DISTRICT REPORT

Teaching & Learning Conditions Colorado Survey

TLCC
Teaching & Learning Conditions Colorado

M M
CAMBRIDGE
EDUCATION

Prepared for
ADAMS 12 FIVE STAR SCHOOLS

Number of respondents (#)
1440

REPORT CONTENTS

REPORT CONTENTS (CONTINUED)

HOW TO READ YOUR REPORT
How to get the most from your report

ABOUT YOUR REPORT

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

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

SURVEY DESIGN

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

SCORING AND REFERENCE DATA

After responding to demographic questions, educators indicated one of four response options for each item on the survey. Scores in this report are percentages based on the proportion of students 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
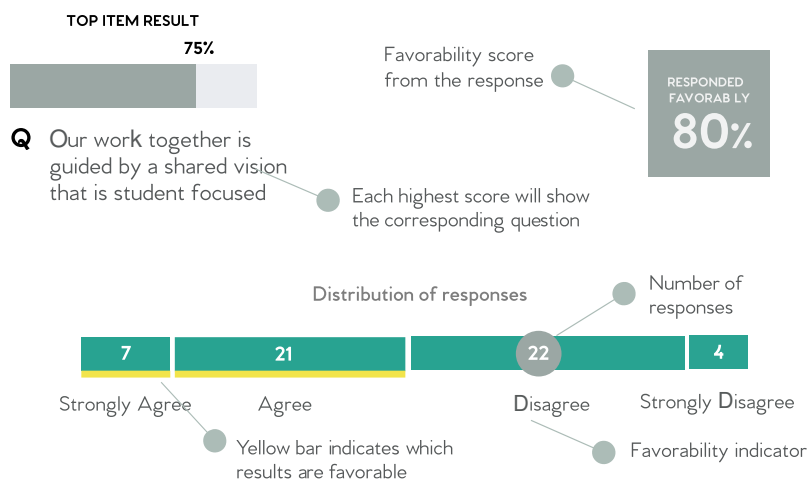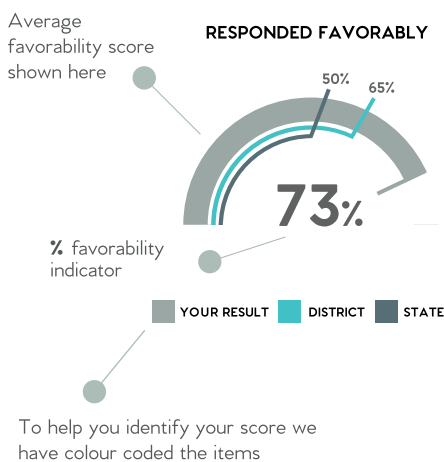
DEMOGRAPHICS

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.

1440 total respondents

What is your current position at the school?

89.4%
7.7%

- TEACHER (1287)
- EDUCATION PROFESSIONAL OR SERVICE PROVIDER (111)
- SCHOOL LEADER (42)
- COMBINED DISTRICT AND SCHOOL LEADER ROLE (0)
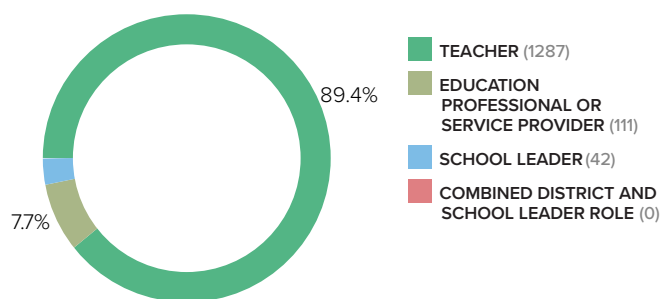
How many years have you worked in this position?

12.5%
9.9%
6.3%
18%
34.4%
19%

- FIRST YEAR (90)
- 2-3 YEARS (143)
- 4-5 YEARS (180)
- 6-10 YEARS (273)
- 11-20 YEARS (495)
- 20+ YEARS (259)
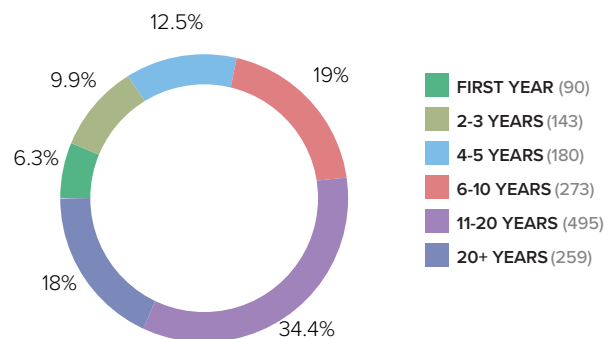
How many years have you worked at your present school?
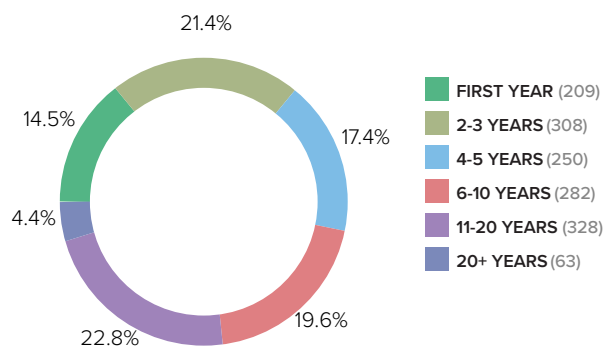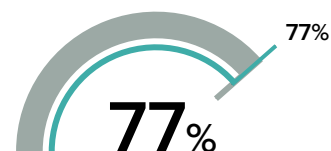
21.4%
14.5%
4.4%
22.8%
19.6%
17.4%

- FIRST YEAR (209)
- 2-3 YEARS (308)
- 4-5 YEARS (250)
- 6-10 YEARS (282)
- 11-20 YEARS (328)
- 20+ YEARS (63)

REPORT OVERVIEW
Your results at a glance

REPORT OVERALL FAVORABILITY

77%

77%

YOUR RESULTS

New Teacher Questions

NQ

TOP ITEM RESULT

70%

75%

75%

YOUR RESULT   COLORADO

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

School Leadership

SL

TOP ITEM RESULT

79%

91%

79%

YOUR RESULT   COLORADO

Q School staff show respect for each other.

Teacher Leadership

TL

TOP ITEM RESULT

79%

89%

84%

YOUR RESULT   COLORADO

Q Teachers have leadership opportunities in this school.

Managing Student Conduct

MC

TOP ITEM RESULT

77%

92%

76%

YOUR RESULT   COLORADO

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

TLCC
Teaching & Learning Conditions Colorado
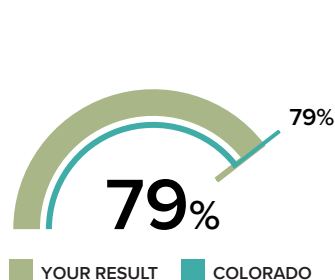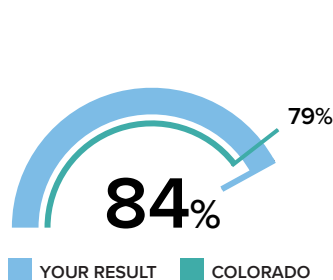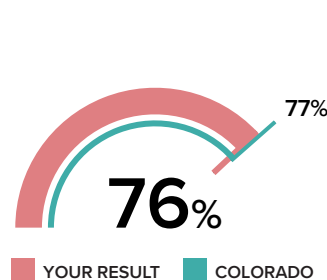
M **M**
CAMBRIDGE EDUCATION

REPORT OVERVIEW
Your results at a glance

REPORT OVERALL FAVORABILITY

77%

77%
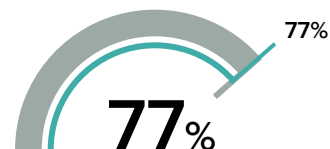
YOUR RESULTS

IS
Instructional Practices and Support
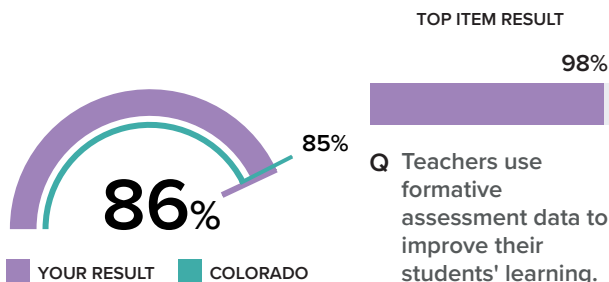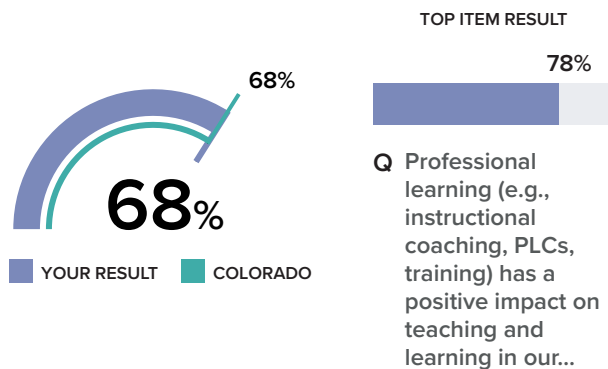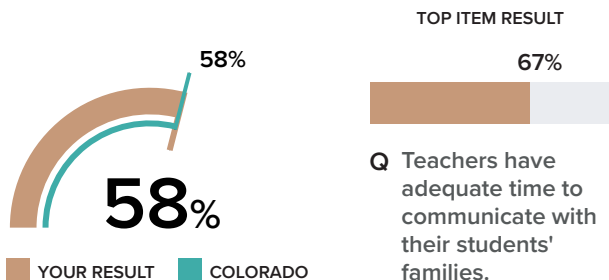
TOP ITEM RESULT

98%

86%

85%

■ YOUR RESULT ■ COLORADO

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

PD
Professional Development

TOP ITEM RESULT

78%

68%

68%

■ YOUR RESULT ■ COLORADO

Q Professional learning (e.g., instructional coaching, PLCs, training) has a positive impact on teaching and learning in our...

T
Time

TOP ITEM RESULT

67%

58%

58%

■ YOUR RESULT ■ COLORADO

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

FR
Facilities and Resources

TOP ITEM RESULT

93%

72%

81%

■ YOUR RESULT ■ COLORADO

Q Our school is a safe place to work.

REPORT OVERVIEW
Your results at a glance

REPORT OVERALL FAVORABILITY

77%

77%
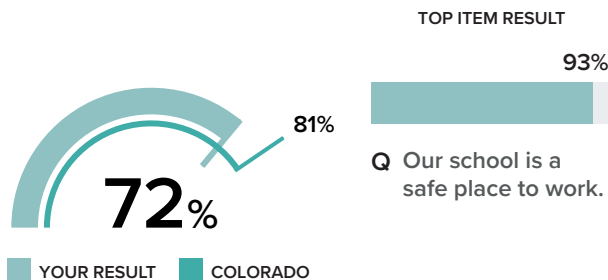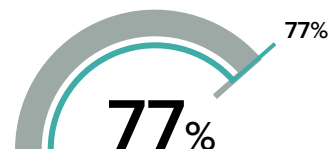
YOUR RESULTS

CI
Community Support and Involvement
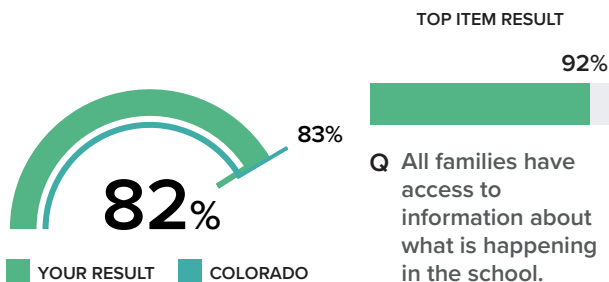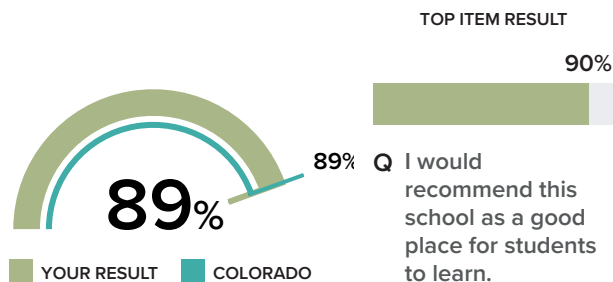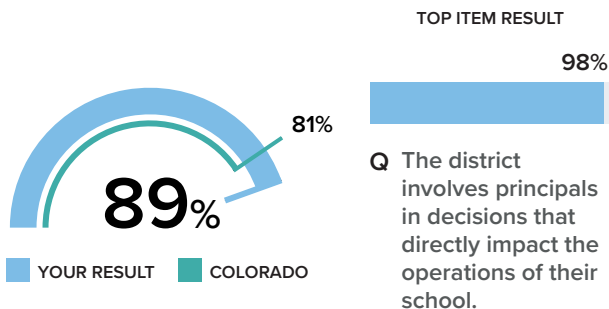
TOP ITEM RESULT

92%

82% 83%

YOUR RESULT COLORADO

Q All families have access to information about what is happening in the school.

