California School Climate Survey

Monterey COE
2012-2013
Main Report

This report was prepared by WestEd, a research, development, and service agency, in collaboration with Duerr Evaluation Resources, under contract from the California Department of Education Coordinated School Health and Safety Office. For contract information, contact:

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PREFACE

This report provides the detailed results provided to teachers, administrators, and other school staff on each question in your 2012-13 administration of the *California School Climate Survey* (CSCS), presented in tables organized by topic.

The CSCS, along with the *California Healthy Kids Survey* (CHKS) and the *California School Parent Survey* (CSPS), is a service of the California Department of Education (CDE). These three surveys form the California School Climate, Healthy, and Learning Survey (Cal-SCHLS) System, the largest, most comprehensive effort in the nation to assess students, staff, and parents at the *local* level on a regular basis to provide key data on learning barriers, engagement, and supports. For additional information and resources, visit the survey website: cscs.wested.org.

SURVEY PURPOSE

The CSCS was developed for CDE by WestEd in 2004, to fulfill the requirement in the *No Child Left Behind Act* of 2001, Title IV, that schools conduct an anonymous teacher survey related to student drug use and violence. Recognizing the opportunity this requirement presented, CDE expanded the content to collect other data to guide school improvement efforts in general, and also made it possible for schools to add questions of their own choosing so that the survey could better meet local data needs. Because the results are anonymous and confidential, the survey provides staff with an opportunity to honestly communicate their perceptions about the school without repercussions.

The CSCS, as well as the CHKS, grew out of CDE's commitment to (1) helping schools promote the successful cognitive, social, and emotional development of all students; and (2) fostering positive school working environments, particularly to help address the growing problem of low teacher retention. This CSCS report provides perspective on the degree to which staff perceive that their school has a learning and working environment that is safe, supportive, caring, collegial, challenging, and engaging, with norms and standards that encourage academic success. Taken as a whole, the survey questions map to three pillars emphasized by many school reform efforts—rigor, relevance, and relationships. In conjunction with CHKS student data, CSCS data enriches a school's ability to create a positive school climate that promotes quality teaching, school connectedness and academic achievement among students, and well-being among both students and staff.

Closing the Achievement Gap

In 2008–09, questions were added to provide better data to advance the efforts of schools to close the state's persistent racial/ethnic achievement gap. These questions, reported in Section IV, assess respect shown to students, equity and diversity, and cultural sensitivity.

Comparison with CHKS Results

Another broad CSCS goal was to provide data from school staff that are comparable to student self-report information from the CHKS, to ascertain whether staff perceptions accurately reflect student behaviors and experiences. The *Guidebook for the California School Climate Survey Part II: Survey Content, 2011-12 Edition* provides a crosswalk between CSCS and CHKS questions and discusses how the two surveys might be compared. To enhance both survey administration efficiency and data comparability, schools are encouraged to administer the surveys at the same time.

SURVEY ADMINISTRATION AND SAMPLE

Schools were provided by CDE with detailed survey planning and administration instructions (see the *Guidebook for the California School Climate Survey Part I: Administration, 2011-12 Edition*, available at www.cscs.wested.org/training_support). These guidelines call for the CSCS to be administered (usually online) in schools at the same time as the CHKS, among all staff in grades 5 and above.[1] Staff participation is totally voluntary, anonymous, and confidential. The tables in Section 1 (Sample Characteristics) provide the numbers of respondents who completed the survey; their roles at the school (e.g., teacher, administrator, counselor); the length of their employment at the school and in their positions; and their races/ethnicities.

SURVEY CONTENT OVERVIEW

The questions were selected with the assistance of an advisory committee to assess the key school climate variables that research and theory indicated are most associated with successful learning and teaching. Like most school climate surveys, it focuses on individual behaviors; patterns of communication and interactions; and professional and student supports. For a detailed discussion of the significance of each question, see the *Guidebook for the California School Climate Survey Part II: Survey Content, 2011-12 Edition*.

Questions are divided into three modules. The first Core section is answered by all staff. Two additional modules target staff with responsibilities for learning supports and for special education. These group-specific modules ask for program- and issue-specific information that might not be known to staff outside these groups, and are answered only by subsamples of all respondents. Tables 8.1 and 9.1 provide the numbers of staff who completed each of these modules.

Core Survey (Section 1)

All staff answer the questions in the first part of the survey, which provides background information about the characteristics of the staff respondents who completed the survey (Tables 1.1–1.6) and assesses the following main domains:

- How **supportive and inviting** the learning and working environment is in general (Tables 2.1 and 2.6);
- School **norms and standards** that promote achievement, including the rigor and relevance of instruction, and a shared sense of responsibility for school improvement (Tables 2.2–2.5 and 2.7);
- **Staff supports, professional respect, and collegiality** within the working environment, factors that surveys of California teachers have shown to be key to teacher retention (Tables 2.5–2.10 and 2.19–2.20);
- Staff and student **safety** (Tables 2.17–2.18);
- **Student developmental supports** in the school environment—caring staff/student relationships, high expectations, and opportunities for meaningful participation and decision-making—that resilience research has linked to school and life success (Tables 3.1–3.10);
- **Equity**, respect, and cultural sensitivity, which are particularly germane for closing the achievement gap (Tables 4.1–4.13);
- Student **behaviors that facilitate learning**, including the degree to which students are ready and motivated to learn and are well-behaved (Tables 5.1–5.8);

[1] In some instances, the survey is administered on paper.

- The level of **problems the school experiences** that are related to fourteen student behaviors or conditions (e.g., truancy, violence, bullying, substance use, mental health, and physical health) (Tables 6.1–6.8);
- The nature, communication, and enforcement of rules and policies related to **discipline** (Tables 7.1–7.5); and
- Staff **professional development** needs (Tables 2.12–16, 3.10, and 4.10-4.13).

Learning Supports Module (LSM)

The Learning Supports Module (Tables 8.1–8.24) consists of 23 questions that are answered only by staff who provide services or instruction related to health, prevention, discipline, safety, or counseling. These questions assess a school's programs, policies, supports, and services that address nonacademic barriers to learning and promote healthy youth development. The results can be compared to the level of student need as indicated by staff perceptions of problems (from the first section of the CSCS) and student report (from the CHKS).

