

Aurora Public Schools

Division of Accountability and Research



**Aurora Public Schools TELL Survey 2017
Comparison Report**

Aurora Public Schools TELL Survey 2017
Division of Accountability Research

Q2.1 Use of Time in School

| Question | %Ag/SA | | | | | |
|---|--------|-------|-------|-------|-------------|-------------|
| | APS13 | APS15 | APS16 | APS17 | 1 Yr Change | 4 Yr Change |
| a. Teachers have reasonable class sizes. | 47.2% | 50.2% | 57.9% | 64.5% | 6.6% | 17.3% |
| b. Teachers have sufficient instructional time to meet the needs of all students. | 43.6% | 47.5% | 53.3% | 61.4% | 8.1% | 17.8% |
| c. Teachers have time available to collaborate with their colleagues. | 53.2% | 63.9% | 66.4% | 73.7% | 7.3% | 20.5% |
| d. The non-instructional time provided for teachers in my school is sufficient. | 38.5% | 47.3% | 49.3% | 59.4% | 10.1% | 20.9% |
| e. Efforts are made to minimize the amount of routine administrative paperwork teachers are required to do. | 42.7% | 45.9% | 48.6% | 54.7% | 6.1% | 12.0% |
| f. Teachers are protected from duties that interfere with their essential role of educating students. | 52.6% | 63.1% | 64.2% | 70.1% | 5.9% | 17.5% |
| g. Teachers are allowed to focus on educating students with minimal interruptions. | 58.8% | 58.2% | 60.1% | 64.0% | 3.9% | 5.2% |

Q3.1 School Facilities and Resources

| Question | %Ag/SA | | | | | |
|--|--------|-------|-------|-------|-------------|-------------|
| | APS13 | APS15 | APS16 | APS17 | 1 Yr Change | 4 Yr Change |
| a. Teachers have sufficient access to appropriate instructional materials and resources. | 69.0% | 68.2% | 67.6% | 68.1% | 0.5% | -0.9% |
| b. Teachers have sufficient access to instructional tech., including computers, printers, software and internet. | 68.6% | 64.8% | 66.4% | 72.9% | 6.5% | 4.3% |
| c. Teachers have sufficient training and support to fully utilize available instructional technology. | 54.6% | 54.6% | 55.7% | 60.5% | 4.8% | 5.9% |
| d. Teachers have sufficient access to reliable communications technology including phones, faxes and email. | 94.1% | 92.0% | 93.3% | 91.7% | -1.6% | -2.4% |
| e. Teachers have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc. | 79.1% | 75.0% | 71.4% | 77.3% | 5.9% | -1.8% |
| f. Teachers have sufficient access to a broad range of professional personnel. | 69.7% | 76.9% | 79.0% | 78.9% | -0.1% | 9.2% |

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| Question | %Ag/SA | | | | | |
|---|--------|-------|-------|-------|-------------|-------------|
| | APS13 | APS15 | APS16 | APS17 | 1 Yr Change | 4 Yr Change |
| g. The physical environment of classrooms (e.g., lighting, temperature, air circulation) supports teaching and learning. | 72.8% | 72.8% | 77.1% | 76.3% | -0.8% | 3.5% |
| h. Teachers receive appropriate training and guidance from school library staff to help students to become proficient in 21st century skills. | - | 38.1% | 39.6% | 42.9% | 3.3% | - |
| i. Teachers and students have access to current, diverse and ability-appropriate materials through the library. | - | 58.8% | 58.5% | 60.7% | 2.2% | - |
| j. Teachers have adequate professional space to work productively. | 83.9% | 77.3% | 80.8% | 83.2% | 2.4% | -0.7% |
| k. The school environment that is clean and well maintained. | 84.4% | 80.1% | 83.5% | 82.1% | -1.4% | -2.3% |

Q4.1 Community Support

| Question | %Ag/SA | | | | | |
|---|--------|-------|-------|-------|-------------|-------------|
| | APS13 | APS15 | APS16 | APS17 | 1 Yr Change | 4 Yr Change |
| a. The community we serve is supportive of this school. | 66.9% | 68.7% | 71.1% | 71.8% | 0.7% | 4.9% |
| b. Parents/guardians are influential decision makers in this school. | 36.8% | 41.2% | 43.8% | 45.8% | 2.0% | 9.0% |
| c. The school works directly with parents/guardians to improve the educational climate in students' homes | 59.1% | 64.3% | 67.4% | 68.8% | 1.4% | 9.7% |
| d. This school maintains clear, two-way communication with the community. | 70.7% | 72.2% | 74.4% | 76.2% | 1.8% | 5.5% |
| e. This school does a good job of encouraging parent/guardian involvement. | 68.5% | 76.0% | 76.4% | 78.5% | 2.1% | 10.0% |
| f. Teachers provide parents/guardians with useful information about student learning. | 83.9% | 85.6% | 84.3% | 87.2% | 2.9% | 3.3% |
| g. Parents/guardians support teachers, contributing to their success with students. | 48.3% | 52.4% | 55.9% | 59.5% | 3.6% | 11.2% |
| h. Community members support teachers, contributing to their success with students. | 52.0% | 54.6% | 56.8% | 58.6% | 1.8% | 6.6% |
| i. Parents/guardians know what is going on in this school. | 53.5% | 58.5% | 60.4% | 63.6% | 3.2% | 10.1% |

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Q5.1 Managing Student Conduct

| Question | %Ag/SA | | | | | |
|---|--------|-------|-------|-------|-------------|-------------|
| | APS13 | APS15 | APS16 | APS17 | 1 Yr Change | 4 Yr Change |
| a. Students at this school understand expectations for their conduct. | 72.5% | 66.5% | 69.3% | 69.1% | -0.2% | -3.4% |
| b. Students at this school follow rules of conduct. | 50.5% | 48.0% | 49.3% | 49.1% | -0.2% | -1.4% |
| c. Policies and procedures about student conduct are clearly understood by the faculty. | 62.9% | 57.2% | 58.5% | 58.7% | 0.2% | -4.2% |
| d. Administration consistently enforces rules for student conduct. | 50.2% | 46.1% | 50.8% | 47.8% | -3.0% | -2.4% |
| e. Administration supports teachers' efforts to maintain discipline in the classroom | 61.6% | 60.3% | 63.0% | 60.2% | -2.8% | -1.4% |
| f. Teachers consistently enforce rules for student conduct. | 64.0% | 61.7% | 65.8% | 64.6% | -1.2% | 0.6% |
| g. The faculty work in a school environment that is safe. | 77.1% | 77.3% | 79.0% | 78.7% | -0.3% | 1.6% |

