

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%

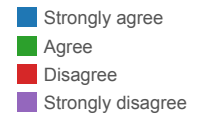
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Q9.1 Instructional Practices and Support in your School.

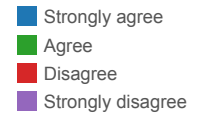
Question	%Ag/SA					
	APS13	APS15	APS16	APS17	1 Yr Change	4 Yr Change
a. State assessment data are available in time to impact instructional practices.	45.4%	32.2%	23.4%	30.7%	7.3%	-14.7%
b. State and local assessment data are used to improve student learning.	71.8%	49.9%	42.7%	54.1%	11.4%	-17.7%
c. 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.

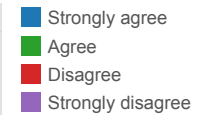
		2015-16		2016-17	
How strongly do you agree/disagree with the following about your school facilities and resources:	5 a	Teachers have sufficient access to appropriate instructional materials and resources.	N 1,831	1,892 (0% Agreement Ch.)	
		%			
	b	Teachers have sufficient access to instructional technology, 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.)	



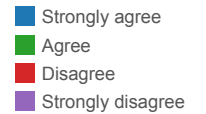
		2015-16				2016-17					
Please rate how strongly you agree or disagree with the following statements about managing student conduct in your school:	7 a	Students at this school understand expectations for their conduct.	%	11%	20%	51%	18%	12%	19%	51%	18%
			N	1,867				1,910 (0% Agreement Ch.)			
			%	16%	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%	



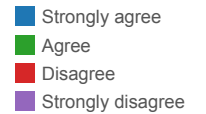
		2015-16		2016-17	
Please rate how strongly you agree or disagree with the following statements about use of time in your school:	2 f Teachers are protected from duties that interfere with their essential role of educating students.	N 1,817		1,875 (5% Agreement Ch.)	
	%	10%	26%	46%	18%
	g Teachers are 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.)		



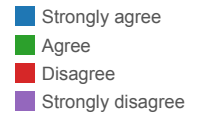
		2015-16				2016-17					
Please rate how strongly you agree/disagree with the following about instructional practices and support in your school:	17 h	teaming, instruction for language development) in place to meet the needs of English language learners.	%	8%	19%	58%	15%	7%	17%	58%	19%
	i	This school 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%	



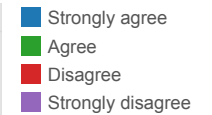
		2015-16		2016-17	
Please rate how strongly you agree/disagree with the following statements about community support and involvement in your school:	6 e This school does a good job of encouraging parent/guardian involvement.	N	1,800	1,863 (2% Agreement Ch.)	
		%	19% 54% 23%	6% 15% 54% 24%	
	f Teachers 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%	



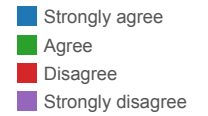
		2015-16		2016-17	
Please rate how strongly you agree/disagree with the following statements about school leadership in your school:	10 f Teachers feel comfortable raising issues and concerns that are important to them.	N 1,813		1,871 (-1% Agreement Ch.)	
		%	22% 25% 39% 14%	22% 26% 36% 16%	
	g The teacher 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.)		

























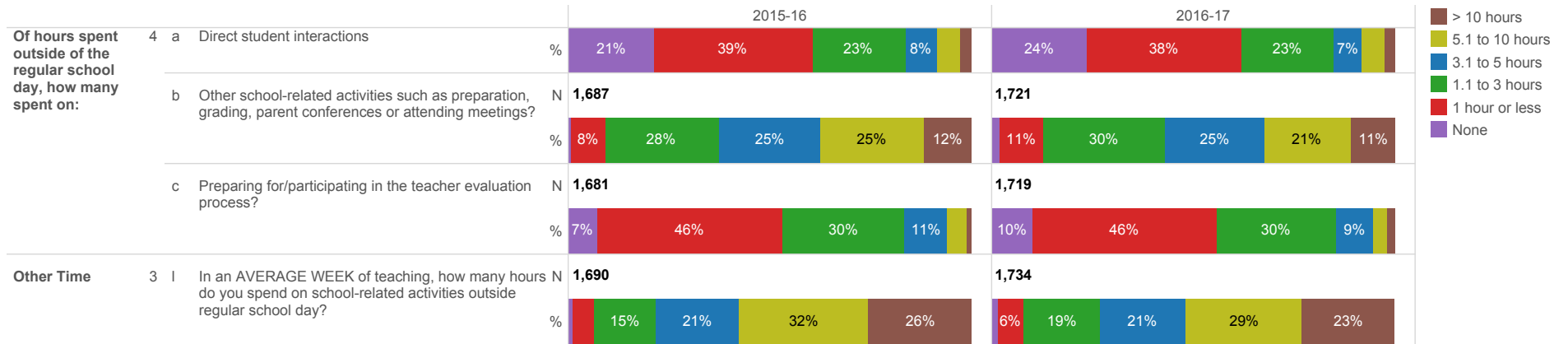
			2015-16				2016-17				
leadership in your school:	12 --	Overall, the school leadership in my school is effective.	%	13%	23%	45%	19%	15%	21%	44%	21%
Please rate how strongly you agree/disagree with the following statements about school leadership in your school:	8 a	Teachers are recognized as educational 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%	



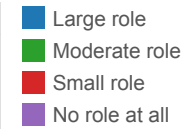
		2015-16		2016-17	
The school leadership makes a sustained effort to address teacher concerns about:	11 c The use of time in my school	N	1,793	1,838 (4% Agreement Ch.)	
		%	12% 27% 49% 13%	11% 22% 53% 13%	
	d Professional development	N	1,814	1,861 (2% Agreement Ch.)	
		%	9% 21% 54% 15%	10% 18% 55% 17%	
	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%		

