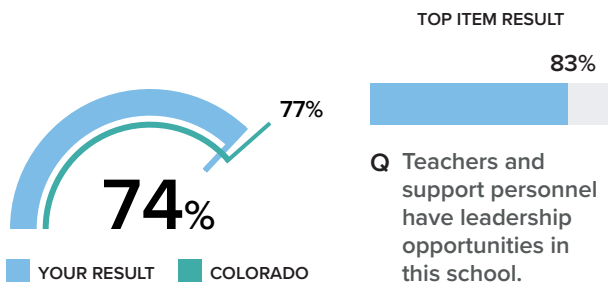
SL

### School Leadership



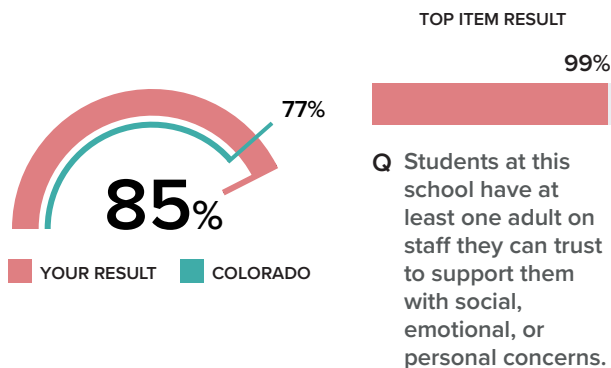
SL

### Staff Leadership



MC

### Managing Student Conduct



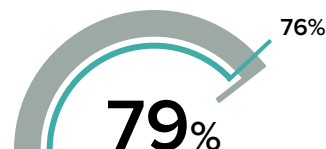
## REPORT OVERVIEW

Your results at a glance



### TLCC Survey

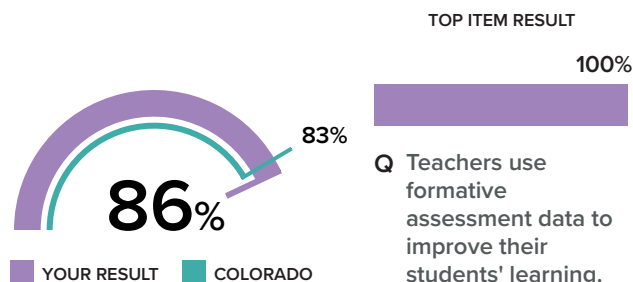
REPORT OVERALL FAVORABILITY



#### YOUR RESULTS

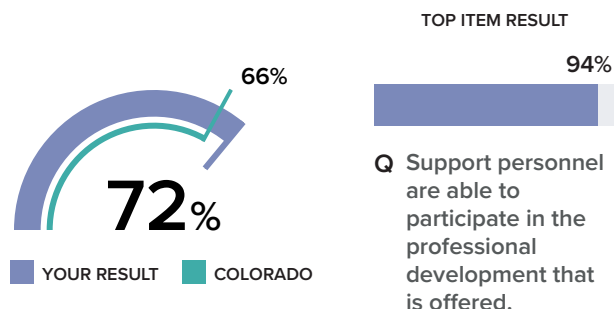
IS

### Instructional Practices and Support



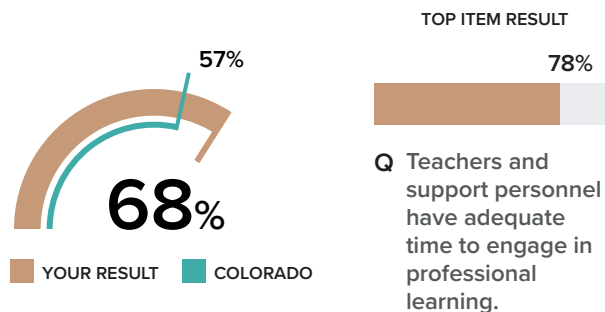
PD

### Professional Development



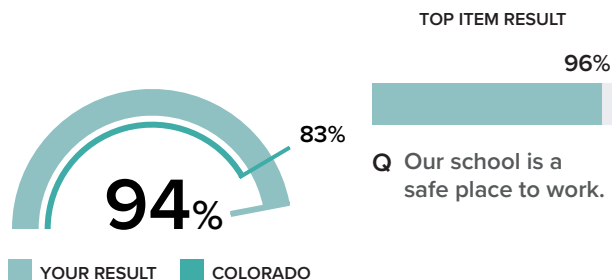
T

### Time



FR

### Facilities and Resources



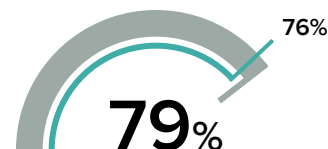
## REPORT OVERVIEW

Your results at a glance



### TLCC Survey

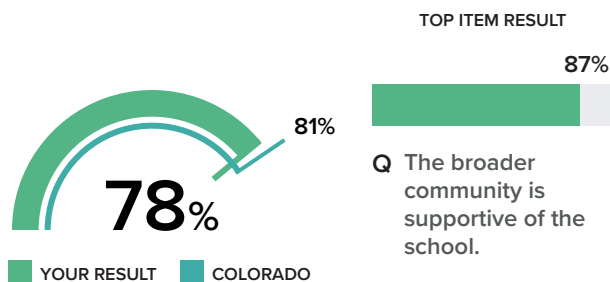
REPORT OVERALL FAVORABILITY



#### YOUR RESULTS

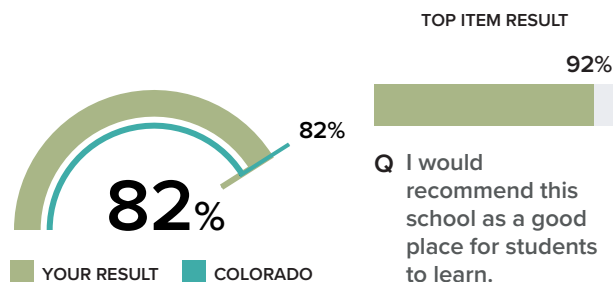
CI

### Community Support and Involvement



GR

### General Reflection



DS

### District Supports

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



## REPORT OVERVIEW - BREAKDOWN

### Results Disaggregated by Subgroups

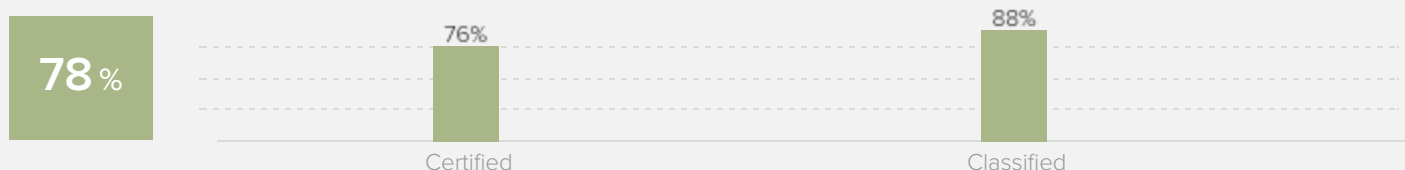
Responses, in this report, are disaggregated in order to reveal potential trends, patterns, or insights that may not be detectable when looking at the responses in the aggregate. This report can help identify important differences in perceptions across different subgroups of respondents.

Results Disaggregated By: **Certified / Classified**

#### NQ New Staff Questions



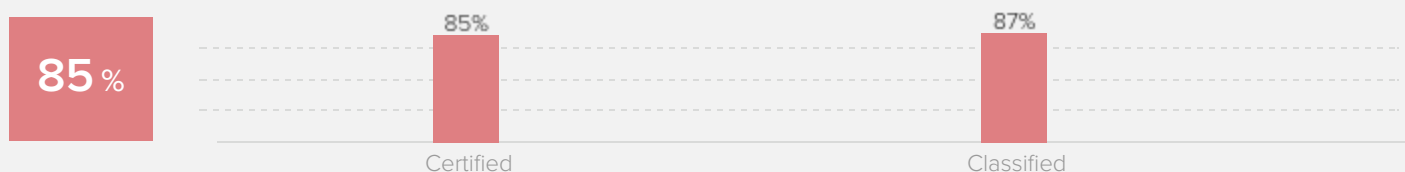
#### SL School Leadership



#### SL Staff Leadership



#### MC Managing Student Conduct



## 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: **Certified / Classified**

#### IS Instructional Practices and Support



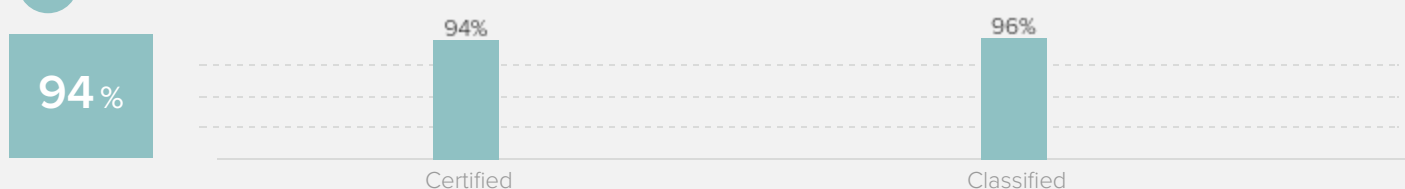
#### PD Professional Development



#### T Time



#### FR Facilities and Resources



## 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: **Certified / Classified**

#### CI Community Support and Involvement



#### GR General Reflection



#### DS District Supports



## RESULTS

Item level results from your report



### NQ New Staff Questions

Only delivered to new teachers and support personnel (e.g., years 1-3), these questions relate to specific supports for new staff (e.g., supports, mentoring).

OVERALL FAVORABILITY



COMPARE RESULT

69%

Colorado

86%

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

Distribution of responses



Results Disaggregated By: **Certified / Classified**



74%

Colorado

69%

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

Distribution of responses



Results Disaggregated By: **Certified / Classified**



[More New Staff Questions results on next page](#)

**NQ** New Staff Questions (cont)

COMPARE RESULT

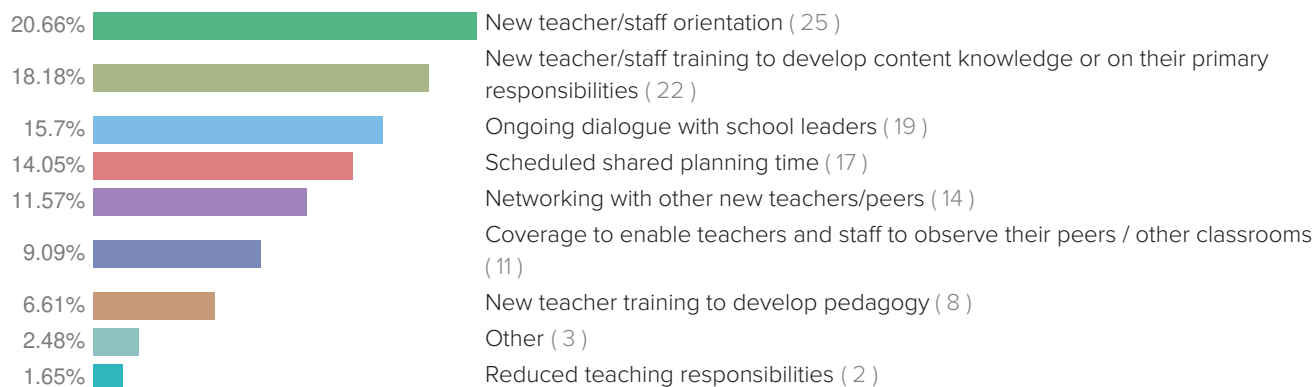
**Q** Have you received any new teacher supports, or training specifically for your role at this school?