Q6.1 Teacher Leadership

| Question | %Ag/SA | | | | | |
|---|--------|-------|-------|-------|-------------|-------------|
| | APS13 | APS15 | APS16 | APS17 | 1 Yr Change | 3 Yr Change |
| a. Teachers are recognized as educational experts. | 64.2% | 67.8% | 69.0% | 69.1% | 0.1% | 4.9% |
| b. Teachers are relied upon to make decisions about educational issues. | 60.1% | 65.7% | 69.1% | 67.5% | -1.6% | 7.4% |
| c. Teachers are trusted to make sound professional decisions about instruction. | 63.1% | 66.7% | 70.5% | 69.5% | -1.0% | 6.4% |
| d. In this school we take steps to solve problems. | 68.6% | 70.0% | 72.7% | 72.5% | -0.2% | 3.9% |
| e. The faculty has an effective process for making group decisions to solve problems. | 52.3% | 52.9% | 56.6% | 56.9% | 0.3% | 4.6% |
| f. Teachers in this school trust each other. | 66.6% | 69.8% | 69.8% | 70.9% | 1.1% | 4.3% |

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| Question | %Ag/SA | | | | | |
|---|--------|-------|-------|-------|-------------|-------------|
| | APS13 | APS15 | APS16 | APS17 | 1 Yr Change | 4 Yr Change |
| g. Teachers are provided opportunities to take on formal leadership roles in the school (i.e., mentor, IC, etc.). | 72.7% | 78.2% | 75.6% | 71.2% | -4.4% | -1.5% |
| h. Teachers are effective leaders in this school. | 70.5% | 72.3% | 74.7% | 74.6% | -0.1% | 4.1% |
| Q.6.5 Teachers have an appropriate level of influence on decision making in this school. | 47.2% | 50.0% | 52.6% | 52.8% | 0.2% | 5.6% |

Q7.1 School Leadership

| Question | %Ag/SA | | | | | |
|--|--------|-------|-------|-------|-------------|-------------|
| | APS13 | APS15 | APS16 | APS17 | 1 Yr Change | 4 Yr Change |
| a. There is an atmosphere of trust and mutual respect within the school. | 53.3% | 55.7% | 58.3% | 56.5% | -1.8% | 3.2% |
| b. The school leadership consistently enforces rules for student conduct. | 50.8% | 49.1% | 52.3% | 49.7% | -2.6% | -1.1% |
| c. The school leadership communicates clear expectations to students and parents. | 61.1% | 60.5% | 63.4% | 62.8% | -0.6% | 1.7% |
| d. The school leadership communicates with the faculty adequately. | 59.1% | 62.2% | 63.2% | 64.0% | 0.8% | 4.9% |
| e. The faculty and leadership have a shared vision | 57.7% | 59.2% | 63.2% | 63.5% | 0.3% | 5.8% |
| f. Teachers feel comfortable raising issues and concerns that are important to them. | 48.3% | 49.4% | 53.0% | 52.0% | -1.0% | 3.7% |
| g. The teacher evaluation process improves teachers' instructional strategies. | 54.7% | 42.1% | 46.2% | 49.0% | 2.8% | -5.7% |
| h. The components of the teacher evaluation process accurately identify effectiveness. | 55.9% | 36.2% | 40.7% | 43.2% | 2.5% | -12.7% |
| i. Teacher evaluations are fair in my school. | 69.7% | 64.4% | 65.0% | 65.1% | 0.1% | -4.6% |
| j. Teachers in this school receive informal feedback about their teaching on an ongoing basis. | - | 67.8% | 72.1% | 71.1% | -1.0% | - |
| k. The school leadership works to minimize disruptions for teachers, allowing teachers to focus on students. | 65.4% | 66.5% | 66.3% | 71.4% | 5.1% | 6.0% |

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| Question | %Ag/SA | | | | | |
|---|--------|-------|-------|-------|-------------|-------------|
| | APS13 | APS15 | APS16 | APS17 | 1 Yr Change | 4 Yr Change |
| l. The school leadership consistently supports teachers. | - | 61.9% | 65.8% | 63.8% | -2.0% | - |
| m. Teachers are held to high professional standards for delivering instruction. | 84.5% | 87.0% | 90.1% | 86.9% | -3.2% | 2.4% |
| n. The school leadership facilitates using data to improve student learning. | 85.7% | 79.5% | 82.9% | 83.5% | 0.6% | -2.2% |
| o. The faculty are recognized for accomplishments. | 64.8% | 67.4% | 69.5% | 67.4% | -2.1% | 2.6% |
| p. The school leadership focuses on the professional growth of staff. | - | 76.1% | 77.0% | 74.5% | -2.5% | - |

Q7.3 The school leadership makes a sustained effort to address teacher concerns about:

| Question | %Ag/SA | | | | | |
|--|--------|-------|-------|-------|-------------|-------------|
| | APS13 | APS15 | APS16 | APS17 | 1 Yr Change | 4 Yr Change |
| a. Leadership issues | 53.5% | 58.4% | 58.4% | 57.9% | -0.5% | 4.4% |
| b. Facilities and resources | 71.7% | 72.1% | 76.4% | 75.9% | -0.5% | 4.2% |
| c. The use of time in my school | 56.4% | 60.6% | 61.6% | 66.5% | 4.9% | 10.1% |
| d. Professional development | 61.6% | 69.5% | 69.6% | 72.1% | 2.5% | 10.5% |
| e. Empowering teachers | 54.5% | 59.2% | 61.0% | 61.3% | 0.3% | 6.8% |
| f. Community engagement | 59.8% | 66.9% | 71.8% | 72.8% | 1.0% | 13.0% |
| g. Student learning | 79.5% | 79.7% | 82.8% | 81.5% | -1.3% | 2.0% |
| h. New teacher support | 58.1% | 60.2% | 63.5% | 59.4% | -4.1% | 1.3% |
| i. Managing student conduct | 54.9% | 53.3% | 59.0% | 54.0% | -5.0% | -0.9% |
| Q7.4 Overall, the school leadership in my school is effective. | 56.6% | 61.0% | 64.3% | 64.7% | 0.4% | 8.1% |

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Q8.1 School Professional Development

| Question | %Ag/SA | | | | | |
|---|--------|-------|-------|-------|-------------|-------------|
| | APS13 | APS15 | APS16 | APS17 | 1 Yr Change | 4 Yr Change |
| a. Sufficient resources are available for professional development in my school. | 69.5% | 72.3% | 70.4% | 72.0% | 1.6% | 2.5% |
| b. Professional development provides teachers with the knowledge/skills most needed to teach effectively. | 58.4% | 62.0% | 61.2% | 64.4% | 3.2% | 6.0% |
| c. PD provides ongoing opportunities for teachers to work with colleagues. | 64.7% | 72.0% | 71.0% | 70.8% | -0.2% | 6.1% |
| d. An appropriate amount of time is provided for professional development. | 72.2% | 76.7% | 74.0% | 76.4% | 2.4% | 4.2% |
| e. Professional development offerings are data-driven. | 71.3% | 67.7% | 68.7% | 68.9% | 0.2% | -2.4% |
| f. Professional development is differentiated to meet the needs of individual teachers | 36.0% | 45.2% | 45.9% | 53.1% | 7.2% | 17.1% |
| g. PD enhances teachers' ability to implement inst. strategies that meet diverse student learning needs. | 60.4% | 64.2% | 62.5% | 67.5% | 5.0% | 7.1% |
| h. Professional learning opportunities are aligned with the school's improvement plan. | 81.3% | 85.3% | 83.9% | 83.2% | -0.7% | 1.9% |
| i. Professional development enhances teachers' abilities to improve student learning. | 67.8% | 69.6% | 70.4% | 72.2% | 1.8% | 4.4% |
| j. Teachers are encouraged to reflect on their own practice. | 83.7% | 89.2% | 89.7% | 88.4% | -1.3% | 4.7% |
| k. Professional development deepens teachers' content knowledge | 54.6% | 56.7% | 56.1% | 59.6% | 3.5% | 5.0% |
| l. Follow-up is provided from professional development in this school | 53.9% | 56.6% | 58.4% | 58.5% | 0.1% | 4.6% |
| m. Professional development is evaluated and results are communicated to teachers. | 41.3% | 46.0% | 46.4% | 49.5% | 3.1% | 8.2% |
| Q8.6 School leadership participates in professional development opportunities with teachers. | 78.2% | 79.1% | 76.9% | 75.3% | -1.6% | -2.9% |