OR
Overall Reflection

TOP ITEM RESULT

90%

89% 89%

YOUR RESULT COLORADO

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

DS
District Supports

TOP ITEM RESULT

98%

89% 81%

YOUR RESULT COLORADO

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

REPORT OVERVIEW - BREAKDOWN
Results Disaggregated by Subgroups

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

Results Disaggregated By: **Years of Experience**

NQ New Teacher Questions
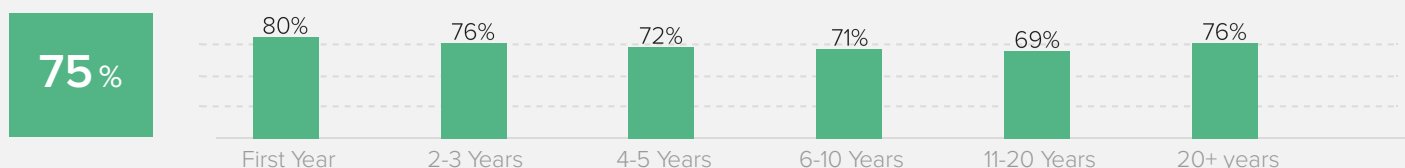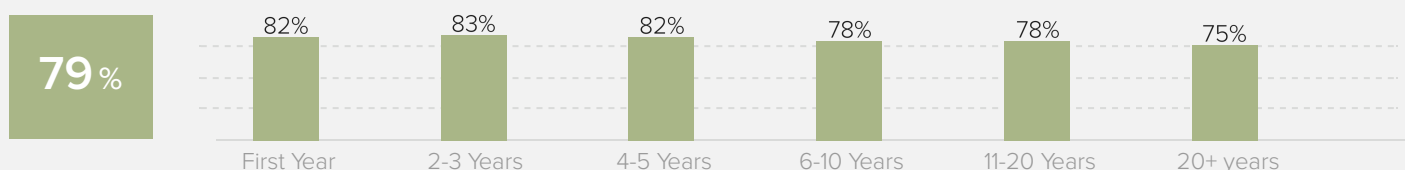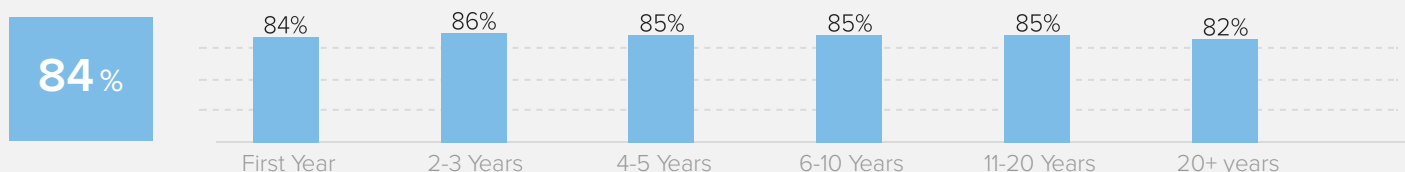
75%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
80%	76%	72%	71%	69%	76%

SL School Leadership

79%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
82%	83%	82%	78%	78%	75%

TL Teacher Leadership

84%

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

MC Managing Student Conduct

76%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
76%	77%	77%	73%	75%	76%

REPORT OVERVIEW - BREAKDOWN
Results Disaggregated by Subgroups

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Results Disaggregated By: **Years of Experience**

IS   Instructional Practices and Support
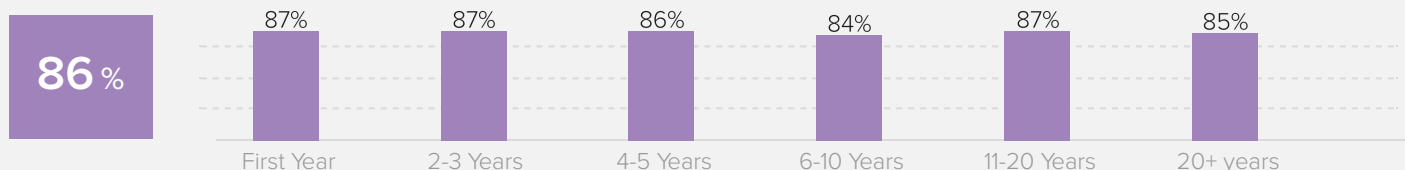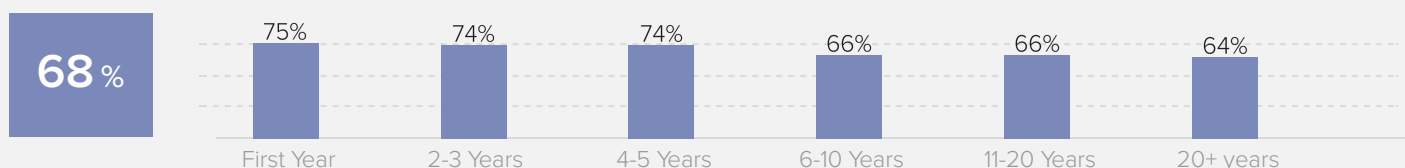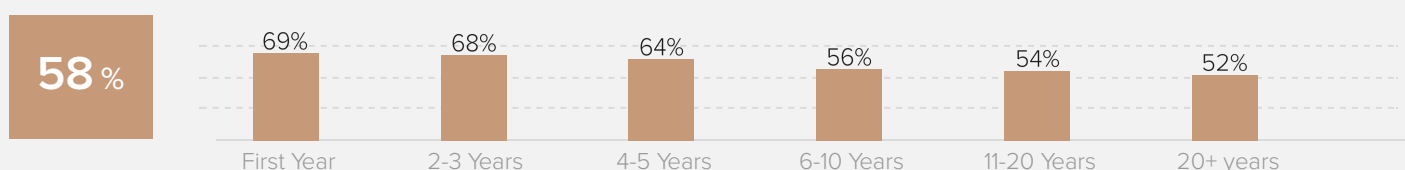
86 %

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

PD   Professional Development

68 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
75%	74%	74%	66%	66%	64%

T   Time

58 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
69%	68%	64%	56%	54%	52%

FR   Facilities and Resources

72 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
81%	73%	76%	72%	71%	66%

REPORT OVERVIEW - BREAKDOWN
Results Disaggregated by Subgroups

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

Results Disaggregated By: **Years of Experience**

CI Community Support and Involvement

82 %

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

OR Overall Reflection

89 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
89%	93%	92%	87%	88%	88%

DS District Supports

89 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
Not Enough Data	92%	93%	83%	95%	Not Enough Data
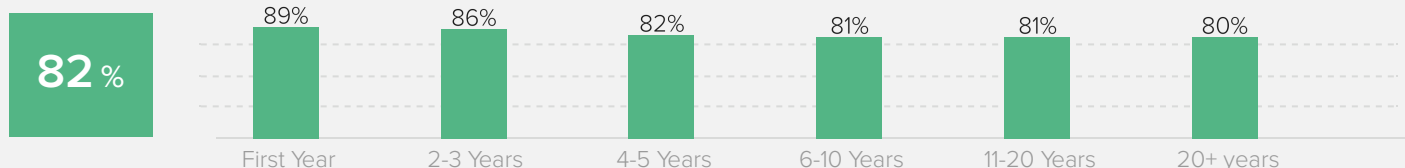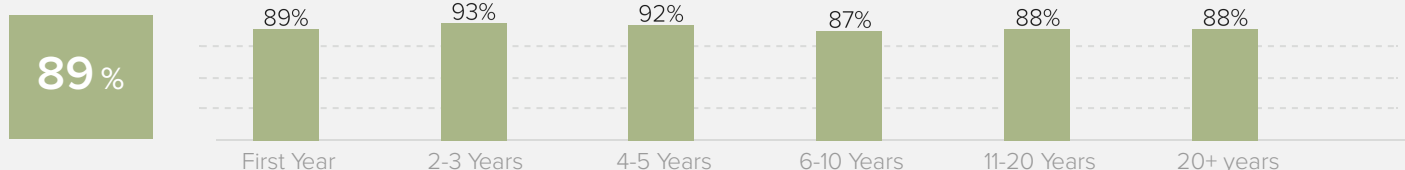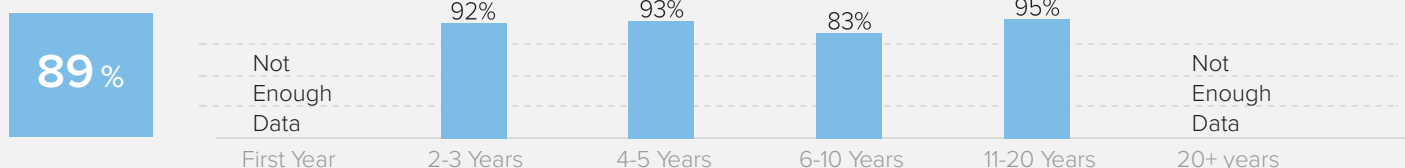
INSIGHTS

Discover important aspects of your report

HOW INSIGHTS WORK

This page helps you track performance across your district. Each row within the table below shows the construct-level and the overall results for each qualifying participating school. This list is arranged by Overall Results.

	NQ	SL	TL	MC	IS	PD	T	FR	CI	Overall
FAVORABILITY AVERAGE	75%	79%	84%	76%	86%	68%	58%	72%	82%	77%
STEM LAB	N/A	95%	97%	94%	97%	96%	92%	92%	95%	95%
SILVER CREEK ELEMENTARY	100%	97%	98%	95%	97%	90%	65%	92%	100%	92%
THORNTON ELEMENTARY SCHOOL	82%	96%	90%	91%	93%	90%	74%	81%	93%	90%
NORTH MOR ELEMENTARY SCHOOL	91%	96%	95%	95%	94%	88%	64%	77%	90%	89%
THE STUDIO SCHOOL	89%	93%	100%	85%	93%	89%	65%	82%	99%	89%

FAVORABILITY AVERAGE	OR 89%	DS 89%	Overall 77%
STEM LAB	100%	N/A	95%
SILVER CREEK ELEMENTARY	100%	N/A	92%
THORNTON ELEMENTARY SCHOOL	95%	N/A	90%
NORTH MOR ELEMENTARY SCHOOL	98%	N/A	89%
THE STUDIO SCHOOL	100%	N/A	89%

	NQ	SL	TL	MC	IS	PD	T	FR	CI	Overall
NORTHGLENN MIDDLE SCHOOL	100%	91%	87%	78%	93%	88%	81%	78%	78%	87%
COYOTE RIDGE ELEMENTARY SCHOOL	86%	82%	89%	87%	94%	77%	68%	81%	100%	86%
ROCKY TOP MIDDLE SCHOOL	81%	81%	84%	84%	94%	84%	68%	74%	95%	85%
CORONADO HILLS ELEMENTARY SCHOOL	87%	92%	92%	76%	86%	80%	60%	84%	97%	84%
MOUNTAIN RANGE HIGH SCHOOL	84%	85%	86%	76%	90%	76%	71%	83%	82%	83%
MALLEY DRIVE ELEMENTARY SCHOOL	83%	81%	84%	82%	90%	74%	65%	78%	88%	81%
MOUNTAIN VIEW ELEMENTARY SCHOOL	73%	84%	95%	87%	87%	71%	50%	78%	95%	81%
SKYVIEW ELEMENTARY SCHOOL	88%	89%	93%	84%	88%	74%	57%	65%	83%	81%
VANTAGE POINT	72%	74%	77%	82%	84%	73%	78%	87%	84%	80%