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



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



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

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

83%

Colorado

84%

Distribution of responses

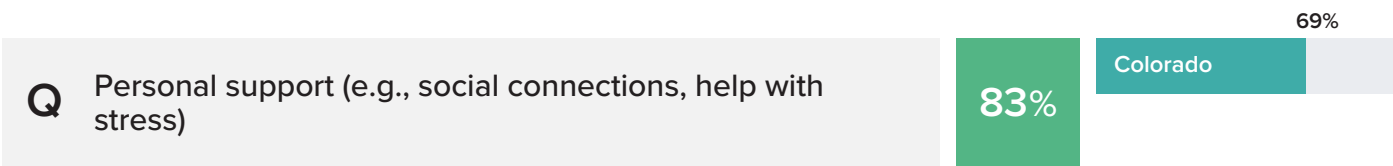


Results Disaggregated By: **Certified / Classified**



**NQ** New Staff Questions (cont)

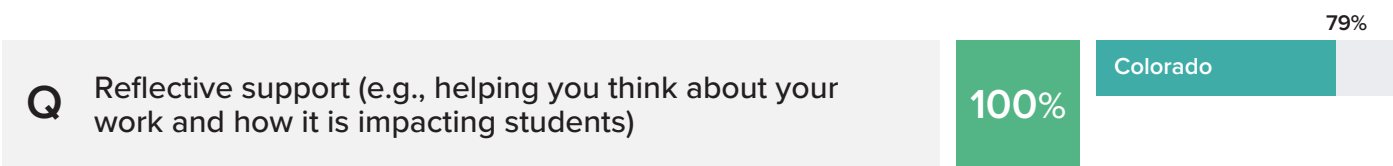
COMPARE RESULT



Distribution of responses



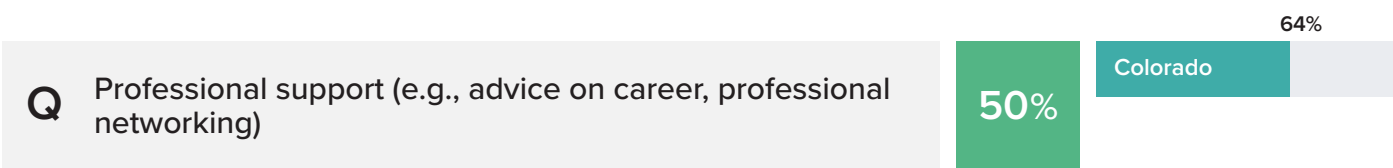
Results Disaggregated By: **Certified / Classified**



Distribution of responses



Results Disaggregated By: **Certified / Classified**



Distribution of responses



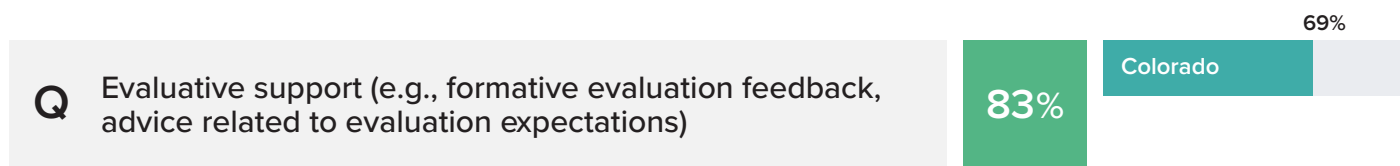
Results Disaggregated By: **Certified / Classified**



**NQ** More New Staff Questions results on next page

**NQ** New Staff Questions (cont)

COMPARE RESULT



Results Disaggregated By: **Certified / Classified**



## RESULTS

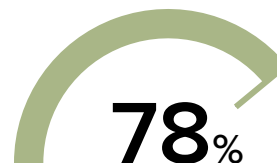
Item level results from your report



### SL School Leadership

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

OVERALL FAVORABILITY



COMPARE RESULT

82%

Colorado

77%

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

Distribution of responses



Results Disaggregated By: **Certified / Classified**



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

83%

Colorado

86%

Distribution of responses



Results Disaggregated By: **Certified / Classified**

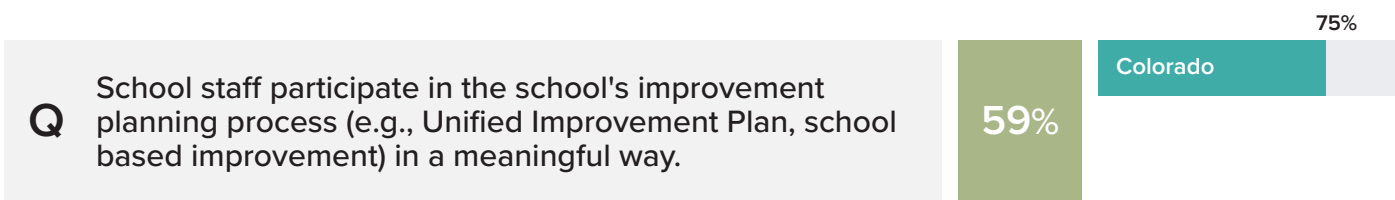


More School Leadership results on next page



SL School Leadership (cont)

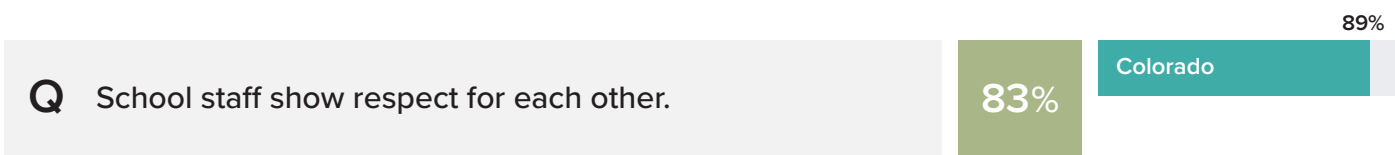
COMPARE RESULT



Distribution of responses



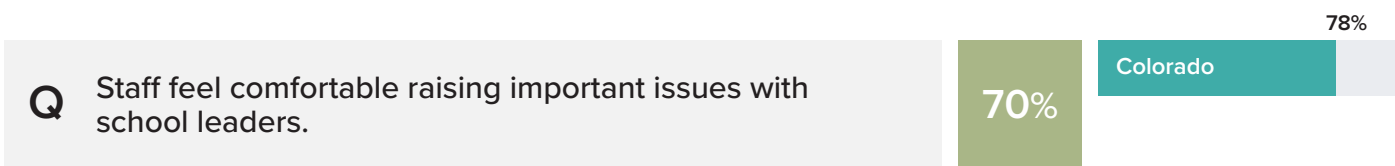
Results Disaggregated By: **Certified / Classified**



Distribution of responses



Results Disaggregated By: **Certified / Classified**



Distribution of responses



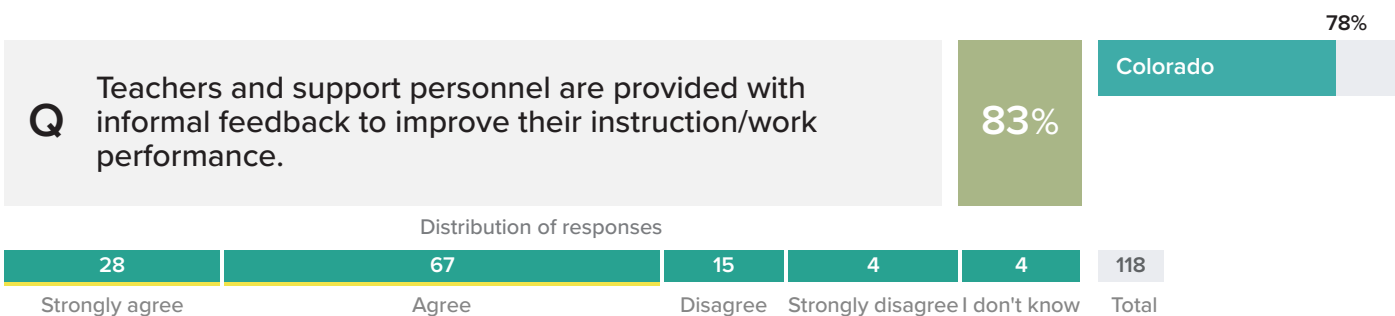
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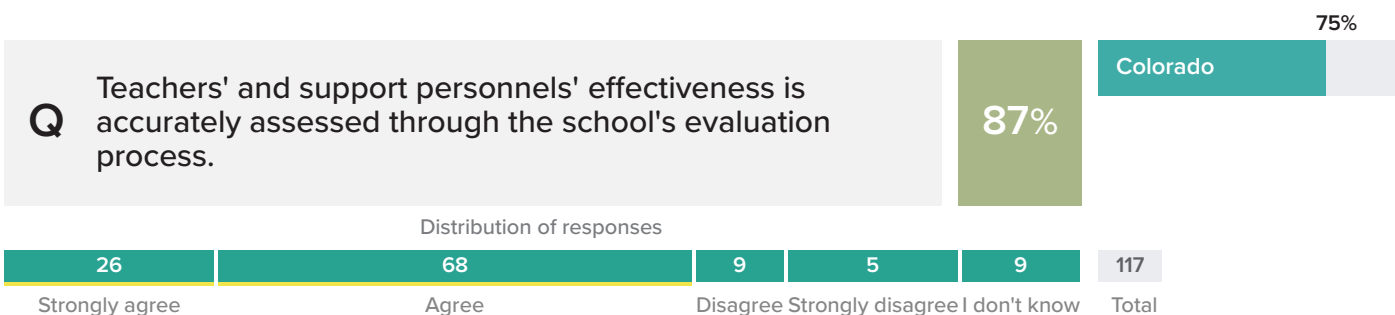
More School Leadership results on next page

