



Prince George's County Public Schools
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RESEARCH REPORT

SY2008-2009 School Climate Survey Gladys Noon Spellman ES

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GLADYS NOON SPELLMAN ES

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 1st column. The 2nd column indicates the different subsets of data—your individual school, and all elementary schools in the district. This allows you to see how your school compares to the average elementary school. The 3rd column (*Sample*) indicates the total number of individuals who were invited to participate in the survey. The 4th column (*Number of Respondents*) indicates the number of participants that responded to the survey. The 5th 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 1st 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 elementary 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 elementary 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 elementary 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 1st 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

| | | Sample | Number of Respondents | Response Rate |
|------------------------------|--------------------------------|------------|-----------------------|---------------|
| Students | Gladys Noon Spellman ES | 45 | 43 | 95.6% |
| | All Elementary Schools | 8,770 | 7,789 | 88.8% |
| Parents | Gladys Noon Spellman ES | 133 | 26 | 19.5% |
| | All Elementary Schools | 23,127 | 7,246 | 31.3% |
| Teachers & Paraprofessionals | Gladys Noon Spellman ES | 30 | 19 | 63.3% |
| | All Elementary Schools | 5,275 | 3,125 | 59.2% |

Table 2—Percent with Positive Perceptions by Characteristics of Effective Schools, GNSES and All PGCPs Elementary Schools

| | Students | | Parents | | Teachers/Paraprofessionals | |
|---|-------------------------|------------------------|-------------------------|------------------------|----------------------------|------------------------|
| | Gladys Noon Spellman ES | All Elementary Schools | Gladys Noon Spellman ES | All Elementary Schools | Gladys Noon Spellman ES | All Elementary Schools |
| All Characteristics (Composite) | 74.4% | 93.4% | 92.3% | 91.9% | 94.7% | 91.5% |
| Effective Instructional Leadership | N/A | N/A | 96.2% | 88.7% | 94.7% | 85.9% |
| Clear and Focused Mission | N/A | N/A | 84.6% | 88.6% | 94.7% | 91.6% |
| Safe and Orderly Environment | 74.4% | 88.2% | 92.3% | 92.5% | 100.0% | 84.5% |
| Positive School Climate | 41.9% | 70.4% | 92.3% | 92.2% | 100.0% | 88.1% |
| High Expectations | 86.0% | 95.6% | 88.5% | 90.5% | 94.4% | 93.8% |
| Frequent Assessment/Monitoring of Student Achievement | 69.8% | 81.0% | 92.3% | 86.8% | 94.4% | 94.7% |
| Emphasis on Basic Skills | 92.7% | 94.6% | 84.6% | 87.5% | 94.4% | 92.6% |
| Maximum Opportunities for Learning | 17.1% | 61.1% | 76.9% | 82.7% | 94.4% | 81.2% |
| Parent/Community Involvement | 39.0% | 49.0% | 73.1% | 86.2% | 77.8% | 75.5% |
| Strong Professional Development | N/A | N/A | N/A | N/A | 83.3% | 85.4% |
| Teacher Involvement in Decision-making | N/A | N/A | N/A | N/A | 94.4% | 74.5% |

