

STATE AGENCY REPORT

Teaching & Learning Conditions Colorado Survey



Prepared for
Colorado Department of Education

Number of respondents (#)
46088

REPORT CONTENTS

How to read your report	1
Demographics	2
Report Overview - TLCC Survey	3
Report Overview - Breakdown	6
Results - TLCC Survey	9
New Staff Questions	9
School Leadership	13
Staff Leadership	17
Managing Student Conduct	19
Instructional Practices and Support	21
Professional Development	26
Time	31
Facilities and Resources	34

REPORT CONTENTS (CONTINUED)

Community Support and Involvement	36
General Reflection	38
District Supports	40
Results - Wellbeing	44
Student Challenges	44
Support for Student Wellbeing	47
School Supports	49
Pandemic Impact on Teaching / Job	51
Support for Own Wellbeing	53
[ESP] Job Satisfaction	55
[ESP] Roles & Responsibilities	58

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

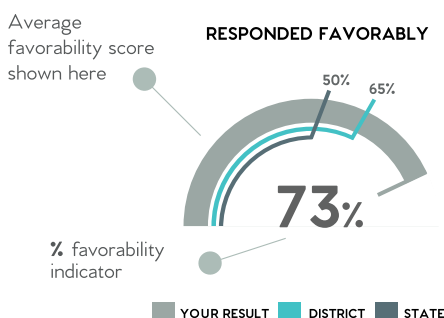
The survey is led by the Colorado Department of Education (CDE) and operated through a statewide collaborative that includes the Colorado Association of School Boards, Colorado Association of School Executives, Colorado Education Association, Colorado Education Initiative, Colorado League of Charter 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

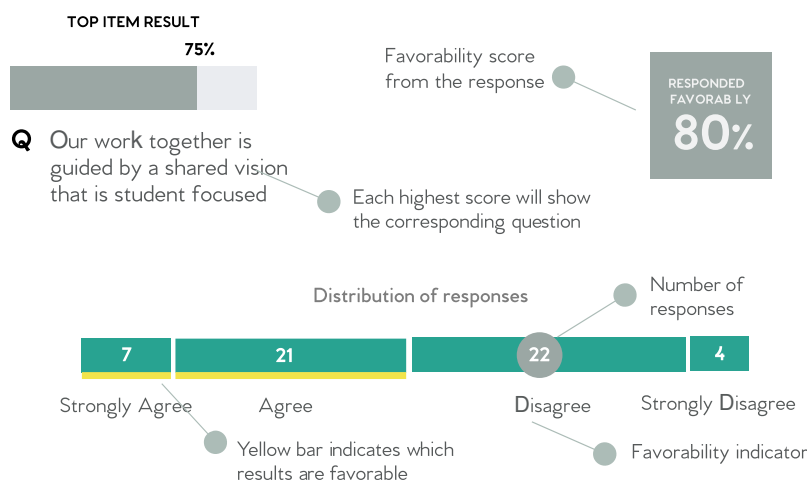
After responding to demographic questions, educators indicated one of four response options for each item on the survey. Scores in this report are percentages based on the proportion of staff who replied "Agree" or "Strongly Agree." Responses to "I don't Know" do not affect favorability ratings. You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



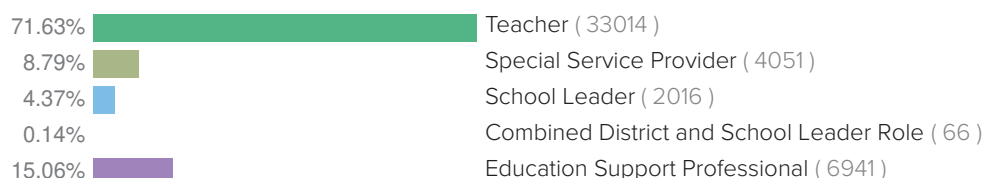
DEMOGRAPHICS

Who took the survey?

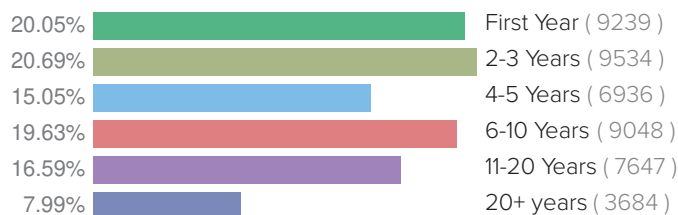
The following graphics display how those who took the survey responded to the demographic questions which were included. This page allows you to understand the attributes of the survey respondents.

46088 total respondents

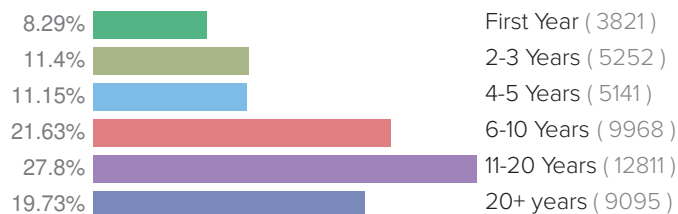
D What is your current position at the school?



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?