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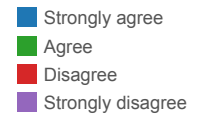
Q9.1 Instructional Practices and Support in your School.

| Question | %Ag/SA | | | | | |
|---|--------|-------|-------|-------|-------------|-------------|
| | APS13 | APS15 | APS16 | APS17 | 1 Yr Change | 4 Yr Change |
| a. State assessment data are available in time to impact instructional practices. | 45.4% | 32.2% | 23.4% | 30.7% | 7.3% | -14.7% |
| b. State and local assessment data are used to improve student learning. | 71.8% | 49.9% | 42.7% | 54.1% | 11.4% | -17.7% |
| c. State and local assessment data are useful to me in my efforts to improve student learning. | 59.5% | 41.0% | 34.3% | 45.4% | 11.1% | -14.1% |
| d. Teachers use formative assessments in their classroom to make appropriate adjustments to instruction. | 91.4% | 92.5% | 91.8% | 92.3% | 0.5% | 0.9% |
| e. The curriculum taught in this school is aligned with Colorado Academic Standards. | 81.7% | 86.5% | 87.4% | 89.5% | 2.1% | 7.8% |
| f. The curriculum taught meets the needs of the students | 58.1% | 60.6% | 59.7% | 64.8% | 5.1% | 6.7% |
| g. This school has an effective approach in place to meet the needs of students in special education. | - | 60.2% | 62.3% | 64.0% | 1.7% | - |
| h. This school has an effective approach in place to meet the needs of English language learners. | - | 78.4% | 73.7% | 76.7% | 3.0% | - |
| i. This school has an effective approach in place to meet the needs of Gifted and Talented students. | - | 51.6% | 49.9% | 52.6% | 2.7% | - |
| j. Teachers work in professional learning communities to develop and align instructional practices | 72.1% | 80.8% | 78.7% | 80.9% | 2.2% | 8.8% |
| k. Provided supports (e.g., IC's, PLC's) translate to improvements in instructional practices by teachers. | 71.5% | 74.3% | 72.4% | 74.5% | 2.1% | 3.0% |
| l. Teachers are encouraged to try new things to improve instruction. | 77.0% | 82.8% | 83.1% | 82.5% | -0.6% | 5.5% |
| m. Teachers are assigned classes that maximize their likelihood of success with students. | 48.8% | 50.3% | 55.7% | 57.6% | 1.9% | 8.8% |
| n. Teachers have autonomy to make decisions about instructional delivery (i.e. pacing, materials and pedagogy). | 54.1% | 65.1% | 70.5% | 73.0% | 2.5% | 18.9% |
| o. Teachers in this school have the support needed to provide culturally- and developmentally-responsive instruction to support the academic and behavioral needs of every student. | - | 60.9% | 62.4% | 67.0% | 4.6% | - |

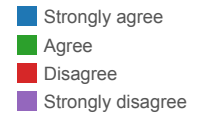
| | | | | | | |
|--|-------|-------|-------|-------|-------|------|
| Q10.7 Overall, my school is a good place to work and learn. | 66.4% | 73.3% | 74.4% | 72.8% | -1.6% | 6.4% |
|--|-------|-------|-------|-------|-------|------|

Note. All survey items are presented in the aforementioned tables except for: average week activities both during and outside of the school day, and areas requiring more professional development. Total number of APS respondents was n=1933 representing a 72% response rate.

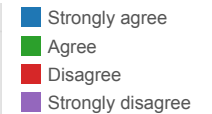
| | | 2015-16 | | 2016-17 | |
|--|--|--------------|----------------------------------|----------------------------------|--|
| How strongly do you agree/disagree with the following about your school facilities and resources: | 5 a Teachers have sufficient access to appropriate instructional materials and resources. | N | 1,831 | 1,892 (0% Agreement Ch.) | |
| | | % | | | |
| | b Teachers have sufficient access to instructional technology, including computers, printers, software, and internet access. | N | 1,850 | 1,911 (6% Agreement Ch.) | |
| | | % | | | |
| | c Teachers have sufficient training and support to fully utilize available instructional technology. | N | 1,827 | 1,887 (4% Agreement Ch.) | |
| | | % | | | |
| | d Teachers have sufficient access to reliable communication technology, including phones, faxes, and email. | N | 1,857 | 1,912 (-1% Agreement Ch.) | |
| | | % | | | |
| | e Teachers have sufficient access to office equipment and supplies such as copy machines, paper, and pens. | N | 1,852 | 1,905 (5% Agreement Ch.) | |
| | | % | | | |
| | f Teachers have sufficient access to a broad range of professional personnel. | N | 1,827 | 1,882 (0% Agreement Ch.) | |
| | | % | | | |
| g The physical environment of classrooms (e.g., lighting, temperature, air circulation) supports teaching and learning. | N | 1,853 | 1,912 (0% Agreement Ch.) | | |
| | % | | | | |
| h Teachers receive appropriate training and guidance from school library staff to help students to become proficient in 21st century skills. | N | 1,678 | 1,745 (3% Agreement Ch.) | | |
| | % | | | | |
| i Teachers and students have access to current, diverse and ability-appropriate materials through the library. | N | 1,649 | 1,725 (2% Agreement Ch.) | | |
| | % | | | | |
| j Teachers have adequate space to work productively. | N | 1,843 | 1,906 (2% Agreement Ch.) | | |
| | % | | | | |
| k The school environment is clean and well maintained. | N | 1,843 | 1,894 (-1% Agreement Ch.) | | |
| | % | | | | |
| Please rate how | 7 a Students at this school understand expectations for their conduct. | N | 1,860 | 1,922 (0% Agreement Ch.) | |



