



Prince George's County Public Schools  
14201 School Lane • Upper Marlboro • MD 20772  
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May 2009

## RESEARCH REPORT

# SY2008-2009 School Climate Survey Charles H Flowers HS

Prepared by  
Carole Portas Keane, Ph.D.  
Kola K. Sunmonu, Ph.D.

**DIVISION OF ACCOUNTABILITY  
DEPARTMENT OF RESEARCH AND EVALUATION**

Phone: 301-780-6807  
Fax: 301-952-6147

**William R. Hite, Jr., Ed.D., *Interim Superintendent of Schools***  
**Donna E. Muncey, Ph.D., *Chief of Accountability***  
**Kola K. Sunmonu, Ph.D., *Director of Research and Evaluation***

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# CHARLES H FLOWERS HS

## Introduction

As part of the comprehensive improvement plan for the 2008–2009 school year, the Prince George’s County Public Schools (PGCPS) Department of Research and Evaluation (DRE) conducted a survey to determine how students, parents, and teachers feel about their schools. By conducting the survey, the DRE was able to collect stakeholders’ opinions on factors such as school leadership, level of safety in the schools, and amount of parental involvement, which, when analyzed, reveal what the stakeholders think about their schools’ overall climate and effectiveness.

With this information, district and school will be able to identify strengths that can be built upon to support future improvements. They can also determine what changes are needed to improve school climate and effectiveness and, thus, advance the academic achievement of students.

## How to Interpret the Data

A step-by step guide to interpret the data for each table and figure is provided below:

- **Table 1** provides a summary of the number of students, parents, and teachers that participated in the SY 2008/2009 School Climate Survey. Each stakeholder group — students, parents and teachers/paraprofessionals—is listed in the 1<sup>st</sup> column. The 2<sup>nd</sup> column indicates the different subsets of data—your individual school, and all high schools in the district. This allows you to see how your school compares to the average high school. The 3<sup>rd</sup> column (*Sample*) indicates the total number of individuals who were invited to participate in the survey. The 4<sup>th</sup> column (*Number of Respondents*) indicates the number of participants that responded to the survey. The 5<sup>th</sup> column (*Response Rate*) is expressed as the percentage of the participants that responded to the survey (Number of Respondents divided by Sample and multiplied by 100).
- **Table 2** provides the percentage of respondents who expressed positive feelings about each of the characteristics of effective schools. The 1<sup>st</sup> column lists the key characteristics of effective schools measured by this survey (i.e., Effective Instructional Leadership, Clear and Focused Mission, etc.) and a composite measure of all of the key characteristics. The remaining columns represent each stakeholder group, and allow you to compare your school’s results with the results from all high schools in PGCPS for SY2009.
- **Table 3** is similar to Table 2, except that it shows stakeholders’ perceptions of your school from SY2007 to SY2009 so that you can see where you made progress or where problems have developed over the past two years.
- **Figures 1 - 13** are graphic illustrations of the data presented in Tables 2 and 3. Figure 1 compares stakeholders’ perceptions of your school with the perceptions of stakeholders

about all high schools in PGCPS for SY2009. Figure 2 show the stakeholders' perception about your school from SY2007 and SY2009. Figures 3 through 13 show the stakeholders' perceptions of individual characteristics of effective schools. The charts on the left side of the page provide a visual comparison of your school's results with those of all high schools in the district during SY2009. The charts on the right side of the page illustrate a comparison between your school's results from SY2007 and this year's results.

- **Tables 4-6** are the item response tables for each of the stakeholder groups for your school. Table 4 shows the student results, Table 5 displays the parent results and Table 6 represents teacher results. The 1<sup>st</sup> column lists the items to which participants were asked to respond. The second column (*N*) represents the number of people who responded to that item. Columns 3 through 7 represent the percent of participants who responded in the way indicated at the top of the column.

**Table 1 – Summary of Survey Participation**

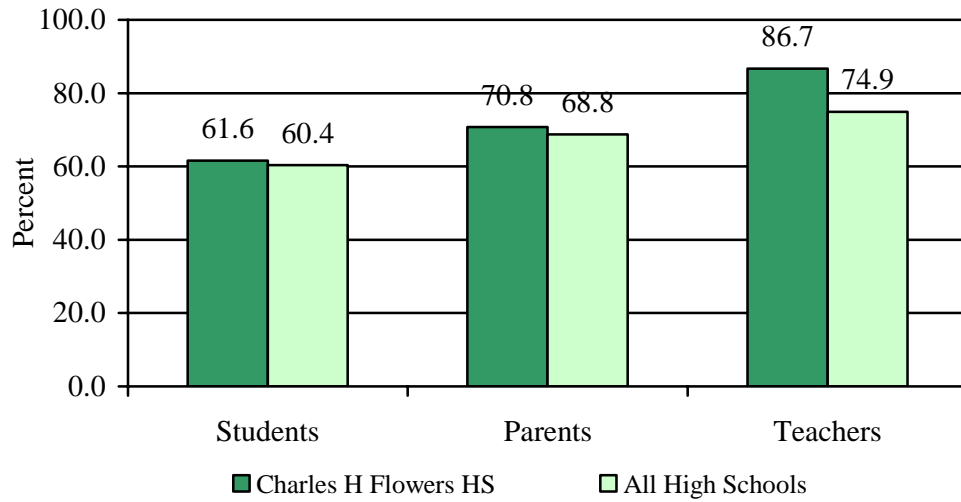
		<b>Sample</b>	<b>Number of Respondents</b>	<b>Response Rate</b>
Students	<b>Charles H Flowers HS</b>	<b>1309</b>	<b>850</b>	<b>64.9%</b>
	All High Schools	19,296	11,229	58.2%
Parents	<b>Charles H Flowers HS</b>	<b>1139</b>	<b>308</b>	<b>27.0%</b>
	All High Schools	16,848	4,000	23.7%
Teachers & Paraprofessionals	<b>Charles H Flowers HS</b>	<b>132</b>	<b>75</b>	<b>56.8%</b>
	All High Schools	2,492	1,301	52.2%

**Table 2—Percent with Positive Perceptions by Characteristics of Effective Schools, CHFHS and All PGCPHS High Schools**

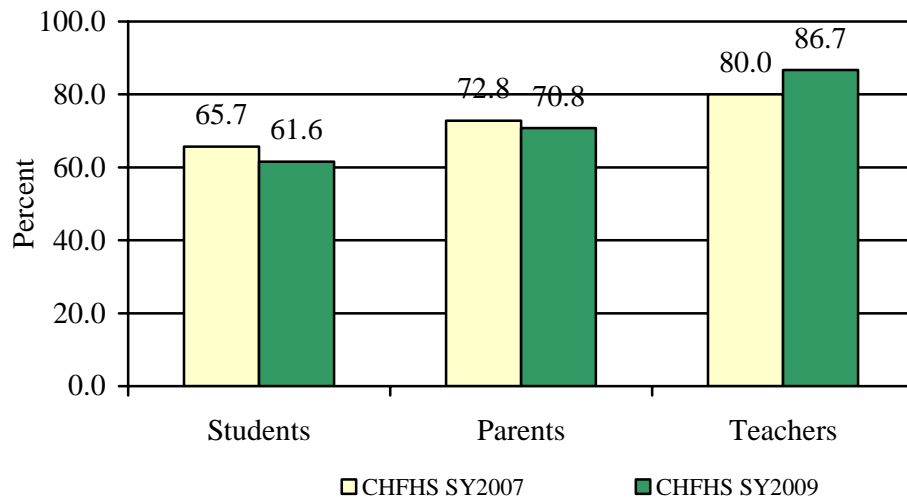
	Students		Parents		Teachers/Paraprofessionals	
	Charles H Flowers HS	All High Schools	Charles H Flowers HS	All High Schools	Charles H Flowers HS	All High Schools
<b>All Characteristics (Composite)</b>	<b>61.6%</b>	<b>60.4%</b>	<b>70.8%</b>	<b>68.8%</b>	<b>86.7%</b>	<b>74.9%</b>
Effective Instructional Leadership	N/A	N/A	71.3%	65.8%	78.7%	70.5%
Clear and Focused Mission	N/A	N/A	74.3%	71.8%	85.3%	78.8%
Safe and Orderly Environment	47.4%	45.9%	79.8%	75.9%	74.3%	64.3%
Positive School Climate	34.3%	34.5%	64.2%	63.6%	71.6%	63.0%
High Expectations	60.2%	63.6%	77.4%	74.9%	89.2%	81.4%
Frequent Assessment/Monitoring of Student Achievement	39.1%	42.7%	52.8%	58.3%	95.9%	86.6%
Emphasis on Basic Skills	76.0%	77.6%	68.3%	70.0%	90.5%	84.7%
Maximum Opportunities for Learning	64.9%	63.2%	51.0%	55.1%	76.7%	66.6%
Parent/Community Involvement	36.8%	36.5%	54.5%	57.8%	78.1%	58.0%
Strong Professional Development	N/A	N/A	N/A	N/A	72.6%	73.5%
Teacher Involvement in Decision-making	N/A	N/A	N/A	N/A	60.0%	53.9%