D Innovation Schools



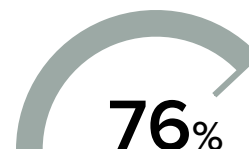
REPORT OVERVIEW

Your results at a glance



TLCC Survey

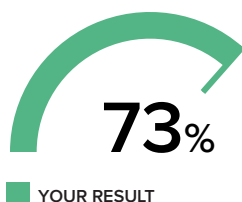
REPORT OVERALL FAVORABILITY



YOUR RESULTS

NQ

New Staff Questions



TOP ITEM RESULT

84%

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

SL

School Leadership



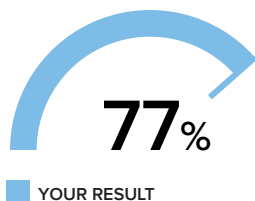
TOP ITEM RESULT

91%

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

SL

Staff Leadership



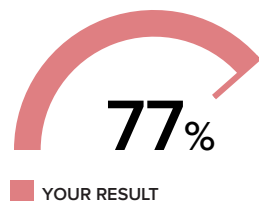
TOP ITEM RESULT

82%

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

MC

Managing Student Conduct



TOP ITEM RESULT

97%

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

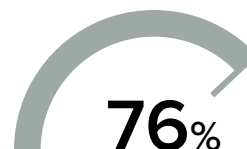
REPORT OVERVIEW

Your results at a glance



TLCC Survey

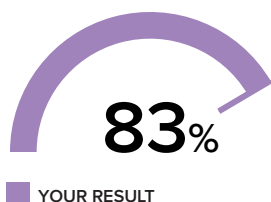
REPORT OVERALL FAVORABILITY



YOUR RESULTS

IS

Instructional Practices and Support



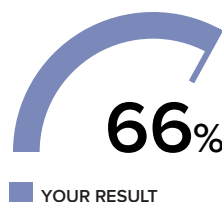
TOP ITEM RESULT

98%

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

PD

Professional Development



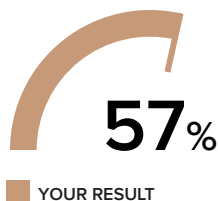
TOP ITEM RESULT

84%

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

T

Time



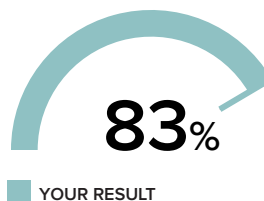
TOP ITEM RESULT

62%

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

92%

Q Our school is a safe place to work.

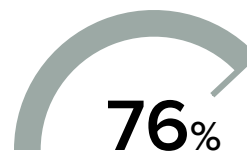
REPORT OVERVIEW

Your results at a glance



TLCC Survey

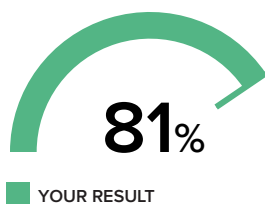
REPORT OVERALL FAVORABILITY



YOUR RESULTS

CI

Community Support and Involvement



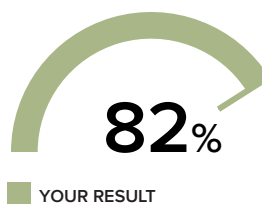
TOP ITEM RESULT

92%

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

GR

General Reflection



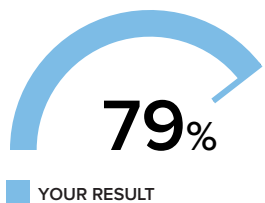
TOP ITEM RESULT

89%

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

DS

District Supports



TOP ITEM RESULT

84%

Q District leadership takes steps to solve problems.

REPORT OVERVIEW - BREAKDOWN

Results Disaggregated by Subgroups

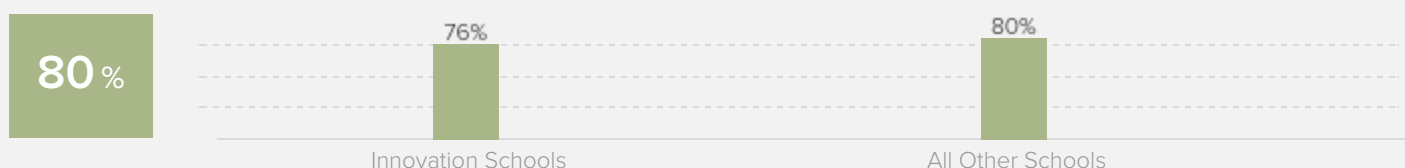
Responses, in this report, are disaggregated in order to reveal potential trends, patterns, or insights that may not be detectable when looking at the responses in the aggregate. This report can help identify important differences in perceptions across different subgroups of respondents.

Results Disaggregated By: **Innovation School**

NQ New Staff Questions



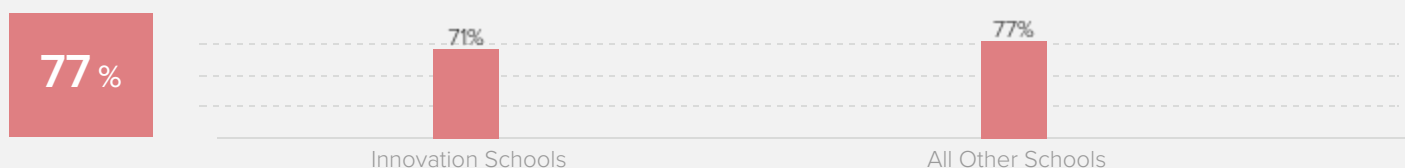
SL School Leadership



SL Staff Leadership



MC Managing Student Conduct



REPORT OVERVIEW - BREAKDOWN

Results Disaggregated by Subgroups

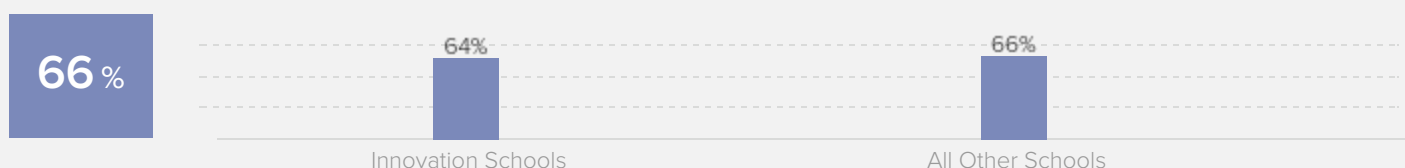
Responses, in this report, are disaggregated in order to reveal potential trends, patterns, or insights that may not be detectable when looking at the responses in the aggregate. This report can help identify important differences in perceptions across different subgroups of respondents.