SL School Leadership (cont)

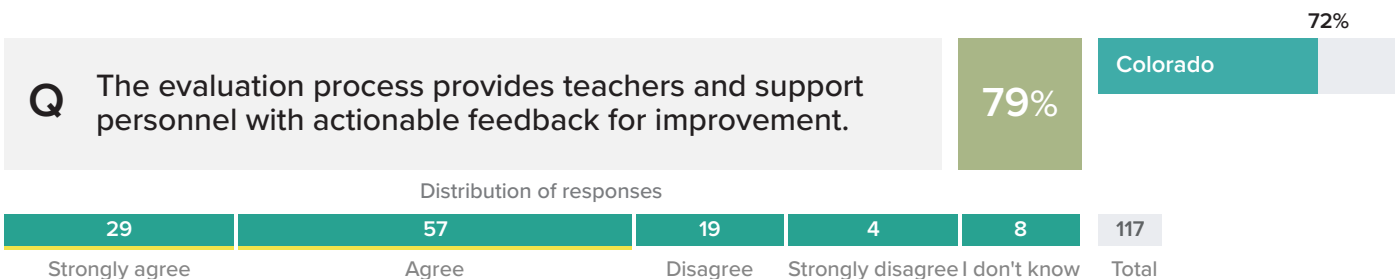
COMPARE RESULT



Results Disaggregated By: **Certified / Classified**



Results Disaggregated By: **Certified / Classified**



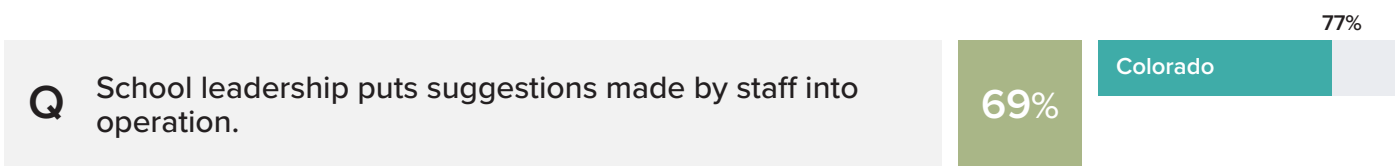
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More School Leadership results on next page

SL School Leadership (cont)

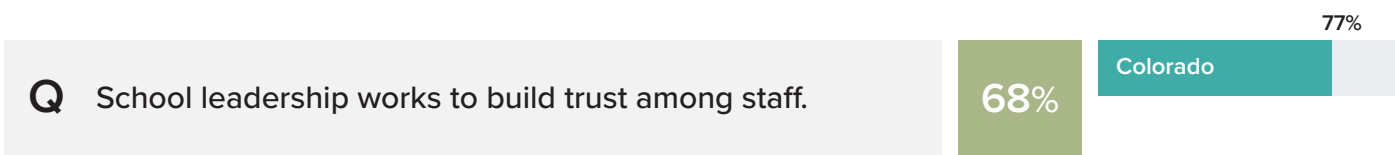
COMPARE RESULT



Distribution of responses



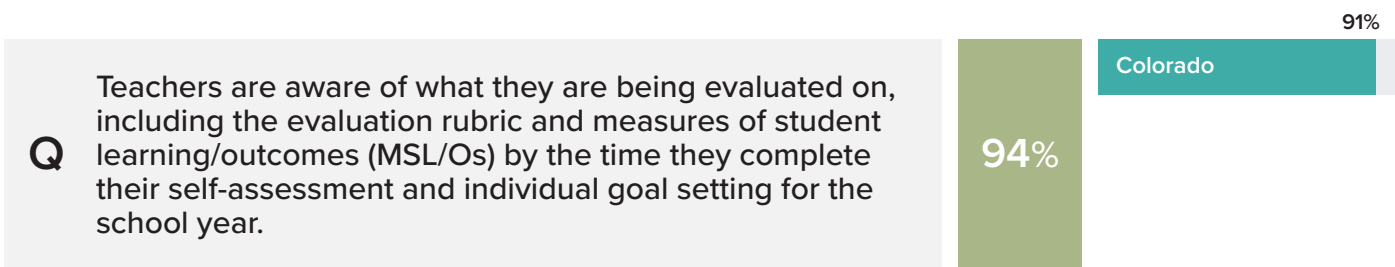
Results Disaggregated By: **Certified / Classified**



Distribution of responses



Results Disaggregated By: **Certified / Classified**



Distribution of responses



Results Disaggregated By: **Certified / Classified**



## RESULTS

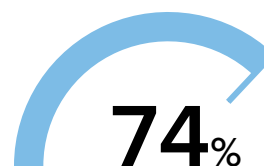
Item level results from your report



### SL Staff Leadership

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

OVERALL FAVORABILITY



COMPARE RESULT

81%

Colorado

74%

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

Distribution of responses



Results Disaggregated By: **Certified / Classified**



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

77%

76%

Colorado

Distribution of responses



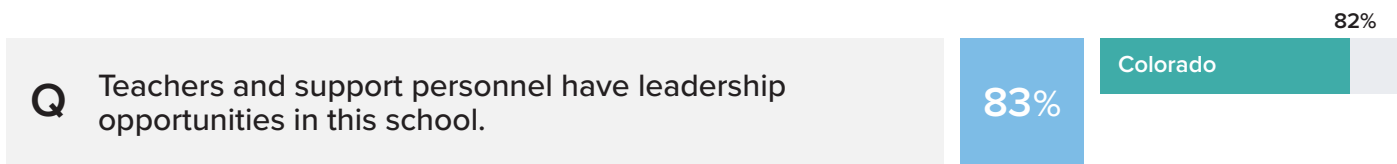
Results Disaggregated By: **Certified / Classified**



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

SL Staff Leadership (cont)

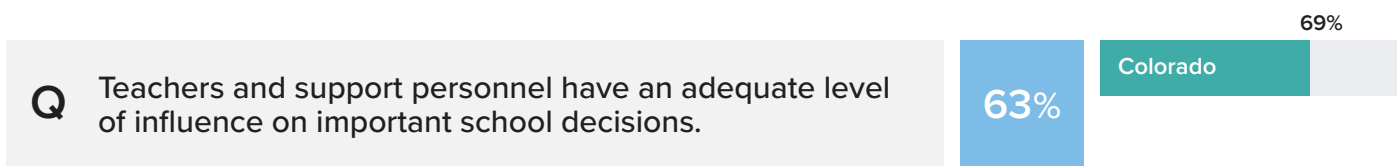
COMPARE RESULT



Distribution of responses



Results Disaggregated By: **Certified / Classified**



Distribution of responses



Results Disaggregated By: **Certified / Classified**



## RESULTS

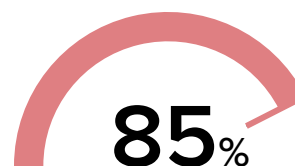
Item level results from your report



### MC Managing Student Conduct

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

OVERALL FAVORABILITY



COMPARE RESULT

77%

Colorado

85%

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

Distribution of responses



Results Disaggregated By: **Certified / Classified**



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

Distribution of responses



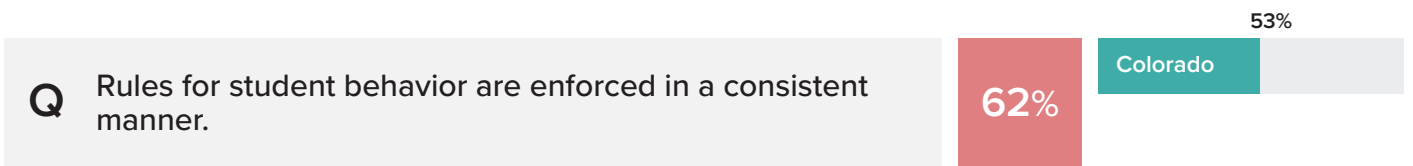
Results Disaggregated By: **Certified / Classified**



MC More Managing Student Conduct results on next page

**MC** Managing Student Conduct (cont)

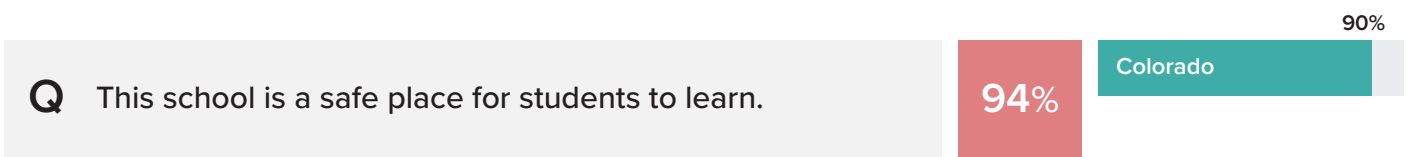
COMPARE RESULT



Distribution of responses



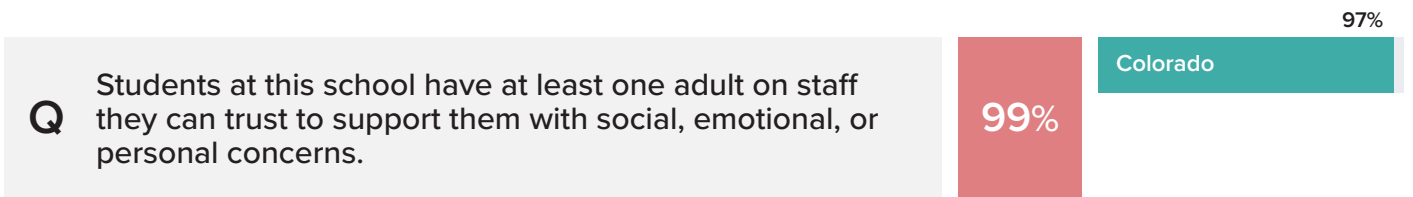
Results Disaggregated By: **Certified / Classified**