Special Education Supports Module (SESM)

The Special Education Supports Module (Tables 9.1–9.25) consists of 24 questions designed to be answered only by staff who have responsibilities for teaching or providing related support services to students with Individualized Education Programs (IEPs). It provides data to better understand issues involving (1) effectively meeting the needs of students with IEPs and (2) recruiting and retaining special education staff. The CDE Division of Special Education is providing special reports to districts that compare CSCS results reported by staff who have special education responsibilities to those reported by other staff.

THE REPORT

If the survey is administered online, all results for the district are provided immediately over the Internet, in question order, as bar charts. Results for each school level (elementary, middle, and high school) must be viewed separately. In this Main Report, results are provided in tables with data from all school levels assessed. The usual school levels are elementary (grades 1–6), middle (grades 7–8), high (grades 9–12), and continuation (ungraded, with 16 years being the earliest age of admittance), as appropriate.[2]

The tables are organized into nine topical sections, as outlined in the Table of Contents, and provide, by grade level, the percentages of staff responding to each response option for each question. Percentages are rounded off to the nearest whole number. Summary tables at the beginning of the report, identified by the letter "S" before the table number, provide key indicators in each area and group the data together for a quick overview. For each key finding in a summary table, a reference is provided to the table where the detailed results can be found.

Supplemental Reports

All school districts that participate in the CSCS receive reports that break down their results by comparing special education staff to general education staff and, if appropriate, comparing migrant education program staff to other staff. By request, the data can also be disaggregated by the race/ethnicity of respondents or by another group comparison (an additional fee applies).

[2] For reporting purposes, K–8 schools are coded as elementary.

AIDS TO UNDERSTANDING AND USING THE DATA

In addition to the *Guidebook for the California School Climate Survey Part II: Survey Content, 2011-12 Edition*, there are several other guides, workshops, and other aids to help schools understand and use survey results. Two are particularly important.

- The *CHKS Guidebook to Data Use and Dissemination* (*http://chks.wested.org/using_results*) describes a step-by-step process for reviewing, analyzing, and disseminating survey results as part of a data-driven decision-making process for program improvement. Although written for use with student data, the guidelines apply equally as well to staff survey data. Free call-in data use workshops are offered as well.
- *The Workbook for Improving School Climate and Closing the Achievement Gap: Using Your California Healthy Kids and California School Climate Survey* (http://cscs.wested.org/about/ctag) provides a practical guide to using the data in the framework of improving academic achievement and well-being among all students and closing the achievement gap. It helps identify key findings and strategies that address the identified needs. A workshop accompanying this workbook is also available. (www.chks.wested.org/using results/publications).

ASSESSING THE DATA

Care must be taken to fully understand the survey; the context within which the data were collected; and the factors that can impact the quality, validity, and generalizability of the results. The following are a few of the key issues that should be kept in mind. A more detailed discussion of these topics can be found in the *CHKS Guidebook to Data Use and Dissemination* .

Representativeness

Among the most important factors affecting the quality of survey results is the level of staff participation. The validity and representativeness of the results will be adversely affected if the staff response rate is lower than 60%. One indication of the survey's representativeness is how accurately the characteristics of the sample (see Section 1) reflect the characteristics of the staff as indicated by personnel records. Even if the response rate is low, the results provide an indication of what those staff who did respond felt about the school and their experiences and behavior. Strategies for increasing participation are discussed in the following section.

Changes Between Surveys

Many factors besides real changes in behavior, attitudes, or experiences among staff may account for changes in results from administration to administration. Changes may be due to differences over time in the characteristics or size of the sample of staff who completed the survey, changes in the questions themselves, or differences between time periods in which the survey was administered.

Data Comparisons

Comparing results to other local, county, and state data provides a broader context with which to assess the local situation. This can help you determine whether local changes are unique or may be part of a broader trend. Ultimately, however, the most fundamental concern should be what the survey results say about your schools and what improvements need to be made. Results from all schools in the state that conducted the CSCS may be downloaded from the CSCS website: www.cscs.wested.org/reports

IMPROVING PARTICIPATION

The *CSCS Survey Administration Guidebook* provides strategies for improving voluntary staff participation; one of the most important is raising awareness among staff of the value of the survey to the

school and the value of staff perceptions to school improvement efforts. To that end, it is important that staff are informed about the results and any school-improvement efforts that are undertaken in response. As discussed below, it is also important to discuss the results, and what should be done to address the identified needs, with staff. Staff must perceive that their voices are heard and valued.

NEXT STEPS

Receiving this report is a beginning step in the process of using data to improve school climate. The following describes further actions that you can take.

Request School Reports

If the schools in the district vary significantly in demographics, programs, or other characteristics, consider requesting individual reports for each school (a fee applies).

Compare with Other Data Sources

CSCS results will be enriched if analyzed in the context of data from the CHKS and other sources, particularly in the context of identifying consistent patterns or disconnects that need to be further explored. Other data typically collected in effectiveness studies of school climate include numbers and kinds of discipline referrals, school demographic information, school vandalism costs, and behavioral observations in classrooms.

Discuss with Students and Staff

Discuss the results with both students and staff to explore the meaning of the results in more depth and to obtain their input into how the school might better meet the needs identified. This is especially important because it communicates to staff that you value their input, and it may help improve participation in the next survey. Cal-SCHLS staff can provide information on conducting structured group *Listening to Students* fishbowls designed to explore with students, with staff observers, the meaning of survey results and obtain their input on how to address the needs identified by the survey.

Conduct Additional Analyses

The complete dataset is available electronically for additional analysis (there is a small fee for preparation). The dataset enables analyses of patterns in the results, how they are interrelated, and how they vary by different subgroups of staff and across schools within a district.

Add Questions to Your Next Surveys

Determine what additional information is needed from staff to guide school improvement efforts and add questions to your next CSCS or CHKS. Both surveys were designed so that schools can add additional questions to help them conduct a more individualized and comprehensive assessment.