Results Disaggregated By: **Innovation School**

IS Instructional Practices and Support



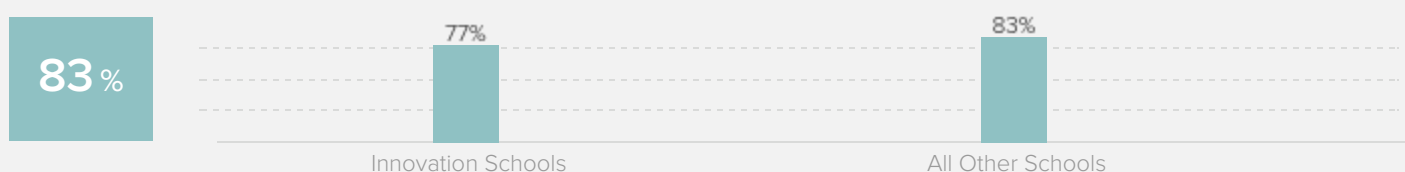
PD Professional Development



T Time



FR Facilities and Resources



REPORT OVERVIEW - BREAKDOWN

Results Disaggregated by Subgroups

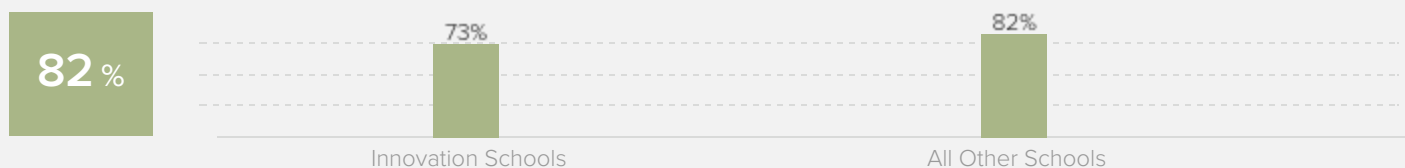
Responses, in this report, are disaggregated in order to reveal potential trends, patterns, or insights that may not be detectable when looking at the responses in the aggregate. This report can help identify important differences in perceptions across different subgroups of respondents.

Results Disaggregated By: **Innovation School**

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



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

69%

Distribution of responses



Results Disaggregated By: **Innovation School**



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

74%

Distribution of responses



Results Disaggregated By: **Innovation School**



NQ More New Staff Questions results on next page

NQ New Staff Questions (cont)

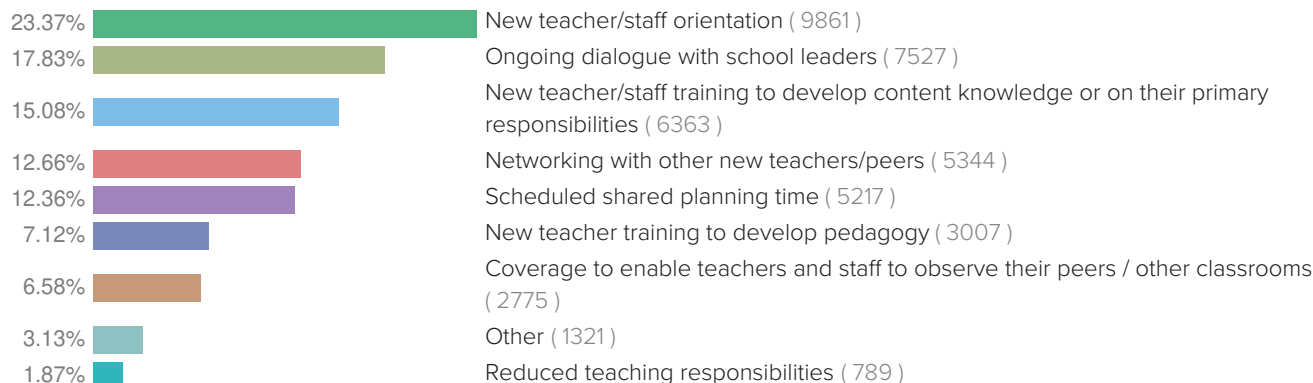
Q Have you received any new teacher supports, or training specifically for your role at this school?



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



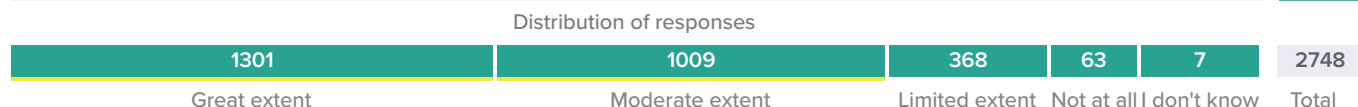
Q Which of the following new staff supports have you received at this school?



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)

84%



Results Disaggregated By: **Innovation School**



NQ New Staff Questions (cont)

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

69%

Distribution of responses



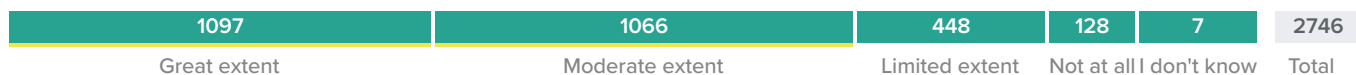
Results Disaggregated By: **Innovation School**



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

79%

Distribution of responses



Results Disaggregated By: **Innovation School**



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

64%

Distribution of responses



Results Disaggregated By: **Innovation School**



NQ More New Staff Questions results on next page

NQ New Staff Questions (cont)

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

69%

Distribution of responses



Results Disaggregated By: **Innovation School**



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



Q This school is led by an effective team.

82%

Distribution of responses



Results Disaggregated By: Innovation School



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

86%

Distribution of responses



Results Disaggregated By: Innovation School



SL More School Leadership results on next page

SL School Leadership (cont)

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

75%

Distribution of responses

7504	17050	6269	1746	2355	34924
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Innovation School**



Q School staff show respect for each other.

89%

Distribution of responses

16081	24345	3983	943	488	45840
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Innovation School**



Q Staff feel comfortable raising important issues with school leaders.

78%

Distribution of responses

15431	19201	6703	3216	1237	45788
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Innovation School**



SL More School Leadership results on next page

SL School Leadership (cont)

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

78%

Distribution of responses



Results Disaggregated By: Innovation School



Q Teachers' and support personnels' effectiveness is accurately assessed through the school's evaluation process.

75%

Distribution of responses



Results Disaggregated By: Innovation School



Q The evaluation process provides teachers and support personnel with actionable feedback for improvement.

72%

Distribution of responses



Results Disaggregated By: Innovation School



More School Leadership results on next page

SL School Leadership (cont)

Q School leadership puts suggestions made by staff into operation.

77%

Distribution of responses

10158	21492	7132	2492	4522	45796
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: Innovation School



Q School leadership works to build trust among staff.

77%

Distribution of responses

13574	20307	7025	2769	2112	45787
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: Innovation School



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.