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

| | Students | | Parents | | Teachers/Paraprofessionals | |
|---|-----------------|-----------------|-----------------|-----------------|----------------------------|-----------------|
| | GNSEs SY2007 | GNSEs SY2009 | GNSEs SY2007 | GNSEs SY2009 | GNSEs SY2007 | GNSEs SY2009 |
| All Characteristics (Composite) | 87.5% | 74.4% | 87.7% | 92.3% | 91.3% | 94.7% |
| Effective Instructional Leadership | N/A | N/A | 83.1% | 96.2% | 91.3% | 94.7% |
| Clear and Focused Mission | N/A | N/A | 83.1% | 84.6% | 91.3% | 94.7% |
| Safe and Orderly Environment | 83.3% | 74.4% | 90.8% | 92.3% | 86.4% | 100.0% |
| Positive School Climate | 72.9% | 41.9% | 89.1% | 92.3% | 90.9% | 100.0% |
| High Expectations | 95.8% | 86.0% | 84.4% | 88.5% | 90.9% | 94.4% |
| Frequent Assessment/Monitoring of Student Achievement | 83.3% | 69.8% | 78.1% | 92.3% | 90.9% | 94.4% |
| Emphasis on Basic Skills | 97.9% | 92.7% | 87.5% | 84.6% | 86.4% | 94.4% |
| Maximum Opportunities for Learning | 52.1% | 17.1% | 84.4% | 76.9% | 90.9% | 94.4% |
| Parent/Community Involvement | 35.4% | 39.0% | 84.4% | 73.1% | 63.6% | 77.8% |
| Strong Professional Development | N/A | N/A | N/A | N/A | 86.4% | 83.3% |
| Teacher Involvement in Decision-making | N/A | N/A | N/A | N/A | 81.8% | 94.4% |

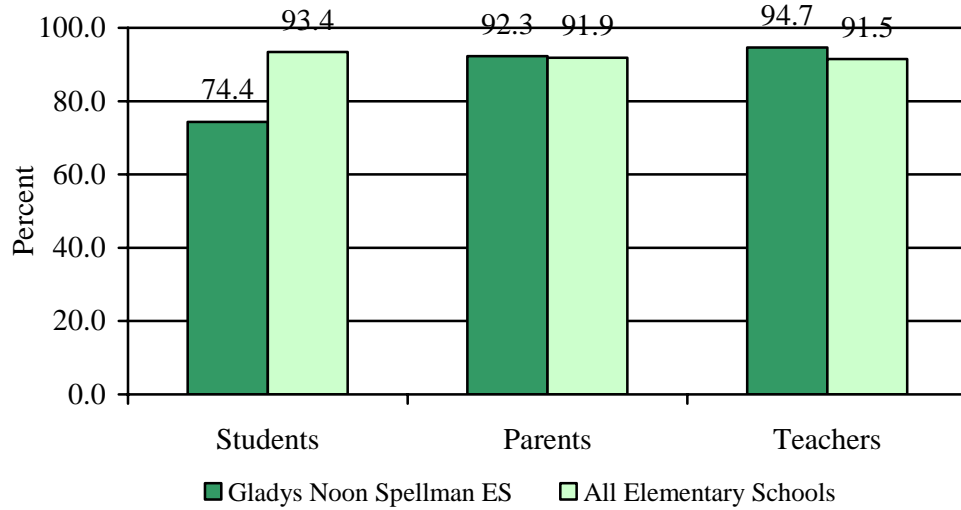


Figure 1 - All Listed Characteristics of Effective Schools (Combined) – Percent with Positive Perception, GNSES and all PGCPS Elementary Schools

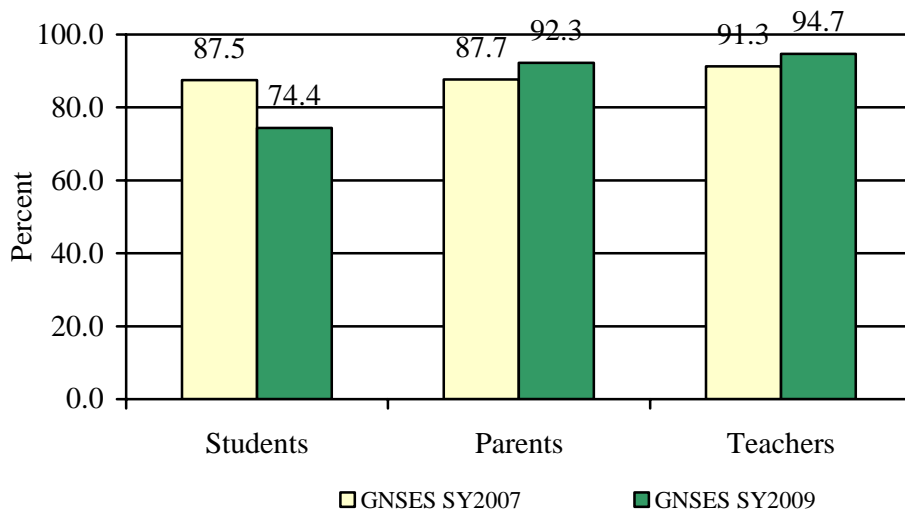


Figure 2 - All Listed Characteristics of Effective Schools (Combined) – Percent with Positive Perception, SY2007—SY2009