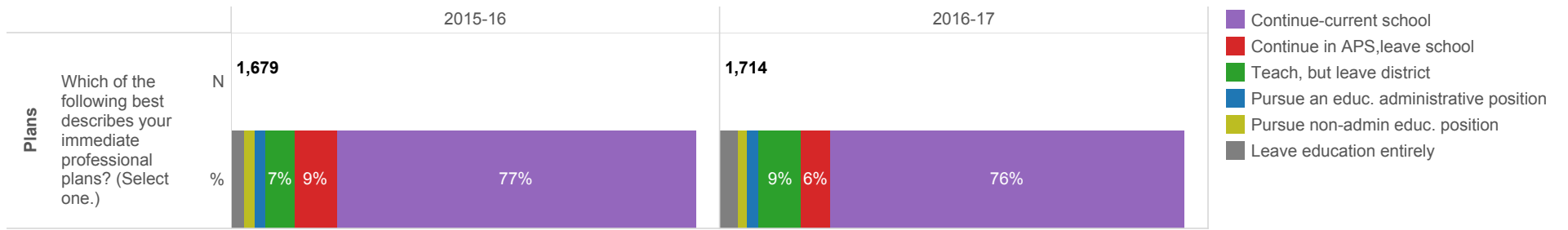


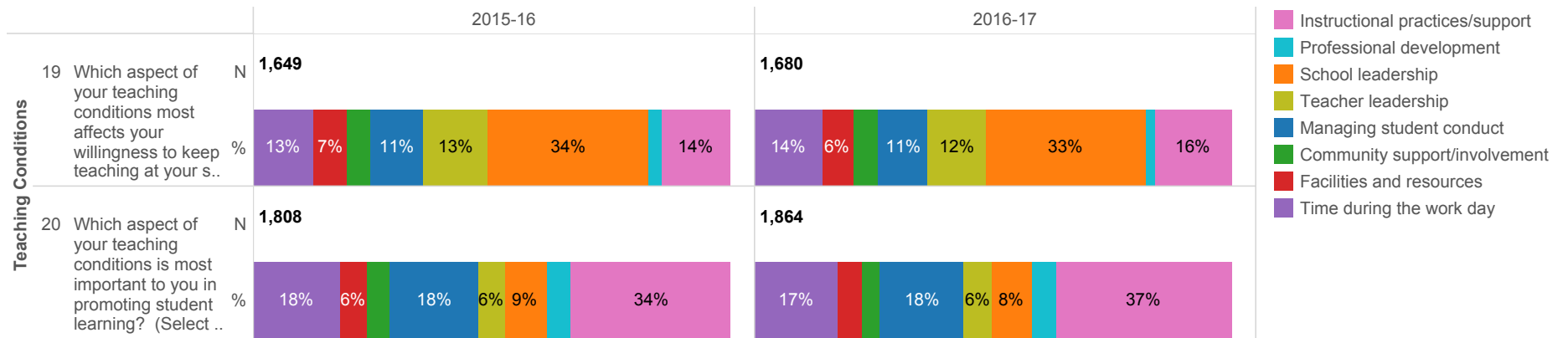
		2015-16		2016-17			
In an average week, how much time do you devote to the following activities during the school day:	3 a	Individual planning time	N 1,682			1,720	<ul style="list-style-type: none"> ■ > 10 hours ■ 5.1 to 10 hours ■ 3.1 to 5 hours ■ 1.1 to 3 hours ■ 1 hour or less ■ None
		%					
	b	Collaborative planning time	N 1,682			1,712	
		%					
	c	Supervisory duties	N 1,674			1,719	
		%					
	d	Required committee and/or staff meetings	N 1,661			1,706	
		%					
	e	Completing required administrative paperwork	N 1,667			1,714	
		%					
	f	Communicating with parents/guardians and/or the community	N 1,670			1,723	
		%					
	g	Addressing student discipline issues	N 1,682			1,724	
	%						
h	Professional development	N 1,665			1,682		
	%						
i	Preparation for required federal, state, and local assessments	N 1,670			1,716		
	%						
j	Delivery of assessments	N 1,674			1,725		
	%						
k	Utilizing results of assessments	N 1,680			1,724		
	%						
Of hours spent outside of the	4 a	Direct student interactions	N 1,683			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		
<p>In the past 2 years have you had 10 clock hours or more of professional development in any of the following areas?:</p>	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	%		
	m	Classroom management techniques	N	1,605	1,692 (-2% Yes Ch.)
			%		
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.)
			%		
	b	Colorado Academic Standards	N	1,655	1,697 (-6% Yes Ch.)
			%		
	c	Student assessment	N	1,648	1,693 (-2% Yes Ch.)
			%		
	d	Data gathering, management, and use	N	1,649	1,699 (-2% Yes Ch.)
			%		
	e	Differentiating instruction	N	1,652	1,708 (-1% Yes Ch.)
			%		
	f	English Language Learners (ELL)	N	1,641	1,703 (-1% Yes Ch.)
			%		
g	Special education (students with disabilities)	N	1,657	1,702 (0% Yes Ch.)	
		%			
h	Students identified as gifted and talented	N	1,652	1,703 (2% Yes Ch.)	
		%			
i	Closing the Achievement Gap	N	1,652	1,702 (0% Yes Ch.)	
		%			
j	Methods of teaching	N	1,640	1,693 (-3% Yes Ch.)	
		%			

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