ACKNOWLEDGMENTS

The CSCS was developed, and this report was prepared, by WestEd, in collaboration with Duerr Evaluation Resources, under contract from CDE. For more survey information, call the toll-free helpline at 888.841.7536, or visit the website at www.cscs.wested.org/

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Summary Tables

Table S1
Positive Learning and Working Environment

This school…	*Percent Strongly Agreeing* Total %
Learning Environment	
Is a supportive and inviting place for students to learn (T2.1)	30
Sets high standards for academic performance for all (T2.2)	23
Promotes academic success for all students (T2.3)	38
Emphasizes helping students academically when they need it (T2.4)	45
Encourages students to enroll in rigorous courses (T4.9)	10
Emphasizes teaching lessons in ways relevant to students (T2.5)	30
Working Environment	
Is a supportive and inviting place for staff to work (T2.8)	31
Promotes trust and collegiality among staff (T2.11)	20
Promotes participation in school decision making (T2.13)	42
Works to minimize paper work (T2.14)	24
Provides adequate benefits to support continued employment (T2.15)	14
Provides the materials, resources, and training to do job effectively (T2.16)	13
Provides relevant paraprofessional training (T2.20)	22
Provides the materials, resources, and training to work with special education (IEP) students (T2.21)	16
Provides complete state adopted instructional materials for students with IEPs (T2.23)	11
Uses objective data such as surveys, truancy counts, and test scores in making school improvement decisions (T2.7)	19
Safety, Facilities, and Parental Outreach	
Is a safe place for students (T2.24)	34
Is a safe place for staff (T2.25)	30
Has clean and well-maintained facilities and property (T2.26)	18
Is welcoming to and facilitates parent involvement (T2.27)	21
Encourages parents to be active partners in educating their child (T2.28)	26

Table S2
Staff Collegiality and Sense of Mission

How many adults at this school…	*Percent Selecting '"Nearly All Adults"* Total %
Have close professional relationships with one another (T2.12)	28
Support and treat each other with respect (T2.10)	28
Feel a responsibility to improve the school (T2.9)	30
Work hard to ensure a safe and supportive learning environment (T2.6)	15

Table S3
Opportunities for Meaningful Student Participation (Student Developmental Supports)

This school provides/encourages students…	*Percent Strongly Agreeing* Total %
Opportunities to decide things (T3.6)	18
Equal opportunity for classroom participation (T3.7)	25
Opportunities to make a difference (help others) (T3.9)	15
Equal opportunity to participate in extracurricular and enrichment activities (T3.8)	18

Table S4
Positive Staff-Student Relationships and High Expectations (Student Developmental Supports)

How many adults at this school…	*Percent Selecting "Nearly All"* Total %
Caring Relationships	
Acknowledge and pay attention to students (T3.2)	38
Really care about every student (T3.1)	50
Listen to what students have to say (T3.3)	40
High Expectations	
Want every student to do their best (T3.4)	58
Believe every student can be a success (T3.5)	38

Table S5
Respect, Equity, Cultural Sensitivity, and the Achievement Gap

	Total %
Strongly agree that this school…	
Fosters an appreciation of student diversity and respect for each other (T4.1)	30
Emphasizes showing respect for all students' cultural beliefs and practices (T4.5)	33
Emphasizes using instructional materials that reflect the culture or ethnicity of its students (T4.6)	13
Has staff examine their own cultural biases through professional development or other processes (T4.7)	10
Considers closing the racial/ethnic achievement gap a high priority (T4.8)	21
Provides the supports needed for teaching culturally and linguistically diverse students (T4.14)	29
Report that nearly all adults at this school…	
Treat all students fairly (T4.3)	41
Treat every student with respect (T4.4)	45

Table S6
Student Learning Readiness and Motivation

	Total %
How many students at this school…	*Percent Selecting "Most/Nearly All"*
Are motivated to learn (T5.1)	48
Arrive at school alert and rested (T5.7)	53
Are healthy and physically fit (T5.8)	93
Are well-behaved (T5.5)	23
This school…	*Percent Strongly Agreeing*
Motivates students to learn (T5.2)	29

Table S7
Student Behaviors Perceived as Posing a Problem at the School

How much of a problem at this school is…	*Percent Rated Moderate or Severe Problem* Total %
Engagement Indicators/Disruptive Behavior	
Disruptive behavior (T5.6)	37
Cutting classes or being truant (T5.3)	33
Depression or other mental health issues (T5.9)	24
Lack of respect of staff by students (T5.4)	51
Violence, Conflict, and Crime	
Racial/ethnic conflict among students (T4.2)	66
Harassment or bullying (T6.1)	29
Physical fighting (T6.2)	39
Gang activity (T6.5)	33
Vandalism and graffiti (T6.3)	11
Theft (T6.4)	36
Weapons possession at school (T6.6)	74
Substance Use	
Alcohol and drug use (T6.7)	60
Tobacco use (T6.8)	58

Table S8
Discipline and Counseling

This school…	*Percent Strongly Agreeing* Total %
Clearly communicates to students consequences of breaking rules (T7.1)	33
Handles discipline problems fairly (T7.2)	26
Effectively handles student discipline and behavioral problems (T7.3)	27
Provides adequate counseling and support services for students (T7.5)	25

Table S9
Professional Development Needs

Perceive need for more PD in…	Total %
Instruction & School Environment	
Meeting academic standards (T2.17)	38
Evidence-based methods of instruction (T2.18)	38
Positive behavioral support and classroom management (T7.4)	49
Creating a positive school climate (T2.19)	65
Addressing Needs of Diverse Populations	
Working with diverse racial, ethnic, or cultural groups (T4.11)	65
Culturally relevant pedagogy for the school's student population (T4.12)	45
Serving English language learners (T4.13)	48
Closing the achievement gap (T4.10)	48
Providing Support Services	
Serving special education (IEP) students (T2.22)	53
Meeting the social, emotional, and developmental needs of youth (e.g., resilience promotion) (T3.10)	48

Table S10
Implementation of Learning Supports (Health, Safety, and Discipline)

This school…	*Percent Strongly Agreeing* Total %
Discipline and Safety	
Has sufficient resources to create a safe campus (T8.16)	11
Seeks to maintain a secure campus through such means as metal detectors, security guards, or personal searches (T8.17)	47
Collaborates well with law enforcement organizations (T8.13)	33
Punishes first-time violations of alcohol or other drug policies by at least an out-of-school suspension (T8.14)	33
Enforces zero tolerance policies (T8.15)	25
Considers sanctions for student violation of rules/policies on case-by-case basis with a wide range of options (T8.12)	22
Substance Use	
Considers substance abuse prevention an important goal (T8.20)	39
Has sufficient resources to address substance use prevention needs (T8.23)	11
Provides effective confidential support and referral services for students needing help due to substance abuse, violence, or other problems (e.g., a Student Assistance Program) (T8.2)	39
Collaborates well with community organizations to address substance use or other problems (T8.3)	22
Youth Development and Health	
Provides adequate health services for students (T8.7)	6
Provides healthy food choices for students (T8.8)	6
Emphasizes helping students with their social, emotional, and behavioral problems (T8.4)	22