91%

Distribution of responses

11502	19339	2245	635	1200	34921
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: Innovation School



RESULTS

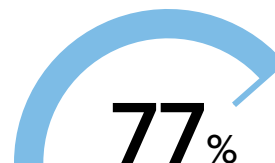
Item level results from your report



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



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

81%

Distribution of responses



Results Disaggregated By: Innovation School



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

76%

Distribution of responses



Results Disaggregated By: Innovation School



More Staff Leadership results on next page

SL Staff Leadership (cont)

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

82%

Distribution of responses

12630	22646	6327	1474	2566	45643
Strongly agree	Agree	Disagree	Strongly disagree I don't know	Total	

Results Disaggregated By: Innovation School



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

69%

Distribution of responses

8379	20446	9886	3201	3786	45698
Strongly agree	Agree	Disagree	Strongly disagree I don't know	Total	

Results Disaggregated By: Innovation School



RESULTS

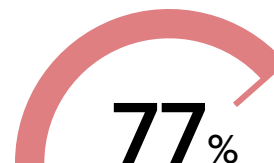
Item level results from your report



MC Managing Student Conduct

OVERALL FAVORABILITY

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



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

77%

Distribution of responses



Results Disaggregated By: Innovation School



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

66%

Distribution of responses



Results Disaggregated By: Innovation School



MC More Managing Student Conduct results on next page

MC Managing Student Conduct (cont)

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

53%

Distribution of responses

5756	17600	13680	6752	1770	45558
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Innovation School**



Q This school is a safe place for students to learn.

90%

Distribution of responses

15428	24736	3504	945	936	45549
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Innovation School**



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

97%

Distribution of responses

18569	22975	1264	177	2368	45353
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Innovation School**



RESULTS

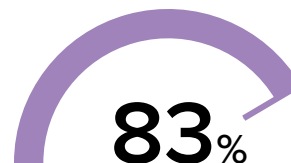
Item level results from your report



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



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

88%

Distribution of responses

8365	20170	3462	519	2025	34541
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: Innovation School



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

87%

Distribution of responses

9272	19281	3717	510	1844	34624
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: Innovation School



More Instructional Practices and Support results on next page

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

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

73%

Distribution of responses

6323	18064	7654	1550	912	34503
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Innovation School**



Q Students understand how class activities relate to learning objectives.

91%

Distribution of responses

5987	23584	2621	252	2064	34508
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Innovation School**



Q Instruction in this school encourages different cultural viewpoints.

85%

Distribution of responses

9096	25757	5055	945	4385	45238
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Innovation School**



IS More Instructional Practices and Support results on next page

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

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

72%

Distribution of responses

6640	22909	9559	2073	4055	45236
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Innovation School**



Q English Learners are adequately supported in this school.

79%

Distribution of responses

9574	21719	6717	1842	5385	45237
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Innovation School**



Q Students with disabilities are adequately supported in this school.

81%

Distribution of responses

12217	22601	6223	1752	2441	45234
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Innovation School**



IS More Instructional Practices and Support results on next page

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

Q Gifted students are adequately supported in this school.

75%

Distribution of responses

8214	21013	7437	2026	6535	45225
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Innovation School**



Q Students' social and emotional learning is adequately supported in this school.

79%

Distribution of responses

10751	23403	7062	1788	2209	45213
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Innovation School**



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

89%

Distribution of responses

19661	20296	3476	1237	588	45258
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Innovation School**



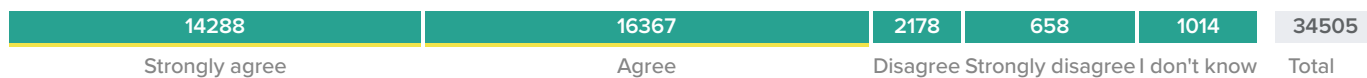
IS More Instructional Practices and Support results on next page

IS Instructional Practices and Support (cont)

Q Teachers feel supported in trying new instructional strategies.

92%

Distribution of responses



Results Disaggregated By: Innovation School



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

98%

Distribution of responses



Results Disaggregated By: Innovation School



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.

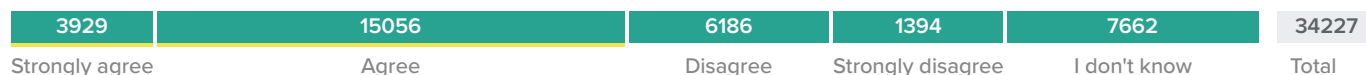
OVERALL FAVORABILITY



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

71%

Distribution of responses



Results Disaggregated By: **Innovation School**



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

59%

Distribution of responses



Results Disaggregated By: **Innovation School**



PD More Professional Development results on next page

PD Professional Development (cont)

Q The effectiveness of professional development is assessed regularly.

55%

Distribution of responses

4674	15737	12431	4130	7868	44840
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Innovation School**



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

72%

Distribution of responses

5248	16997	6377	2231	3319	34172
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Innovation School**



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

67%

Distribution of responses

7224	22046	11125	2921	1468	44784
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Innovation School**



PD More Professional Development results on next page

PD Professional Development (cont)

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

71%

Distribution of responses

4801	18212	7736	1857	1528	34134
Strongly agree	Agree	Disagree	Strongly disagree I don't know	Total	

Results Disaggregated By: **Innovation School**



Q Teachers and support personnel receive adequate professional development to support their students' social and emotional learning.

67%

Distribution of responses

6749	21909	10782	3009	2282	44731
Strongly agree	Agree	Disagree	Strongly disagree I don't know	Total	

Results Disaggregated By: **Innovation School**



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

64%

Distribution of responses

4303	15342	8589	2597	3327	34158
Strongly agree	Agree	Disagree	Strongly disagree I don't know	Total	

Results Disaggregated By: **Innovation School**



PD More Professional Development results on next page

PD Professional Development (cont)

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

84%

Distribution of responses

2356	5885	1271	288	789	10589
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Innovation School**



Q Support personnel are appropriately compensated for professional development.