Distribution of responses



Results Disaggregated By: **Certified / Classified**



Distribution of responses



Results Disaggregated By: **Certified / Classified**



## RESULTS

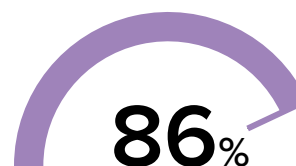
Item level results from your report



### IS Instructional Practices and Support

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

OVERALL FAVORABILITY



COMPARE RESULT

88%

Colorado

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

85%

Distribution of responses



Results Disaggregated By: **Certified / Classified**



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

84%

87%

Colorado

Distribution of responses



Results Disaggregated By: **Certified / Classified**

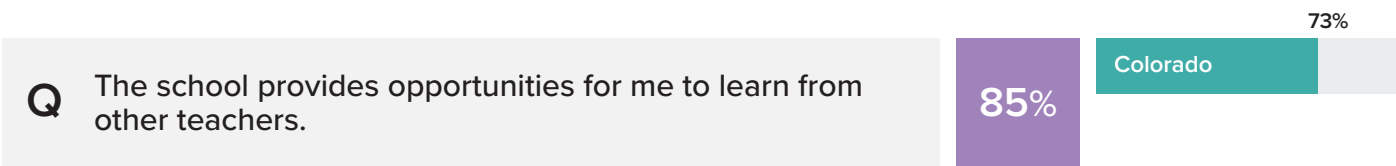


IS More Instructional Practices and Support results on next page



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

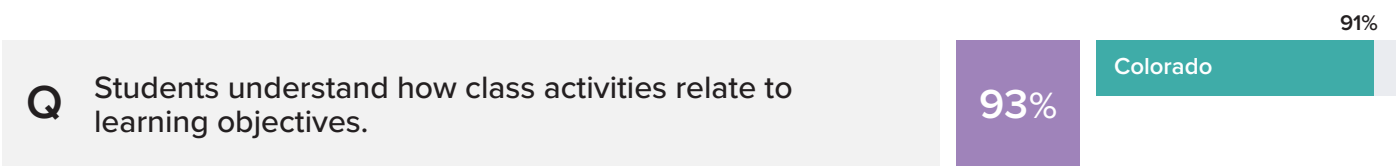
COMPARE RESULT



Distribution of responses



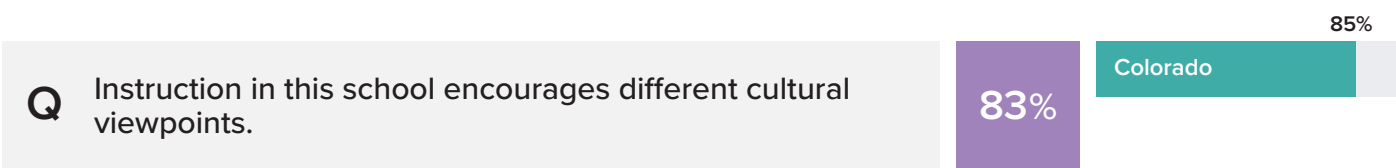
Results Disaggregated By: **Certified / Classified**



Distribution of responses



Results Disaggregated By: **Certified / Classified**



Distribution of responses



Results Disaggregated By: **Certified / Classified**



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.

82%

Colorado 72%

Distribution of responses



Results Disaggregated By: **Certified / Classified**



**Q** English Learners are adequately supported in this school.

72%

Colorado 79%

Distribution of responses



Results Disaggregated By: **Certified / Classified**



**Q** Students with disabilities are adequately supported in this school.

88%

Colorado 81%

Distribution of responses



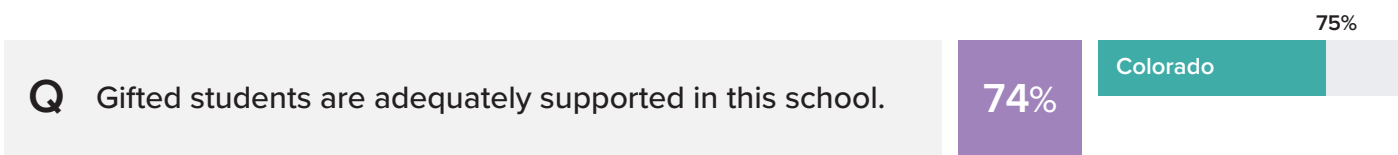
Results Disaggregated By: **Certified / Classified**



IS More Instructional Practices and Support results on next page

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

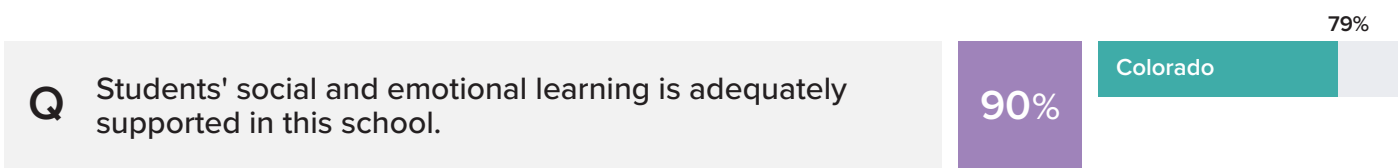
COMPARE RESULT



Distribution of responses



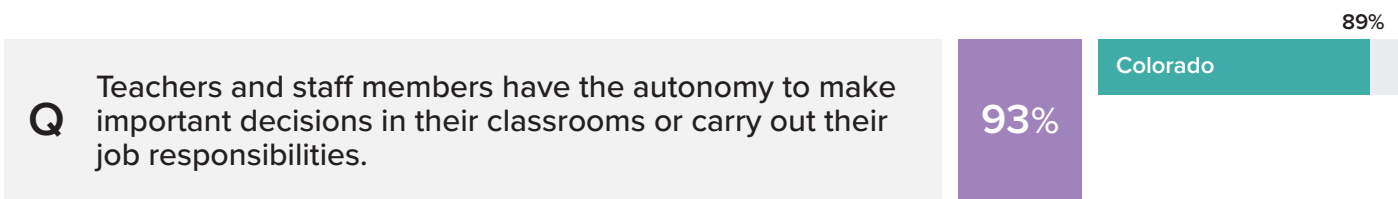
Results Disaggregated By: **Certified / Classified**



Distribution of responses



Results Disaggregated By: **Certified / Classified**



Distribution of responses



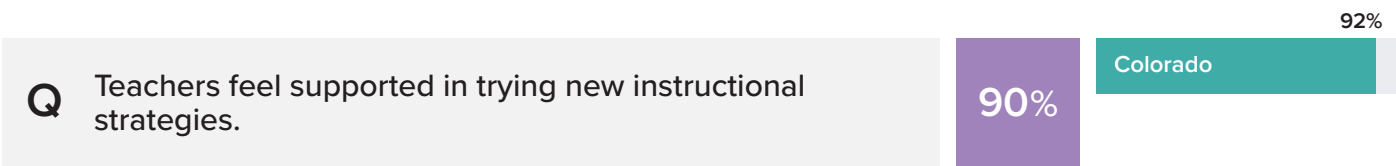
Results Disaggregated By: **Certified / Classified**



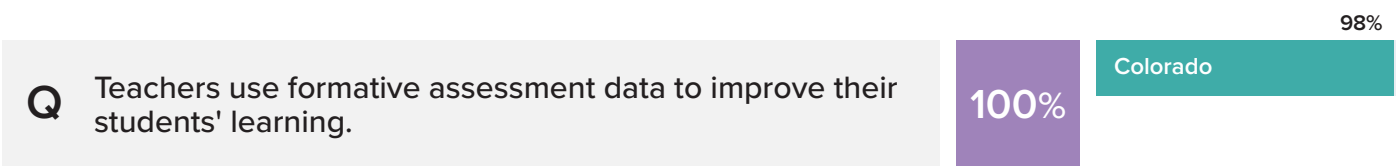
IS More Instructional Practices and Support results on next page

IS Instructional Practices and Support (cont)

COMPARE RESULT



Results Disaggregated By: **Certified / Classified**



Results Disaggregated By: **Certified / Classified**



## RESULTS

Item level results from your report



### PD Professional Development

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

OVERALL FAVORABILITY



COMPARE RESULT

71%

Colorado

74%

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

Distribution of responses



Results Disaggregated By: **Certified / Classified**



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

Distribution of responses



Results Disaggregated By: **Certified / Classified**



[More Professional Development results on next page](#)

**PD** Professional Development (cont)

COMPARE RESULT

**Q** The effectiveness of professional development is assessed regularly.

65%

55%

Colorado

Distribution of responses



Results Disaggregated By: **Certified / Classified**



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

66%

72%

Colorado

Distribution of responses



Results Disaggregated By: **Certified / Classified**



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

68%

67%

Colorado

Distribution of responses



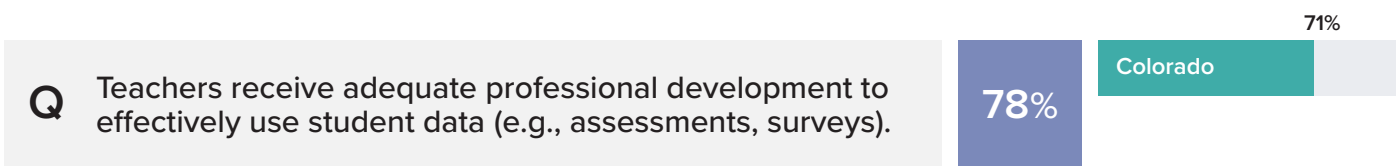
Results Disaggregated By: **Certified / Classified**



**PD** More Professional Development results on next page

**PD** Professional Development (cont)

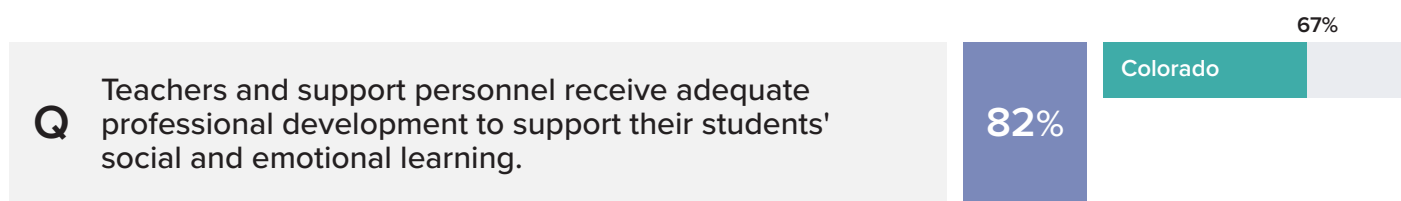
COMPARE RESULT



Distribution of responses



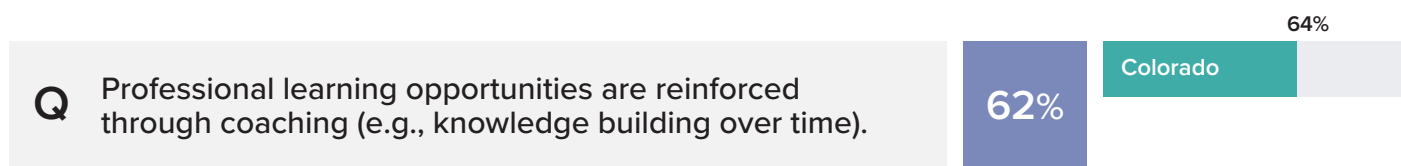
Results Disaggregated By: **Certified / Classified**