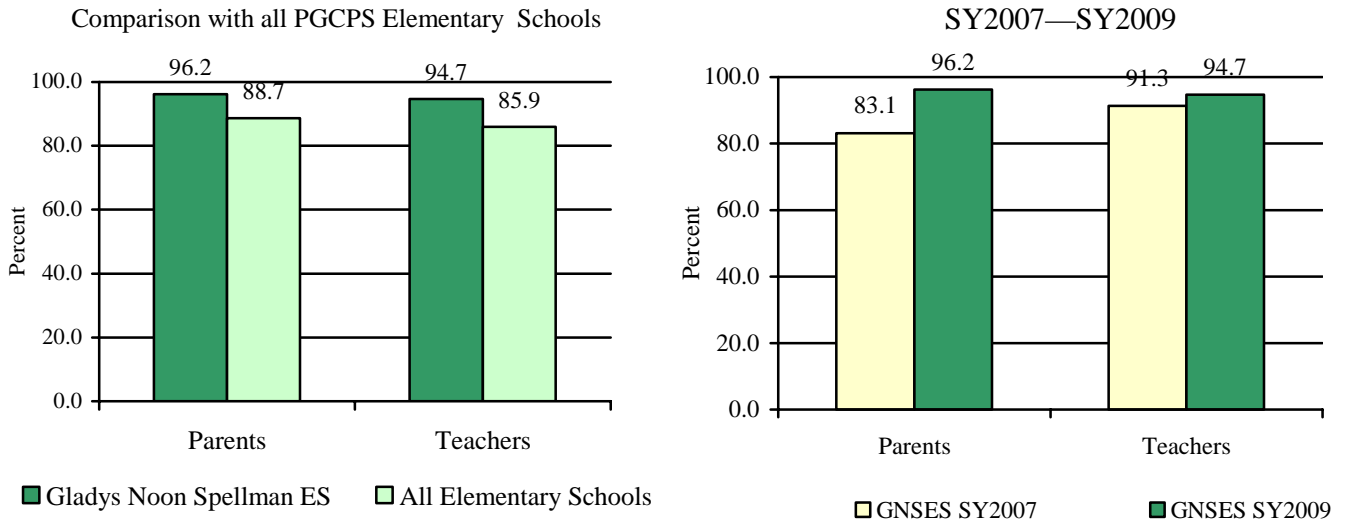


Figure 3 – Effective Instructional Leadership – Percent with Positive Perception

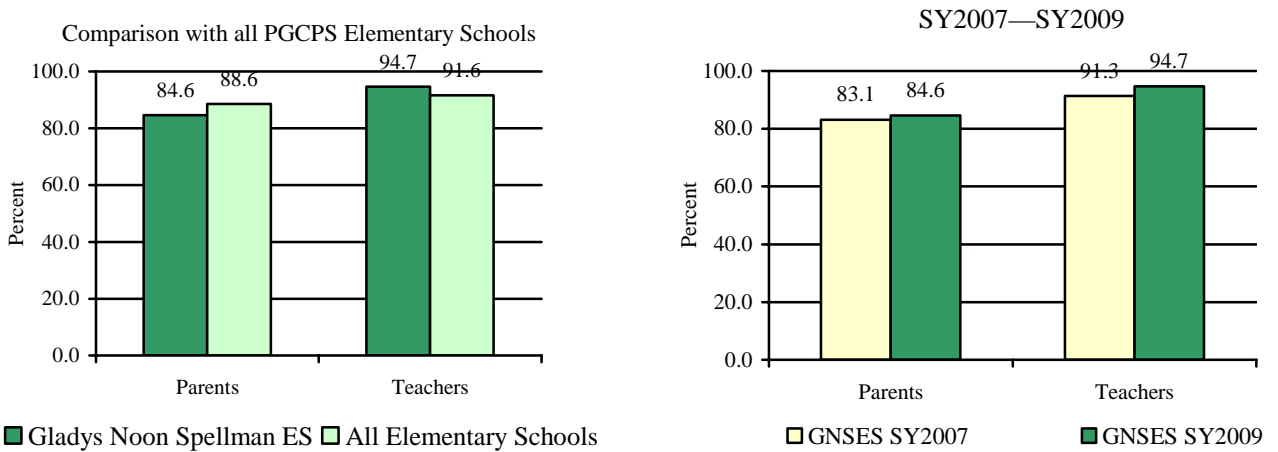