61%

Distribution of responses

1178	4163	2291	1122	1823	10577
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Innovation School**



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

63%

Distribution of responses

1486	4301	2484	931	1383	10585
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Innovation School**



PD More Professional Development results on next page

PD Professional Development (cont)

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

77%

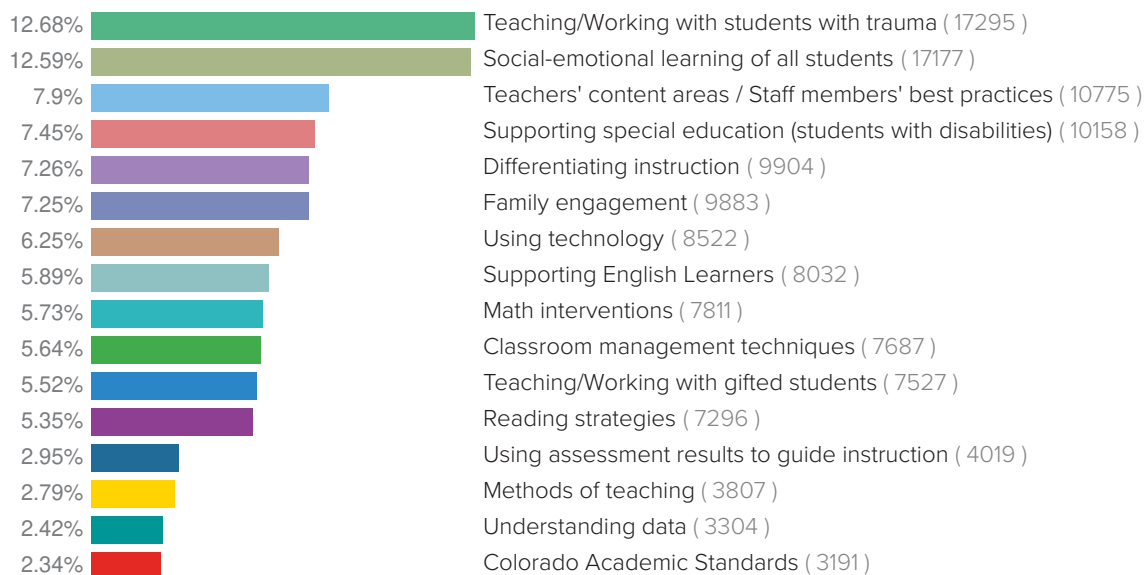
Distribution of responses



Results Disaggregated By: **Innovation School**



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



RESULTS

Item level results from your report



T Time

OVERALL FAVORABILITY

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



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

59%

Distribution of responses

6352	19871	11652	6445	417	44737
Strongly agree	Agree	Disagree	Strongly disagree I don't know	Total	

Results Disaggregated By: **Innovation School**



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

62%

Distribution of responses

7018	19934	11265	5245	1264	44726
Strongly agree	Agree	Disagree	Strongly disagree I don't know	Total	

Results Disaggregated By: **Innovation School**



T More Time results on next page

T Time (cont)

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

52%

Distribution of responses



Results Disaggregated By: **Innovation School**



Q Teachers and support personnel have adequate time to support their students' social and emotional learning.

57%

Distribution of responses



Results Disaggregated By: **Innovation School**



Q Teachers have adequate time to communicate with their students' families.

60%

Distribution of responses



Results Disaggregated By: **Innovation School**



T More Time results on next page

T Time (cont)

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

50%

Distribution of responses

2203	12169	9719	4808	5236	34135
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Innovation School**



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

57%

Distribution of responses

4468	20119	13754	4555	1780	44676
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Innovation School**



RESULTS

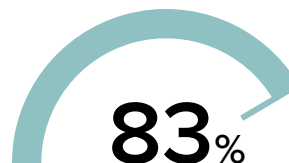
Item level results from your report



FR Facilities and Resources

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

OVERALL FAVORABILITY



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

77%

Distribution of responses



Results Disaggregated By: Innovation School



Q Instructional resources are adequate to support student learning.

77%

Distribution of responses



Results Disaggregated By: Innovation School



FR More Facilities and Resources results on next page

FR Facilities and Resources (cont)

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

86%

Distribution of responses



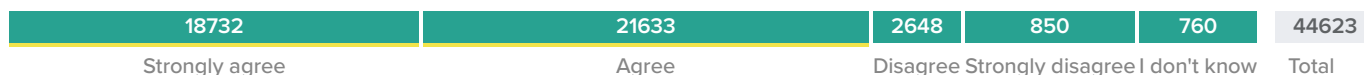
Results Disaggregated By: **Innovation School**



Q Our school is a safe place to work.

92%

Distribution of responses



Results Disaggregated By: **Innovation School**



RESULTS

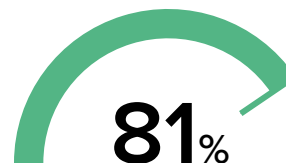
Item level results from your report



CI Community Support and Involvement

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

OVERALL FAVORABILITY



Q The broader community is supportive of the school.

85%

Distribution of responses



Results Disaggregated By: **Innovation School**



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

75%

Distribution of responses



Results Disaggregated By: **Innovation School**



More Community Support and Involvement results on next page

CI Community Support and Involvement (cont)

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

72%

Distribution of responses

4960	18625	7729	1449	6922	39685
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Innovation School**



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

92%

Distribution of responses

12983	20903	2555	531	2730	39702
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Innovation School**



RESULTS

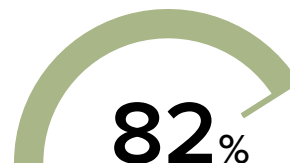
Item level results from your report



GR General Reflection

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

OVERALL FAVORABILITY



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

85%

Distribution of responses



Results Disaggregated By: **Innovation School**



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

89%

Distribution of responses



Results Disaggregated By: **Innovation School**



GR More General Reflection results on next page

GR General Reflection (cont)