**Table 3—Percent with Positive Perceptions by Characteristics of Effective Schools, SY2007 and SY2009**

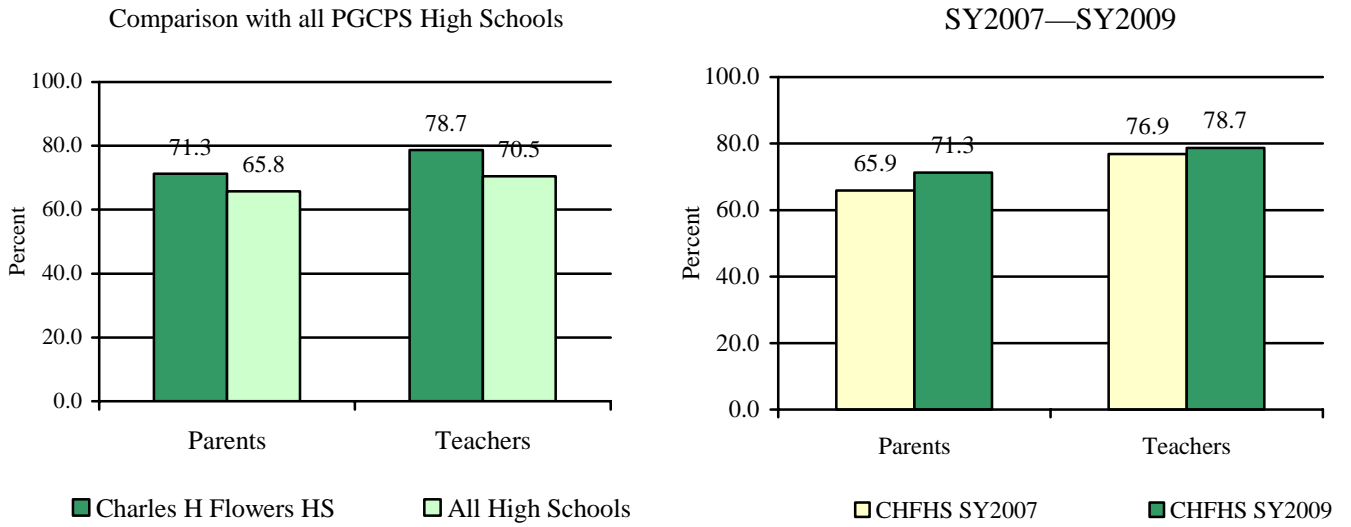
	Students		Parents		Teachers/Paraprofessionals	
	CHFHS SY2007	CHFHS SY2009	CHFHS SY2007	CHFHS SY2009	CHFHS SY2007	CHFHS SY2009
<b>All Characteristics (Composite)</b>	<b>65.6%</b>	<b>61.6%</b>	<b>72.8%</b>	<b>70.8%</b>	<b>80.0%</b>	<b>86.7%</b>
Effective Instructional Leadership	N/A	N/A	65.9%	71.3%	76.9%	78.7%
Clear and Focused Mission	N/A	N/A	72.8%	74.3%	84.6%	85.3%
Safe and Orderly Environment	47.6%	47.4%	81.6%	79.8%	68.8%	74.3%
Positive School Climate	38.1%	34.3%	66.3%	64.2%	68.8%	71.6%
High Expectations	66.6%	60.2%	80.1%	77.4%	85.7%	89.2%
Frequent Assessment/Monitoring of Student Achievement	43.2%	39.1%	56.7%	52.8%	92.1%	95.9%
Emphasis on Basic Skills	78.4%	76.0%	73.6%	68.3%	90.5%	90.5%
Maximum Opportunities for Learning	66.5%	64.9%	50.8%	51.0%	69.4%	76.7%
Parent/Community Involvement	36.1%	36.8%	60.5%	54.5%	64.5%	78.1%
Strong Professional Development	N/A	N/A	N/A	N/A	79.4%	72.6%
Teacher Involvement in Decision-making	N/A	N/A	N/A	N/A	58.1%	60.0%



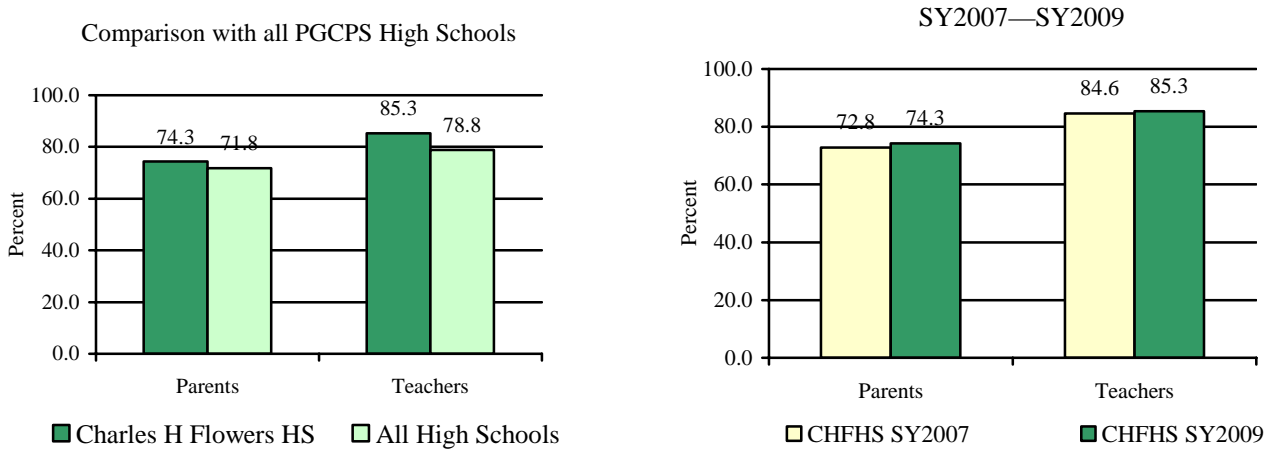
**Figure 1 - All Listed Characteristics of Effective Schools (Combined) – Percent with Positive Perception, CHFHS and all PGCPHS High Schools**



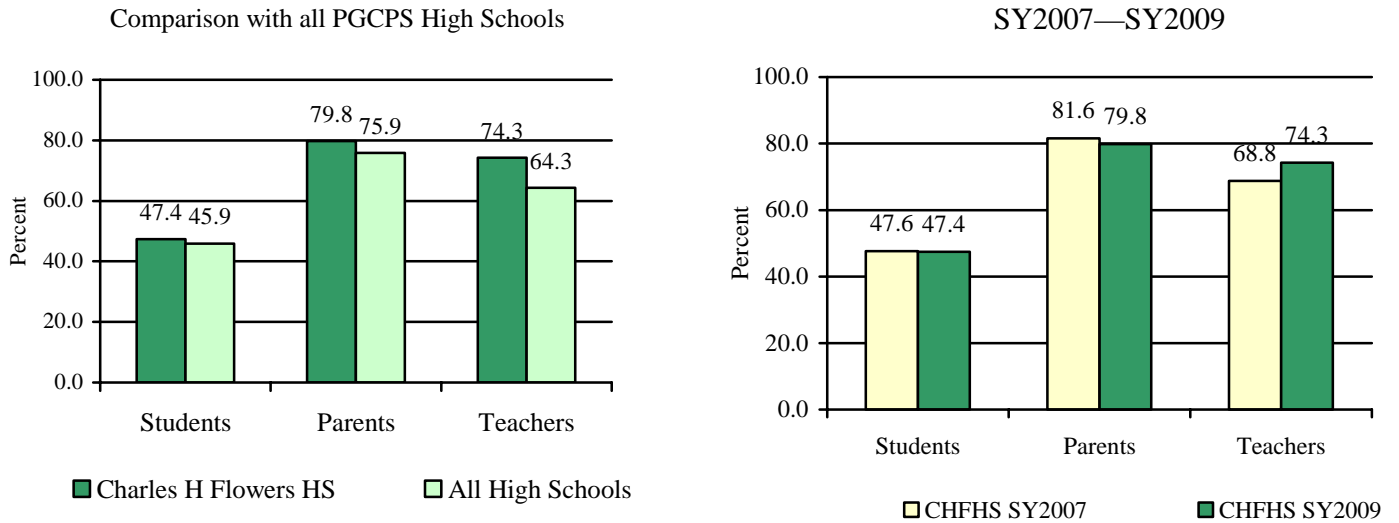
**Figure 2 - All Listed Characteristics of Effective Schools (Combined) – Percent with Positive Perception, SY2007—SY2009**