Table S11
Level of Student Services Provided (Learning Supports Module)

To what extent does this school…	*Percent Selecting "A Lot"* Total %
Provide services for students with disabilities or other special needs (T8.11)	17
Foster youth development, resilience, or asset promotion (T8.5)	11
Provide opportunities for physical education and activity (T8.10)	33
Provide conflict resolution or behavior management instruction (T8.19)	11
Provide character education (T8.6)	33
Provides alcohol or drug use prevention instruction (T8.21)	22
Provide tobacco use prevention instruction (T8.22)	17
Provide harassment or bullying prevention (T8.18)	6
Provide nutritional instruction (T8.9)	6

Table S12
Special Education Services and Supports (Special Education Supports Module)

This school…	*Percent Strongly Agreeing* Total %
Barriers to Effective Service Delivery	
Works to reduce instructional interruptions (T9.2)	31
Effectively schedules mandated activities (T9.3)	20
Integration and Collaboration Special-General Education	
Integrates special education into daily operations (T9.4)	38
Encourages general and special ed teaming (T9.5)	38
Provides sufficient time to collaborate on service delivery (T9.6)	7
Views services to students with IEPs as a shared staff responsibility (T9.7)	27
Student Expectations and Supports	
Supports alternative modes of communication (T9.8)	6
Provides sufficient resources for special ed programs and services (T9.9)	13
Personnel Supports	
Provides positive working environment (T9.10)	13
Has a climate that encourages continued service (T9.11)	19
Provides adequate access to technology (T9.12)	20
Has good communication with personnel to support students with IEPs (T9.13)	13

I. Sample Characteristics

Table 1.1
Survey Sample

	Total
Number of Respondents	42

Table 1.2
Role (Job) at School

	Total %
Teacher in grade 5 or above	42
Teacher in grade 4 or below	0
Special education teacher	2
Administrator	5
Prevention staff nurse or health aide	0
Counselor or psychologist	7
Police, resource officer, or safety personnel	9
Paraprofessional, teacher assistant, or instructional aide	19
Other certificated staff (e.g., librarian)	0
Other classified staff (e.g., janitorial, secretarial or clerical, food service)	12

Question 1: What is your role at this school?

Table 1.3
Special Population Service Providers

	Total %
Migrant education students	47
Special education	72
English language learners	70

Question 2: Do you provide services to the following types of students?

Table 1.4
Length of Employment at School

	Total %
Less than 1 year	10
1 to 2 years	19
3 to 5 years	24
6 to 10 years	29
Over 10 years	19

Question 3: How many years have you worked, in any position, at this school?

Table 1.5
Overall Length of Employment in Position

	Total %
Less than 1 year	5
1 to 2 years	12
3 to 5 years	12
6 to 10 years	33
Over 10 years	40

Question 4: How many years have you worked at any school in your current position (e.g., teacher, counselor, administrator, food service)?

Table 1.6
Race/Ethnicity of Respondents

	Total %
African American (not Hispanic)	2
American Indian or Alaska Native	2
Asian or Pacific Islander	2
White (not Hispanic)	63
Hispanic or Latino/a	28
Other or multi-ethnic	2

II. The Learning and Working Environment

Student Learning Environment

Table 2.1
Learning Environment is Supportive and Inviting

	Total %
Strongly Agree	30
Agree	48
Disagree	13
Strongly Disagree	8
Not Applicable	3

Question 6: This school is a supportive and inviting place for students to learn.

Table 2.2
Sets High Standards for Academic Performance for All Students

	Total %
Strongly Agree	23
Agree	55
Disagree	15
Strongly Disagree	3
Not Applicable	5

Question 7: This school sets high standards for academic performance for all students.

Table 2.3
Promotes Academic Success for All Students

	Total %
Strongly Agree	38
Agree	48
Disagree	8
Strongly Disagree	5
Not Applicable	3

Question 8: The school promotes academic success for all students.

Table 2.4
Emphasizes Academic Help When Needed

	Total %
Strongly Agree	45
Agree	48
Disagree	3
Strongly Disagree	0
Not Applicable	5

Question 9: This school emphasizes helping students academically when they need it.

Table 2.5
Teaches Lessons Relevant to Students

	Total %
Strongly Agree	30
Agree	58
Disagree	8
Strongly Disagree	0
Not Applicable	5

Question 11: This school emphasizes teaching lessons in ways relevant to students.

Table 2.6
Adults At School Ensure Safe and Supportive Environment

	Total %
Nearly All Adults	15
Most Adults	41
Some Adults	18
Few Adults	15
Almost None	12

Question 43: How many of the adults at this school work hard to ensure a safe and supportive learning environment?

Table 2.7
School Uses Objective Data in Decision Making

	Total %
Strongly Agree	19
Agree	38
Disagree	16
Strongly Disagree	8
Not Applicable	19

Question 75: This school uses objective data such as surveys, truancy counts, and test scores in making school improvement decisions.

Staff Working Environment

Table 2.8
Supportive and Inviting Place to Work

	Total %
Strongly Agree	31
Agree	36
Disagree	21
Strongly Disagree	8
Not Applicable	5

Question 12: This school is a supportive and inviting place for staff to work.

Table 2.9
Staff Feel Responsibility to Improve School

	Total %
Nearly All	30
Most	40
Some	23
Few	8
Almost None	0

Question 42: How many adults at this school feel a responsibility to improve this school?

Table 2.10
Staff Support and Treat Each Other with Respect

	Total %
Nearly All	28
Most	43
Some	30
Few	0
Almost None	0

Question 41: How many adults at this school support and treat each other with respect?

Table 2.11
Promotes Staff Trust and Collegiality

	Total %
Strongly Agree	20
Agree	45
Disagree	20
Strongly Disagree	10
Not Applicable	5

Question 13: This school promotes trust and collegiality among staff.

Table 2.12
Staff have Close Professional Relationships

	Total %
Nearly All	28
Most	33
Some	38
Few	0
Almost None	3

Question 40: How many adults at this school have close professional relationships with one another?

