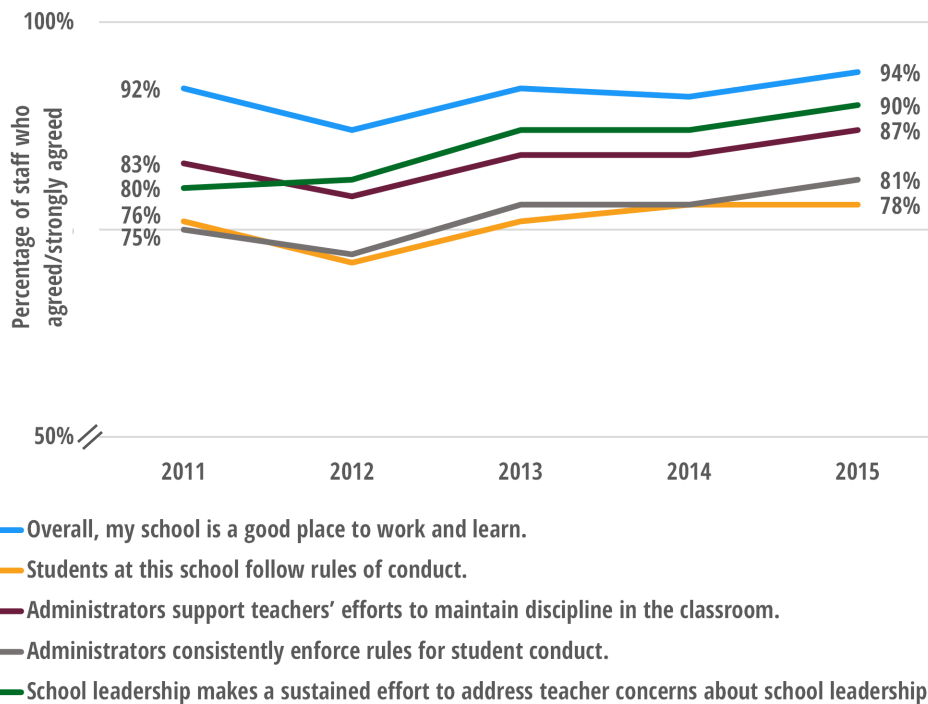


Which Staff TELL AISD survey items best reflect school climate?

What are the longitudinal results for these items?

A thorough analysis of the survey results for 2013 through 2015 indicated two items consistently best reflected staff climate/working conditions at every school level each year: a) School leadership makes a sustained effort to address teacher concerns about school leadership, and b) Overall, my school is a good place to work and learn. A third item ranked near the top for middle and elementary schools but did not make the list of items that best reflected climate/working conditions at the high school level: Administrators consistently enforce rules for student conduct. Figure 1 displays the results for these items and two others that are under consideration for inclusion in the AISD Strategic Plan Scorecard.

Figure 1. Results improved for each item, but the greatest increase from Spring 2011 to Spring 2015 was for the item that best reflected school staff climate/working conditions.



Note. Results represent the percentage of campus staff who agreed/strongly agreed. Items displayed in Figure 1 were selected due to proposed inclusion in the AISD Strategic Plan Scorecard and/or their strong relationship with overall school climate/working conditions.

Either of the two top-ranking items would be useful indicators of school climate/working conditions. However, we recommend using the most conceptually comprehensive item: Overall, my school is a good place to work and learn.

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What methodology was used?

We used principal components factor analyses to identify the individual item each year that best represented each construct measured on the survey.

We correlated the most representative items from each construct at the elementary, middle, and high school level for 2013, 2014, and 2015. We identified the items strongly related to items from other constructs. This resulted in a list of the items most representative of all constructs measured on the survey.