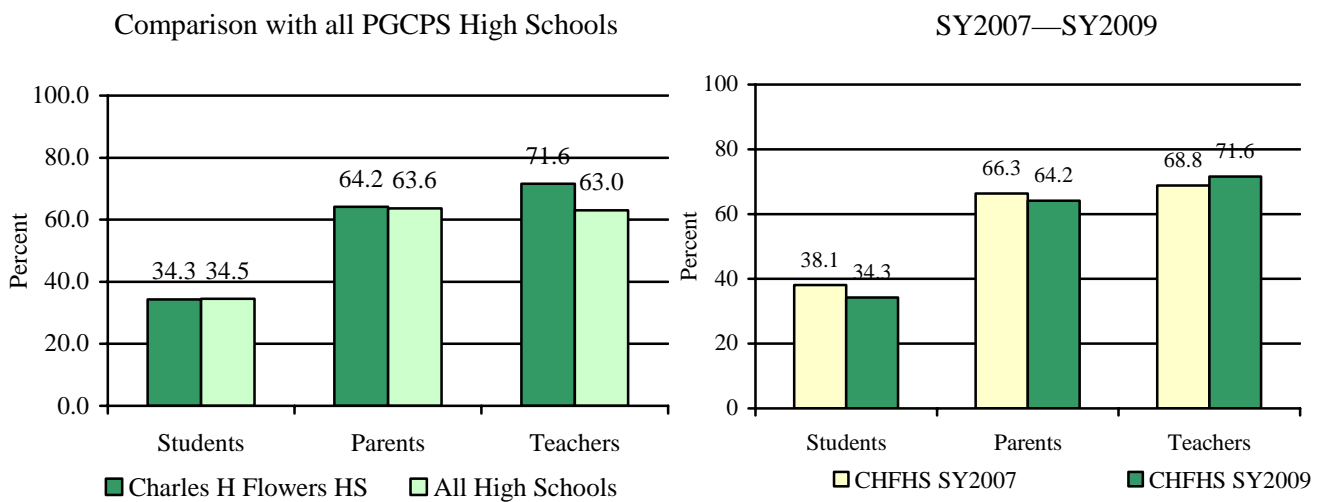
**Figure 3 – Effective Instructional Leadership – Percent with Positive Perception**



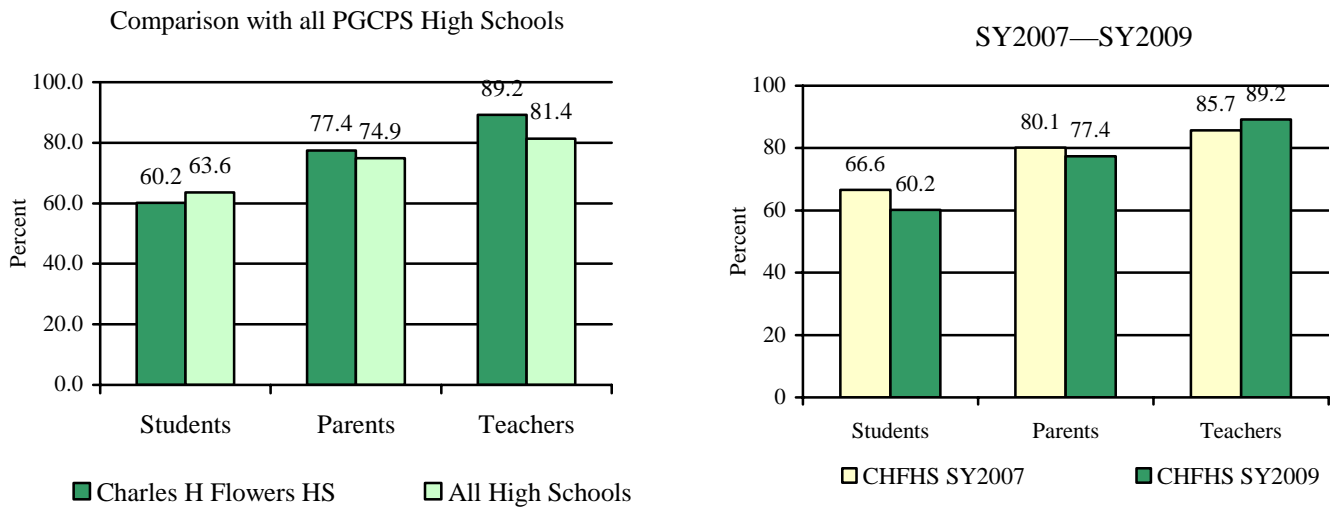
**Figure 4 - Clear and Focused Mission – Percent with Positive Perception**



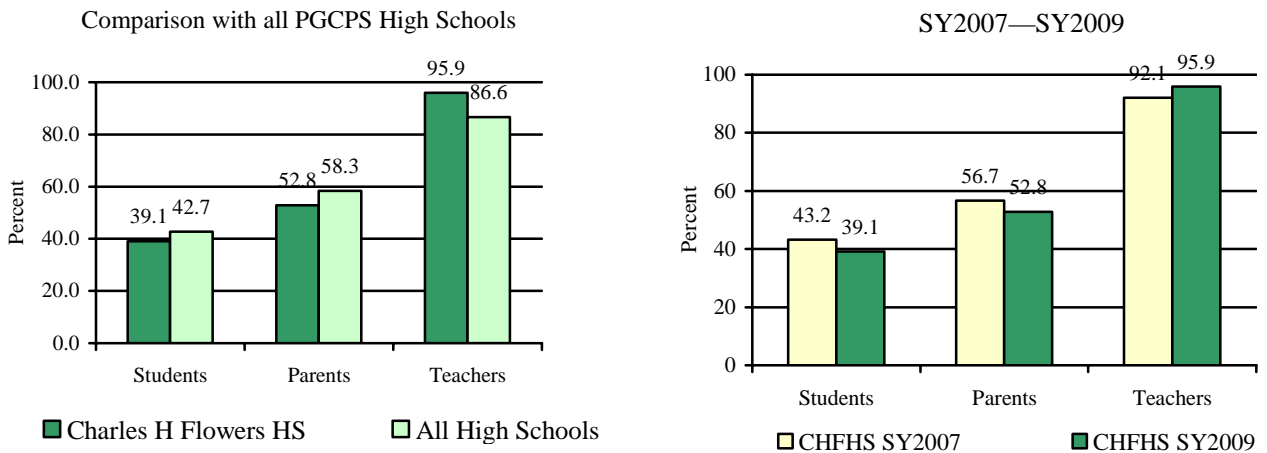
**Figure 5 – Safe and Orderly Environment – Percent with Positive Perception**



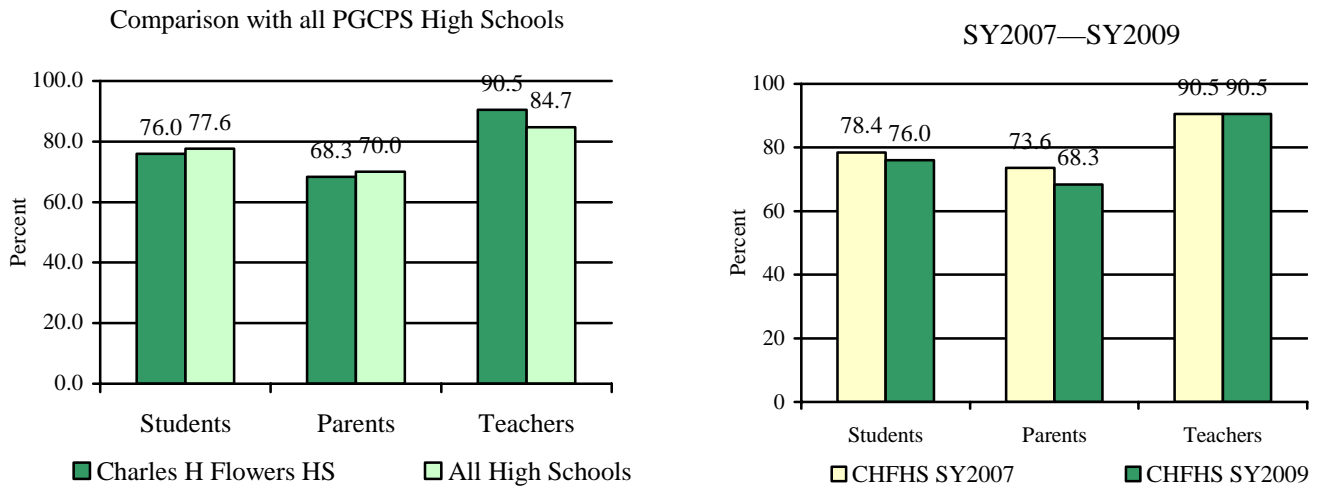
**Figure 6 - Positive School Climate – Percent with Positive Perception**