Table 2.13
Staff Participate in Decision-making

	Total %
Strongly Agree	42
Agree	37
Disagree	16
Strongly Disagree	5
Not Applicable	0

Question 71: This school promotes personnel participation in decision-making that affects school practices and policies.

Table 2.14
Works to Minimize Paper Work

	Total %
Strongly Agree	24
Agree	46
Disagree	8
Strongly Disagree	5
Not Applicable	16

Question 76: This school takes steps to minimize paper work.

Table 2.15
Provides Adequate Benefits

	Total %
Strongly Agree	14
Agree	27
Disagree	30
Strongly Disagree	16
Not Applicable	14

Question 77: This school provides adequate benefits (e.g. salary, fringe benefits and retirement options) to support my continued employment.

General Staff Supports and Professional Development

Table 2.16
Provides Staff Resources and PD to Do Job Effectively

	Total %
Strongly Agree	13
Agree	49
Disagree	31
Strongly Disagree	5
Not Applicable	3

Question 14: This school provides the materials, resources, and training (professional development) needed to do your job effectively.

Table 2.17
Need PD in Meeting Academic Standards

	Total %
Yes	38
No	40
Not Applicable	23

Question 44: Do you feel that you need more professional development, training, mentorship or other support to do your job in any of the following areas….meeting academic standards?

Table 2.18
Need PD in Instructional Methods

	Total %
Yes	38
No	41
Not Applicable	21

Question 45: Do you feel that you need more professional development, training, mentorship or other support to do your job in any of the following areas….evidence-based methods of instruction?

Table 2.19
Need PD in Creating a Positive School Climate

	Total %
Yes	65
No	30
Not Applicable	5

Question 53: Do you feel that you need more professional development, training, mentorship or other support to do your job in any of the following areas….creating a positive school climate?

Table 2.20
Provides Relevant Paraprofessional Training

	Total %
Strongly Agree	22
Agree	32
Disagree	24
Strongly Disagree	14
Not Applicable	8

Question 78: This school provides relevant training for paraprofessionals.

Special Education Supports and Professional Development

Table 2.21
Provides Resources Needed to Work With Special Education (IEP) Students

	Total %
Strongly Agree	16
Agree	29
Disagree	39
Strongly Disagree	5
Not Applicable	11

Question 15: This school provides the materials, resources, and training (professional development) needed to work with special education (IEP) students.

Table 2.22
Need PD for Serving Special Education (IEP) Students

	Total %
Yes	53
No	29
Not Applicable	18

Question 51: Do you feel that you need more professional development, training, mentorship or other support to do your job in any of the following areas….serving special education (IEP) students?

Table 2.23
Provides Complete State Adopted Instructional Materials for Students with IEPs

	Total %
Strongly Agree	11
Agree	27
Disagree	27
Strongly Disagree	22
Not Applicable	14

Question 79: This school provides complete state adopted instructional materials for students with IEPs.

Perceived School Safety

Table 2.24
Safe Place for Students

	Total %
Strongly Agree	34
Agree	47
Disagree	11
Strongly Disagree	5
Not Applicable	3

Question 29: This school is a safe place for students.

Table 2.25
Safe Place for Staff

	Total %
Strongly Agree	30
Agree	53
Disagree	10
Strongly Disagree	5
Not Applicable	3

Question 30: This school is a safe place for staff.

Facilities

Table 2.26
Clean and Well-Maintained Facilities and Property

	Total %
Strongly Agree	18
Agree	50
Disagree	23
Strongly Disagree	8
Not Applicable	3

Question 32: This school has clean and well-maintained facilities and property.

Parent Involvement

Table 2.27
Encourages Parental Involvement

	Total %
Strongly Agree	21
Agree	41
Disagree	18
Strongly Disagree	8
Not Applicable	13

Question 31: This school is welcoming to and facilitates parent involvement.

Table 2.28
Encourages Parental Partnership in Child's Education

	Total %
Strongly Agree	26
Agree	37
Disagree	26
Strongly Disagree	5
Not Applicable	5

Question 74: This school encourages parents to be active partners in educating their child.

III. Student Developmental Supports and Opportunities

Caring Relationships

Table 3.1
Adults Really Care About All Students

	Total %
Nearly All	50
Most	38
Some	13
Few	0
Almost None	0

Question 33: How many adults at this school really care about every student?

Table 3.2
Adults Acknowledge and Pay Attention to Students

	Total %
Nearly All	38
Most	50
Some	13
Few	0
Almost None	0

Question 34: How many adults at this school acknowledge and pay attention to students?

Table 3.3
Adults Listen to What Students Have to Say

	Total %
Nearly All	40
Most	48
Some	13
Few	0
Almost None	0

Question 36: How many adults at this school listen to what students have to say?

High Expectations

Table 3.4
Adults Want All Students to Do Their Best

	Total %
Nearly All	58
Most	33
Some	10
Few	0
Almost None	0

Question 35: How many adults at this school want all students to do their best?

Table 3.5
Adults Believe Every Student Can Be a Success

	Total %
Nearly All	38
Most	43
Some	18
Few	3
Almost None	0

Question 37: How many adults at this school believe that every student can be a success?

Opportunities for Meaningful Participation

Table 3.6
Encourages Decision Opportunities for Students

	Total %
Strongly Agree	18
Agree	40
Disagree	25
Strongly Disagree	3
Not Applicable	15

Question 16: This school encourages opportunities for students to decide things like class activities or rules.

Table 3.7
Gives Equal Opportunity for Classroom Participation

	Total %
Strongly Agree	25
Agree	55
Disagree	8
Strongly Disagree	3
Not Applicable	10

Question 17: This school gives all students equal opportunity to participate in classroom discussions or activities.

Table 3.8
Gives Equal Access to Extracurricular and Enrichment Activities

	Total %
Strongly Agree	18
Agree	30
Disagree	15
Strongly Disagree	10
Not Applicable	28

Question 18: This school gives all students equal opportunity to participate in numerous extracurricular and enrichment activities.

Table 3.9
Gives Opportunities to Make A Difference (Help Others)

	Total %
Strongly Agree	15
Agree	35
Disagree	13
Strongly Disagree	10
Not Applicable	28

Question 19: This school gives students opportunities to make a difference by helping other people, the school, or the community (e.g., service learning).