School	OR	DS	Overall
NORTHGLENN MIDDLE SCHOOL	89%	N/A	87%
COYOTE RIDGE ELEMENTARY SCHOOL	98%	N/A	86%
ROCKY TOP MIDDLE SCHOOL	100%	N/A	85%
CORONADO HILLS ELEMENTARY SCHOOL	86%	N/A	84%
MOUNTAIN RANGE HIGH SCHOOL	93%	N/A	83%
MALLEY DRIVE ELEMENTARY SCHOOL	89%	N/A	81%
MOUNTAIN VIEW ELEMENTARY SCHOOL	97%	N/A	81%
SKYVIEW ELEMENTARY SCHOOL	94%	N/A	81%
VANTAGE POINT	82%	N/A	80%

School	NQ	SL	TL	MC	IS	PD	T	FR	CI	Overall
GLACIER PEAK ELEMENTARY SCHOOL	86%	80%	93%	77%	88%	67%	53%	73%	84%	79%
EAGLEVIEW ELEMENTARY SCHOOL	N/A	81%	76%	90%	81%	76%	45%	77%	95%	78%
HUNTERS GLEN ELEMENTARY SCHOOL	N/A	90%	93%	95%	85%	61%	34%	68%	95%	78%
STELLAR ELEMENTARY SCHOOL	78%	84%	95%	87%	87%	61%	41%	79%	83%	78%
HORIZON HIGH SCHOOL	79%	80%	89%	82%	89%	61%	56%	60%	87%	77%
LEROY DRIVE ELEMENTARY SCHOOL	82%	79%	85%	72%	81%	67%	49%	73%	77%	75%
NORTHGLENN HIGH SCHOOL	88%	84%	88%	62%	86%	65%	56%	64%	71%	75%
STEM LAUNCH	64%	73%	85%	47%	85%	67%	67%	83%	82%	75%
HULSTROM OPTIONS K-8 SCHOOL	50%	74%	67%	88%	91%	53%	28%	79%	95%	74%
LEGACY HIGH SCHOOL	71%	73%	84%	84%	83%	61%	53%	66%	81%	74%
STUKEY ELEMENTARY SCHOOL	79%	76%	74%	83%	79%	71%	49%	74%	85%	74%

	OR	DS	Overall
GLACIER PEAK ELEMENTARY SCHOOL	96%	N/A	79%
EAGLEVIEW ELEMENTARY SCHOOL	90%	N/A	78%
HUNTERS GLEN ELEMENTARY SCHOOL	100%	N/A	78%
STELLAR ELEMENTARY SCHOOL	100%	N/A	78%
HORIZON HIGH SCHOOL	98%	N/A	77%
LEROY DRIVE ELEMENTARY SCHOOL	91%	N/A	75%
NORTHGLENN HIGH SCHOOL	93%	N/A	75%
STEM LAUNCH	74%	N/A	75%
HULSTROM OPTIONS K-8 SCHOOL	98%	N/A	74%
LEGACY HIGH SCHOOL	91%	N/A	74%
STUKEY ELEMENTARY SCHOOL	77%	N/A	74%

School	Overall	CI	FR	T	PD	IS	MC	TL	SL	NQ
ARAPAHOE RIDGE ELEMENTARY SCHOOL	73%	94%	63%	44%	54%	81%	83%	82%	79%	70%
NORTH STAR ELEMENTARY SCHOOL	73%	69%	75%	50%	68%	79%	78%	83%	73%	77%
COTTON CREEK ELEMENTARY SCHOOL	71%	97%	51%	35%	45%	87%	60%	91%	81%	N/A
FEDERAL HEIGHTS ELEMENTARY SCHOOL	70%	82%	73%	68%	64%	81%	67%	64%	58%	46%
MERIDIAN ELEMENTARY SCHOOL	70%	94%	70%	46%	57%	84%	78%	78%	52%	75%
SHADOW RIDGE MIDDLE SCHOOL	70%	53%	62%	53%	61%	87%	65%	80%	71%	67%
WESTVIEW ELEMENTARY SCHOOL	70%	74%	64%	34%	60%	75%	74%	77%	84%	100%
CENTURY MIDDLE SCHOOL	69%	70%	66%	56%	57%	82%	62%	90%	61%	73%
SILVER HILLS MIDDLE SCHOOL	61%	49%	66%	57%	48%	78%	32%	76%	61%	50%

School	OR	DS	Overall
ARAPAHOE RIDGE ELEMENTARY SCHOOL	100%	N/A	73%
NORTH STAR ELEMENTARY SCHOOL	84%	N/A	73%
COTTON CREEK ELEMENTARY SCHOOL	100%	N/A	71%
FEDERAL HEIGHTS ELEMENTARY SCHOOL	70%	N/A	70%
MERIDIAN ELEMENTARY SCHOOL	86%	N/A	70%
SHADOW RIDGE MIDDLE SCHOOL	85%	N/A	70%
WESTVIEW ELEMENTARY SCHOOL	94%	N/A	70%
CENTURY MIDDLE SCHOOL	77%	N/A	69%
SILVER HILLS MIDDLE SCHOOL	61%	N/A	61%

School	NQ	SL	TL	MC	IS	PD	T	FR	CI	Overall
THORNTON HIGH SCHOOL	60%	65%	68%	51%	73%	52%	49%	57%	51%	61%
ADAMS12 FIVE STAR PRESCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CENTENNIAL ELEMENTARY SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CHERRY DRIVE ELEMENTARY SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MC ELWAIN ELEMENTARY SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
PRAIRIE HILLS ELEMENTARY SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
RIVERDALE ELEMENTARY SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ROCKY MOUNTAIN ELEMENTARY SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
STARGATE CHARTER SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TARVER ELEMENTARY SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

	OR	DS	Overall
THORNTON HIGH SCHOOL	67%	N/A	61%
ADAMS12 FIVE STAR PRESCHOOL	N/A	N/A	N/A
CENTENNIAL ELEMENTARY SCHOOL	N/A	N/A	N/A
CHERRY DRIVE ELEMENTARY SCHOOL	N/A	N/A	N/A
MC ELWAIN ELEMENTARY SCHOOL	N/A	N/A	N/A
PRAIRIE HILLS ELEMENTARY SCHOOL	N/A	N/A	N/A
RIVERDALE ELEMENTARY SCHOOL	N/A	N/A	N/A
ROCKY MOUNTAIN ELEMENTARY SCHOOL	N/A	N/A	N/A
STARGATE CHARTER SCHOOL	N/A	N/A	N/A
TARVER ELEMENTARY SCHOOL	N/A	N/A	N/A

	Overall	NQ	SL	TL	MC	IS	PD	T	FR	CI
THE INTERNATIONAL SCHOOL AT THORNTON MIDDLE	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WESTGATE CHARTER	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WESTLAKE MIDDLE SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WOODGLEN ELEMENTARY SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

	OR	DS	Overall
THE INTERNATIONAL SCHOOL AT THORNTON MIDDLE	N/A	N/A	N/A
WESTGATE CHARTER	N/A	N/A	N/A
WESTLAKE MIDDLE SCHOOL	N/A	N/A	N/A
WOODGLEN ELEMENTARY SCHOOL	N/A	N/A	N/A

M M
CAMBRIDGE EDUCATION

RESULTS
Item level results from your report

NQ New Teacher Questions

Only delivered to new teachers (1-3 years at current school), these questions relate to specific supports for new teachers (e.g., training, mentoring).

OVERALL FAVORABILITY

75%

COMPARE RESULT

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

75%

66%

Colorado

Distribution of responses

37	55	26	4	0	122
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
79%	75%	69%	100%	Not Enough Data	Not Enough Data
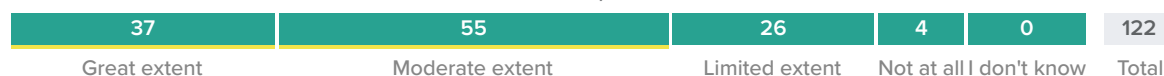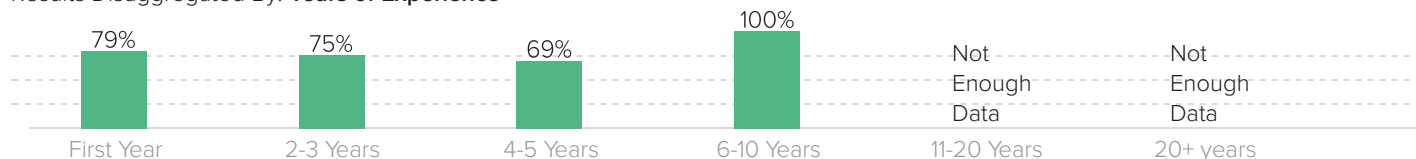
Q To what degree do you feel that you have received adequate support as a new teacher?

74%

71%

Colorado

Distribution of responses

142	181	90	21	14	448
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
81%	77%	73%	68%	70%	80%
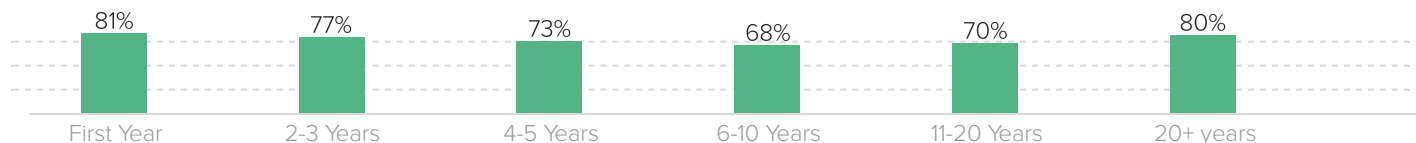
NQ More New Teacher Questions results on next page

NQ New Teacher Questions (cont)

COMPARE RESULT

Q Have you received any new teacher supports at this school?

Distribution of responses

303	124	24	**451**

■ Yes ■ No ■ I don't know

Total

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

Distribution of responses

122	171	4	**297**

■ Yes ■ No ■ I don't know

Total

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

Distribution of responses

242	107	93	20	161	127	182	139	138	38	**1247**

Total

■ New teacher orientation (e.g., welcome, administrative procedures)
■ New teacher training to develop content knowledge ■ New teacher training to develop pedagogy
■ Reduced teaching responsibilities ■ Scheduled shared planning time
■ Classroom coverage to enable me to observe other classrooms ■ Ongoing dialogue with school leaders
■ Networking with other new teachers ■ Scheduled time with my mentor teacher ■ Other

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

79%
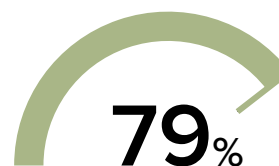
COMPARE RESULT

Q This school is led by an effective team.

83%

82%

Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
497	684	161	78	17	1437

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
91%	90%	85%	82%	82%	79%
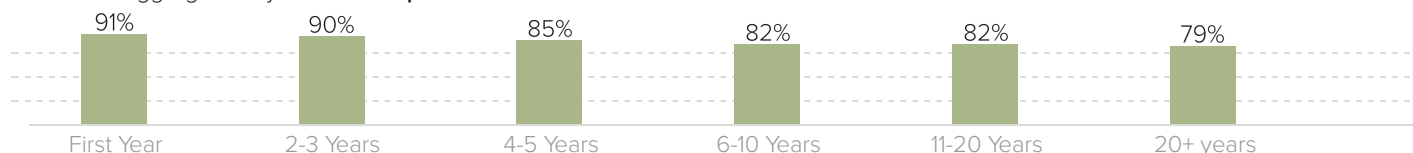
Q Our work together is guided by a shared vision that is student focused.