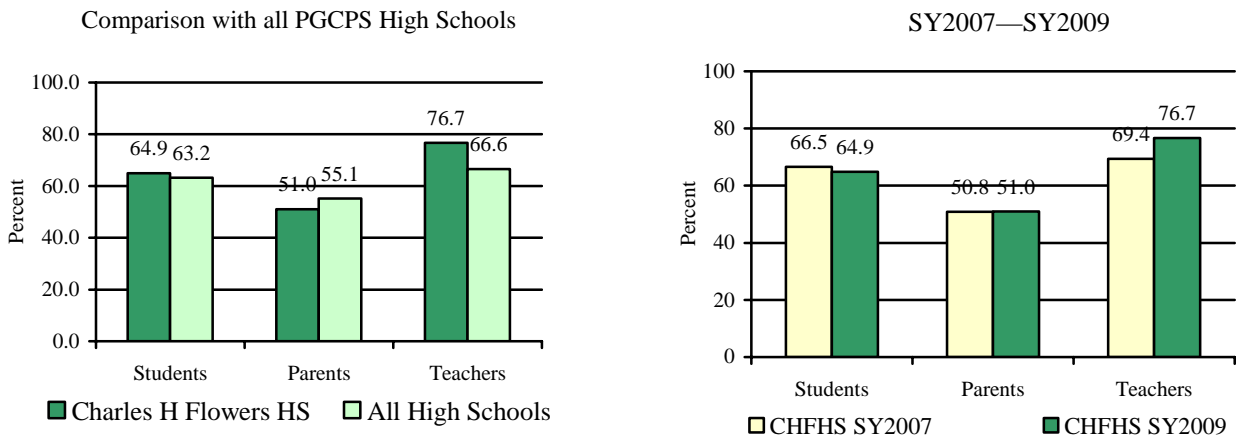
**Figure 7 – High Expectations – Percent with Positive Perception**



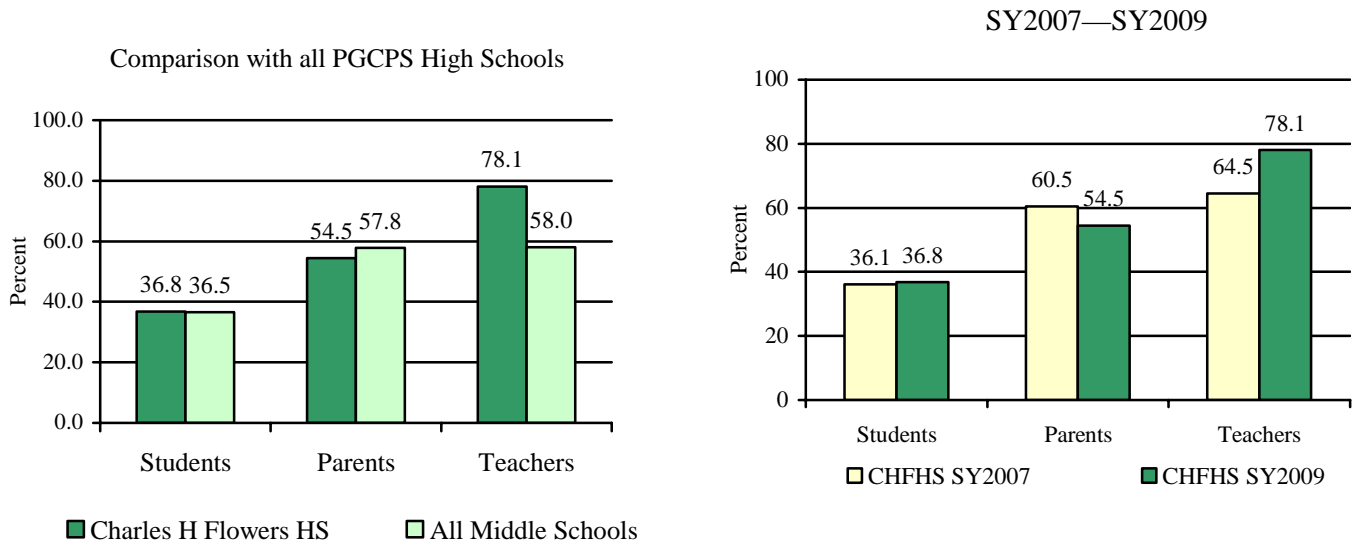
**Figure 8 – Frequent Assessment and Monitoring of Student Achievement – Percent with Positive Perception**



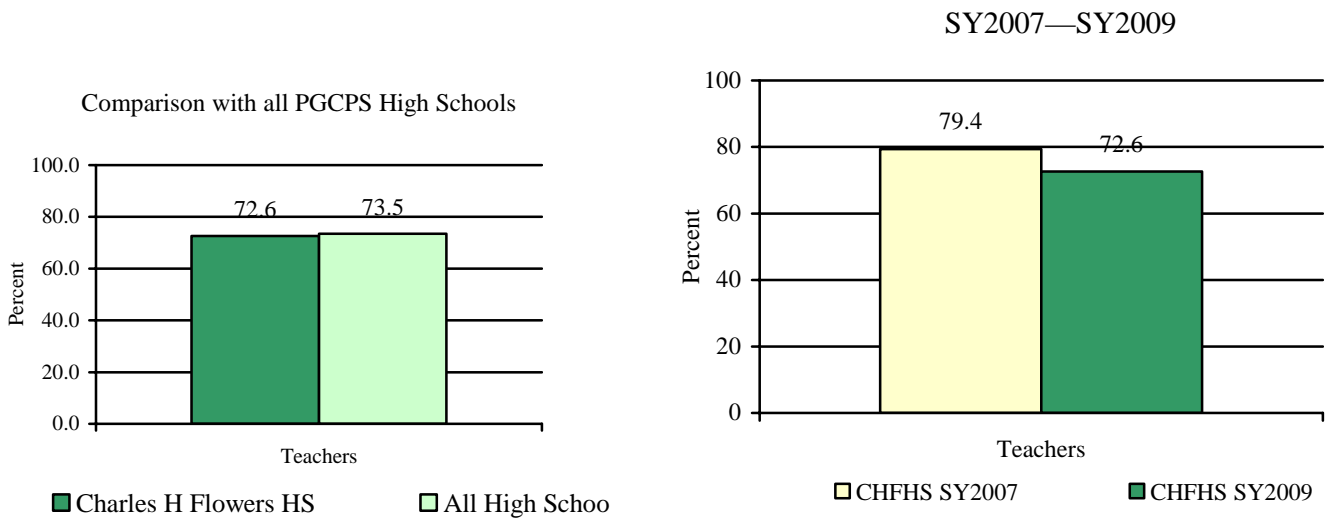
**Figure 9 – Emphasis on Basic Skills – Percent with Positive Perception**



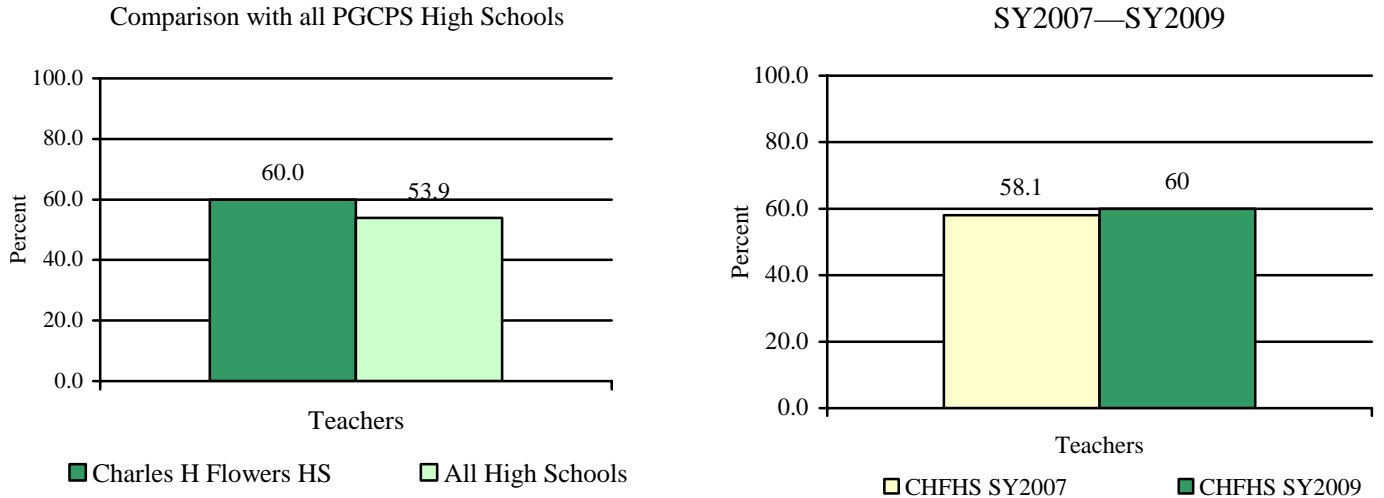
**Figure 10 – Maximum Opportunities for Learning – Percent with Positive Perception**