Distribution of responses



Results Disaggregated By: **Certified / Classified**



Distribution of responses



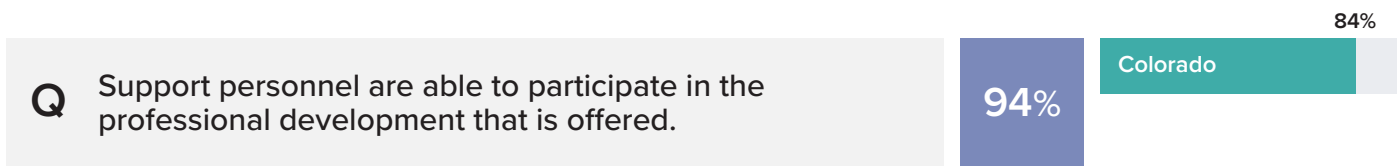
Results Disaggregated By: **Certified / Classified**



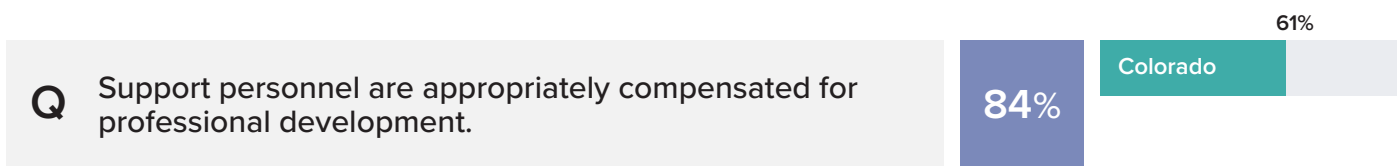
**PD** More Professional Development results on next page

**PD** Professional Development (cont)

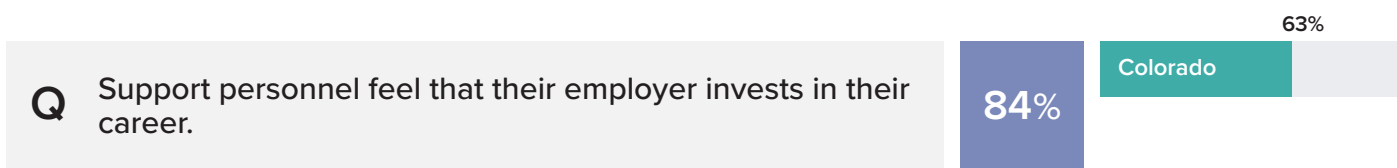
COMPARE RESULT



Results Disaggregated By: **Certified / Classified**



Results Disaggregated By: **Certified / Classified**



Results Disaggregated By: **Certified / Classified**



**PD** More Professional Development results on next page



**PD** Professional Development (cont)

COMPARE RESULT

77%

Colorado

83%

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

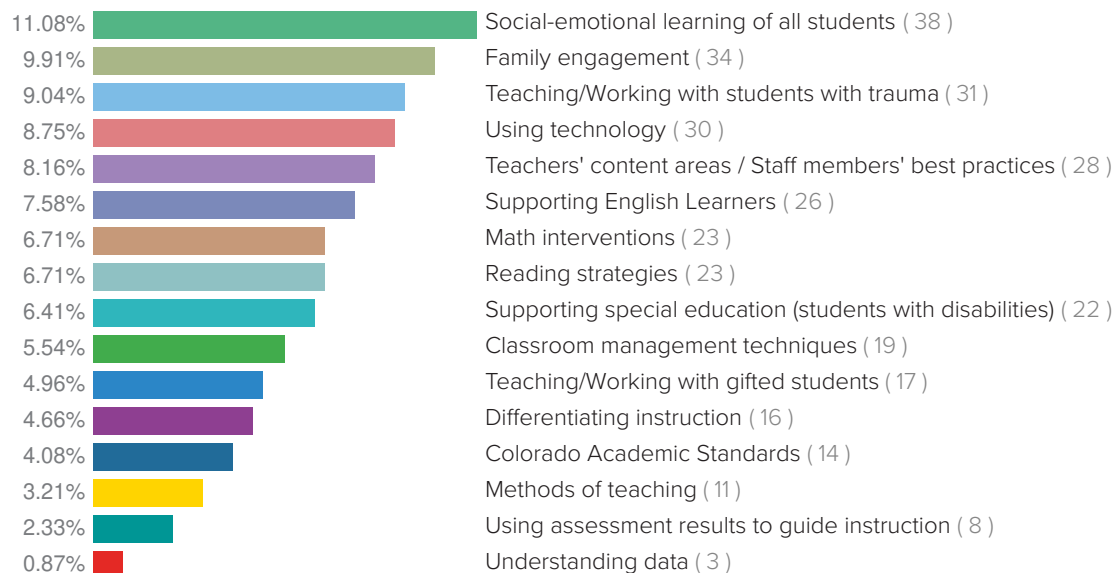
Distribution of responses



Results Disaggregated By: **Certified / Classified**



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



## RESULTS

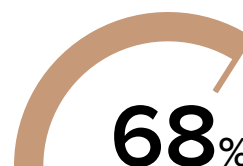
Item level results from your report



### T Time

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

OVERALL FAVORABILITY



COMPARE RESULT

59%

Colorado

70%

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

Distribution of responses



Results Disaggregated By: **Certified / Classified**



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

Distribution of responses



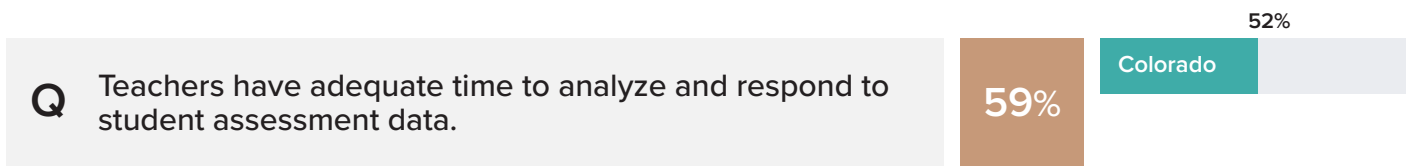
Results Disaggregated By: **Certified / Classified**



**T** More Time results on next page

**T** Time (cont)

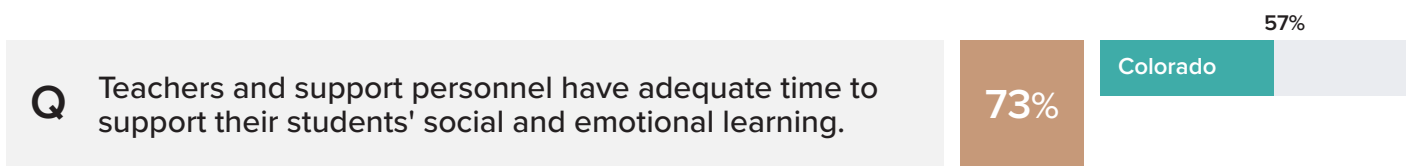
COMPARE RESULT



Distribution of responses



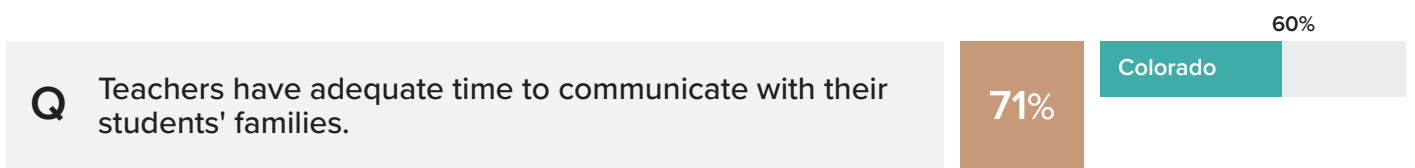
Results Disaggregated By: **Certified / Classified**



Distribution of responses



Results Disaggregated By: **Certified / Classified**



Distribution of responses



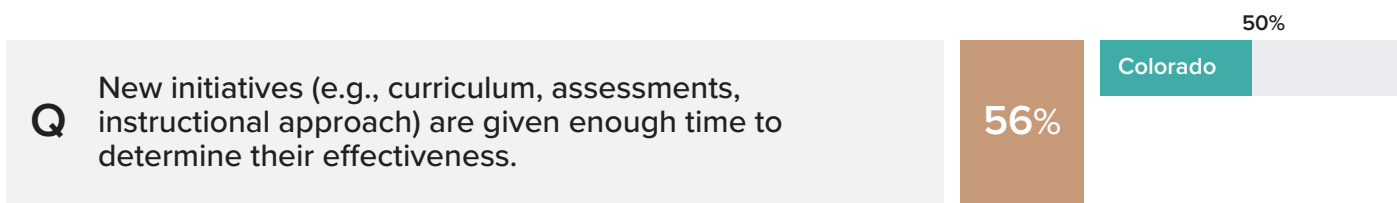
Results Disaggregated By: **Certified / Classified**



**T** More Time results on next page

**T** Time (cont)

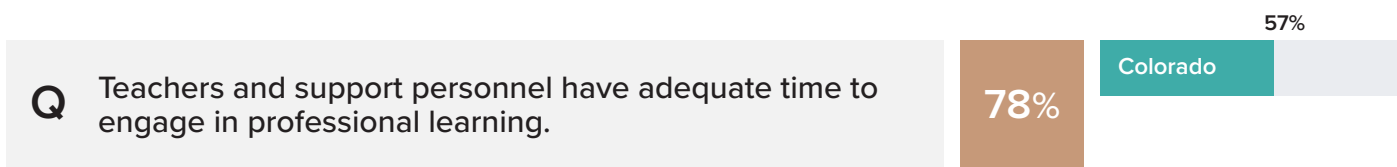
COMPARE RESULT



Distribution of responses



Results Disaggregated By: **Certified / Classified**



Distribution of responses



Results Disaggregated By: **Certified / Classified**



## RESULTS

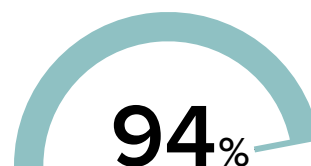
Item level results from your report



### FR Facilities and Resources

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

OVERALL FAVORABILITY



COMPARE RESULT

77%

Colorado

95%

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

Distribution of responses



Results Disaggregated By: **Certified / Classified**



**Q** Instructional resources are adequate to support student learning.

92%

Colorado

77%

Distribution of responses



Results Disaggregated By: **Certified / Classified**



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.