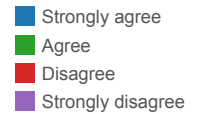
| | | 2015-16 | | | | 2016-17 | | | | | |
|---|-----|--|--------------|--------------|-----|---------|----------------------------------|----------------------------------|-----|-----|-----|
| Please rate how strongly you agree or disagree with the following statements about managing student conduct in your school: | 7 a | Students at this school understand expectations for their conduct. | % | 11% | 20% | 51% | 18% | 12% | 19% | 51% | 18% |
| | | | N | 1,867 | | | | 1,910 (0% Agreement Ch.) | | | |
| | | | % | 16% | 35% | 43% | 6% | 17% | 34% | 42% | 8% |
| | | | N | 1,849 | | | | 1,900 (0% Agreement Ch.) | | | |
| | | | % | 12% | 30% | 46% | 13% | 13% | 28% | 46% | 13% |
| | | | N | 1,836 | | | | 1,877 (-2% Agreement Ch.) | | | |
| | | | % | 21% | 28% | 39% | 12% | 23% | 29% | 35% | 13% |
| | | | N | 1,842 | | | | 1,878 (-2% Agreement Ch.) | | | |
| | | % | 15% | 22% | 47% | 16% | 16% | 24% | 43% | 17% | |
| | | N | 1,832 | | | | 1,889 (-1% Agreement Ch.) | | | | |
| | | % | 6% | 28% | 52% | 14% | 7% | 28% | 50% | 15% | |
| | | N | 1,851 | | | | 1,901 (0% Agreement Ch.) | | | | |
| | | % | 6% | 15% | 59% | 20% | 8% | 14% | 56% | 23% | |
| Please rate how strongly you agree or disagree with the following statements about use of time in your school: | 2 a | Teachers have reasonable class sizes. | N | 1,854 | | | | 1,883 (6% Agreement Ch.) | | | |
| | | | % | 13% | 29% | 39% | 19% | 10% | 26% | 41% | 23% |
| | | | N | 1,829 | | | | 1,897 (8% Agreement Ch.) | | | |
| | | | % | 11% | 35% | 42% | 11% | 10% | 29% | 46% | 15% |
| | | | N | 1,850 | | | | 1,907 (7% Agreement Ch.) | | | |
| | | | % | 9% | 25% | 52% | 14% | 6% | 20% | 52% | 22% |
| | | N | 1,824 | | | | 1,876 (10% Agreement Ch.) | | | | |
| | | % | 14% | 37% | 40% | 9% | 11% | 29% | 45% | 14% | |
| | | N | 1,792 | | | | 1,860 (6% Agreement Ch.) | | | | |
| | | % | 20% | 31% | 37% | 12% | 18% | 28% | 42% | 13% | |



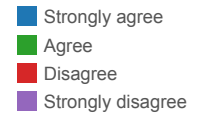
| | | 2015-16 | | 2016-17 | |
|--|--|---------|--------------------------|---------------------------|-----|
| Please rate how strongly you agree or disagree with the following statements about use of time in your school: | 2 f Teachers are protected from duties that interfere with their essential role of educating students. | N 1,817 | | 1,875 (5% Agreement Ch.) | |
| | % | 10% | 26% | 46% | 18% |
| | g Teachers are allowed to focus on educating students with minimal interruptions. | N 1,836 | | 1,893 (3% Agreement Ch.) | |
| | % | 11% | 29% | 46% | 14% |
| Please rate how strongly you agree or disagree with the following statements about your .. | 21 -- In this school, we use the results of the TELL survey for school improvement. | N 1,217 | | 1,345 (0% Agreement Ch.) | |
| | % | 15% | 18% | 55% | 11% |
| | 22 -- Overall, my school is a good place to work and learn. | N 1,787 | | 1,841 (-1% Agreement Ch.) | |
| | % | 8% | 18% | 49% | 25% |
| Please rate how strongly you agree/disagree with the following about instructional practices and support in your school: | 17 a State assessment data are available in time to impact instructional practices. | N 1,648 | | 1,689 (7% Agreement Ch.) | |
| | % | 49% | 28% | 21% | |
| | b State and local assessment data are used to improve student learning. | N 1,675 | | 1,737 (11% Agreement Ch.) | |
| | % | 28% | 29% | 39% | 7% |
| | c State and local assessment data are useful to me in my efforts to improve student learning. | N 1,712 | | 1,770 (11% Agreement Ch.) | |
| | % | 32% | 34% | 31% | 6% |
| | d Teachers in this school use formative assessments in their classroom to make appropriate adjustments to instruction. | N 1,749 | | 1,801 (0% Agreement Ch.) | |
| | % | 6% | 63% | 29% | |
| | e The curriculum taught in this school is aligned with Colorado Academic Standards. | N 1,757 | | 1,824 (2% Agreement Ch.) | |
| % | 8% | 61% | 26% | | |
| f The curriculum taught meets the needs of the students. | N 1,761 | | 1,826 (5% Agreement Ch.) | | |
| % | 10% | 30% | 48% | 12% | |
| g This school has an effective approach (e.g., referral/identification process, scheduling, collaborative teaming, supplemental resources, accommodation practices) in place to meet the nee.. | N 1,705 | | 1,779 (1% Agreement Ch.) | | |
| % | 13% | 24% | 50% | 12% | |
| h This school has an effective approach (e.g., identification process, scheduling, collaborative | N 1,731 | | 1,788 (3% Agreement Ch.) | | |



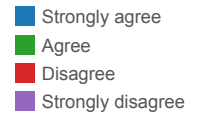
| | | 2015-16 | | | | 2016-17 | | | | | |
|---|--|---|--------------|--------------|-----|---------|---------------------------------|---------------------------------|-----|-----|-----|
| Please rate how strongly you agree/disagree with the following about instructional practices and support in your school: | 17 h | teaming, instruction for language development) in place to meet the needs of English language learne.. | % | 8% | 19% | 58% | 15% | 7% | 17% | 58% | 19% |
| | i | This school has an effective approach (e.g., identification process, instruction matched to the child's identified strength and pacing needs) in place to meet the needs of Gifted and Talented students. | N | 1,582 | | | | 1,676 (2% Agreement Ch.) | | | |
| | | | % | 17% | 33% | 42% | 8% | 16% | 32% | 42% | 10% |
| | j | Teachers work in professional learning communities to develop and align instructional practices. | N | 1,782 | | | | 1,835 (2% Agreement Ch.) | | | |
| | | | % | 6% | 15% | 59% | 20% | 6% | 13% | 57% | 23% |
| | k | Provided supports (i.e., instructional coaching, professional learning communities) translate to improvements in instructional practices by teachers. | N | 1,723 | | | | 1,786 (2% Agreement Ch.) | | | |
| | | | % | 8% | 19% | 58% | 15% | 9% | 17% | 58% | 17% |
| | l | Teachers are encouraged to try new things to improve instruction. | N | 1,768 | | | | 1,837 (0% Agreement Ch.) | | | |
| | | | % | 11% | 59% | 25% | 6% | 11% | 55% | 27% | |
| m | Teachers are assigned classes that maximize their likelihood of success with students. | N | 1,623 | | | | 1,700 (1% Agreement Ch.) | | | | |
| | | % | 15% | 29% | 45% | 11% | 15% | 28% | 45% | 12% | |
| n | Teachers have autonomy to make decisions about instructional delivery (i.e., pacing, materials, and pedagogy). | N | 1,747 | | | | 1,790 (2% Agreement Ch.) | | | | |
| | | % | 10% | 20% | 51% | 20% | 10% | 17% | 51% | 22% | |
| o | Teachers in this school have the support needed to provide culturally- and developmentally-responsive instruction to support the academic and behavioral needs of every student. | N | 1,777 | | | | 1,836 (4% Agreement Ch.) | | | | |
| | | % | 10% | 28% | 50% | 12% | 11% | 22% | 51% | 16% | |
| Please rate how strongly you agree/disagree with the following statements about community support and involvement in your school: | 6 a | The community we serve is supportive of this school. | N | 1,762 | | | | 1,845 (0% Agreement Ch.) | | | |
| | | | % | 24% | 58% | 13% | 23% | 56% | 16% | | |
| | b | Parents/guardians are influential decision makers in this school. | N | 1,675 | | | | 1,768 (1% Agreement Ch.) | | | |
| | | | % | 13% | 43% | 37% | 7% | 12% | 43% | 38% | 8% |
| | c | The school works directly with parents/guardians to improve the educational climate in students' homes. | N | 1,671 | | | | 1,775 (1% Agreement Ch.) | | | |
| | | % | 7% | 26% | 56% | 12% | 8% | 23% | 54% | 14% | |
| d | This school maintains clear, two-way communication with the community. | N | 1,738 | | | | 1,836 (1% Agreement Ch.) | | | | |
| | | % | 6% | 19% | 59% | 16% | 6% | 18% | 59% | 17% | |