**Figure 11 – Parent/Community Involvement – Percent with Positive Perception**



**Figure 12 – Strong Professional Development – Percent with Positive Perception**



**Figure 13 – Teacher Involvement in Decision-making – Percent with Positive Perception**

Table 4 – Distribution of Charles H Flowers HS Students’ Responses on Survey Items

Key Constructs of the Survey	SY2009						SY2007					
	Number	Percent					Number	Percent				
		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Survey Items												
<b>Safe and Orderly Environment</b>												
1. My school includes instruction in appropriate behavior.	847	9.2%	34.8%	39.1%	10.2%	6.7%	898	12.9%	41.2%	34.2%	8.0%	3.7%
2. School conduct rules are established with input from students.	844	3.1%	11.8%	27.6%	30.1%	27.4%	896	1.2%	11.3%	19.0%	32.7%	35.8%
3. My parents know the school’s student conduct rules.	843	14.9%	36.1%	26.7%	13.9%	8.4%	904	11.7%	31.7%	27.9%	18.4%	10.3%
4. My parents support the school’s student conduct rules.	834	12.1%	34.2%	39.2%	9.0%	5.5%	893	13.3%	33.4%	37.5%	11.1%	4.7%
5. My school building is kept clean and everything works.	843	2.8%	12.1%	26.3%	35.1%	23.6%	903	3.5%	12.6%	23.5%	32.8%	27.6%
6. I know the school safety rules for the school building, parking area and grounds, and school buses.	846	20.2%	38.9%	24.2%	9.8%	6.9%	907	16.8%	41.1%	22.9%	13.6%	5.6%
7. Safety rules are enforced.	845	13.8%	34.9%	36.7%	9.7%	4.9%	898	13.7%	41.0%	29.7%	11.4%	4.2%
8. The school safety rules are generally obeyed by students.	844	0.7%	12.0%	31.0%	31.0%	25.2%	901	1.6%	13.1%	30.5%	34.9%	20.0%
9. Teachers conduct classes in an orderly and efficient manner.	842	4.4%	25.4%	45.2%	15.4%	9.5%	902	5.9%	32.4%	41.7%	13.9%	6.2%
<b>Positive School Climate</b>												
10. Teachers and students at my school trust and respect each other.	844	1.1%	7.6%	33.1%	28.1%	30.2%	905	2.0%	8.8%	27.3%	36.0%	25.9%

Key Constructs of the Survey	SY2009						SY2007					
	Survey Items	Number	Percent				Number	Percent				
			Strongly Agree	Agree	Neutral	Disagree		Strongly Disagree	Strongly Agree	Agree	Neutral	Disagree
11. Teachers are approachable, so I feel comfortable asking for help.	842	6.3%	27.1%	37.4%	17.7%	11.5%	895	6.6%	30.9%	36.1%	17.3%	9.1%
12. Absenteeism is not a problem at my school.	842	1.9%	7.8%	31.4%	29.6%	29.3%	896	2.6%	9.8%	29.0%	31.1%	27.5%
13. The school rewards students and teachers for their achievements.	839	6.7%	29.2%	33.4%	19.0%	11.8%	902	12.1%	33.6%	27.5%	16.7%	10.1%
14. Students and teachers at school take good care of the school building and grounds.	840	2.1%	10.7%	33.9%	32.3%	21.0%	898	1.6%	8.4%	30.7%	37.9%	21.5%
15. I feel safe at school.	847	5.4%	23.7%	38.7%	16.4%	15.7%	900	6.6%	28.4%	39.6%	14.6%	10.9%
16. I am proud of the appearance of the building and grounds of my school.	843	7.8%	26.7%	41.6%	12.5%	11.4%	905	9.1%	30.6%	40.8%	13.5%	6.1%
17. Teachers care about their students as individuals.	827	2.8%	20.0%	44.3%	20.0%	13.1%	905	3.0%	18.3%	44.9%	22.9%	10.9%
18. My teachers like teaching the subjects they teach.	823	9.0%	36.3%	37.2%	10.9%	6.6%	901	10.2%	41.1%	36.1%	9.2%	3.4%
19. I am proud to be a student at this school.	822	6.8%	24.9%	41.4%	12.0%	14.8%	894	8.7%	33.2%	35.3%	12.3%	10.4%
<b>High Expectations</b>												
20. My teachers encourage me to do my best on assigned work and tests.	822	12.5%	39.2%	33.5%	9.2%	5.6%	898	17.3%	40.5%	29.2%	9.8%	3.2%
21. My teachers expect all students to do well in school.	827	13.5%	34.9%	28.4%	15.0%	8.1%	899	15.4%	36.7%	26.0%	16.6%	5.3%
22. My teachers challenge me to learn as much as I can.	825	11.0%	35.6%	36.0%	12.1%	5.2%	897	12.2%	39.2%	31.2%	13.4%	4.0%

	SY2009					SY2007						
Key Constructs of the Survey	Number	Percent					Number	Percent				
Survey Items		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>Frequent Assessment/Monitoring of Student Achievement</b>												
23. My teachers keep track of how I am doing in my school work.	821	7.8%	28.9%	36.3%	16.9%	10.1%	896	8.0%	28.9%	35.0%	20.1%	7.9%
24. The grades I get are a good indication of my ability and effort.	819	12.0%	24.7%	30.6%	19.4%	13.3%	899	16.2%	28.1%	26.1%	17.1%	12.3%
25. My teachers tell me how I am doing on my tests and assigned school work.	826	4.8%	31.6%	34.5%	19.0%	10.0%	898	7.9%	32.4%	29.8%	19.6%	10.2%
26. My teachers keep my parents informed about my progress in my classes.	824	3.8%	13.2%	31.6%	28.4%	23.1%	897	2.9%	12.5%	28.8%	29.3%	26.5%
<b>Emphasis on Basic Skills</b>												
27. The things I learn in my English class are important.	825	30.4%	36.6%	18.3%	8.6%	6.1%	897	34.4%	37.3%	17.3%	6.7%	4.2%
28. The things I learn in my social studies class are important.	826	22.5%	39.8%	24.0%	8.4%	5.3%	896	21.5%	39.2%	23.3%	8.8%	7.1%
29. The things I learn in my mathematics class are important.	826	28.0%	33.7%	23.1%	9.0%	6.3%	896	30.4%	34.7%	20.2%	9.2%	5.6%
30. The things I learn in my science class are important.	824	24.9%	32.6%	24.8%	9.2%	8.5%	895	24.8%	34.2%	24.8%	8.5%	7.7%
31. I will be able to make good use of what I learn in English class.	828	33.2%	36.6%	19.3%	5.6%	5.3%	899	36.8%	39.0%	14.9%	6.1%	3.1%
32. I will be able to make good use of what I learn in social studies class.	829	20.7%	31.7%	31.0%	9.0%	7.5%	897	19.4%	32.2%	28.1%	12.5%	7.8%

Key Constructs of the Survey	SY2009						SY2007					
	Survey Items	Number	Percent				Number	Percent				
			Strongly Agree	Agree	Neutral	Disagree		Strongly Disagree	Strongly Agree	Agree	Neutral	Disagree
33. I will be able to make good use of what I learn in mathematics class.	813	27.1%	32.5%	22.9%	10.0%	7.6%	896	31.0%	33.5%	20.9%	9.4%	5.2%
34. I will be able to make good use of what I learn in science class.	809	21.9%	31.0%	30.4%	9.6%	7.0%	894	21.3%	31.0%	26.4%	12.3%	9.1%
<b>Maximum Opportunities for Learning</b>												
35. My school offers a variety of elective classes such as music, art, foreign languages, and vocational education.	808	35.4%	39.6%	17.6%	4.8%	2.6%	898	42.0%	39.1%	12.2%	3.1%	3.6%
36. My homework assignments are challenging.	813	8.9%	32.8%	44.3%	9.8%	4.2%	876	10.7%	33.7%	41.3%	10.2%	4.1%
37. Classes are seldom interrupted by activities, announcements, or other people.	809	17.7%	15.6%	23.7%	15.8%	27.2%	875	16.5%	16.5%	14.7%	17.0%	35.3%
38. In my classes I have the opportunity to work on lessons with other students.	813	5.7%	35.2%	41.1%	11.4%	6.6%	869	4.3%	32.9%	38.7%	16.6%	7.6%
39. The material presented in class is often interesting.	809	3.5%	17.9%	42.8%	22.0%	13.8%	867	2.8%	17.1%	42.7%	24.5%	13.0%
40. The way the teachers present the material in my classes makes the subjects interesting.	808	3.2%	16.1%	42.9%	22.2%	15.6%	869	3.0%	13.9%	39.7%	27.0%	16.3%
41. The way my textbooks and workbooks present information helps me learn the course material.	812	4.3%	27.7%	38.3%	16.3%	13.4%	871	4.1%	31.1%	34.8%	19.5%	10.4%