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

73%

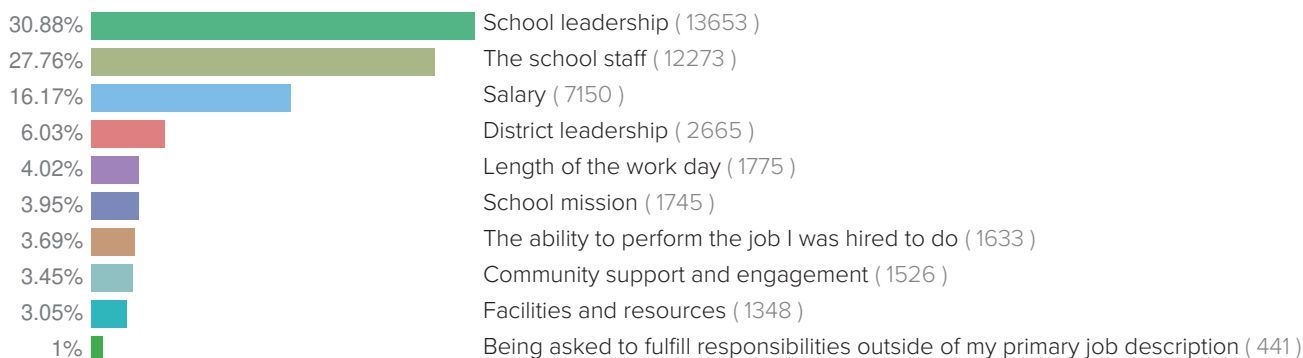
Distribution of responses



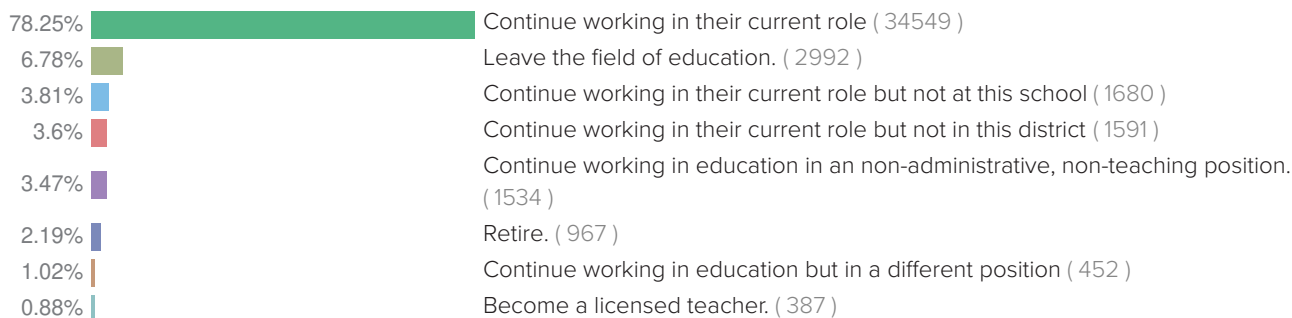
Results Disaggregated By: Innovation School



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

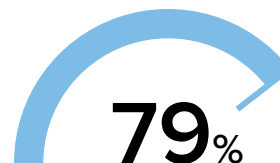
Item level results from your report



DS District Supports

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

OVERALL FAVORABILITY



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

80%

Distribution of responses



Results Disaggregated By: Innovation School



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

80%

Distribution of responses



Results Disaggregated By: Innovation School



DS More District Supports results on next page

DS District Supports (cont)

Q The district clearly describes expectations for schools.

78%

Distribution of responses

299	995	322	47	58	1721
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Innovation School**



Q The district provides constructive feedback to school leadership to improve performance.

75%

Distribution of responses

260	904	319	67	172	1722
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Innovation School**



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

77%

Distribution of responses

234	921	278	67	217	1717
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Innovation School**



More District Supports results on next page

DS District Supports (cont)

Q The district makes principal professional development a priority.

72%

Distribution of responses

261	815	353	74	219	1722
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: Innovation School



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

82%

Distribution of responses

390	863	217	65	182	1717
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: Innovation School



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

79%

Distribution of responses

405	820	251	79	166	1721
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: Innovation School



86 More District Supports results on next page

DS District Supports (cont)

Q District leadership takes steps to solve problems.

84%

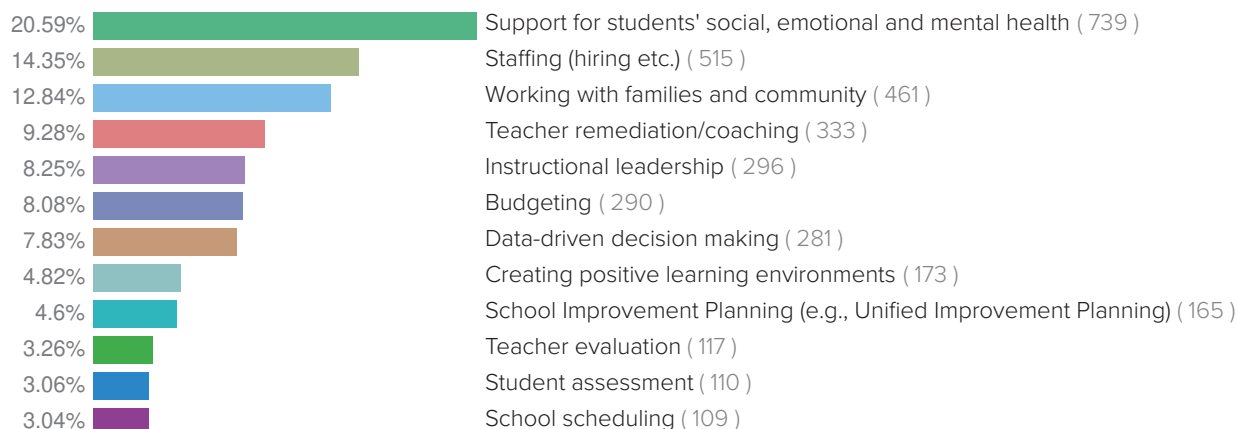
Distribution of responses



Results Disaggregated By: Innovation School



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

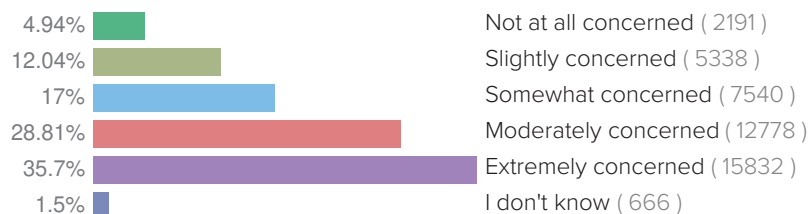


SC Student Challenges

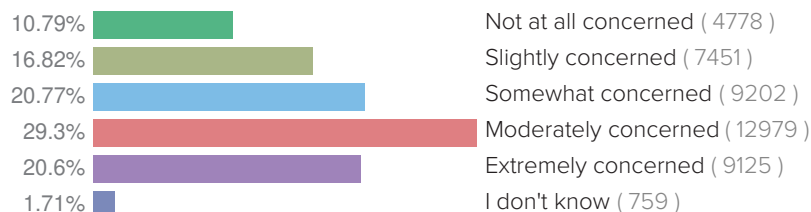
This section focuses on concerns regarding pandemic impacts on students during the current school year.