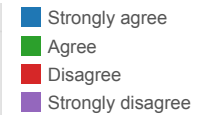
| | | 2015-16 | | 2016-17 | |
|---|--|-----------------|-----------------|--------------------------|--|
| Please rate how strongly you agree/disagree with the following statements about community support and involvement in your school: | 6 e This school does a good job of encouraging parent/guardian involvement. | N | 1,800 | 1,863 (2% Agreement Ch.) | |
| | | % | 19% 54% 23% | 6% 15% 54% 24% | |
| | f Teachers provide parents/guardians with useful information about student learning. | N | 1,797 | 1,854 (2% Agreement Ch.) | |
| | | % | 14% 64% 21% | 10% 66% 21% | |
| | g Parents/guardians support teachers, contributing to their success with students. | N | 1,786 | 1,854 (3% Agreement Ch.) | |
| | % | 8% 36% 49% 7% | 8% 32% 51% 9% | | |
| | h Community members support teachers, contributing to their success with students. | N | 1,631 | 1,742 (1% Agreement Ch.) | |
| | % | 8% 35% 49% 7% | 9% 33% 49% 9% | | |
| | i Parents/guardians know what is going on in this school. | N | 1,718 | 1,820 (3% Agreement Ch.) | |
| | % | 8% 32% 51% 9% | 9% 28% 52% 11% | | |
| Please rate how strongly you agree/disagree with the following statements about professional developme.. | 13 a Sufficient resources are available for professional development in my school. | N | 1,794 | 1,867 (1% Agreement Ch.) | |
| | | % | 7% 23% 57% 14% | 7% 21% 57% 15% | |
| | b Professional development provides teachers with the knowledge and skills most needed to teach effectively. | N | 1,803 | 1,865 (3% Agreement Ch.) | |
| | | % | 11% 28% 50% 11% | 9% 26% 51% 13% | |
| | c Professional development provides ongoing opportunities for teachers to work with colleagues to refine teaching practices. | N | 1,815 | 1,877 (0% Agreement Ch.) | |
| | | % | 7% 22% 57% 14% | 8% 21% 53% 17% | |
| | d An appropriate amount of time is provided for professional development. | N | 1,818 | 1,888 (2% Agreement Ch.) | |
| | % | 7% 19% 59% 15% | 6% 18% 60% 17% | | |
| | e Professional development offerings are data driven. | N | 1,686 | 1,750 (0% Agreement Ch.) | |
| | % | 9% 22% 55% 14% | 8% 24% 53% 16% | | |
| | f Professional development is differentiated to meet the needs of individual teachers. | N | 1,792 | 1,850 (7% Agreement Ch.) | |
| | % | 21% 33% 36% 10% | 18% 29% 40% 13% | | |
| | g Professional development enhances teachers' ability to implement instructional strategies that meet | N | 1,793 | 1,853 (4% Agreement Ch.) | |



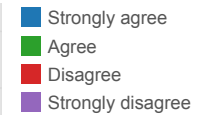
| | | 2015-16 | | | | 2016-17 | | | | | |
|---|------|---|--------------|--------------|-----|---------|---------------------------------|----------------------------------|-----|-----|-----|
| Please rate how strongly you agree/disagree with the following statements about professional developme.. | 13 g | Professional development enhances teachers' ability to implement instructional strategies that meet diverse student learning needs. | % | 11% | 26% | 51% | 11% | 10% | 23% | 54% | 14% |
| | | | N | 1,609 | | | | 1,698 (0% Agreement Ch.) | | | |
| | | | % | 6% | 10% | 63% | 21% | 7% | 10% | 63% | 21% |
| | | | N | 1,780 | | | | 1,851 (1% Agreement Ch.) | | | |
| | | | % | 9% | 20% | 57% | 13% | 9% | 19% | 56% | 16% |
| | | | N | 1,823 | | | | 1,878 (-1% Agreement Ch.) | | | |
| | | | % | 7% | | 63% | 27% | 8% | | 61% | 28% |
| | | | N | 1,769 | | | | 1,840 (3% Agreement Ch.) | | | |
| | | % | 17% | 27% | 44% | 12% | 14% | 26% | 45% | 15% | |
| | | N | 1,741 | | | | 1,812 (0% Agreement Ch.) | | | | |
| | | % | 12% | 29% | 48% | 11% | 11% | 30% | 46% | 13% | |
| | | N | 1,673 | | | | 1,767 (3% Agreement Ch.) | | | | |
| | | % | 17% | 37% | 37% | 9% | 15% | 35% | 38% | 12% | |
| Please rate how strongly you agree/disagree with the following statements about school leadership in your school: | 10 a | There is an atmosphere of trust and mutual respect in this school. | N | 1,846 | | | | 1,904 (-1% Agreement Ch.) | | | |
| | | | % | 14% | 27% | 43% | 15% | 16% | 27% | 40% | 17% |
| | | | N | 1,817 | | | | 1,883 (-2% Agreement Ch.) | | | |
| | | | % | 18% | 30% | 39% | 13% | 20% | 31% | 36% | 13% |
| | | | N | 1,792 | | | | 1,856 (0% Agreement Ch.) | | | |
| | | | % | 12% | 24% | 48% | 16% | 13% | 24% | 47% | 16% |
| | | N | 1,843 | | | | 1,909 (0% Agreement Ch.) | | | | |
| | | % | 13% | 24% | 48% | 16% | 14% | 22% | 47% | 17% | |
| | | N | 1,789 | | | | 1,840 (0% Agreement Ch.) | | | | |
| | | % | 12% | 25% | 48% | 15% | 13% | 23% | 47% | 17% | |