	SY2009					SY2007						
Key Constructs of the Survey	Number	Percent					Number	Percent				
Survey Items		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
42. The school provides many extracurricular activities.	809	31.8%	40.4%	20.3%	4.9%	2.6%	867	34.4%	44.4%	14.5%	3.9%	2.8%
43. I am getting what I need from this school.	815	8.0%	33.1%	39.8%	11.8%	7.4%	864	8.9%	39.0%	31.5%	12.5%	8.1%
44. My teachers know their subject areas well.	808	14.0%	36.6%	37.1%	8.3%	4.0%	867	16.3%	44.3%	27.6%	8.4%	3.5%
45. My teachers can explain material in a way that I can understand.	812	6.7%	30.5%	42.0%	14.0%	6.8%	867	7.6%	31.9%	40.6%	14.3%	5.5%
46. My teachers are well prepared.	813	9.3%	27.8%	43.9%	12.8%	6.2%	866	6.8%	33.1%	43.0%	12.9%	4.2%
<b>Parent/Community Involvement</b>												
47. My parents actively support school events.	813	6.5%	18.1%	35.2%	20.2%	20.0%	871	6.3%	17.9%	33.3%	24.8%	17.7%
48. My parents are aware of what happens at school.	814	11.9%	28.4%	32.4%	13.6%	13.6%	870	12.5%	25.7%	30.2%	17.4%	14.1%

**Table 5 – Distribution of Charles H Flowers HS Parents’ Responses on Survey Items**

	SY2009					SY2007						
Key Constructs of the Survey	Number	Percent					Number	Percent				
Survey Items		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>Effective Instructional Leadership</b>												
1. The principal and assistant principals know enough about the school to provide effective leadership.	299	28.1%	41.8%	18.4%	8.4%	3.3%	259	26.6%	45.9%	16.2%	6.9%	4.2%
2. Free and open communication occurs among parents, faculty, and administration.	303	13.2%	36.3%	27.1%	14.9%	8.6%	259	15.8%	36.3%	22.8%	15.4%	9.7%
3. Decisions about instruction are made using information from parents and the community.	304	4.6%	19.4%	44.1%	24.0%	7.9%	259	8.1%	20.5%	38.2%	23.6%	9.7%
4. The principal and teachers show leadership in promoting quality instruction.	301	12.0%	46.2%	24.9%	10.3%	6.6%	260	17.3%	38.5%	25.0%	13.1%	6.2%
5. The principal and teachers make good instruction the most important school priority.	306	11.4%	43.5%	24.2%	14.1%	6.9%	259	15.4%	35.9%	27.4%	13.9%	7.3%
6. The principal is an effective leader for improving classroom instruction.	299	26.8%	35.5%	21.4%	9.4%	7.0%	260	26.2%	34.6%	22.7%	10.4%	6.2%
<b>Clear and Focused Mission</b>												
7. The school has a written plan that clearly indicates what the school is trying to achieve.	302	16.6%	46.0%	29.1%	4.6%	3.6%	260	18.5%	43.5%	26.2%	8.5%	3.5%

Key Constructs of the Survey	SY2009						SY2007					
	Survey Items	Number	Percent				Number	Percent				
			Strongly Agree	Agree	Neutral	Disagree		Strongly Disagree	Strongly Agree	Agree	Neutral	Disagree
8. The school's written plan is developed with participation by teachers and parents.	300	8.0%	31.0%	43.7%	12.7%	4.7%	259	9.3%	22.8%	43.6%	19.7%	4.6%
9. Parents and students are aware of school purposes and goals.	306	17.6%	47.1%	22.2%	9.5%	3.6%	259	16.6%	53.7%	14.7%	13.9%	1.2%
10. Teachers inform students of what they are expected to learn.	304	18.8%	51.6%	19.4%	7.6%	2.6%	259	18.9%	56.4%	16.6%	6.9%	1.2%
<b>Safe and Orderly Environment</b>												
11. Students are informed of how they are expected to behave in school and at school activities.	307	34.9%	53.1%	8.1%	2.6%	1.3%	261	34.5%	55.9%	6.9%	1.9%	0.8%
12. Students are disciplined in a fair and consistent manner.	303	13.9%	35.0%	26.1%	16.5%	8.6%	260	18.1%	33.5%	21.9%	16.5%	10.0%
13. Parents are involved in and support school disciplinary practices.	305	12.8%	31.5%	35.4%	14.4%	5.9%	260	10.0%	33.8%	33.1%	17.3%	5.8%
14. The school buildings and grounds are clean and well maintained.	302	26.2%	52.6%	12.6%	7.3%	1.3%	261	25.3%	52.9%	13.4%	6.9%	1.5%
15. Students are taught to act in a safe and responsible manner.	304	19.1%	55.3%	16.4%	7.2%	2.0%	258	19.4%	53.5%	17.1%	7.8%	2.3%
<b>Positive School Climate</b>												
16. An atmosphere of respect and trust exists in the school.	295	9.8%	32.2%	28.5%	19.0%	10.5%	260	9.6%	33.5%	25.4%	22.7%	8.8%
17. Social and cultural differences are respected in the school.	304	10.2%	45.7%	31.6%	8.2%	4.3%	258	10.5%	46.1%	32.2%	8.1%	3.1%
18. Students and teachers have a positive attitude toward school.	300	9.0%	36.0%	30.0%	18.3%	6.7%	260	13.5%	35.0%	24.2%	21.9%	5.4%

	SY2009					SY2007						
Key Constructs of the Survey	Number	Percent					Number	Percent				
Survey Items		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
19. Students are recognized for their accomplishments.	302	17.9%	48.7%	24.8%	4.6%	4.0%	259	21.6%	53.3%	15.8%	5.8%	3.5%
20. School staff members and students work together to keep the school clean and attractive.	300	11.0%	38.0%	37.3%	11.0%	2.7%	259	14.7%	40.2%	30.1%	10.0%	5.0%
21. Students feel that the school is a good place to be.	301	12.6%	38.9%	28.2%	9.6%	10.6%	260	10.8%	46.9%	20.0%	14.6%	7.7%
22. The teachers and staff consider the interests and needs of each student.	305	8.9%	28.2%	32.1%	19.3%	11.5%	260	10.0%	34.2%	26.2%	23.1%	6.5%
<b>High Expectations</b>												
23. School staff members set high, but appropriate and achievable, goals for students.	302	11.6%	47.4%	24.5%	10.9%	5.6%	259	10.0%	49.4%	26.6%	11.6%	2.3%
24. Students and parents know what the school expects of them.	304	19.1%	50.0%	19.7%	7.9%	3.3%	261	20.7%	52.5%	18.4%	6.1%	2.3%
25. All students, regardless of social or cultural differences, are expected to work toward high standards.	305	26.6%	51.8%	14.4%	5.2%	2.0%	261	26.4%	55.9%	14.6%	2.7%	0.4%
<b>Frequent Assessment/Monitoring of Student Achievement</b>												
26. The school keeps track of each student's performance.	302	17.5%	46.7%	19.2%	9.9%	6.6%	257	19.1%	46.3%	19.8%	7.8%	7.0%
27. Student performance is evaluated in a variety of ways.	305	11.8%	41.0%	31.1%	9.8%	6.2%	257	12.8%	42.4%	28.8%	11.3%	4.7%
28. Parents are kept informed of how well their children are doing in school.	298	12.8%	28.5%	17.8%	22.8%	18.1%	260	15.0%	39.6%	13.5%	17.7%	14.2%