88%

86%

Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
513	740	130	37	19	1439

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
93%	90%	91%	87%	88%	87%
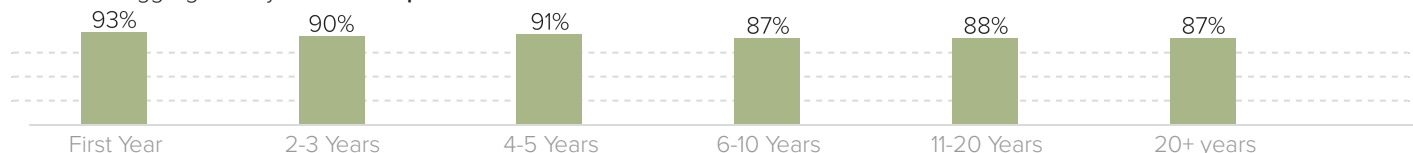
SL More School Leadership results on next page

SL School Leadership (cont)

COMPARE RESULT

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

79%

77%
Colorado

Distribution of responses

292	776	238	52	79	1437
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

84%	84%	82%	80%	77%	74%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

Q School staff show respect for each other.

91%

88%
Colorado

Distribution of responses

437	862	107	20	13	1439
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

92%	89%	92%	92%	92%	89%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
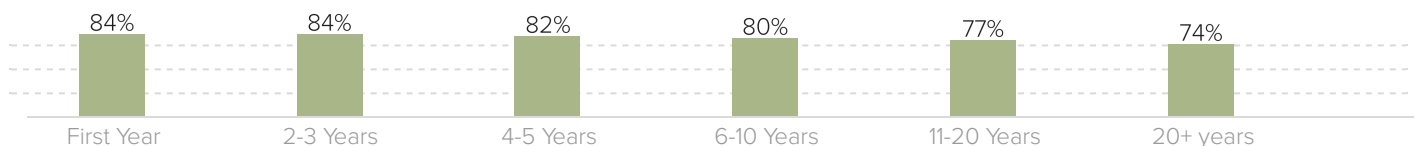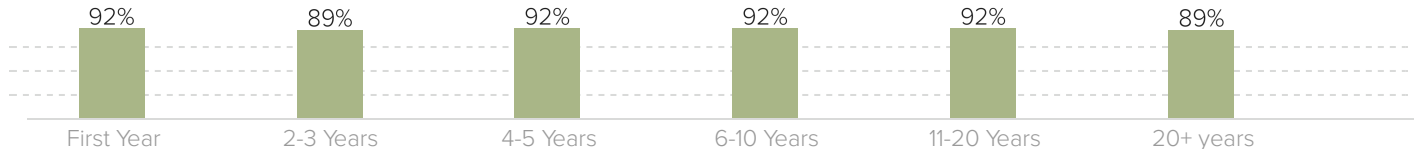
Q Staff feel comfortable raising important issues with school leaders.

79%

77%
Colorado

Distribution of responses

450	654	213	88	32	1437
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

79%	79%	81%	76%	79%	77%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

SL More School Leadership results on next page

SL School Leadership (cont)

COMPARE RESULT

80%
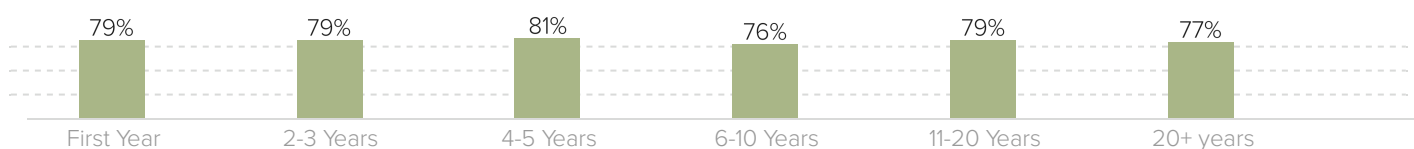
Q Teachers are provided with informal feedback to improve their instruction.

77%

Colorado

Distribution of responses

336	754	250	77	17	1434
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

79%	79%	80%	76%	77%	74%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

73%
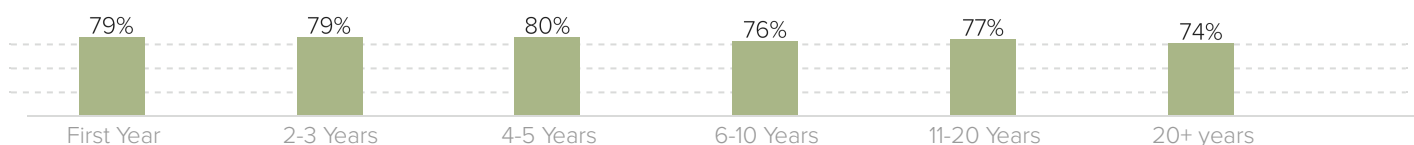
Q Teachers' effectiveness is accurately assessed through the school's teacher evaluation process.

67%

Colorado

Distribution of responses

221	695	318	126	71	1431
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

67%	76%	75%	66%	68%	59%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

71%
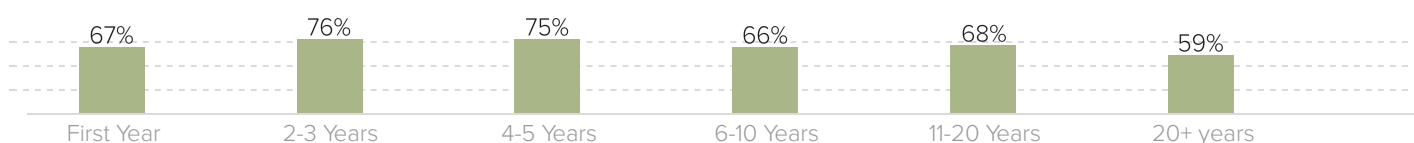
Q The teacher evaluation process provides teachers with actionable feedback for improvement.

64%

Colorado

Distribution of responses

198	683	352	140	61	1434
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

70%	72%	72%	61%	64%	57%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
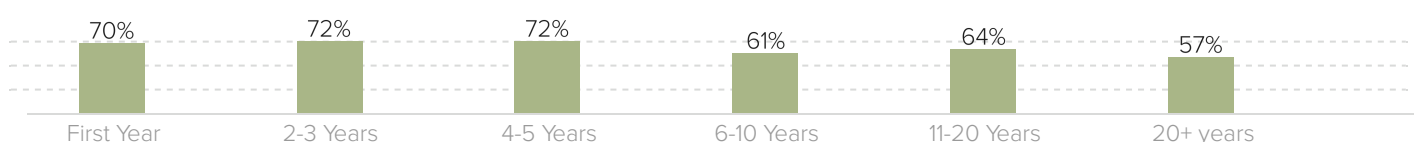
RESULTS

Item level results from your report

TL Teacher Leadership

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

OVERALL FAVORABILITY

84%
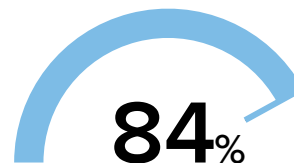
COMPARE RESULT

Q Teachers' professional expertise is valued.

86%

Colorado **82%**

Distribution of responses

425	789	144	52	28	1438
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
90%	90%	89%	87%	85%	81%
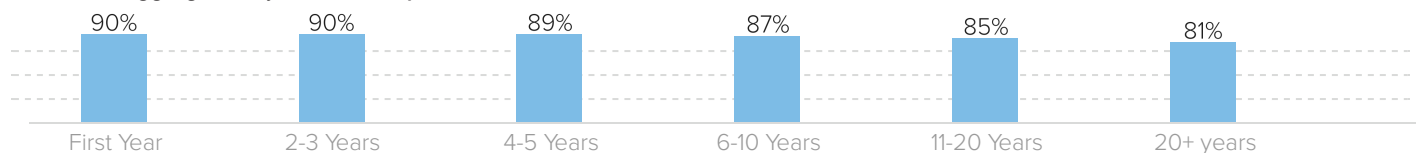
Q There is a process in place for collaborative problem solving in this school.

86%

Colorado **78%**

Distribution of responses

388	799	152	46	52	1437
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
86%	87%	85%	84%	87%	84%
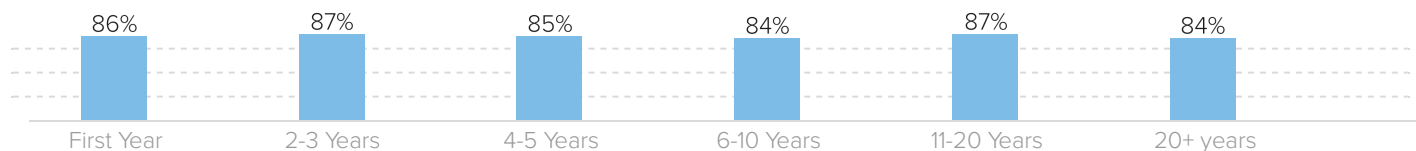
TL More Teacher Leadership results on next page

TL Teacher Leadership (cont)

COMPARE RESULT

Q Teachers have leadership opportunities in this school.

89%

85%

Colorado

Distribution of responses

481	750	125	32	46	1434
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

79%	81%	87%	89%	91%	92%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
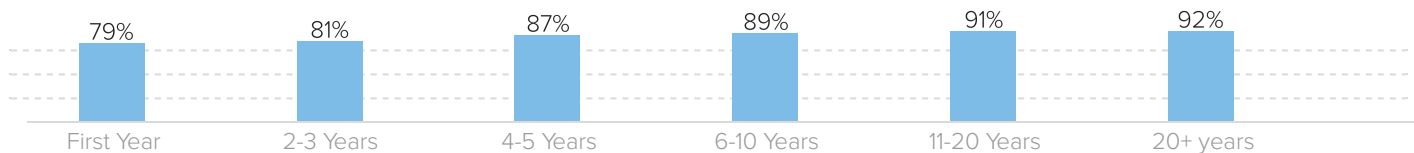
Q Teachers have an adequate level of influence on important school decisions.

77%

71%

Colorado

Distribution of responses

299	751	257	61	68	1436
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

81%	84%	79%	78%	76%	71%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
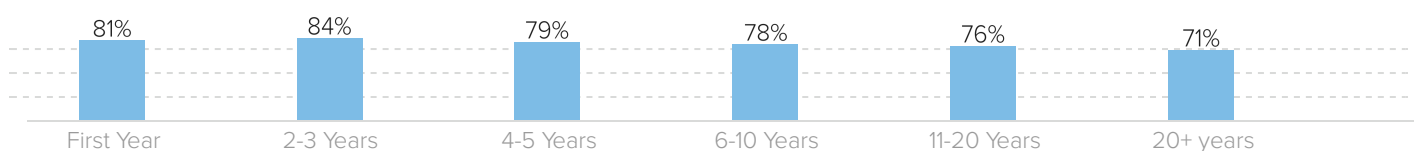
RESULTS
Item level results from your report

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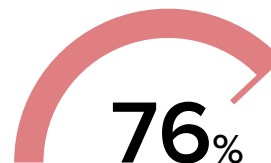
This area centers on school safety and expectations for student behavior.
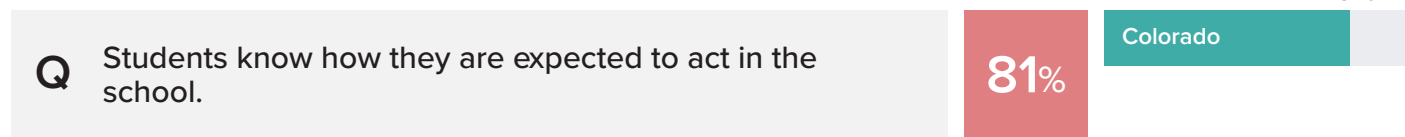
OVERALL FAVORABILITY

76%

COMPARE RESULT

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

81%

81%

Colorado	

Distribution of responses

322	840	188	80	7	1437
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

80%	82%	83%	79%	82%	81%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

Q **Students have the knowledge, skills and supports needed to focus on learning.**