Figure 4 - Clear and Focused Mission – Percent with Positive Perception

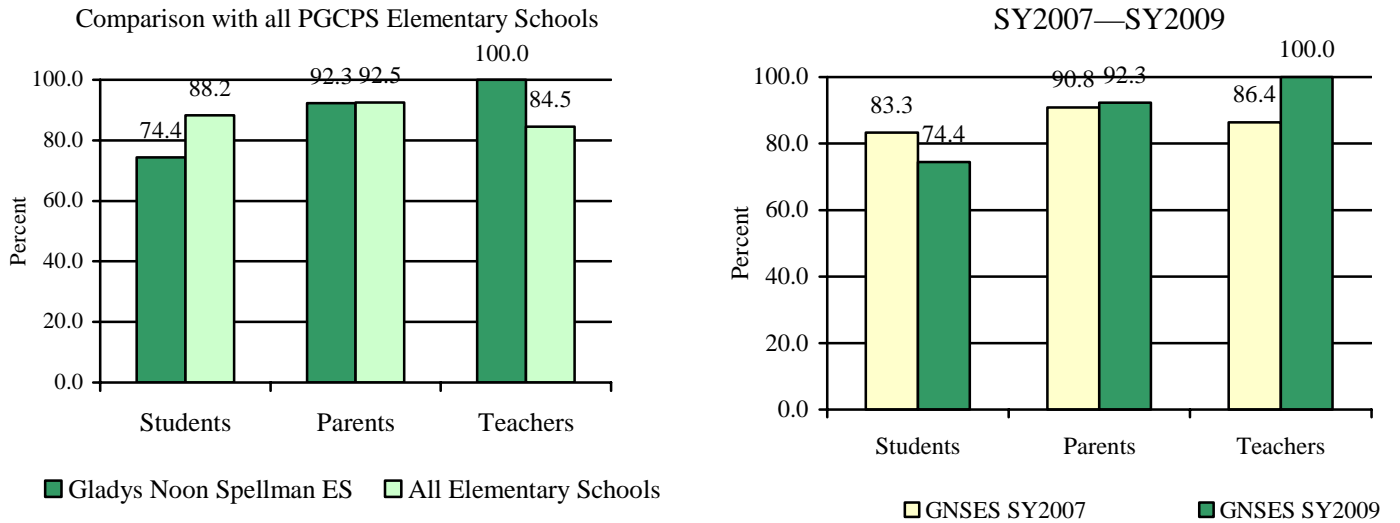


Figure 5 – Safe and Orderly Environment – Percent with Positive Perception

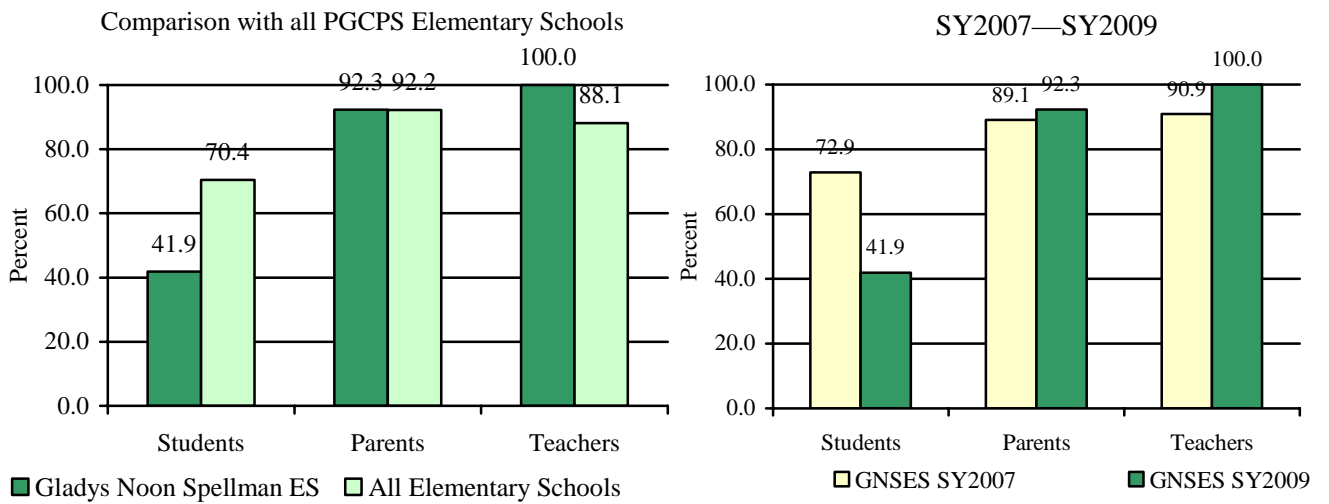