Professional Development Needs

Table 3.10
Need PD on Meeting Social, Emotional, and Developmental Needs of Youth

	Total %
Yes	48
No	33
Not Applicable	20

Question 52: Do you feel that you need more professional development, training, mentorship or other support to do your job in any of the following areas….meeting the social, emotional, and developmental needs of youth (e.g., resilience promotion)?

IV. Respect, Cultural Sensitivity, and the Achievement Gap

Tolerance Among Students

Table 4.1
Fosters Appreciation for Student Diversity and Mutual Respect

	Total %
Strongly Agree	30
Agree	58
Disagree	10
Strongly Disagree	0
Not Applicable	3

Question 24: This school fosters an appreciation of student diversity and respect for each other.

Table 4.2
Racial/Ethnic Conflict Among Students is a Problem

	Total %
Insignificant Problem	11
Mild Problem	24
Moderate Problem	32
Severe Problem	34

Question 63: How much of a problem at this school is racial/ethnic conflict among students?

Treating Students Fairly and Respectfully

Table 4.3
Staff Treat All Students Fairly

	Total %
Nearly All	41
Most	44
Some	15
Few	0
Almost None	0

Question 38: How many adults at this school treat all students fairly?

Table 4.4
Staff Treat All Students with Respect

	Total %
Nearly All	45
Most	43
Some	13
Few	0
Almost None	0

Question 39: How many adults at this school treat every student with respect?

Cultural Sensitivity

Table 4.5
Students' Cultural Beliefs and Practices Respected

	Total %
Strongly Agree	33
Agree	54
Disagree	10
Strongly Disagree	0
Not Applicable	3

Question 25: This school emphasizes showing respect for all students' cultural beliefs and practices.

Table 4.6
Uses Culturally Relevant Instructional Materials

	Total %
Strongly Agree	13
Agree	56
Disagree	21
Strongly Disagree	5
Not Applicable	5

Question 21: This school emphasizes using instructional materials that reflect the culture or ethnicity of its students.

Table 4.7
Staff Examine Their Cultural Biases

	Total %
Strongly Agree	10
Agree	28
Disagree	41
Strongly Disagree	10
Not Applicable	10

Question 22: This school has staff examine their own cultural biases through professional development or other processes.

Instructional Equity

Table 4.8
Closing the Achievement Gap is a High Priority

	Total %
Strongly Agree	21
Agree	37
Disagree	26
Strongly Disagree	3
Not Applicable	13

Question 23: This school considers closing the racial/ethnic achievement gap a high priority.

Table 4.9
Encourages All Students to Take Rigorous Courses

	Total %
Strongly Agree	10
Agree	20
Disagree	23
Strongly Disagree	10
Not Applicable	38

Question 20: This school encourages students to enroll in rigorous courses (such as honors and AP), regardless of their race, ethnicity, or nationality.

Professional Development Needs

Table 4.10
Need PD on Closing the Achievement Gap

	Total %
Yes	48
No	43
Not Applicable	10

Question 50: Do you feel that you need more professional development, training, mentorship or other support to do your job in any of the following areas….closing the achievement gap?

Table 4.11
Need PD on Working with Diverse Populations

	Total %
Yes	65
No	20
Not Applicable	15

Question 47: Do you feel that you need more professional development, training, mentorship or other support to do your job in any of the following areas….working with diverse racial, ethnic, or cultural groups?

Table 4.12
Need PD on Culturally Relevant Pedagogy

	Total %
Yes	45
No	43
Not Applicable	13

Question 48: Do you feel that you need more professional development, training, mentorship or other support to do your job in any of the following areas….culturally relevant pedagogy for the school's student population?

Table 4.13
Need PD on Serving English Language Learners

	Total %
Yes	48
No	33
Not Applicable	20

Question 49: Do you feel that you need more professional development, training, mentorship or other support to do your job in any of the following areas….serving English Language Learners?

Table 4.14
Support Provided for Teaching Culturally and Lingustically Diverse Students

	Total %
Strongly Agree	29
Agree	53
Disagree	13
Strongly Disagree	3
Not Applicable	3

Question 73: This school provides the supports needed for teaching culturally and linguistically diverse students.

V. Learning Readiness and Engagement Indicators

Learning Motivation and Truancy

Table 5.1
Students Are Motivated to Learn

	Total %
Nearly All	8
Most	40
Some	35
Few	18
Almost None	0

Question 56: Based on your experience, how many students at this school are motivated to learn?

Table 5.2
School Motivates Students to Learn

	Total %
Strongly Agree	29
Agree	32
Disagree	21
Strongly Disagree	13
Not Applicable	5

Question 72: This school motivates students to learn.

Table 5.3
Cutting Class or Truancy is a Problem

	Total %
Insignificant Problem	31
Mild Problem	36
Moderate Problem	21
Severe Problem	13

Question 66: How much of a problem at this school is cutting classes or being truant?

General Behavior

Table 5.4
Lack of Respect of Staff by Students is a Problem

	Total %
Insignificant Problem	9
Mild Problem	40
Moderate Problem	29
Severe Problem	23

Question 65: How much of a problem at this school is lack of respect of staff by students?

Table 5.5
Students Are Well-Behaved

	Total %
Nearly All	3
Most	20
Some	45
Few	30
Almost None	3

Question 57: Based on your experience, how many students at this school are well-behaved?

Table 5.6
Disruptive Student Behavior is a Problem

	Total %
Insignificant Problem	47
Mild Problem	16
Moderate Problem	18
Severe Problem	18

Question 62: How much of a problem at this school is disruptive student behavior?

Perceived Physical and Mental Health

Table 5.7
Students Arrive at School Alert and Rested

	Total %
Nearly All	3
Most	50
Some	40
Few	8
Almost None	0

Question 55: Based on your experience, how many students at this school arrive at school alert and rested?

Table 5.8
Students Are Healthy and Physically Fit

	Total %
Nearly All	55
Most	38
Some	8
Few	0
Almost None	0

Question 54: Based on your experience, how many students at this school are healthy and physically fit?

Table 5.9
Student Depression or Other Mental Health Issues are a Problem

	Total %
Insignificant Problem	47
Mild Problem	29
Moderate Problem	16
Severe Problem	8

Question 64: How much of a problem at this school is student depression or other mental health problems?