72%

77%

Colorado	

Distribution of responses

173	845	332	56	28	1434
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

66%	77%	75%	70%	71%	75%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
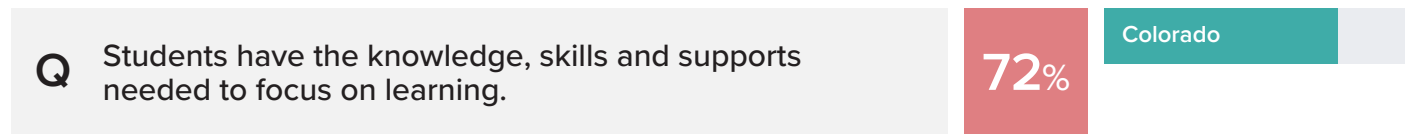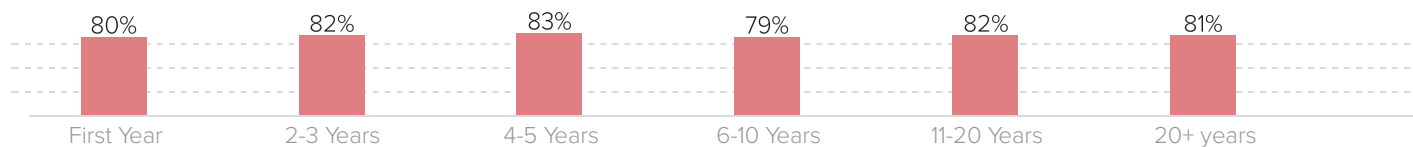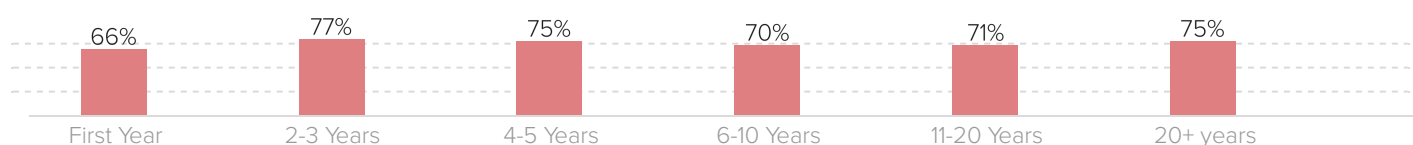
MC More Managing Student Conduct results on next page

MC **Managing Student Conduct (cont)**

COMPARE RESULT

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

57%

57%

| Colorado | |

Distribution of responses

175	624	441	168	29	1437
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

67%	54%	56%	56%	56%	58%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
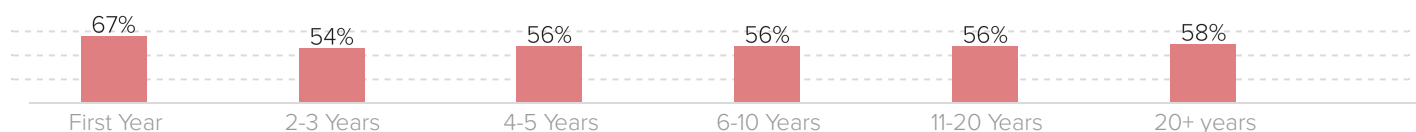
Q This school is a safe place for students to learn.

92%

91%

| Colorado | |

Distribution of responses

389	908	98	21	22	1438
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

92%	95%	95%	88%	91%	91%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
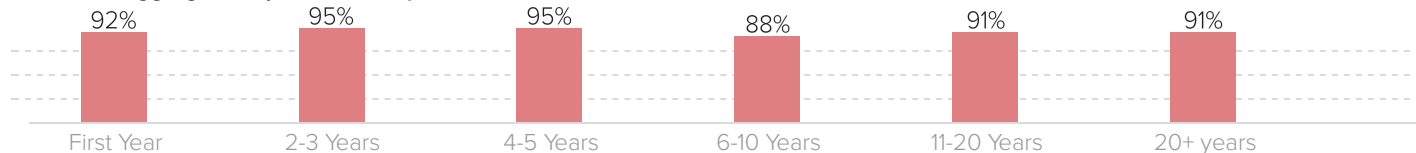
RESULTS
Item level results from your report

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

86%
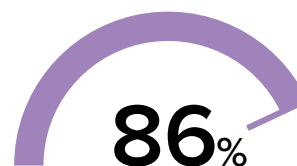
COMPARE RESULT

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

91%

90%

Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
378	865	115	15	60	1433

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
91%	88%	93%	88%	91%	92%
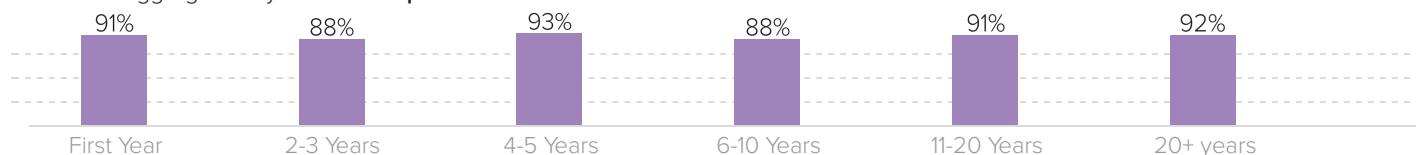
Q Staff in this school hold themselves accountable for the academic growth of every child.

87%

88%

Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
397	812	150	24	51	1434

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
93%	88%	87%	88%	86%	87%

IS More Instructional Practices and Support results on next page

IS Instructional Practices and Support (cont)

COMPARE RESULT

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

85%

80%

Colorado

Distribution of responses

337	850	179	32	31	1429
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

84%	84%	88%	82%	85%	86%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

Q Students understand how class activities relate to learning objectives.

93%

92%

Colorado

Distribution of responses

262	1001	92	7	68	1430
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

94%	93%	88%	92%	94%	93%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

Q Instruction in this school encourages different cultural viewpoints.

89%

85%

Colorado

Distribution of responses

266	927	123	25	88	1429
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

90%	90%	89%	86%	92%	86%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

IS More Instructional Practices and Support results on next page
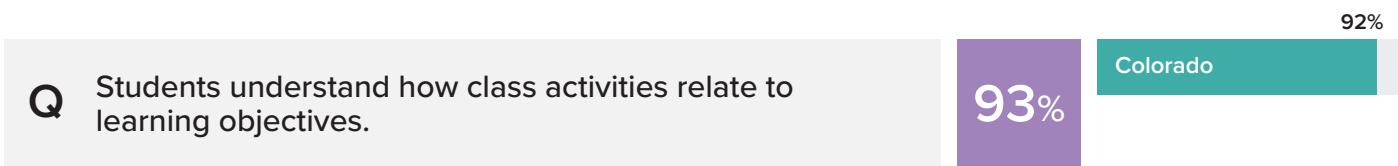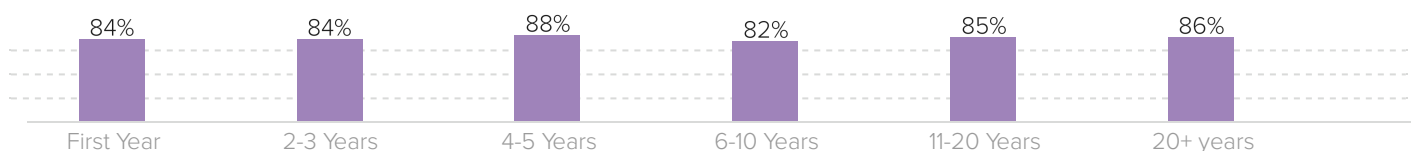
IS Instructional Practices and Support (cont)

COMPARE RESULT

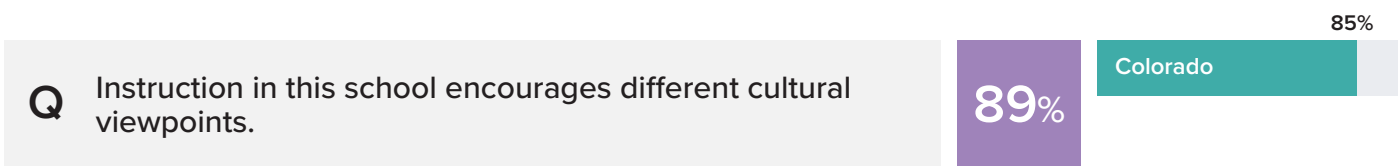**Q** The diverse academic needs of our students are met by this school's current curriculum.

72%

72%

Colorado

Distribution of responses

191	777	310	58	94	1430
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

73%	77%	71%	67%	74%	73%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
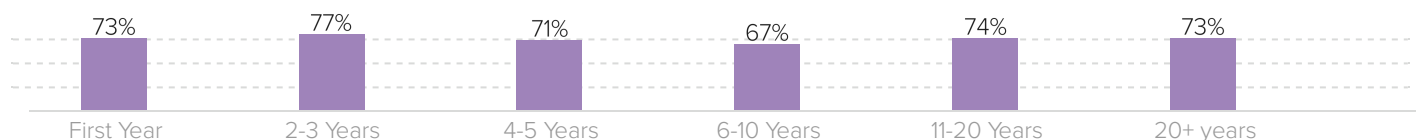
Q English Learners are adequately supported in this school.

85%

80%

Colorado

Distribution of responses

359	800	165	37	68	1429
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

86%	81%	84%	85%	88%	83%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
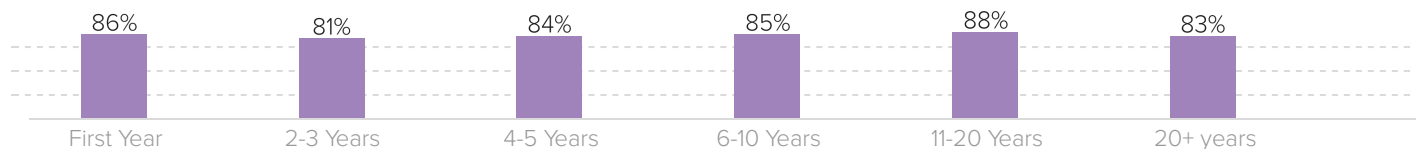
Q Students with disabilities are adequately supported in this school.

84%

82%

Colorado

Distribution of responses

347	815	178	46	48	1434
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

92%	85%	83%	81%	84%	84%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
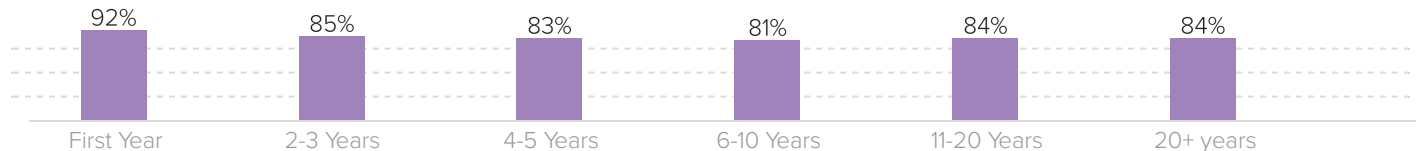
IS Instructional Practices and Support (cont)

COMPARE RESULT

Q Gifted students are adequately supported in this school.

74%

75%

Colorado

Distribution of responses

216	729	275	56	155	1431
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
76%	77%	70%	70%	76%	74%
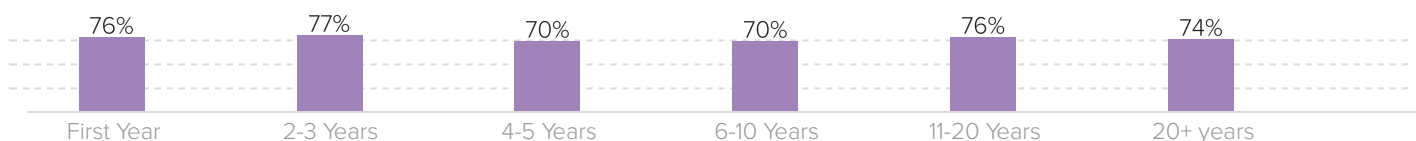
Q Students' social and emotional learning is adequately supported in this school.

73%

76%

Colorado

Distribution of responses

229	783	287	83	48	1430
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
77%	83%	77%	72%	71%	69%
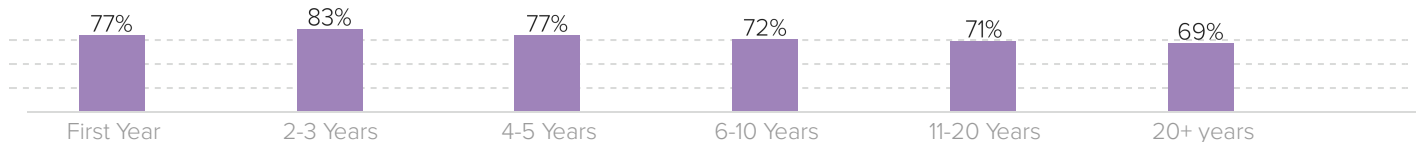
Q Teachers have the autonomy to make important decisions in their classrooms.