Key Constructs of the Survey	SY2009						SY2007					
	Number	Percent					Number	Percent				
		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
29. The school quickly informs parents when their children are not doing well.	303	9.2%	22.8%	16.5%	27.4%	24.1%	261	11.9%	28.7%	15.7%	26.1%	17.6%
30. Students are kept informed of how well they are doing in school.	300	9.0%	29.7%	28.3%	19.7%	13.3%	260	13.1%	35.0%	24.6%	16.9%	10.4%
<b>Emphasis on Basic Skills</b>												
31. Students are taught to apply basic skills and problem-solving skills in reading, writing, mathematics, science, and social studies.	304	15.8%	53.9%	22.7%	5.6%	2.0%	257	17.5%	54.1%	20.6%	5.1%	2.7%
32. The school provides learning activities to help students with special needs or interests.	300	10.7%	41.0%	32.3%	9.7%	6.3%	254	11.4%	36.2%	40.9%	7.1%	4.3%
<b>Maximum Opportunities for Learning</b>												
33. Teachers spend as much time as needed on instruction.	302	4.6%	22.5%	29.5%	28.8%	14.6%	255	6.7%	22.0%	29.8%	28.6%	12.9%
34. There are few disruptions to instruction in the school.	302	4.3%	19.9%	36.4%	21.2%	18.2%	254	6.3%	21.7%	31.1%	26.0%	15.0%
35. Field trips and other activities are used appropriately to support instruction.	304	7.9%	29.6%	35.5%	15.5%	11.5%	256	7.0%	27.0%	43.0%	15.2%	7.8%
36. School courses are varied to meet the different needs, interests, and abilities of students.	302	9.9%	45.0%	27.2%	9.6%	8.3%	254	11.4%	41.7%	27.2%	12.6%	7.1%
37. Students have enough opportunities to learn with and from each other.	305	7.9%	39.3%	32.8%	12.5%	7.5%	257	10.1%	41.6%	25.3%	17.5%	5.4%

Key Constructs of the Survey	SY2009						SY2007					
	Number	Percent					Number	Percent				
		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
38. Teachers are adequately prepared for their teaching fields.	304	6.3%	36.5%	37.5%	10.9%	8.9%	256	7.4%	32.4%	37.1%	18.4%	4.7%
<b>Parent/Community Involvement</b>												
39. Parents and parent groups have a voice in school policies.	304	7.9%	31.6%	41.4%	12.2%	6.9%	258	9.3%	35.3%	35.3%	14.7%	5.4%
40. Parents and parent groups actively participate in school activities.	302	9.9%	34.8%	37.4%	11.3%	6.6%	251	9.2%	43.0%	35.9%	9.6%	2.4%
41. Parents and school staff members often share information about students' progress and plans.	305	9.2%	24.3%	31.1%	23.6%	11.8%	258	8.9%	34.1%	27.5%	24.0%	5.4%
42. Parents are encouraged to support the instructional activities of the school.	302	16.2%	44.4%	22.5%	9.9%	7.0%	257	15.6%	45.9%	23.7%	12.1%	2.7%
43. Parents have opportunities to get involved in the development of school budgets.	301	6.3%	18.9%	47.8%	16.9%	10.0%	256	6.6%	22.3%	41.4%	19.9%	9.8%
44. The school gives parents news about their children's accomplishments.	305	10.5%	32.5%	23.9%	18.0%	15.1%	258	14.7%	36.8%	20.9%	16.3%	11.2%

**Table 6 – Distribution of Charles H Flowers HS Teachers/Paraprofessionals’ Responses on Survey Items**

Key Constructs of the Survey	SY2009						SY2007					
	Number	Percent					Number	Percent				
		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>Effective Instructional Leadership</b>												
1. Administrators know the school and district curriculum.	74	23.0%	47.3%	16.2%	10.8%	2.7%	65	30.8%	52.3%	6.2%	9.2%	1.5%
2. Communication between the faculty and administration is frequent and effective.	75	18.7%	42.7%	12.0%	16.0%	10.7%	64	17.2%	35.9%	15.6%	20.3%	10.9%
3. Instructional decisions for the school are based on input from the community, teachers, and administrators.	75	5.3%	36.0%	25.3%	25.3%	8.0%	65	9.2%	35.4%	20.0%	20.0%	15.4%
4. The principal is involved in the instructional process.	72	23.6%	58.3%	13.9%	2.8%	1.4%	65	35.4%	41.5%	13.8%	6.2%	3.1%
5. The principal and teachers make instructional effectiveness the highest priority in the school.	74	25.7%	51.4%	13.5%	5.4%	4.1%	65	36.9%	36.9%	13.8%	10.8%	1.5%
6. The principal provides leadership in the improvement of the instructional program.	75	30.7%	49.3%	13.3%	1.3%	5.3%	65	44.6%	40.0%	7.7%	6.2%	1.5%
7. Administrators complete fair and meaningful evaluations of each employee.	75	21.3%	53.3%	14.7%	8.0%	2.7%	65	26.2%	36.9%	20.0%	9.2%	7.7%
8. The principal encourages teachers to participate in leadership roles.	74	23.0%	47.3%	14.9%	9.5%	5.4%	65	38.5%	40.0%	7.7%	10.8%	3.1%

Key Constructs of the Survey	SY2009						SY2007					
	Number	Percent					Number	Percent				
		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Survey Items	Number	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Number	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>Clear and Focused Mission</b>												
9. The school has a plan for the year that includes goals and objectives.	75	26.7%	58.7%	9.3%	1.3%	4.0%	65	36.9%	49.2%	7.7%	4.6%	1.5%
10. The school plan is developed with participation by teachers and community members.	74	14.9%	50.0%	20.3%	10.8%	4.1%	65	23.1%	36.9%	26.2%	9.2%	4.6%
11. Important social trends are considered in school planning.	74	8.1%	29.7%	47.3%	13.5%	1.4%	64	12.5%	32.8%	32.8%	14.1%	7.8%
12. Teachers and students know the school's purpose and goals.	75	18.7%	44.0%	21.3%	14.7%	1.3%	65	18.5%	38.5%	20.0%	16.9%	6.2%
13. The goals of teachers are consistent with school and district goals.	74	21.6%	56.8%	17.6%	4.1%	0.0%	65	24.6%	50.8%	6.2%	12.3%	6.2%
14. Teachers communicate instructional goals to students.	75	25.3%	57.3%	16.0%	1.3%	0.0%	65	23.1%	53.8%	13.8%	6.2%	3.1%
15. The school plan is revised, monitored, and reviewed periodically.	75	18.7%	49.3%	24.0%	6.7%	1.3%	65	27.7%	38.5%	20.0%	7.7%	6.2%
<b>Safe and Orderly Environment</b>												
16. School conduct rules and procedures are taught along with other skills.	72	15.3%	62.5%	12.5%	8.3%	1.4%	64	23.4%	45.3%	10.9%	15.6%	4.7%
17. Disciplinary procedures are implemented in a fair and consistent manner.	74	12.2%	40.5%	14.9%	17.6%	14.9%	63	14.3%	34.9%	12.7%	17.5%	20.6%
18. Parents are involved in and support the school's disciplinary procedures.	74	4.1%	33.8%	35.1%	16.2%	10.8%	64	9.4%	32.8%	29.7%	12.5%	15.6%

Key Constructs of the Survey	SY2009						SY2007						
	Survey Items	Number	Percent					Number	Percent				
			Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
19. The physical plant is clean and well maintained.	74	18.9%	58.1%	17.6%	1.4%	4.1%	64	18.8%	56.3%	15.6%	6.3%	3.1%	
20. Appropriate safety principles are taught and practiced.	73	13.7%	50.7%	24.7%	9.6%	1.4%	63	15.9%	54.0%	17.5%	7.9%	4.8%	
<b>Positive School Climate</b>													
21. An atmosphere of respect and trust exists in the school.	71	7.0%	45.1%	16.9%	18.3%	12.7%	64	9.4%	32.8%	21.9%	20.3%	15.6%	
22. Social and cultural differences are respected in the school.	73	13.7%	60.3%	12.3%	6.8%	6.8%	62	12.9%	59.7%	16.1%	4.8%	6.5%	
23. Teachers have a positive attitude toward their school.	73	8.2%	49.3%	28.8%	9.6%	4.1%	63	14.3%	46.0%	11.1%	20.6%	7.9%	
24. Students have a positive attitude toward their school.	74	4.1%	39.2%	36.5%	13.5%	6.8%	64	4.7%	37.5%	20.3%	29.7%	7.8%	
25. Teacher attendance is high.	74	2.7%	39.2%	31.1%	20.3%	6.8%	64	6.3%	34.4%	31.3%	17.2%	10.9%	
26. Student attendance is high.	73	2.7%	45.2%	28.8%	15.1%	8.2%	64	3.1%	46.9%	20.3%	15.6%	14.1%	
27. Teachers are recognized for their accomplishments.	74	14.9%	52.7%	14.9%	12.2%	5.4%	64	12.5%	45.3%	21.9%	9.4%	10.9%	
28. Students are recognized for their accomplishments.	73	28.8%	57.5%	8.2%	1.4%	4.1%	64	37.5%	50.0%	4.7%	4.7%	3.1%	
29. Teachers, students, and administrators assume responsibility, as appropriate, for the physical appearance of the school.	74	10.8%	45.9%	23.0%	18.9%	1.4%	64	14.1%	40.6%	18.8%	18.8%	7.8%	
30. The school physical facilities contribute to a positive school climate.	74	17.6%	56.8%	18.9%	5.4%	1.4%	64	25.0%	51.6%	12.5%	7.8%	3.1%	