94%

86%

Colorado

Distribution of responses



Results Disaggregated By: **Certified / Classified**



**Q** Our school is a safe place to work.

96%

92%

Colorado

Distribution of responses



Results Disaggregated By: **Certified / Classified**



## RESULTS

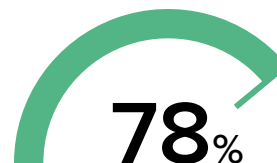
Item level results from your report



### CI Community Support and Involvement

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

OVERALL FAVORABILITY



COMPARE RESULT

85%

Colorado

**Q** The broader community is supportive of the school.

87%

Distribution of responses



Results Disaggregated By: **Certified / Classified**



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

69%

75%

Colorado

Distribution of responses



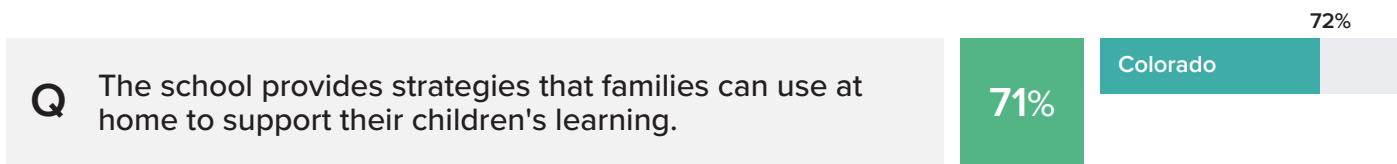
Results Disaggregated By: **Certified / Classified**



More Community Support and Involvement results on next page

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

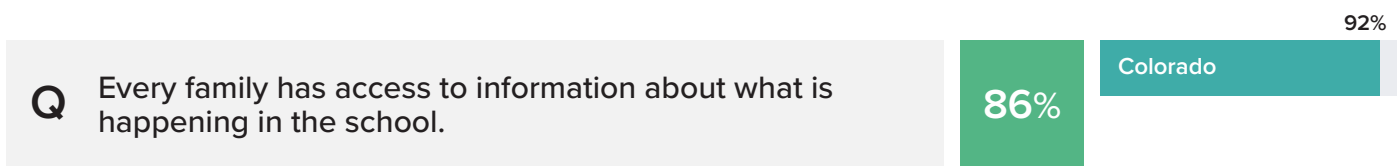
COMPARE RESULT



Distribution of responses



Results Disaggregated By: **Certified / Classified**



Distribution of responses



Results Disaggregated By: **Certified / Classified**





## RESULTS

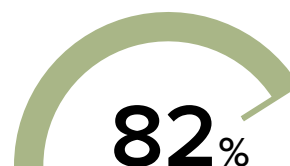
Item level results from your report



### GR General Reflection

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

OVERALL FAVORABILITY



COMPARE RESULT

85%

Colorado

87%

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

Distribution of responses



Results Disaggregated By: **Certified / Classified**



89%

Colorado

92%

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

Distribution of responses



Results Disaggregated By: **Certified / Classified**



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.

68%

73%

Colorado

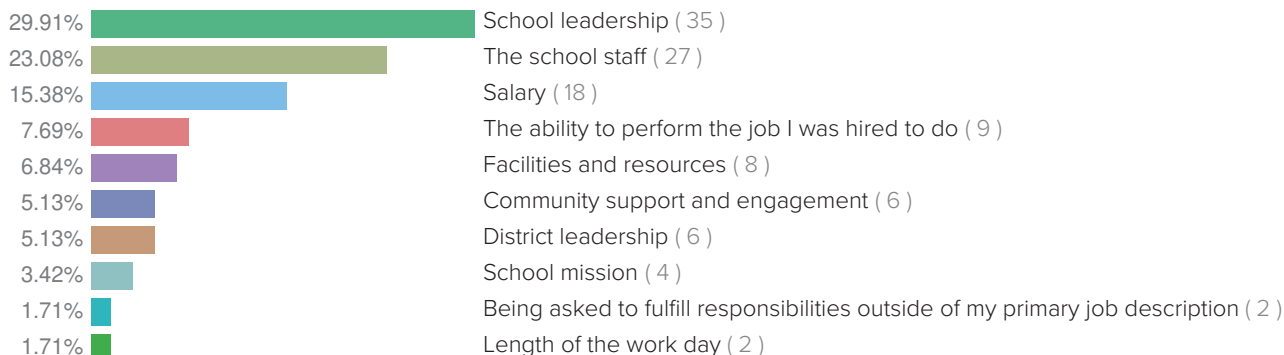
Distribution of responses



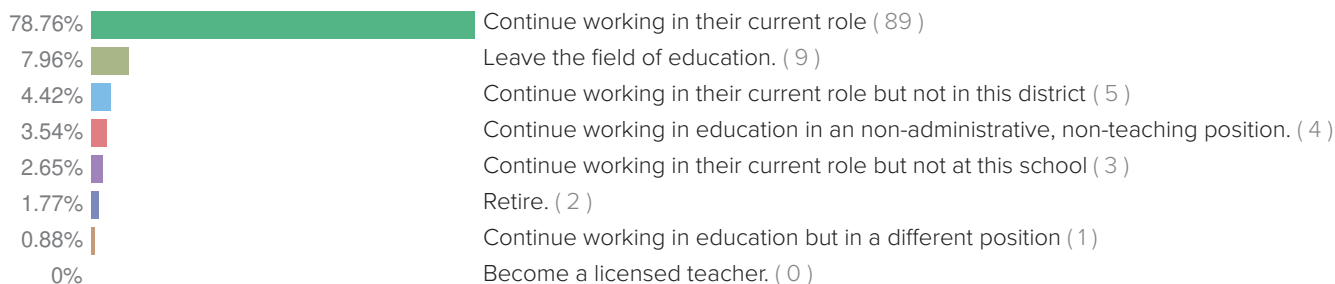
Results Disaggregated By: **Certified / Classified**



**Q** Which of the following most affects your decision about whether to continue working at this school?



**Q** Which of the following best describes your plans after the end of this school year?



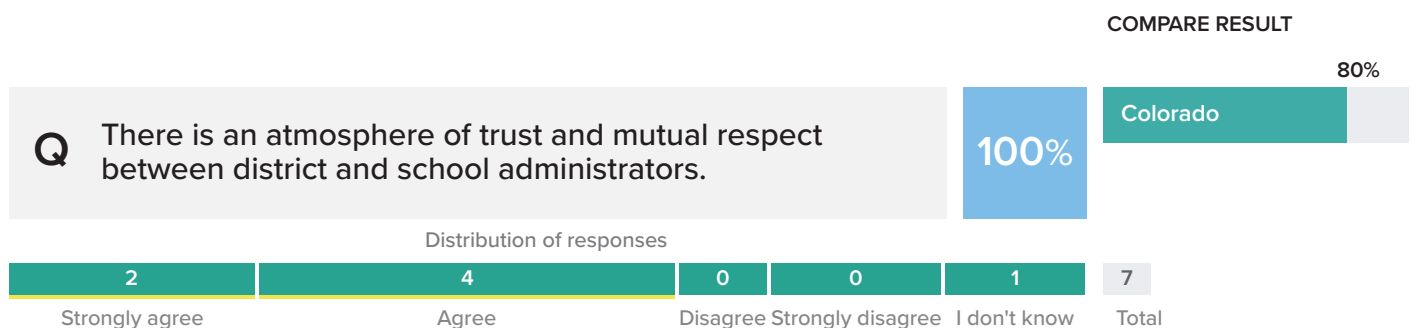
## RESULTS

Item level results from your report

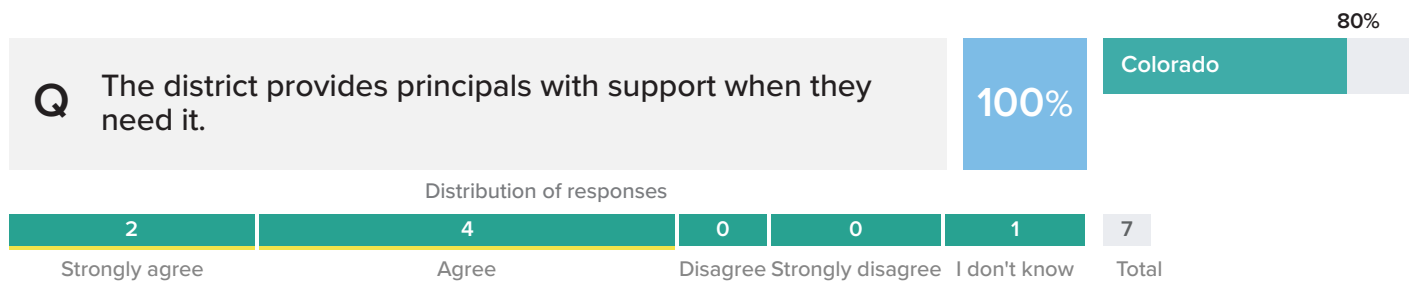


### DS District Supports

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



Results Disaggregated By: **Certified / Classified**



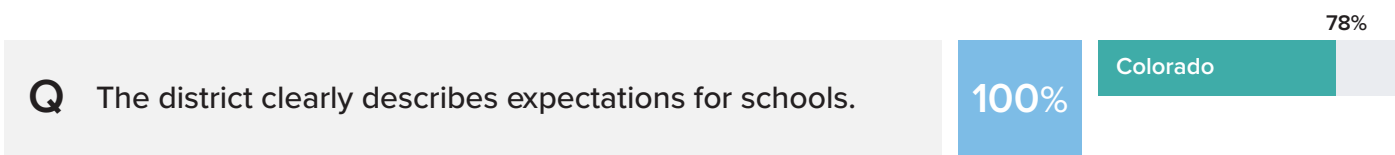
Results Disaggregated By: **Certified / Classified**



86 More District Supports results on next page

DS District Supports (cont)

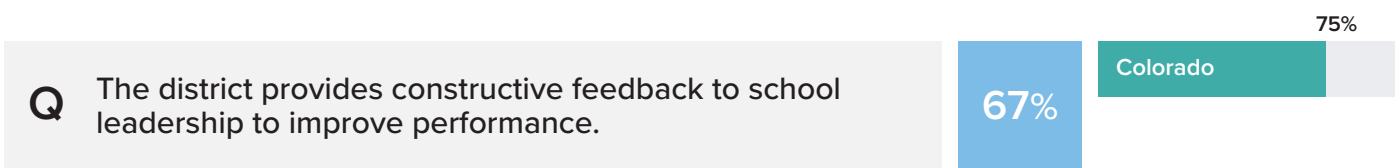
COMPARE RESULT



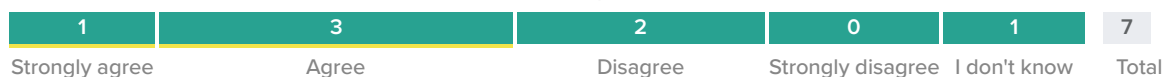
Distribution of responses



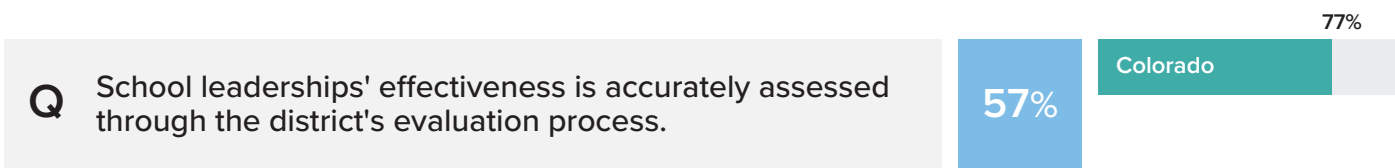
Results Disaggregated By: **Certified / Classified**