91%

91%

Colorado

Distribution of responses

496	778	107	25	25	1431
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
93%	91%	95%	91%	91%	85%

IS More Instructional Practices and Support results on next page

IS Instructional Practices and Support (cont)

COMPARE RESULT

Q Teachers feel supported in trying new instructional strategies.

94%

92%
Colorado

Distribution of responses

516	800	66	17	30	1429
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

91%	96%	98%	94%	94%	93%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

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

98%

97%
Colorado

Distribution of responses

630	753	27	4	20	1434
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

96%	97%	95%	97%	99%	100%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

RESULTS
Item level results from your report

PD **Professional Development**

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

OVERALL FAVORABILITY

68%

COMPARE RESULT

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

74%

73%

Colorado

Distribution of responses

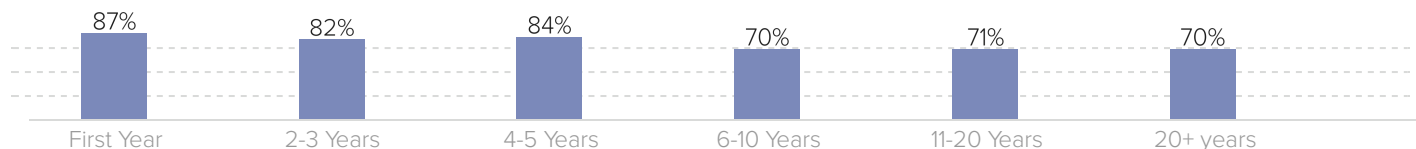| 200	703	251	64	213	1431
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
87%	82%	84%	70%	71%	70%

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

60%

65%

Colorado

Distribution of responses

170	640	413	135	70	1428
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
64%	72%	70%	56%	58%	52%

PD More Professional Development results on next page

CAMBRIDGE EDUCATION

PD **Professional Development (cont)**

COMPARE RESULT

Q The effectiveness of professional development is assessed regularly.

59%

58%

Colorado

Distribution of responses

157	583	400	120	168	1428
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

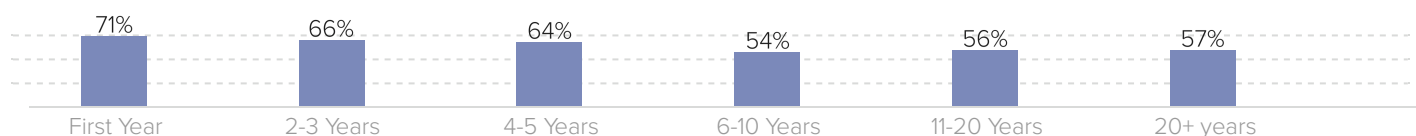| 71%	66%	64%	54%	56%	57%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

Q Professional learning (e.g., instructional coaching, PLCs, training) has a positive impact on teaching and learning in our classrooms.
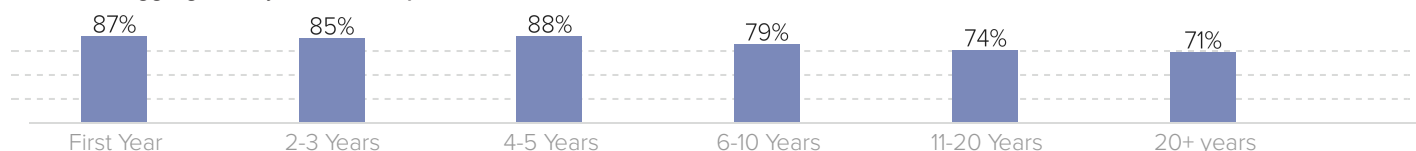
78%

77%

Colorado

Distribution of responses

268	761	226	61	111	1427
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

87%	85%	88%	79%	74%	71%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

Q All teachers receive ongoing support and coaching to improve their practice.

71%

70%

Colorado

Distribution of responses

244	738	309	99	35	1425
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

84%	74%	74%	69%	69%	66%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
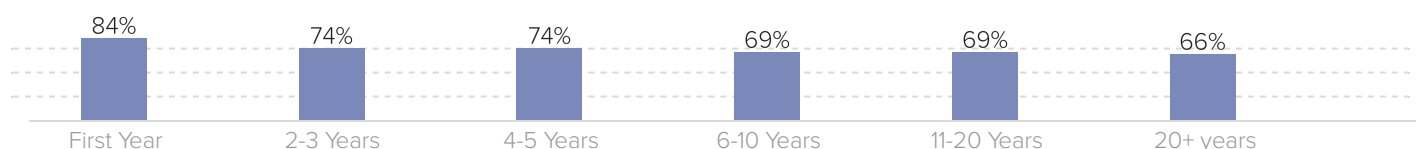
PD More Professional Development results on next page

PD Professional Development (cont)

COMPARE RESULT

72%

Q Teachers receive adequate professional development to effectively use student data.

75%

| Colorado | |

Distribution of responses

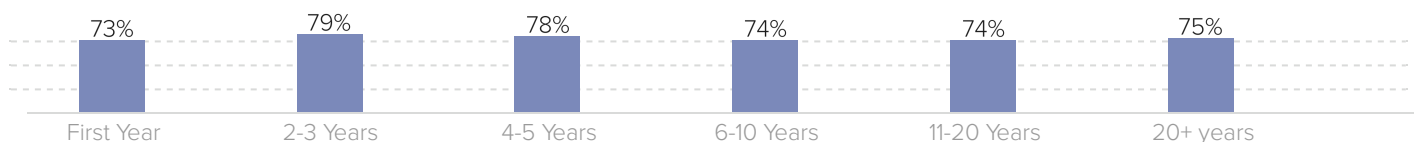| 224	814	277	66	46	**1427**
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

73%	79%	78%	74%	74%	75%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

63%

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

59%

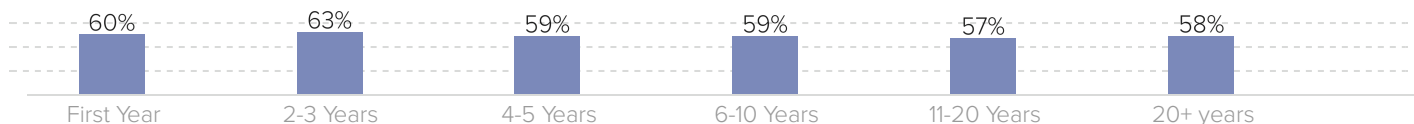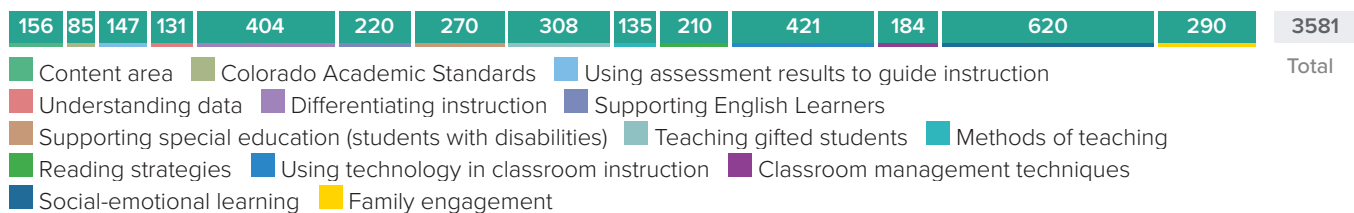| Colorado | |

Distribution of responses

172	630	436	132	51	**1421**
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

60%	63%	59%	59%	57%	58%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

Q Which of the following would be most beneficial for teachers in this school to learn more about?

Distribution of responses

156	85	147	131	404	220	270	308	135	210	421	184	620	290	**3581**

Total

■ Content area ■ Colorado Academic Standards ■ Using assessment results to guide instruction
■ Understanding data ■ Differentiating instruction ■ Supporting English Learners
■ Supporting special education (students with disabilities) ■ Teaching gifted students ■ Methods of teaching
■ Reading strategies ■ Using technology in classroom instruction ■ Classroom management techniques
■ Social-emotional learning ■ Family engagement

TLCC
Teaching & Learning Conditions Colorado

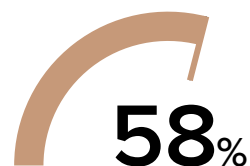**M** **M**
CAMBRIDGE
EDUCATION

RESULTS
Item level results from your report

T Time

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

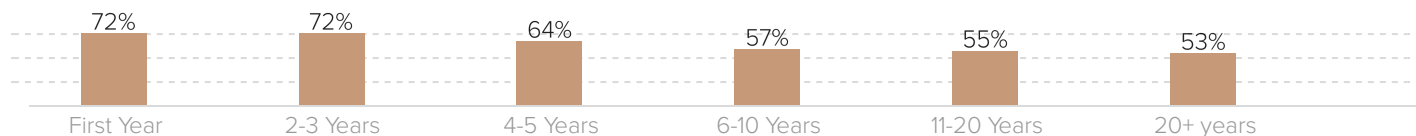**OVERALL FAVORABILITY**

58%

COMPARE RESULT

58%

Q Teachers have adequate time to prepare for instruction.

59%

| Colorado | |

Distribution of responses

191	635	386	196	24	1432
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
72%	72%	64%	57%	55%	53%

64%

Q Teachers' time is protected from duties that take time away from teaching.

64%

| Colorado | |

Distribution of responses

179	709	367	137	40	1432
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
66%	71%	70%	61%	63%	59%
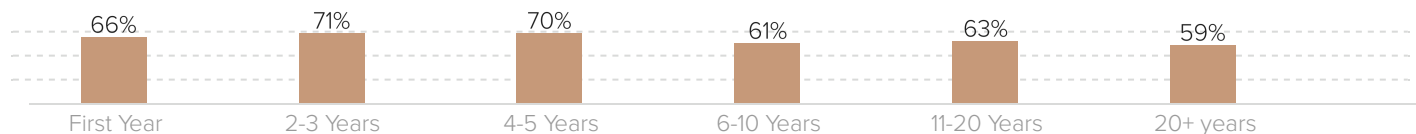
T More Time results on next page

T **Time (cont)**

COMPARE RESULT

Q Teachers have adequate time to analyze and respond to student assessment data.
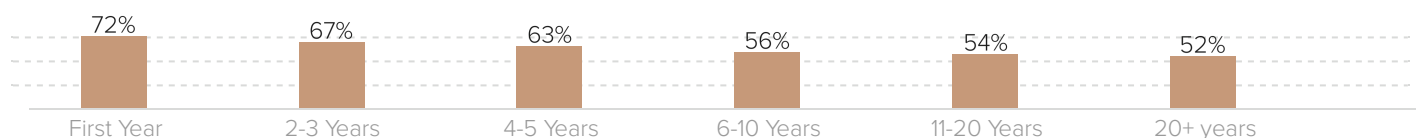
57%

54%

Colorado

Distribution of responses

116	681	446	149	34	1426
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

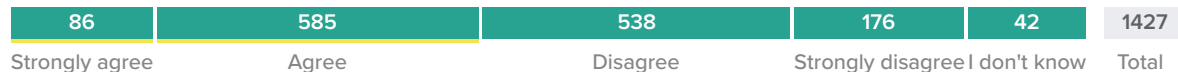| First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
72%	67%	63%	56%	54%	52%

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

48%

53%

Colorado

Distribution of responses

86	585	538	176	42	1427
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
59%	57%	54%	46%	45%	45%
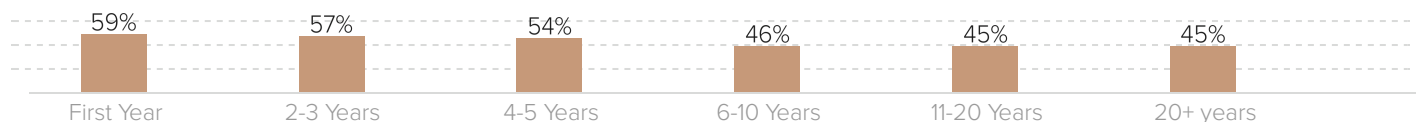
Q Teachers have adequate time to communicate with their students' families.