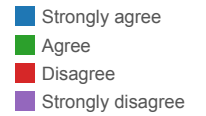
| | | 2015-16 | | 2016-17 | |
|---|---|-----------------|---------------------------|---------------------------|--|
| Please rate how strongly you agree/disagree with the following statements about school leadership in your school: | 10 f Teachers feel comfortable raising issues and concerns that are important to them. | N | 1,813 | 1,871 (-1% Agreement Ch.) | |
| | | % | 22% 25% 39% 14% | 22% 26% 36% 16% | |
| | g The teacher evaluation process improves teachers' instructional strategies. | N | 1,767 | 1,832 (2% Agreement Ch.) | |
| | | % | 24% 30% 37% 9% | 22% 29% 39% 9% | |
| | h The components of the teacher evaluation process accurately identify effectiveness. | N | 1,776 | 1,830 (2% Agreement Ch.) | |
| | | % | 25% 34% 34% 7% | 24% 33% 36% 7% | |
| | i Teacher evaluations are fair in my school. | N | 1,715 | 1,778 (0% Agreement Ch.) | |
| | | % | 15% 20% 50% 15% | 15% 20% 49% 16% | |
| | j Teachers in this school receive informal feedback about their teaching on an ongoing basis. | N | 1,794 | 1,866 (-1% Agreement Ch.) | |
| | | % | 8% 20% 54% 18% | 10% 19% 51% 20% | |
| | k The school leadership works to minimize disruptions for teachers, allowing teachers to focus on educating students. | N | 1,829 | 1,880 (5% Agreement Ch.) | |
| | | % | 11% 22% 50% 16% | 10% 18% 52% 20% | |
| l The school leadership consistently supports teachers. | N | 1,820 | 1,875 (-2% Agreement Ch.) | | |
| | % | 12% 22% 47% 19% | 13% 23% 43% 21% | | |
| m Teachers are held to high professional standards for delivering instruction. | N | 1,817 | 1,884 (-3% Agreement Ch.) | | |
| | % | 6% 58% 32% | 9% 51% 36% | | |
| n The school leadership facilitates using data to improve student learning. | N | 1,806 | 1,875 (0% Agreement Ch.) | | |
| | % | 12% 56% 27% | 11% 53% 30% | | |
| o The faculty are recognized for accomplishments. | N | 1,830 | 1,898 (-2% Agreement Ch.) | | |
| | % | 11% 20% 51% 18% | 11% 22% 46% 21% | | |
| p The school leadership focuses on the professional growth of staff. | N | 1,821 | 1,868 (-2% Agreement Ch.) | | |
| | % | 8% 15% 55% 22% | 9% 17% 52% 23% | | |
| 12 -- Overall, the school leadership in my school is effective. | N | 1,797 | 1,876 (0% Agreement Ch.) | | |



| | | | 2015-16 | | | | 2016-17 | | | | |
|---|---|--|--------------|--------------|-----|-----|----------------------------------|----------------------------------|-----|-----|-----|
| leadership in your school: | 12 -- | Overall, the school leadership in my school is effective. | % | 13% | 23% | 45% | 19% | 15% | 21% | 44% | 21% |
| Please rate how strongly you agree/disagree with the following statements about school leadership in your school: | 8 a | Teachers are recognized as educational experts. | N | 1,835 | | | | 1,912 (0% Agreement Ch.) | | | |
| | | | % | 10% | 21% | 51% | 18% | 10% | 21% | 47% | 22% |
| | b | Teachers are relied upon to make decisions about educational issues. | N | 1,811 | | | | 1,888 (-1% Agreement Ch.) | | | |
| | | | % | 10% | 21% | 50% | 19% | 9% | 23% | 48% | 20% |
| | c | Teachers are trusted to make sound professional decisions about instruction. | N | 1,818 | | | | 1,890 (0% Agreement Ch.) | | | |
| | | | % | 10% | 19% | 50% | 21% | 9% | 22% | 48% | 22% |
| | d | In this school we take steps to solve problems. | N | 1,829 | | | | 1,899 (0% Agreement Ch.) | | | |
| | | | % | 8% | 20% | 52% | 20% | 9% | 19% | 53% | 20% |
| | e | The faculty has an effective process for making group decisions to solve problems. | N | 1,797 | | | | 1,852 (0% Agreement Ch.) | | | |
| | | | % | 12% | 31% | 43% | 14% | 13% | 30% | 43% | 14% |
| f | Teachers in this school trust each other. | N | 1,800 | | | | 1,865 (1% Agreement Ch.) | | | | |
| | | % | 7% | 23% | 54% | 16% | 7% | 22% | 54% | 17% | |
| g | Teachers are provided opportunities to take on formal leadership roles in the school (e.g., mentor, instructional coach). | N | 1,774 | | | | 1,831 (-4% Agreement Ch.) | | | | |
| | | % | 6% | 18% | 56% | 20% | 8% | 21% | 51% | 20% | |
| h | Teachers are effective leaders in this school. | N | 1,806 | | | | 1,884 (0% Agreement Ch.) | | | | |
| | | % | | 20% | 55% | 20% | 6% | 19% | 55% | 20% | |
| 9 i | Teachers have an appropriate level of influence on decision making in this school. | N | 1,771 | | | | 1,844 (0% Agreement Ch.) | | | | |
| | | % | 15% | 32% | 45% | 8% | 17% | 31% | 43% | 9% | |
| The school leadership makes a sustained effort to address teacher concerns about: | 11 a | Leadership issues | N | 1,696 | | | | 1,759 (0% Agreement Ch.) | | | |
| | | | % | 15% | 26% | 48% | 11% | 17% | 25% | 47% | 11% |
| | b | Facilities and resources | N | 1,763 | | | | 1,820 (0% Agreement Ch.) | | | |
| | | % | 8% | 16% | 62% | 15% | 9% | 15% | 61% | 15% | |