Distribution of responses



Results Disaggregated By: **Certified / Classified**



Distribution of responses



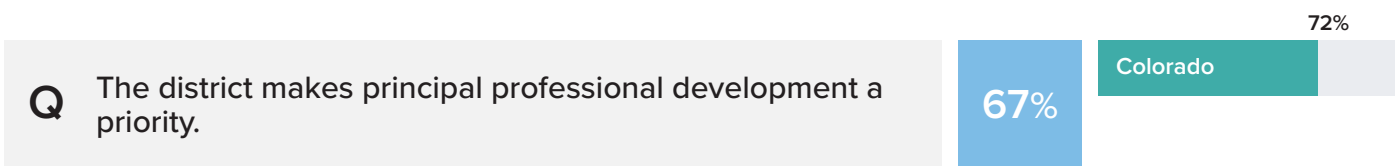
Results Disaggregated By: **Certified / Classified**



DS More District Supports results on next page

DS District Supports (cont)

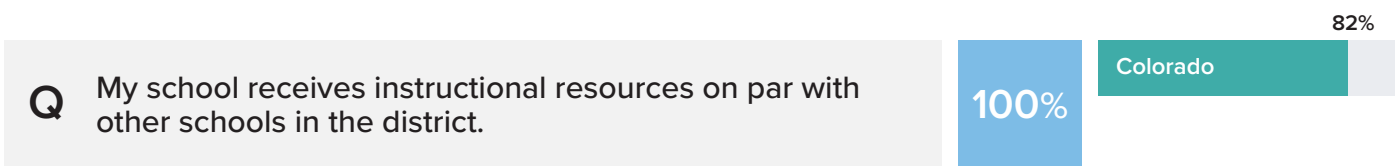
COMPARE RESULT



Distribution of responses



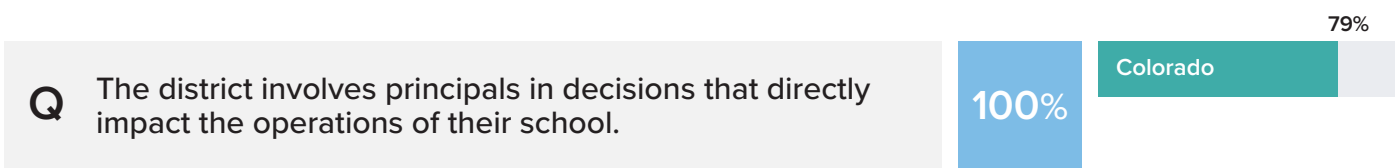
Results Disaggregated By: **Certified / Classified**



Distribution of responses



Results Disaggregated By: **Certified / Classified**



Distribution of responses



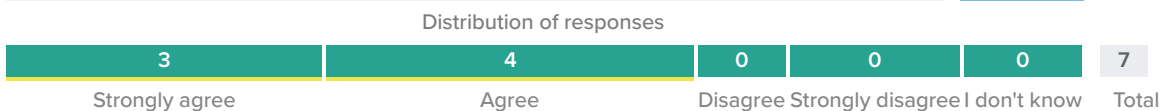
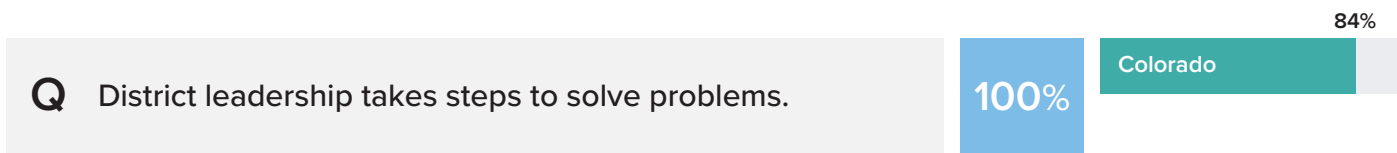
Results Disaggregated By: **Certified / Classified**



DS More District Supports results on next page

DS District Supports (cont)

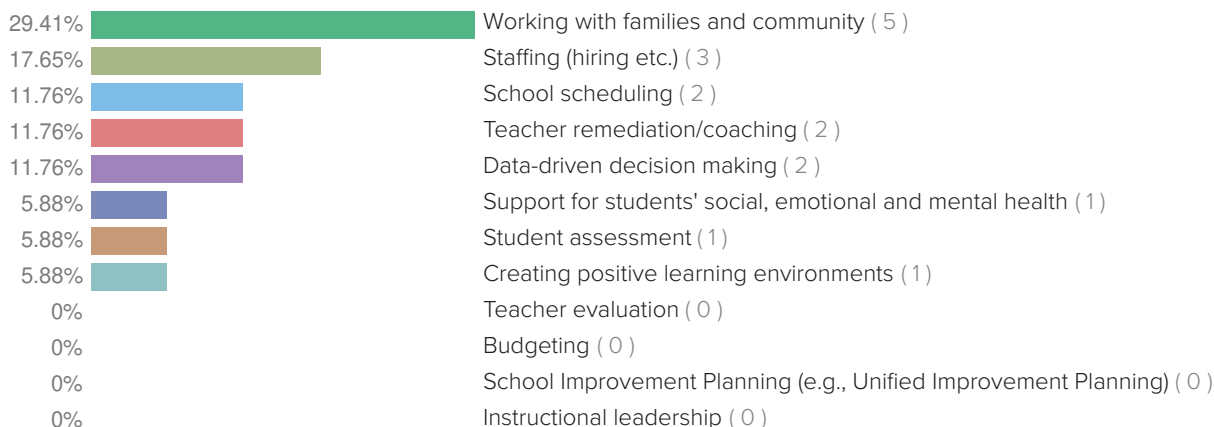
COMPARE RESULT



Results Disaggregated By: **Certified / Classified**



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



## RESULTS

Item level results from your report

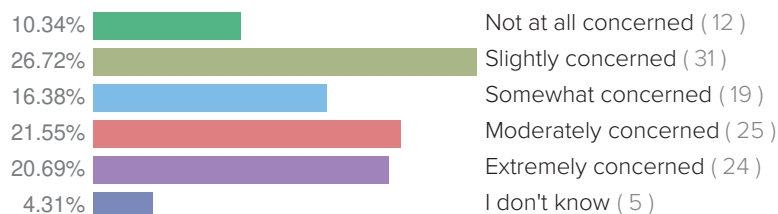


### SC Student Challenges

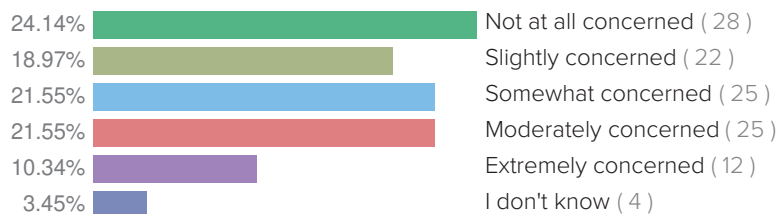
This section focuses on concerns regarding pandemic impacts on students during the current school year.

**PLEASE INDICATE YOUR LEVEL OF CONCERN FOR EACH OF THE FOLLOWING PANDEMIC IMPACTS ON YOUR STUDENTS DURING THE CURRENT SCHOOL YEAR:**

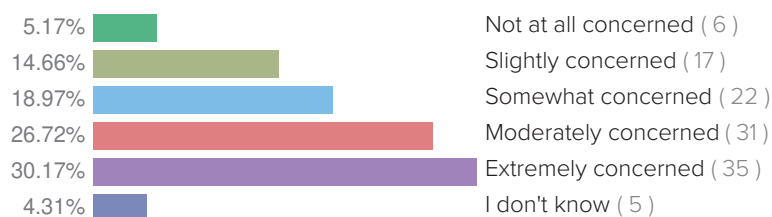
#### Q Decrease in student emotional well-being (health, happiness, and comfort).



#### Q Social isolation.

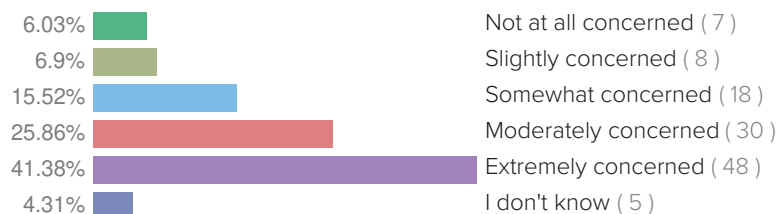


#### Q Increases in learning gaps.

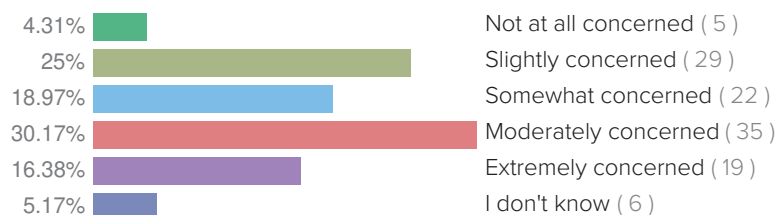


## SC Student Challenges (cont)

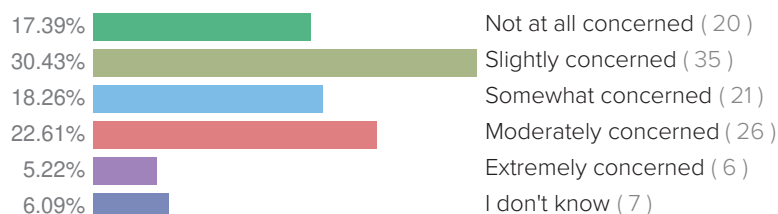
### Q Insufficient home learning support.