67%

65%

Colorado

Distribution of responses
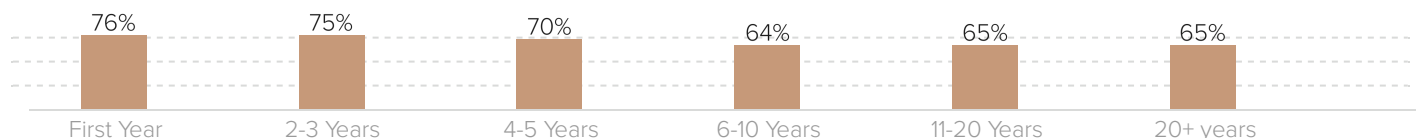
96	846	368	95	22	1427
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
76%	75%	70%	64%	65%	65%

T More Time results on next page

T Time (cont)

COMPARE RESULT

52%

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

50%

| Colorado | |

Distribution of responses

91	538	444	197	158	1428
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
67%	69%	60%	51%	44%	38%
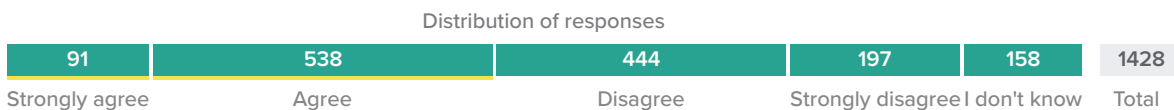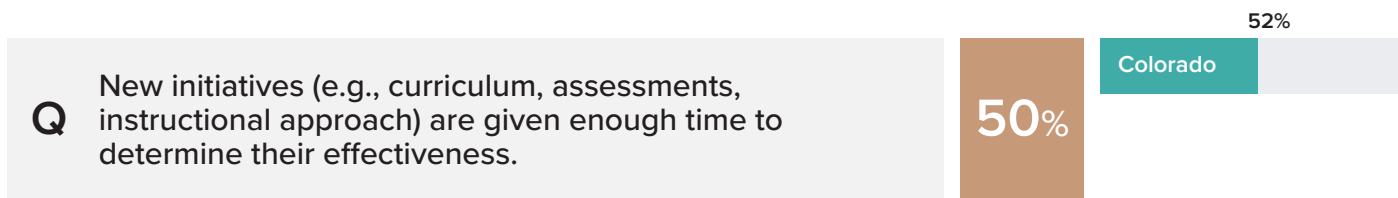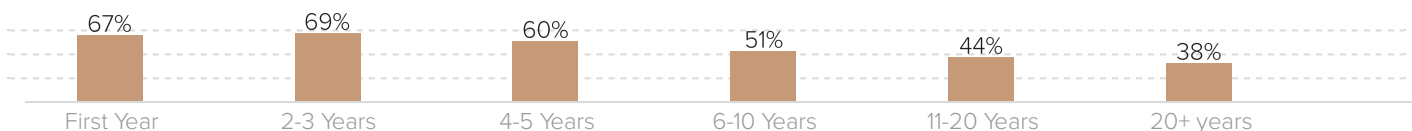
RESULTS
Item level results from your report

FR Facilities and Resources

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

OVERALL FAVORABILITY

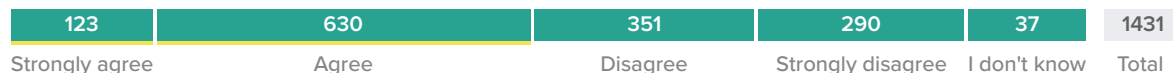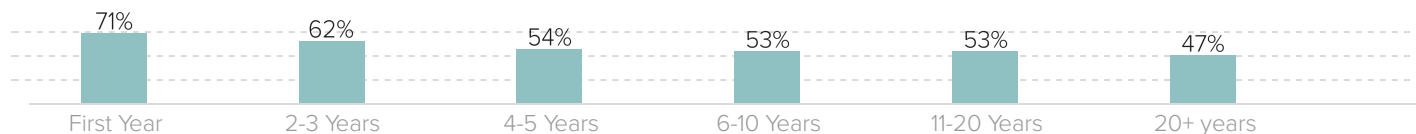**72**%

COMPARE RESULT

Q Class size(s) are reasonable.

54%

73%

| Colorado |

Distribution of responses

123	630	351	290	37	1431
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
71%	62%	54%	53%	53%	47%

Q Instructional resources are adequate to support student learning.

61%

73%

| Colorado |

Distribution of responses

107	742	394	138	49	1430
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
71%	59%	68%	63%	61%	54%
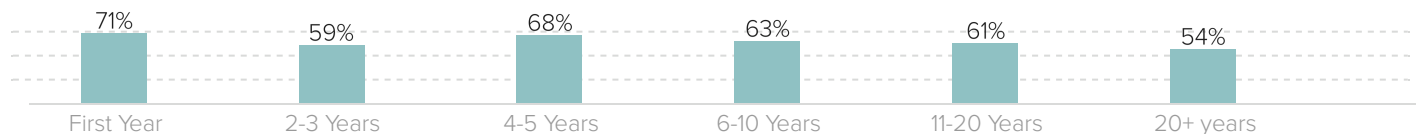
FR More Facilities and Resources results on next page

M M CAMBRIDGE EDUCATION

FR Facilities and Resources (cont)

COMPARE RESULT
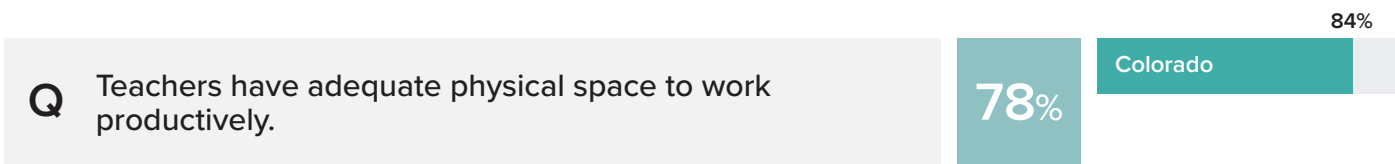
84%

Q Teachers have adequate physical space to work productively.

78%

Colorado

Distribution of responses

241	868	229	82	9	1429
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
86%	76%	83%	79%	77%	74%

93%

Q Our school is a safe place to work.

93%

Colorado

Distribution of responses

435	863	78	23	32	1431
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
97%	94%	97%	92%	93%	89%
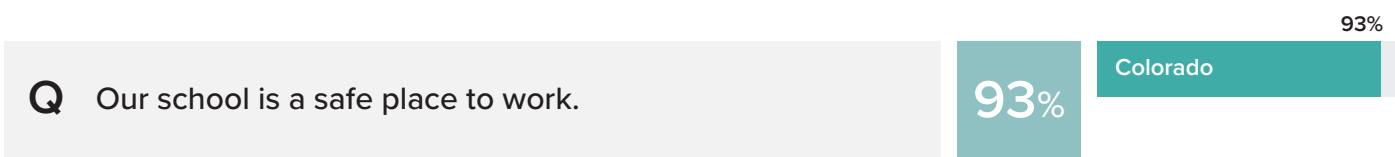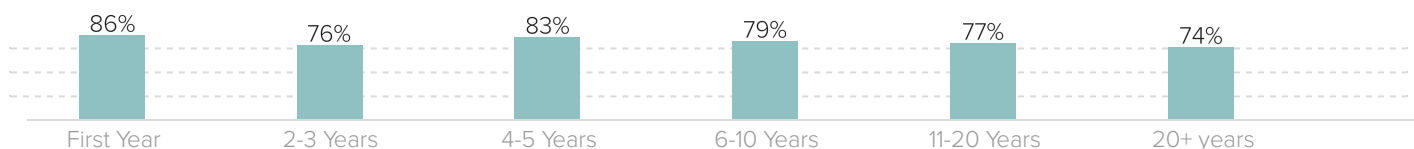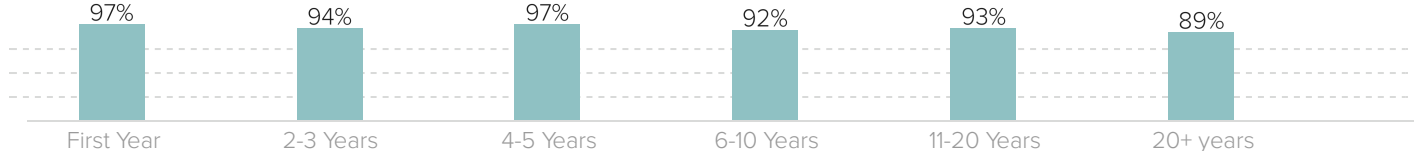
RESULTS
Item level results from your report

CI Community Support and Involvement

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

OVERALL FAVORABILITY

82%

COMPARE RESULT

| **Q** The community is supportive of the school. | **83**% |

86%
Colorado

Distribution of responses

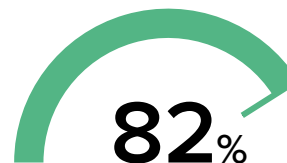| 249	860	190	38	94	1431
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

94%	86%	82%	81%	81%	85%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
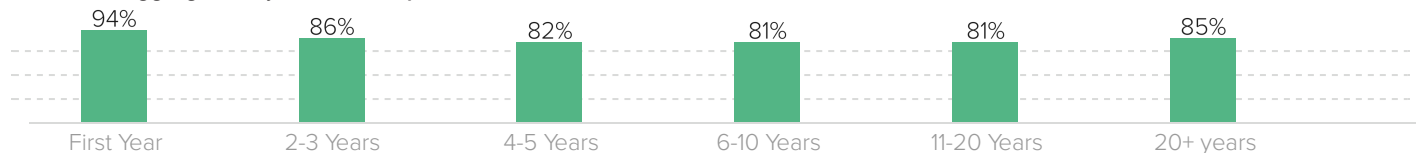
| **Q** The school's efforts to engage families are effective. | **75**% |

78%
Colorado

Distribution of responses

221	768	283	42	117	1431
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

82%	82%	78%	77%	74%	69%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
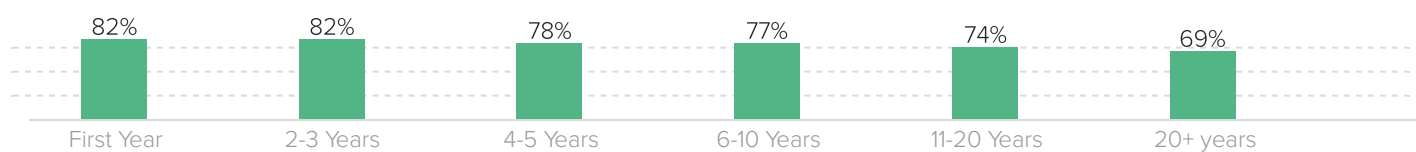
CI More Community Support and Involvement results on next page

CI Community Support and Involvement (cont)

COMPARE RESULT

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

77%

76%
Colorado

Distribution of responses

180	762	240	42	205	1429
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
84%	83%	80%	73%	77%	74%
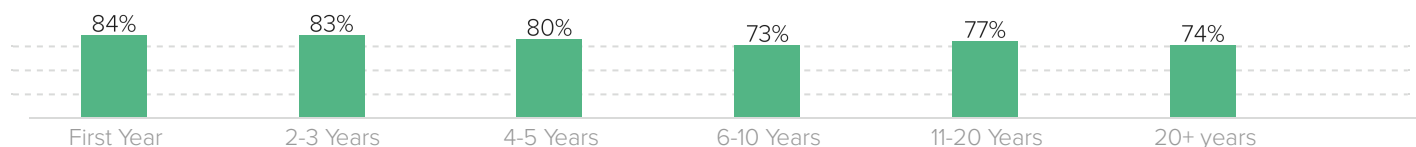
Q All families have access to information about what is happening in the school.