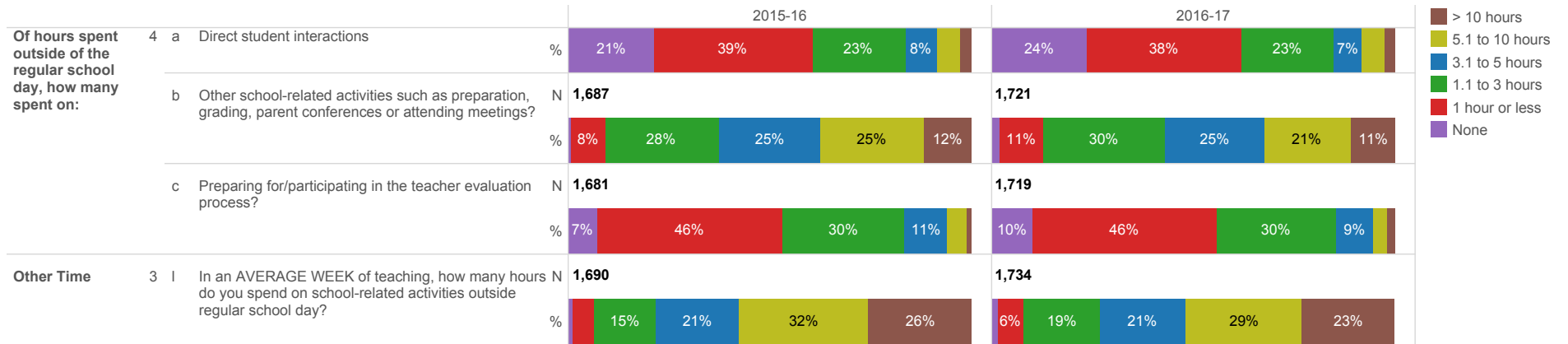


| | | 2015-16 | | 2016-17 | |
|---|-----------------------------------|-----------------|----------------------------------|----------------------------------|--|
| The school leadership makes a sustained effort to address teacher concerns about: | 11 c The use of time in my school | N | 1,793 | 1,838 (4% Agreement Ch.) | |
| | | % | 12% 27% 49% 13% | 11% 22% 53% 13% | |
| | d Professional development | N | 1,814 | 1,861 (2% Agreement Ch.) | |
| | | % | 9% 21% 54% 15% | 10% 18% 55% 17% | |
| | e Empowering teachers | N | 1,785 | 1,844 (0% Agreement Ch.) | |
| | | % | 14% 25% 46% 15% | 15% 24% 46% 15% | |
| | f Community engagement | N | 1,725 | 1,796 (1% Agreement Ch.) | |
| | | % | 8% 20% 56% 15% | 8% 19% 57% 16% | |
| | g Student learning | N | 1,817 | 1,873 (-1% Agreement Ch.) | |
| | % | 7% 11% 61% 22% | 7% 12% 58% 23% | | |
| h New teacher support | N | 1,654 | 1,696 (-4% Agreement Ch.) | | |
| | % | 15% 21% 48% 16% | 17% 24% 45% 14% | | |
| i Managing student conduct | N | 1,816 | 1,863 (-4% Agreement Ch.) | | |
| | % | 18% 23% 48% 11% | 19% 27% 42% 12% | | |
| 16 -- School leadership participates in professional development opportunities with teachers. | N | 1,631 | 1,666 (-1% Agreement Ch.) | | |
| | % | 9% 14% 56% 21% | 10% 15% 51% 24% | | |

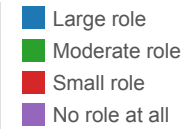


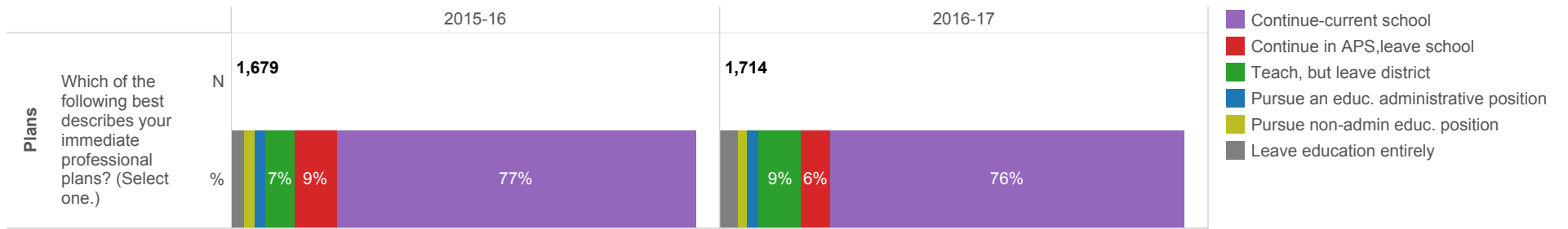
| | | 2015-16 | | 2016-17 | | |
|--|--|---|-----------------|-----------------|----------------|-----------------|
| In an average week, how much time do you devote to the following activities during the school day: | 3 a | Individual planning time | N 1,682 | | N 1,720 | |
| | | | % | 15% 33% 29% 19% | | 14% 31% 30% 20% |
| | b | Collaborative planning time | N 1,682 | | N 1,712 | |
| | | | % | 7% 35% 41% 14% | | 6% 33% 44% 13% |
| | c | Supervisory duties | N 1,674 | | N 1,719 | |
| | | | % | 24% 56% 15% | | 23% 56% 16% |
| | d | Required committee and/or staff meetings | N 1,661 | | N 1,706 | |
| | | | % | 28% 55% 13% | | 29% 54% 12% |
| | e | Completing required administrative paperwork | N 1,667 | | N 1,714 | |
| | | | % | 46% 33% 10% | | 47% 32% 10% |
| | f | Communicating with parents/guardians and/or the community | N 1,670 | | N 1,723 | |
| | | | % | 56% 35% 6% | | 58% 34% 6% |
| | g | Addressing student discipline issues | N 1,682 | | N 1,724 | |
| | | % | 48% 31% 11% | | 47% 32% 11% | |
| h | Professional development | N 1,665 | | N 1,682 | | |
| | | % | 27% 58% 10% | | 31% 55% 8% | |
| i | Preparation for required federal, state, and local assessments | N 1,670 | | N 1,716 | | |
| | | % | 12% 42% 31% 10% | | 14% 46% 29% 8% | |
| j | Delivery of assessments | N 1,674 | | N 1,725 | | |
| | | % | 6% 34% 41% 14% | | 6% 40% 39% 11% | |
| k | Utilizing results of assessments | N 1,680 | | N 1,724 | | |
| | | % | 7% 40% 39% 11% | | 6% 41% 38% 10% | |
| Of hours spent outside of the | 4 a | Direct student interactions | N 1,683 | | N 1,722 | |