VI. Perceived Student Risk Behavior

Student Fighting and Bullying

Table 6.1
Harassment or Bullying Among Students is a Problem

	Total %
Insignificant Problem	40
Mild Problem	31
Moderate Problem	20
Severe Problem	9

Question 60: How much of a problem at this school is harassment or bullying among students?

Table 6.2
Physical Fighting Between Students is a Problem

	Total %
Insignificant Problem	26
Mild Problem	34
Moderate Problem	21
Severe Problem	18

Question 61: How much of a problem at this school is physical fighting between students?

Delinquency

Table 6.3
Vandalism (Including Graffiti) is a Problem

	Total %
Insignificant Problem	72
Mild Problem	17
Moderate Problem	6
Severe Problem	6

Question 69: How much of a problem at this school is vandalism (including graffiti)?

Table 6.4
Theft is a Problem

	Total %
Insignificant Problem	18
Mild Problem	46
Moderate Problem	26
Severe Problem	10

Question 70: How much of a problem at this school is theft?

Table 6.5
Gang-Related Activity is a Problem

	Total %
Insignificant Problem	38
Mild Problem	28
Moderate Problem	23
Severe Problem	10

Question 67: How much of a problem at this school is gang-related activity?

Table 6.6
Weapons Possession is a Problem

	Total %
Insignificant Problem	5
Mild Problem	21
Moderate Problem	31
Severe Problem	44

Question 68: How much of a problem at this school is weapons possession?

Substance Use

Table 6.7
Student Alcohol and Drug Use is a Problem

	Total %
Insignificant Problem	13
Mild Problem	25
Moderate Problem	33
Severe Problem	28

Question 58: How much of a problem at this school is student alcohol and drug use?

Table 6.8
Student Tobacco Use is a Problem

	Total %
Insignificant Problem	16
Mild Problem	26
Moderate Problem	32
Severe Problem	26

Question 59: How much of a problem at this school is tobacco use?

VII. Discipline & Counseling

Table 7.1
Clearly Communicates Consequences of Breaking Rules

	Total %
Strongly Agree	33
Agree	53
Disagree	10
Strongly Disagree	3
Not Applicable	3

Question 26: This school clearly communicates to students the consequences of breaking school rules.

Table 7.2
Handles Discipline Problems Fairly

	Total %
Strongly Agree	26
Agree	51
Disagree	21
Strongly Disagree	0
Not Applicable	3

Question 27: This school handles discipline problems fairly.

Table 7.3
Handles Student Discipline and Behavioral Problems Effectively

	Total %
Strongly Agree	27
Agree	49
Neither Agree nor Disagree	11
Disagree	11
Strongly Disagree	3

Question 28: This school effectively handles student discipline and behavioral problems.

Table 7.4
Need PD on Positive Behavior Support and Classroom Management

	Total %
Yes	49
No	31
Not Applicable	21

Question 46: Do you feel that you need more professional development, training, mentorship or other support to do your job in any of the following areas….positive behavioral support and classroom management?

Table 7.5
Provides Adequate Counseling and Support for Students

	Total %
Strongly Agree	25
Agree	28
Disagree	23
Strongly Disagree	23
Not Applicable	3

Question 10: This school provides adequate counseling and support services for students.

VIII. Learning Supports Module: Student Services and Policies

Module Respondents

Table 8.1
Module Sample

	Total
Number of Respondents	18

Counseling and Intervention Services

Table 8.2
Provides Effective Confidential Support and Referral Services for Students Needing Help

	Total %
Strongly Agree	39
Agree	11
Neither Agree nor Disagree	22
Disagree	17
Strongly Disagree	11

Question 2.09: This school provides effective confidential support and referral services for students needing help because of substance abuse, violence, or other problems (e.g., Student Assistance Program).

Table 8.3
Collaborates Well with Community Organizations to Address Student Problems

	Total %
Strongly Agree	22
Agree	22
Neither Agree nor Disagree	44
Disagree	11
Strongly Disagree	0

Question 2.01: This school collaborates well with community organizations to help address substance use or other problems among youth.

Youth Development

Table 8.4
Emphasizes Helping Students with Social, Emotional, and Behavioral Problems

	Total %
Strongly Agree	22
Agree	33
Neither Agree nor Disagree	11
Disagree	11
Strongly Disagree	22

Question 2.13: This school emphasizes helping students with their social, emotional, and behavioral problems.

Table 8.5
Fosters Youth Development, Resilience, or Asset Promotion

	Total %
A Lot	11
Some	44
Not Much	44
Not At All	0

Question 2.14: To what extent does this school foster youth development, resilience, or asset promotion?

Table 8.6
Provides Character Education

	Total %
A Lot	33
Some	39
Not Much	28
Not At All	0

Question 2.20: To what extent does this school provide character education?

Health Services and Physical Activity

Table 8.7
Provides Adequate Health Services for Students

	Total %
Strongly Agree	6
Agree	22
Neither Agree nor Disagree	50
Disagree	11
Strongly Disagree	11

Question 2.11: This school provides adequate health services for students.

Table 8.8
Provides Healthy Food Choices for Students

	Total %
Strongly Agree	6
Agree	33
Neither Agree nor Disagree	22
Disagree	28
Strongly Disagree	11

Question 2.12: This school provides students with healthy food choices.

Table 8.9
Provides Nutritional Instruction to Students

	Total %
A Lot	6
Some	33
Not Much	50
Not At All	11

Question 2.15: To what extent does this school provide nutritional instruction?

Table 8.10
Provides Opportunities for Physical Education and Activity

	Total %
A Lot	33
Some	39
Not Much	22
Not At All	6

Question 2.16: To what extent does this school provide opportunities for physical education and activity?

Special Education

Table 8.11
Provides Services for Students with Disabilities or Other Special Needs

	Total %
A Lot	17
Some	61
Not Much	11
Not At All	11

Question 2.22: To what extent does this school provide services for students with disabilities or other special needs?

Discipline Policies and Enforcement

Table 8.12
Sanctions Handled Case-by-Case

	Total %
Strongly Agree	22
Agree	39
Neither Agree nor Disagree	17
Disagree	17
Strongly Disagree	6

Question 2.05: This school considers sanctions for student violations of rules/policies on a case-by-case basis with a wide range of options.