Key Constructs of the Survey	SY2009						SY2007					
	Survey Items	Number	Percent				Number	Percent				
			Strongly Agree	Agree	Neutral	Disagree		Strongly Disagree	Strongly Agree	Agree	Neutral	Disagree
<b>High Expectations</b>												
31. Classroom learning expectations are high, appropriate, and achievable.	74	20.3%	64.9%	8.1%	5.4%	1.4%	63	25.4%	52.4%	9.5%	4.8%	7.9%
32. Expectations are communicated to faculty, support staff, students, and parents.	74	17.6%	67.6%	10.8%	2.7%	1.4%	63	30.2%	52.4%	7.9%	4.8%	4.8%
33. All students, regardless of social or cultural differences, are expected to work toward high standards.	74	21.6%	66.2%	5.4%	5.4%	1.4%	63	36.5%	49.2%	3.2%	6.3%	4.8%
34. Expectations for students are based on knowledge of students and their previous performance.	74	10.8%	56.8%	23.0%	8.1%	1.4%	63	17.5%	46.0%	15.9%	15.9%	4.8%
35. High academic expectations are consistently maintained over time.	74	8.1%	62.2%	21.6%	6.8%	1.4%	63	22.2%	54.0%	11.1%	4.8%	7.9%
<b>Frequent Assessment/Monitoring of Student Achievement</b>												
36. Student performance is regularly evaluated.	73	19.2%	72.6%	8.2%	0.0%	0.0%	63	33.3%	65.1%	0.0%	0.0%	1.6%
37. Student performance is evaluated in a variety of ways.	72	20.8%	68.1%	8.3%	2.8%	0.0%	63	33.3%	47.6%	6.3%	7.9%	4.8%
38. Assessment data are used to improve the school's curriculum.	73	19.2%	54.8%	20.5%	2.7%	2.7%	62	25.8%	40.3%	22.6%	8.1%	3.2%
39. Student progress is regularly reported to parents.	74	13.5%	74.3%	5.4%	6.8%	0.0%	63	30.2%	55.6%	7.9%	3.2%	3.2%

	SY2009					SY2007						
Key Constructs of the Survey	Number	Percent					Number	Percent				
Survey Items		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
40. Student assessment data are monitored, and instruction is modified to promote student learning.	74	12.2%	64.9%	21.6%	1.4%	0.0%	63	19.0%	50.8%	15.9%	11.1%	3.2%
41. Students are regularly informed of their progress.	73	16.4%	69.9%	11.0%	2.7%	0.0%	63	27.0%	61.9%	7.9%	0.0%	3.2%
<b>Emphasis on Basic Skills</b>												
42. Basic skills in this school include grade-appropriate skills within content areas, critical/higher-order thinking skills, and problem-solving skills.	74	18.9%	64.9%	13.5%	2.7%	0.0%	63	25.4%	60.3%	7.9%	3.2%	3.2%
43. Students are taught to apply basic skills.	73	19.2%	67.1%	11.0%	2.7%	0.0%	63	28.6%	52.4%	7.9%	6.3%	4.8%
44. Students are tested for both basic knowledge and performance capabilities.	73	13.7%	72.6%	13.7%	0.0%	0.0%	63	27.0%	52.4%	11.1%	4.8%	4.8%
45. Elective subjects are integrated into the school curriculum.	73	20.5%	58.9%	16.4%	2.7%	1.4%	63	31.7%	55.6%	3.2%	6.3%	3.2%
46. The integration of basic skills development into instruction is consistently monitored.	73	11.0%	54.8%	26.0%	8.2%	0.0%	62	16.1%	43.5%	24.2%	9.7%	6.5%
<b>Maximum Opportunities for Learning</b>												
47. Instruction time is used efficiently, so that students cover the expected curriculum content with satisfactory understanding and retention.	71	12.7%	62.0%	18.3%	4.2%	2.8%	62	19.4%	48.4%	6.5%	16.1%	9.7%

Key Constructs of the Survey	SY2009						SY2007					
	Number	Percent					Number	Percent				
		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
48. Classroom disruptions to instruction are kept to a minimum.	73	5.5%	35.6%	16.4%	27.4%	15.1%	62	8.1%	37.1%	12.9%	19.4%	22.6%
49. Teachers are freed from miscellaneous administrative tasks and duties so they can concentrate on instruction.	72	16.7%	33.3%	19.4%	13.9%	16.7%	62	8.1%	16.1%	9.7%	35.5%	30.6%
50. The administration supports teachers in matters concerning disruptive students.	73	16.4%	42.5%	19.2%	13.7%	8.2%	62	14.5%	38.7%	14.5%	16.1%	16.1%
51. The school offers extracurricular and supplemental activities that support instruction.	73	27.4%	54.8%	13.7%	2.7%	1.4%	62	30.6%	59.7%	6.5%	0.0%	3.2%
52. The curriculum is varied to accommodate needs, interests, and abilities of students.	73	20.5%	60.3%	11.0%	5.5%	2.7%	62	22.6%	58.1%	9.7%	4.8%	4.8%
53. Teachers provide students with opportunities for learning in small-group settings.	73	19.2%	57.5%	17.8%	4.1%	1.4%	62	16.1%	58.1%	12.9%	8.1%	4.8%
<b>Parent/Community Involvement</b>												
54. Parents actively participate in establishing school policies and procedures.	73	6.8%	26.0%	52.1%	11.0%	4.1%	62	8.1%	30.6%	35.5%	14.5%	11.3%
55. Parents actively participate in school activities.	72	5.6%	43.1%	43.1%	4.2%	4.2%	62	8.1%	45.2%	27.4%	11.3%	8.1%
56. Effective and frequent communication occurs with parents.	71	9.9%	62.0%	16.9%	7.0%	4.2%	62	14.5%	48.4%	19.4%	12.9%	4.8%

Key Constructs of the Survey	SY2009						SY2007					
	Survey Items	Number	Percent				Number	Percent				
			Strongly Agree	Agree	Neutral	Disagree		Strongly Disagree	Strongly Agree	Agree	Neutral	Disagree
57. Community resources are used to support the instruction of students.	72	8.3%	40.3%	40.3%	8.3%	2.8%	62	8.1%	46.8%	30.6%	8.1%	6.5%
58. Social services from available outside agencies are used effectively.	73	9.6%	37.0%	46.6%	5.5%	1.4%	62	6.5%	33.9%	45.2%	9.7%	4.8%
59. Parents are encouraged to support the instructional activities of the school.	73	13.7%	65.8%	16.4%	2.7%	1.4%	62	19.4%	59.7%	12.9%	3.2%	4.8%
<b>Strong Professional Development</b>												
60. Professional development of teachers addresses the social and cultural differences in the school.	73	6.8%	42.5%	30.1%	12.3%	8.2%	62	11.3%	38.7%	21.0%	14.5%	14.5%
61. Professional development of teachers is tailored to the needs of the school.	70	14.3%	40.0%	17.1%	17.1%	11.4%	62	17.7%	45.2%	8.1%	19.4%	9.7%
62. Participation in professional development activities is encouraged.	70	27.1%	55.7%	12.9%	2.9%	1.4%	62	29.0%	61.3%	4.8%	1.6%	3.2%
63. The application of professional development activities is encouraged.	70	20.0%	55.7%	18.6%	2.9%	2.9%	62	24.2%	59.7%	9.7%	0.0%	6.5%
64. Teachers are involved in planning and evaluating professional development activities.	69	13.0%	36.2%	27.5%	11.6%	11.6%	62	17.7%	41.9%	21.0%	8.1%	11.3%
65. Teachers in this school strive to maintain and enhance their professional status.	70	17.1%	65.7%	12.9%	2.9%	1.4%	61	21.3%	60.7%	8.2%	1.6%	8.2%

	SY2009					SY2007						
Key Constructs of the Survey	Number	Percent					Number	Percent				
Survey Items		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>Teacher Involvement in Decision-making</b>												
66. Teachers are involved in school planning and budgeting.	70	2.9%	32.9%	32.9%	15.7%	15.7%	62	6.5%	25.8%	32.3%	17.7%	17.7%
67. Teachers are involved in developing and reviewing the school's mission and goals.	70	7.1%	57.1%	20.0%	10.0%	5.7%	62	9.7%	45.2%	22.6%	9.7%	12.9%
68. Teachers are involved in monitoring the implementation of school policies and procedures.	70	8.6%	54.3%	20.0%	11.4%	5.7%	62	16.1%	51.6%	9.7%	11.3%	11.3%
69. Teachers perceive that they can influence school decisions.	70	4.3%	37.1%	18.6%	25.7%	14.3%	62	11.3%	30.6%	17.7%	14.5%	25.8%
70. Teachers and administrators function as a team.	69	14.5%	46.4%	17.4%	11.6%	10.1%	62	17.7%	37.1%	14.5%	12.9%	17.7%