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

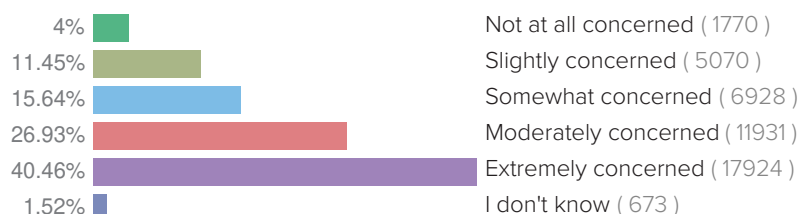
Q Decrease in student emotional well-being (health, happiness, and comfort).



Q Social isolation.

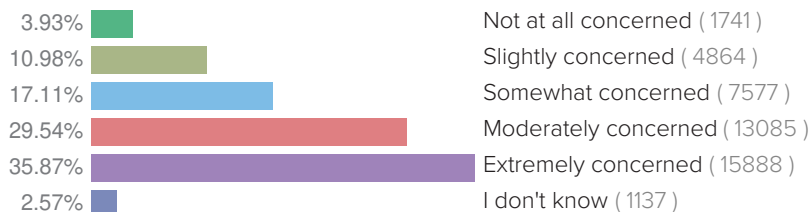


Q Increases in learning gaps.

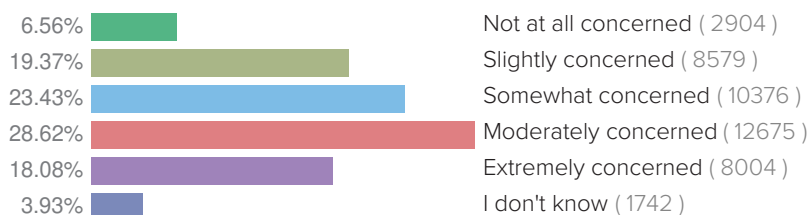


SC Student Challenges (cont)

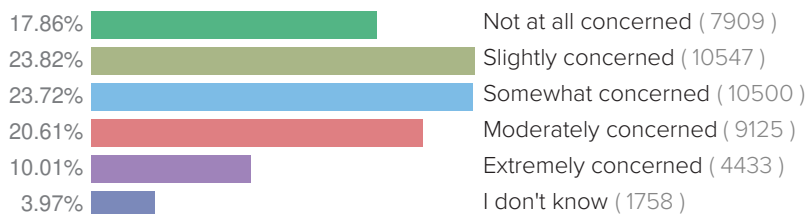
Q Insufficient home learning support.



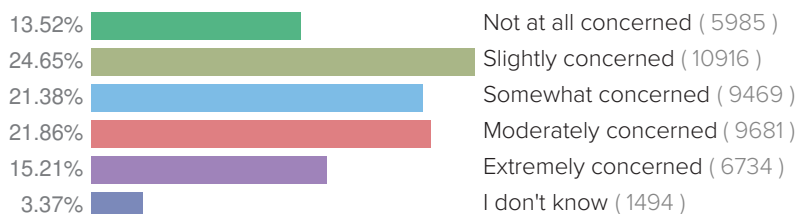
Q Student worries about their family's health, safety or economic security.



Q Student stress about assessment and grading.



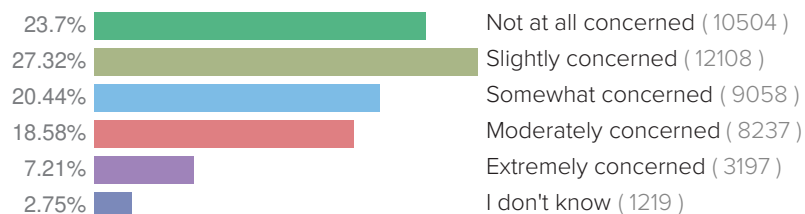
Q Lack of access to basic needs (e.g., food, shelter, safety).



SC More Student Challenges results on next page

SC Student Challenges (cont)

Q Lack of access to technology/internet.



RESULTS

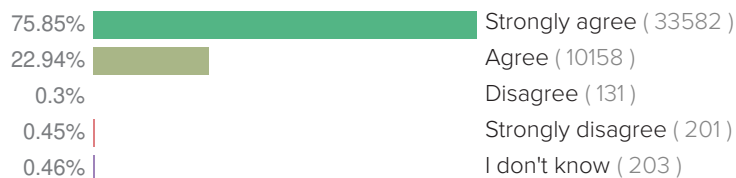
Item level results from your report



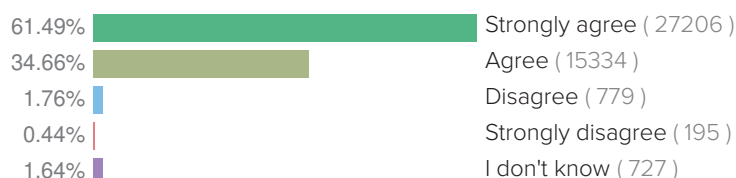
SW Support for Student Wellbeing

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

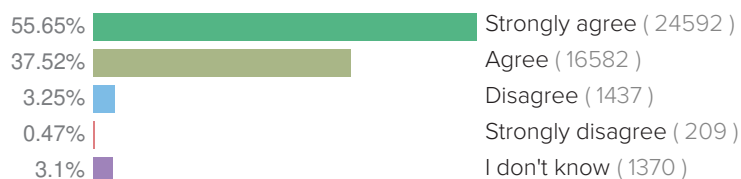
Q I value being a trusted adult for students in my school.



Q I feel comfortable discussing life skills with my students.



Q I feel comfortable discussing resilience strategies with my students.