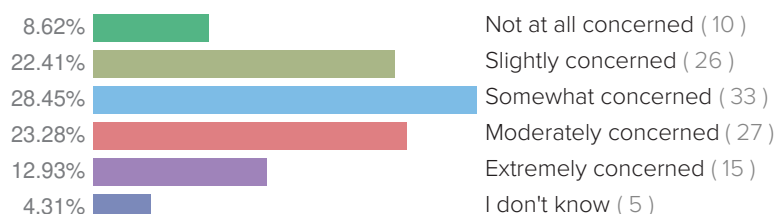
### Q Student worries about their family's health, safety or economic security.



### Q Student stress about assessment and grading.



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

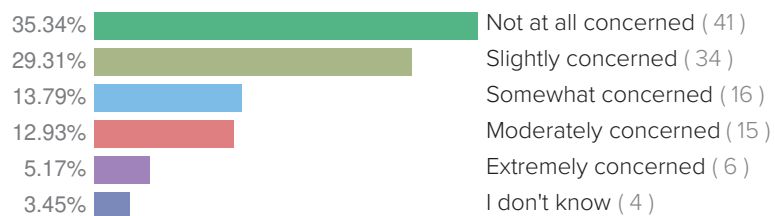


SC More Student Challenges results on next page



**SC** Student Challenges (cont)

**Q** Lack of access to technology/internet.



## RESULTS

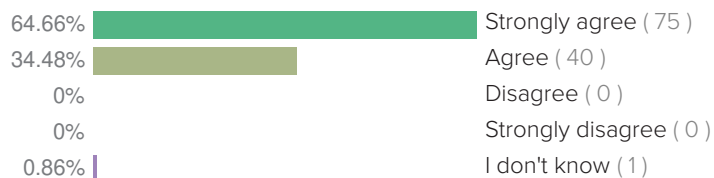
Item level results from your report



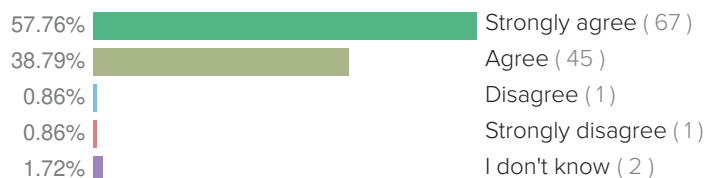
### SW Support for Student Wellbeing

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

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



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



#### Q I feel comfortable discussing resilience strategies with my students.



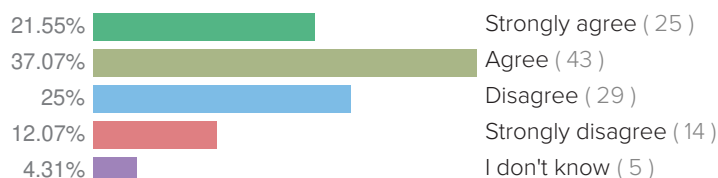
More Support for Student Wellbeing results on next page

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

**Q** I feel comfortable discussing mental health with my students.



**Q** I feel comfortable discussing suicide with students.



**Q** I feel adequately prepared to support students' social-emotional wellbeing.



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



## RESULTS

Item level results from your report



### SS School Supports

This section is aimed at systems of student support of the school, including academics and socio-emotional supports.

**Q** Our school has established an effective tiered system of supports for students (e.g., MTSS, Student Intervention Teams, Response to Intervention).



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



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



More School Supports results on next page

**SS** School Supports (cont)

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



## RESULTS

Item level results from your report

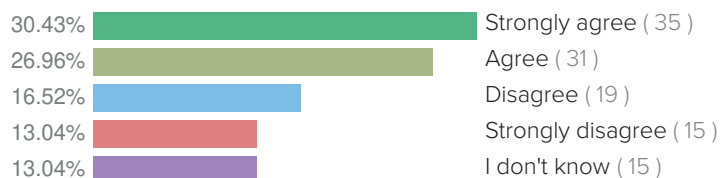


### PJ Pandemic Impact on Teaching / Job

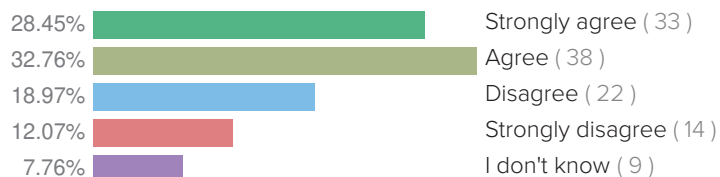
This section focuses on pandemic impacts on staff during the current year.

#### THE PANDEMIC NEGATIVELY AFFECTED THE FOLLOWING ASPECTS OF MY JOB:

##### Q Managing distance/online teaching.



##### Q Predictable daily routine.



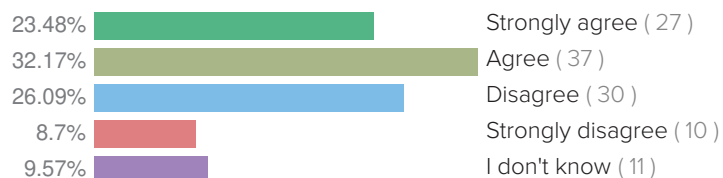
##### Q Having to teach/provide support online and in person at the same time.



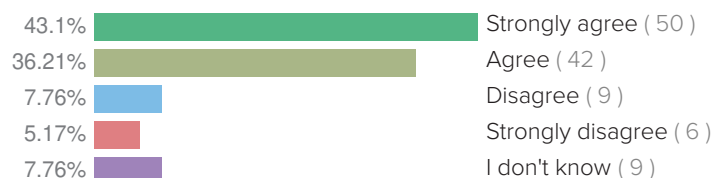
More Pandemic Impact on Teaching / Job results on next page

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

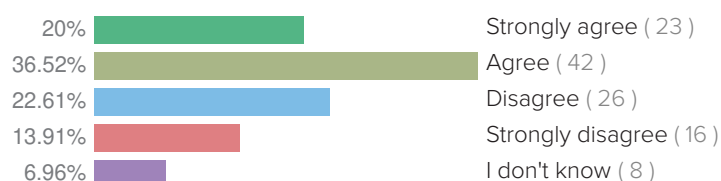
**Q** Interactions with students' parents/guardians.



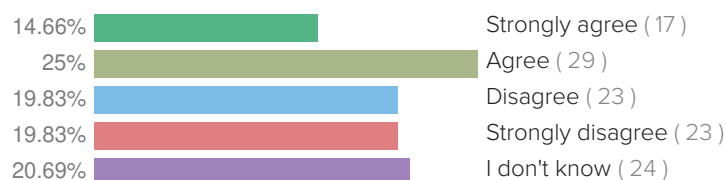
**Q** Student engagement.



**Q** Engagement with my colleagues.



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



## RESULTS

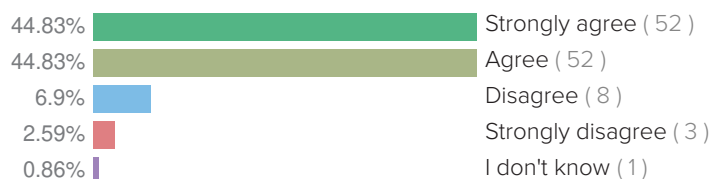
Item level results from your report



### SW Support for Own Wellbeing

This section focuses on supports for staff wellbeing.

**Q** I am comfortable working in my school given the safety and health protocols currently in place.



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



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



SW More Support for Own Wellbeing results on next page



SW Support for Own Wellbeing (cont)

**Q** Sometimes people struggle with their mental health. If I was concerned about my mental health, I would have access to the support I need.



## RESULTS

Item level results from your report



### ES [ESP] Job Satisfaction

Unique to education support professionals, this section is aimed to understand their general satisfaction in their work.

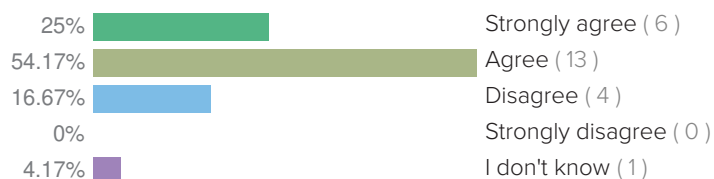
#### Q I feel respected by teachers in my school.



#### Q I feel respected by school leaders in my school.



#### Q I feel respected by students in my school.



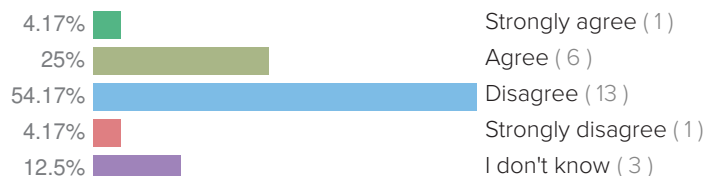
ES More [ESP] Job Satisfaction results on next page

**ES** [ESP] Job Satisfaction (cont)

**Q** My work schedule fits my personal needs.



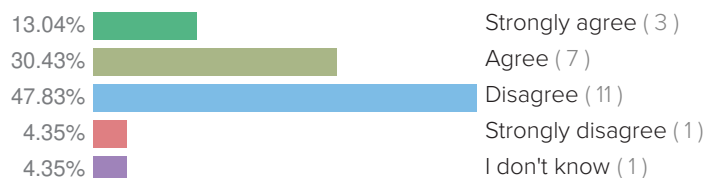
**Q** My work is very stressful.



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



**Q** I feel adequately compensated for my work.



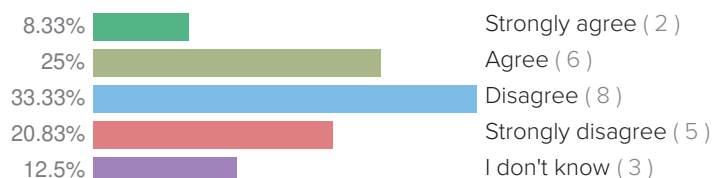
**ES** More [ESP] Job Satisfaction results on next page

**ES** [ESP] Job Satisfaction (cont)

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



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



**Q** I have ways to advance my career in education.



## RESULTS

Item level results from your report



### ER [ESP] Roles & Responsibilities

Unique to education support professionals, this section focuses on the clarity and appropriateness of their roles and responsibilities.

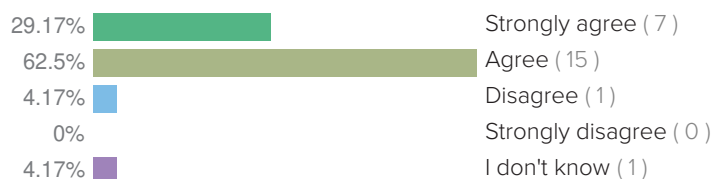
#### Q I am comfortable with the tasks I am asked to perform.



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



#### Q I know and understand my role.



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

ER [ESP] Roles & Responsibilities (cont)

**Q** I was properly trained for my job.



**Q** My role is to support student independence.



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



**Q** I receive adequate guidance about my role.