92%

91%
Colorado

Distribution of responses

431	823	100	11	67	1432
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
93%	94%	88%	92%	93%	91%
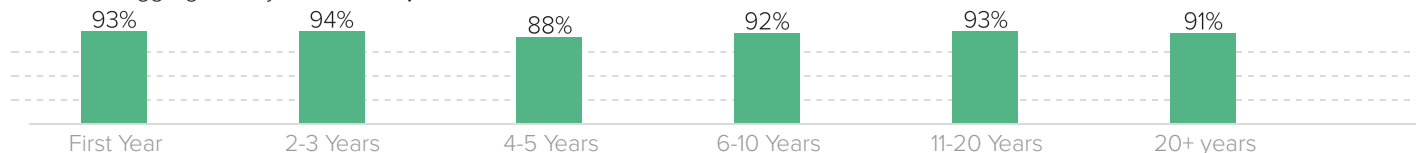
RESULTS
Item level results from your report

OR Overall Reflection

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

OVERALL FAVORABILITY

89%

COMPARE RESULT

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

88%

87%
Colorado

Distribution of responses

456	746	123	39	67	1431
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

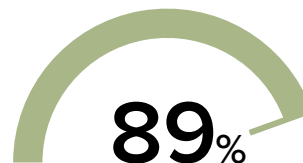Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
87%	92%	90%	86%	89%	86%

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

90%

91%
Colorado

Distribution of responses

443	804	107	36	41	1431
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
90%	93%	92%	88%	88%	91%
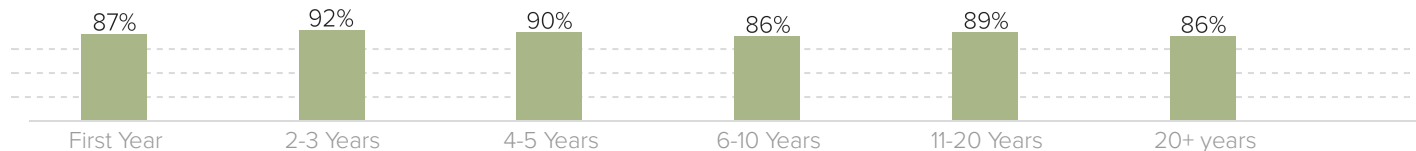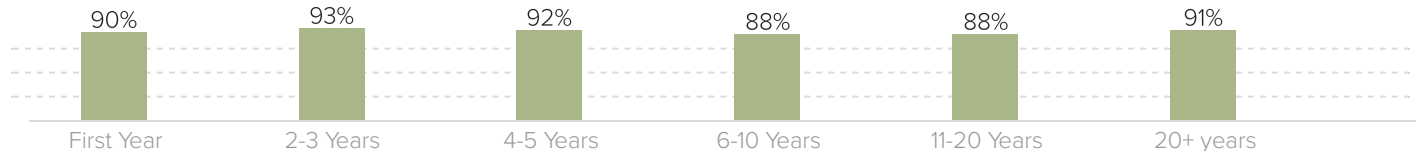
OR More Overall Reflection results on next page

OR **Overall Reflection (cont)**

COMPARE RESULT

Q Are you hoping to continue your position in the same school next school year?

Distribution of responses

| 1300 | 125 | 0 | **1425** |

■ Yes ■ No ■ I don't know

Total

Q Location of future position:

Distribution of responses

| 4 | 41 | 5 | 42 | 4 | 28 | **124** |

■ Continue in current school ■ Continue in district but different school ■ Move to district position in current district
■ Move to another district ■ Stay in education but not in a public school or district ■ Leave the field of education

Total

Q Type of future position:

Distribution of responses

| 55 | 28 | 8 | 33 | **124** |

■ Continue in current type of position ■ Move to a new teaching position ■ Move to a new leadership position
■ Other

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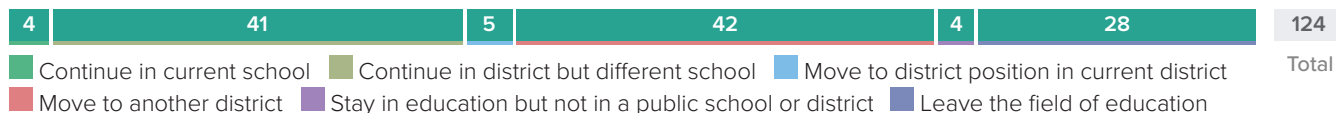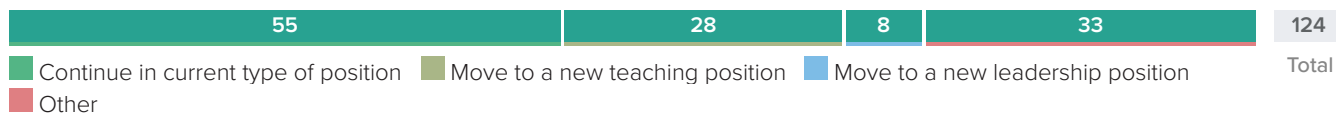
Q Which of the following most affects your decision about whether to continue working at this school?

Distribution of responses

| 44 | 74 | 61 | 502 | 492 | 43 | 49 | 138 | **1403** |

■ Length of the work day ■ Facilities and resources ■ Community support and engagement ■ School leadership
■ The school staff ■ School mission ■ District leadership ■ Salary

Total
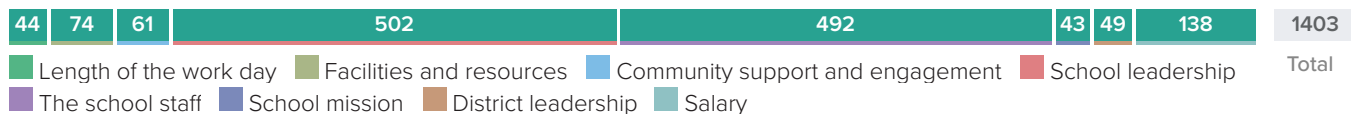
RESULTS
Item level results from your report

DS **District Supports**

Unique to building leaders (excluding charter leaders), these questions ask about their impressions of district support for the school.

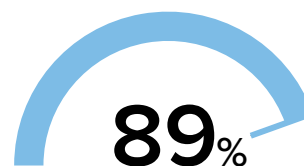**OVERALL FAVORABILITY**

89%

COMPARE RESULT

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

90%

85%
Colorado

Distribution of responses

16	19	3	1	1	40
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
Not Enough Data	100%	100%	83%	86%	Not Enough Data
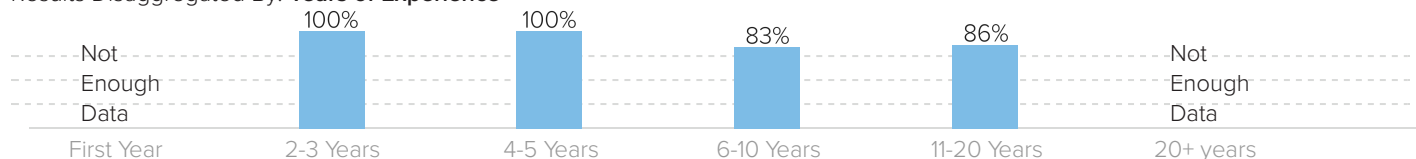
Q The district provides principals with support when they need it.

89%

86%
Colorado

Distribution of responses

8	26	3	1	2	40
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
Not Enough Data	86%	100%	83%	100%	Not Enough Data

DS More District Supports results on next page

DS District Supports (cont)

COMPARE RESULT

79%

Q The district clearly describes expectations for schools.

85%

Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
11	22	6	0	1	40

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
Not Enough Data	71%	89%	75%	100%	Not Enough Data

79%

Q The district provides constructive feedback to school leadership to improve performance.
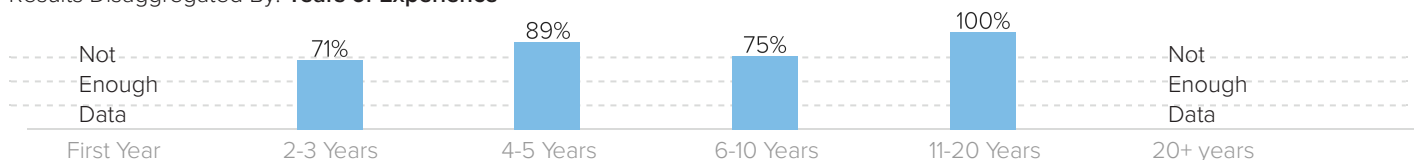
89%

Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
8	26	4	0	3	41

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
Not Enough Data	100%	90%	83%	83%	Not Enough Data

79%
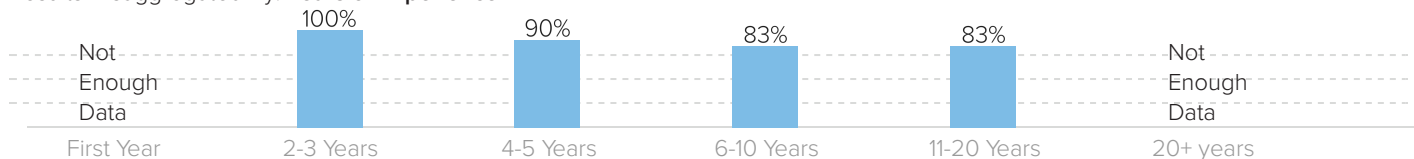
Q School leaderships' effectiveness is accurately assessed through the district's evaluation process.

86%

Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
10	20	4	1	6	41

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
Not Enough Data	100%	90%	75%	83%	Not Enough Data
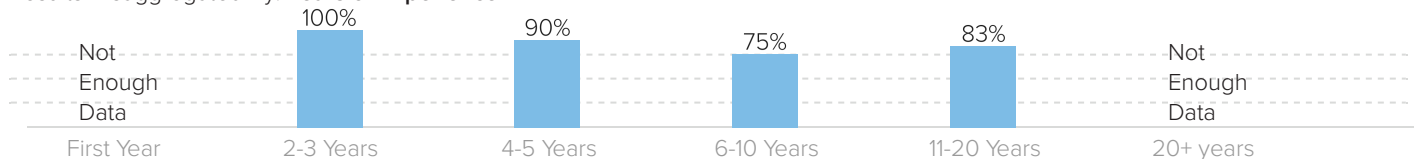
DS More District Supports results on next page

DS District Supports (cont)

COMPARE RESULT

Q The district makes principal professional development a priority.

95%

76%

Colorado

Distribution of responses

15	22	2	0	2	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

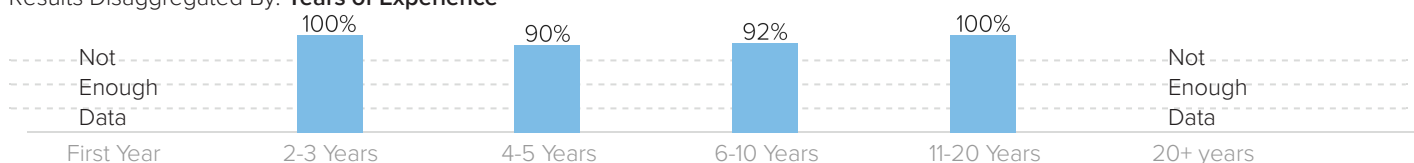| First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
Not Enough Data	100%	90%	92%	100%	Not Enough Data

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

79%

77%

Colorado

Distribution of responses
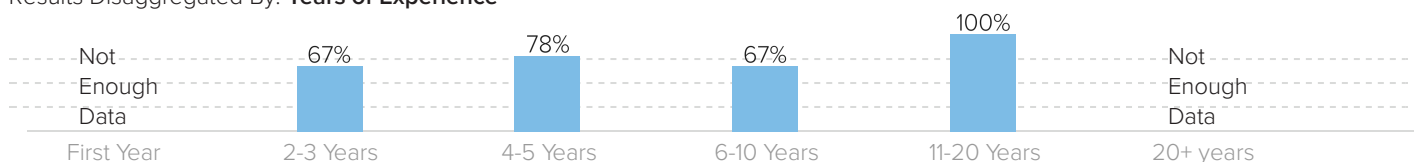
13	17	6	2	3	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
Not Enough Data	67%	78%	67%	100%	Not Enough Data

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

98%

84%

Colorado

Distribution of responses

14	25	1	0	1	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
Not Enough Data	100%	100%	100%	100%	Not Enough Data

DS More District Supports results on next page

DS District Supports (cont)

COMPARE RESULT

Q District leadership takes steps to solve problems.

92%

87%

Colorado

Distribution of responses

13	23	3	0	2	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

	First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
	Not Enough Data	100%	100%	92%	100%	Not Enough Data

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

Distribution of responses

5	5	5	3	5	3	7	5	12	8	6	22	86
												Total

■ Instructional leadership ■ Student assessment ■ Creating positive learning environments
■ School Improvement Planning (e.g., Unified Improvement Planning) ■ Budgeting ■ School scheduling
■ Staffing (hiring etc.) ■ Teacher evaluation ■ Teacher remediation/coaching ■ Data-driven decision making
■ Working with families and community ■ Support for students' social, emotional and mental health