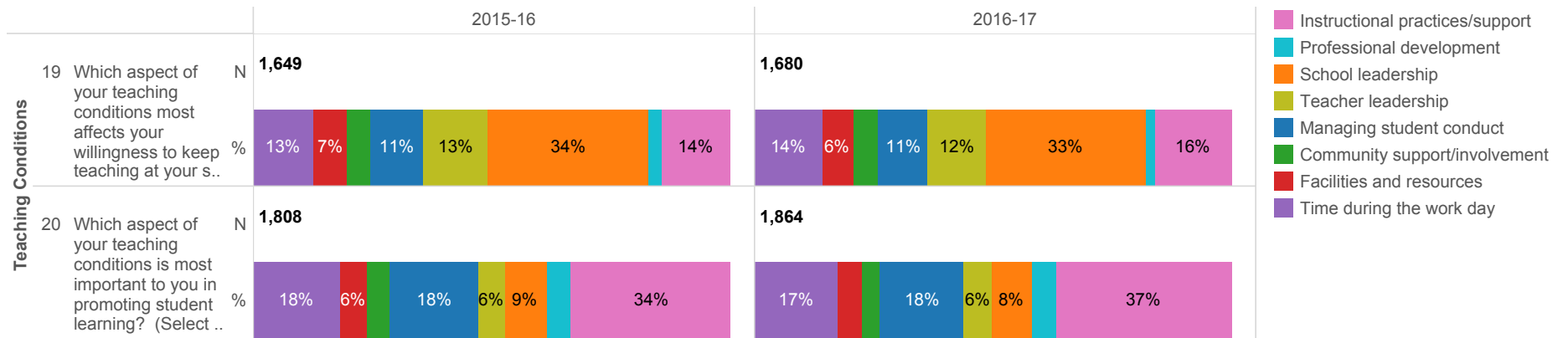




| | | | 2015-16 | 2016-17 |
|---|-----|---|-------------------------------------|-------------------------------------|
| Please indicate the role teachers have at your school in each of the following areas: | 9 a | Selecting instructional materials and resources | N 1,715 % 11% 30% 34% 26% | N 1,761 % 12% 28% 33% 27% |
| | b | Devising teaching techniques | N 1,756 % 6% 22% 35% 38% | N 1,811 % 8% 19% 35% 38% |
| | c | Setting grading and student assessment practices | N 1,743 % 12% 26% 32% 31% | N 1,804 % 10% 23% 34% 32% |
| | d | Determining the content of in-service professional development programs | N 1,774 % 25% 35% 29% 12% | N 1,830 % 21% 34% 31% 15% |
| | e | Establishing student discipline procedures | N 1,792 % 23% 36% 30% 11% | N 1,848 % 23% 35% 31% 10% |
| | f | Providing input on how the school budget will be spent | N 1,695 % 42% 32% 19% 7% | N 1,793 % 41% 33% 21% 6% |
| | g | School improvement planning | N 1,727 % 22% 35% 30% 13% | N 1,787 % 24% 34% 30% 11% |
| | h | The selection of teachers new to this school | N 1,644 % 20% 36% 30% 14% | N 1,707 % 19% 35% 32% 14% |













| | | | 2015-16 | 2016-17 | |
|--|------|--|-------------------------------------|---|-----------|
| In the past 2 years have you had 10 clock hours or more of professional development in any of the following areas?: | 15 a | Your content area | N 1,622 % 33% No, 67% Yes | 1,702 (-1% Yes Ch.) % 34% No, 66% Yes | Yes No |
| | b | Colorado Academic Standards | N 1,613 % 64% No, 36% Yes | 1,694 (-1% Yes Ch.) % 65% No, 35% Yes | |
| | c | Student assessment | N 1,615 % 45% No, 55% Yes | 1,692 (-1% Yes Ch.) % 47% No, 53% Yes | |
| | d | Data gathering, management, and use | N 1,611 % 46% No, 54% Yes | 1,685 (1% Yes Ch.) % 44% No, 56% Yes | |
| | e | Differentiating instruction | N 1,610 % 58% No, 42% Yes | 1,688 (2% Yes Ch.) % 56% No, 44% Yes | |
| | f | English Language Learners (ELL) | N 1,613 % 45% No, 55% Yes | 1,698 (0% Yes Ch.) % 45% No, 55% Yes | |
| | g | Special education (students with disabilities) | N 1,603 % 82% No, 18% Yes | 1,686 (0% Yes Ch.) % 82% No, 18% Yes | |
| | h | Students identified as gifted and talented | N 1,602 % 90% No, 10% Yes | 1,685 (0% Yes Ch.) % 89% No, 11% Yes | |
| | i | Closing the Achievement Gap | N 1,606 % 66% No, 34% Yes | 1,688 (-3% Yes Ch.) % 70% No, 30% Yes | |
| | j | Methods of teaching | N 1,606 % 46% No, 54% Yes | 1,685 (0% Yes Ch.) % 46% No, 54% Yes | |
| | k | Reading strategies | N 1,602 % 54% No, 46% Yes | 1,693 (-1% Yes Ch.) % 55% No, 45% Yes | |
| | l | Integrating technology into instruction | N 1,606 % 54% No, 46% Yes | 1,690 (2% Yes Ch.) % 55% No, 45% Yes | |

| | | 2015-16 | | 2016-17 | | | |
|--|--|---|-------|---------|-------|---------------|---------------|
| you had 10 clock hours or more of professional development in any of the following areas?: | 15 l | Integrating technology into instruction | % | 75% | 25% | 72% | 28% |
| | m | Classroom management techniques | N | 1,605 | | 1,692 | (-2% Yes Ch.) |
| | | | % | 68% | 32% | 71% | 29% |
| In which of the following do you need professional development to teach your students more effectively?: | 14 a | Your content area | N | 1,658 | | 1,706 | (-3% Yes Ch.) |
| | | | % | 48% | 52% | 52% | 48% |
| | b | Colorado Academic Standards | N | 1,655 | | 1,697 | (-6% Yes Ch.) |
| | | | % | 60% | 40% | 66% | 34% |
| | c | Student assessment | N | 1,648 | | 1,693 | (-2% Yes Ch.) |
| | | | % | 60% | 40% | 63% | 37% |
| | d | Data gathering, management, and use | N | 1,649 | | 1,699 | (-2% Yes Ch.) |
| | | | % | 55% | 45% | 57% | 43% |
| | e | Differentiating instruction | N | 1,652 | | 1,708 | (-1% Yes Ch.) |
| | | | % | 37% | 63% | 38% | 62% |
| | f | English Language Learners (ELL) | N | 1,641 | | 1,703 | (-1% Yes Ch.) |
| | | | % | 47% | 53% | 49% | 51% |
| g | Special education (students with disabilities) | N | 1,657 | | 1,702 | (0% Yes Ch.) | |
| | | % | 38% | 62% | 39% | 61% | |
| h | Students identified as gifted and talented | N | 1,652 | | 1,703 | (2% Yes Ch.) | |
| | | % | 42% | 58% | 40% | 60% | |
| i | Closing the Achievement Gap | N | 1,652 | | 1,702 | (0% Yes Ch.) | |
| | | % | 37% | 63% | 37% | 63% | |
| j | Methods of teaching | N | 1,640 | | 1,693 | (-3% Yes Ch.) | |
| | | % | 58% | 42% | 62% | 38% | |

Yes
No

| | | 2015-16 | | 2016-17 | |
|--|----|--|---|---|--|
| In which of the following do you need professional development to teach your students more effectively?: | 14 | | | | |
| | k | Reading strategies | N 1,644 | 1,695 (-1% Yes Ch.) | |
| | | | %  | %  | |
| | l | Using technology in classroom instruction | N 1,647 | 1,709 (-2% Yes Ch.) | |
| | | | %  | %  | |
| | m | Classroom management techniques | N 1,641 | 1,699 (0% Yes Ch.) | |
| | | %  | %  | | |

 Yes
 No