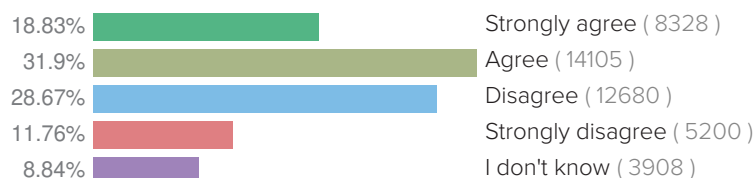
More Support for Student Wellbeing results on next page

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.



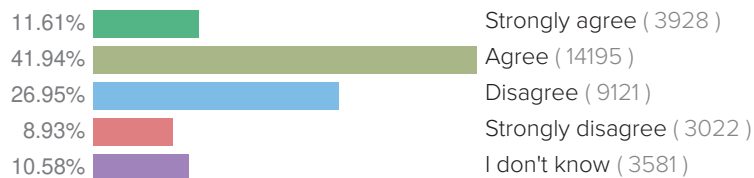
Q Our school's system of support for students help students get the social-emotional support they need.



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.



RESULTS

Item level results from your report



PJ Pandemic Impact on Teaching / Job

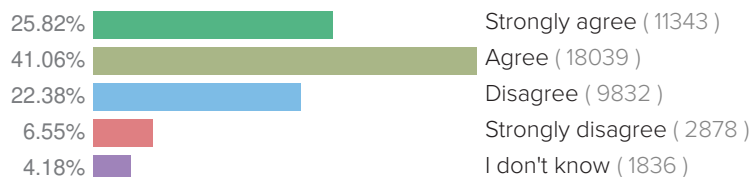
This section focuses on pandemic impacts on staff during the current year.

THE PANDEMIC NEGATIVELY AFFECTED THE FOLLOWING ASPECTS OF MY JOB:

Q Managing distance/online teaching.



Q Predictable daily routine.



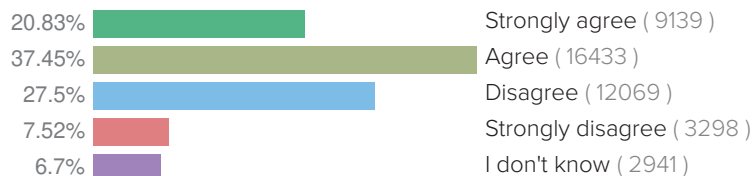
Q Having to teach/provide support online and in person at the same time.



More Pandemic Impact on Teaching / Job results on next page

PJ Pandemic Impact on Teaching / Job (cont)

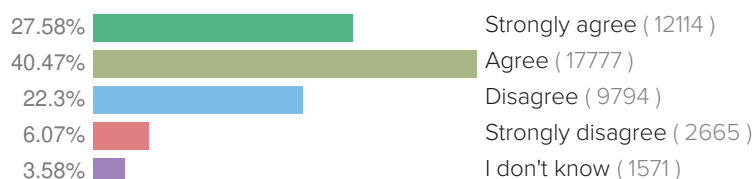
Q Interactions with students' parents/guardians.



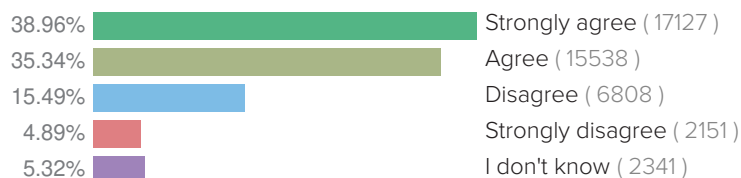
Q Student engagement.



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.



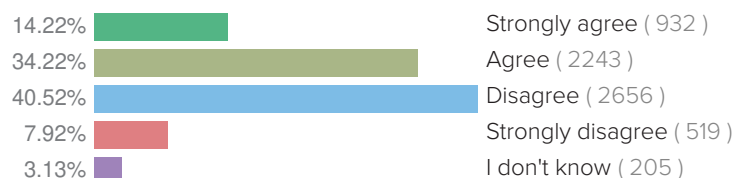
ES More [ESP] Job Satisfaction results on next page

ES [ESP] Job Satisfaction (cont)

Q My work schedule fits my personal needs.



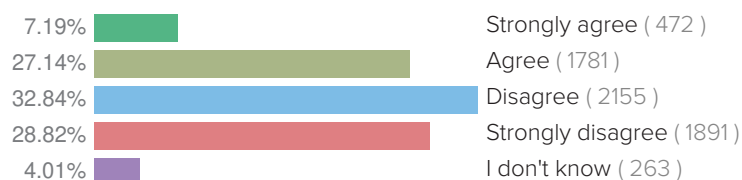
Q My work is very stressful.



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



Q I feel adequately compensated for my work.



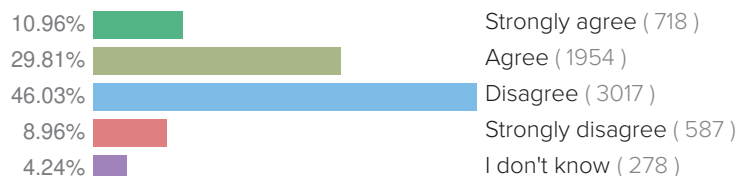
ES More [ESP] Job Satisfaction results on next page

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.

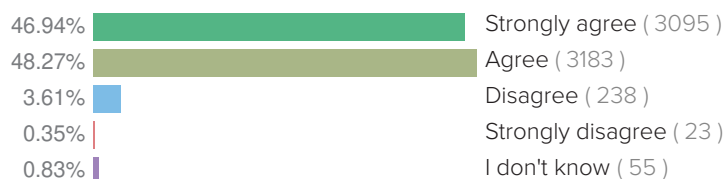
Q I am comfortable with the tasks I am asked to perform.



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)

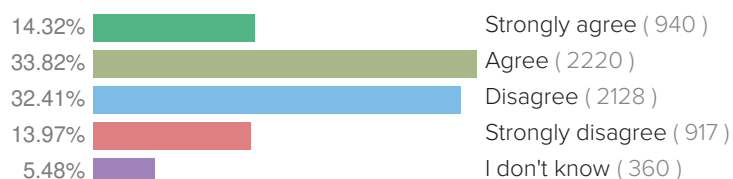
Q I was properly trained for my job.



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.