Table 8.13
Collaborates Well With Law Enforcement

	Total %
Strongly Agree	33
Agree	50
Neither Agree nor Disagree	0
Disagree	11
Strongly Disagree	6

Question 2.02: This school collaborates well with law enforcement organizations.

Table 8.14
Suspends for First-Time Substance Use Violations

	Total %
Strongly Agree	33
Agree	28
Neither Agree nor Disagree	11
Disagree	17
Strongly Disagree	11

Question 2.06: This school punishes first-time violations of alcohol or other drug policies by at least an out-of-school suspension.

Table 8.15
Enforces Zero Tolerance Policy

	Total %
Strongly Agree	25
Agree	38
Neither Agree nor Disagree	6
Disagree	13
Strongly Disagree	19

Question 2.07: This school enforces zero tolerance policies.

Safety Promotion & Violence Prevention

Table 8.16
Sufficient Resources to Create a Safe Campus

	Total %
Strongly Agree	11
Agree	44
Neither Agree nor Disagree	11
Disagree	33
Strongly Disagree	0

Question 2.03: This school has sufficient resources to create a safe campus.

Table 8.17
Seeks to Maintain Secure Campus

	Total %
Strongly Agree	47
Agree	29
Neither Agree nor Disagree	6
Disagree	18
Strongly Disagree	0

Question 2.08: This school seeks to maintain a secure campus through such means as metal detectors, security guards, or personal searches.

Table 8.18
Provides Harassment or Bullying Prevention

	Total %
A Lot	6
Some	44
Not Much	44
Not At All	6

Question 2.21: To what extent does this school provide harassment or bullying prevention?

Table 8.19
Provides Conflict Resolution or Behavior Management Instruction

	Total %
A Lot	11
Some	33
Not Much	33
Not At All	22

Question 2.19: To what extent does this school provide conflict resolution or behavior management instruction?

Substance Abuse Prevention

Table 8.20
Considers Substance Abuse Prevention an Important Goal

	Total %
Strongly Agree	39
Agree	22
Neither Agree nor Disagree	22
Disagree	11
Strongly Disagree	6

Question 2.10: This school considers substance abuse prevention an important goal.

Table 8.21
Provides Alcohol or Drug Use Prevention Instruction

	Total %
A Lot	22
Some	28
Not Much	39
Not At All	11

Question 2.17: To what extent does this school provide alcohol or drug use prevention instruction?

Table 8.22
Provides Tobacco Use Prevention Instruction

	Total %
A Lot	17
Some	28
Not Much	44
Not At All	11

Question 2.18: To what extent does this school provides tobacco use prevention instruction.

Table 8.23
Resources Sufficient for Substance Use Prevention Needs

	Total %
Strongly Agree	11
Agree	22
Neither Agree nor Disagree	17
Disagree	44
Strongly Disagree	6

Question 2.04: This school has sufficient resources to address substance use prevention needs.

IX. Special Education Supports Module

Respondent Characteristics and Background

Table 9.1
Module Sample

	Total
Number of Respondents	16

Barriers to Effective Service Delivery

Table 9.2
Works to Reduce Instructional Interruptions

	Total %
Strongly Agree	31
Agree	44
Disagree	19
Strongly Disagree	6
Not Applicable	0

Question 3.02: This school works to reduce interruptions to instruction for students with Individualized Education Programs (IEPs).

Table 9.3
Effectively Schedules Mandated Activities

	Total %
Strongly Agree	20
Agree	67
Disagree	13
Strongly Disagree	0
Not Applicable	0

Question 3.05: This school effectively schedules legally mandated special education activities (e.g., assessments, behavior supports, mandated meetings with parents).

Integration and Collaboration between Special and General Education

Table 9.4
Integrates Special Ed into Daily Operations

	Total %
Strongly Agree	38
Agree	50
Disagree	13
Strongly Disagree	0
Not Applicable	0

Question 3.01: This school integrates special education into its daily operations.

Table 9.5
Encourages General and Special Ed Teaming

	Total %
Strongly Agree	38
Agree	50
Disagree	13
Strongly Disagree	0
Not Applicable	0

Question 3.03: This school encourages teaming between general and special education personnel.

Table 9.6
Provides Sufficient Time to Collaborate on Service Delivery

	Total %
Strongly Agree	7
Agree	60
Disagree	27
Strongly Disagree	7
Not Applicable	0

Question 3.04: This school provides sufficient time to collaborate with colleagues regarding services to students with IEPs.

Table 9.7
Views Service to Students with IEPs as Shared Staff Responsibility

	Total %
Strongly Agree	27
Agree	60
Disagree	13
Strongly Disagree	0
Not Applicable	0

Question 3.11: This school views service to students with IEPs as a shared responsibility among all staff.

Expectations and Supports for Special Populations

Table 9.8
Supports Alternative Modes of Communication

	Total %
Strongly Agree	6
Agree	31
Disagree	19
Strongly Disagree	13
Not Applicable	31

Question 3.07: This school provides effective supports for students needing alternative modes of communication (e.g., manual signs, communication boards, computer-based devices, picture exchange systems, Braille).

Table 9.9
Provides Sufficient Resources for Special Ed Programs and Services

	Total %
Strongly Agree	13
Agree	67
Disagree	13
Strongly Disagree	7
Not Applicable	0

Question 3.12: This school has sufficient resources to support special education programs and services.

Personnel Supports

Table 9.10
Has Positive Working Environment for Staff Serving Students with IEPs

	Total %
Strongly Agree	13
Agree	73
Disagree	7
Strongly Disagree	7
Not Applicable	0

Question 3.06: This school provides a positive working environment for staff who serve students with IEPs.

Table 9.11
Climate Encourages Continued Service to Students with IEPs

	Total %
Strongly Agree	19
Agree	63
Disagree	19
Strongly Disagree	0
Not Applicable	0

Question 3.08: This school has a climate that encourages me to continue in my role of service to students with IEPs.

Table 9.12
Provides Adequate Access to Technology

	Total %
Strongly Agree	20
Agree	60
Disagree	20
Strongly Disagree	0
Not Applicable	0

Question 3.09: This school provides adequate access to technology for staff who serve students with IEPs.

Table 9.13
Has Good Communication with District Personnel

	Total %
Strongly Agree	13
Agree	56
Disagree	19
Strongly Disagree	13
Not Applicable	0

Question 3.10: This school has good communication with district personnel to support students with IEPs.