Figure 6 - Positive School Climate – Percent with Positive Perception

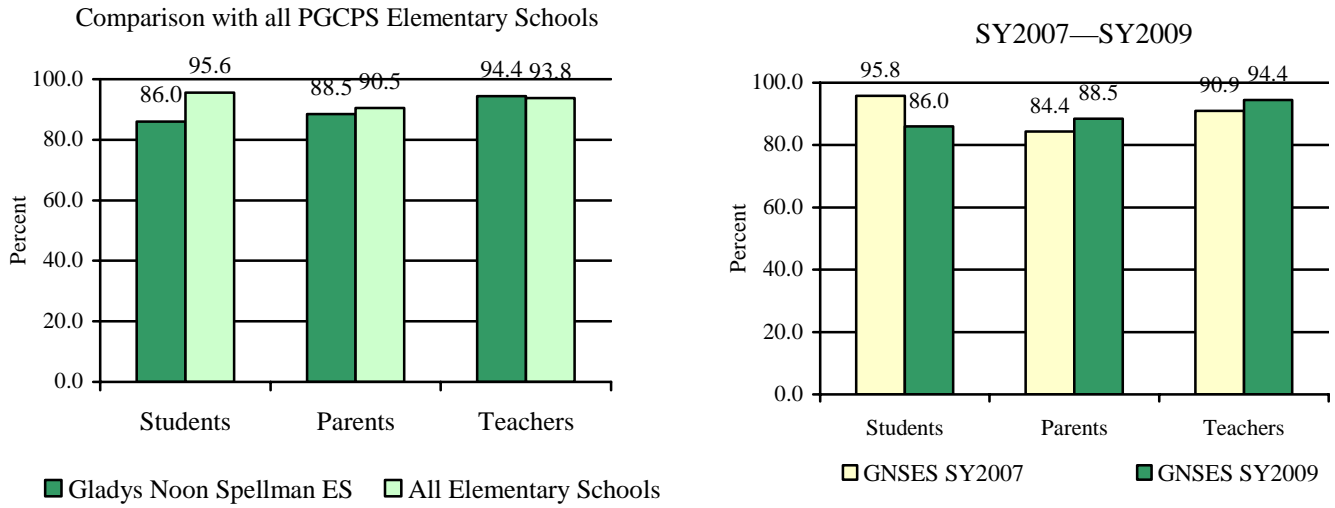


Figure 7 – High Expectations – Percent with Positive Perception

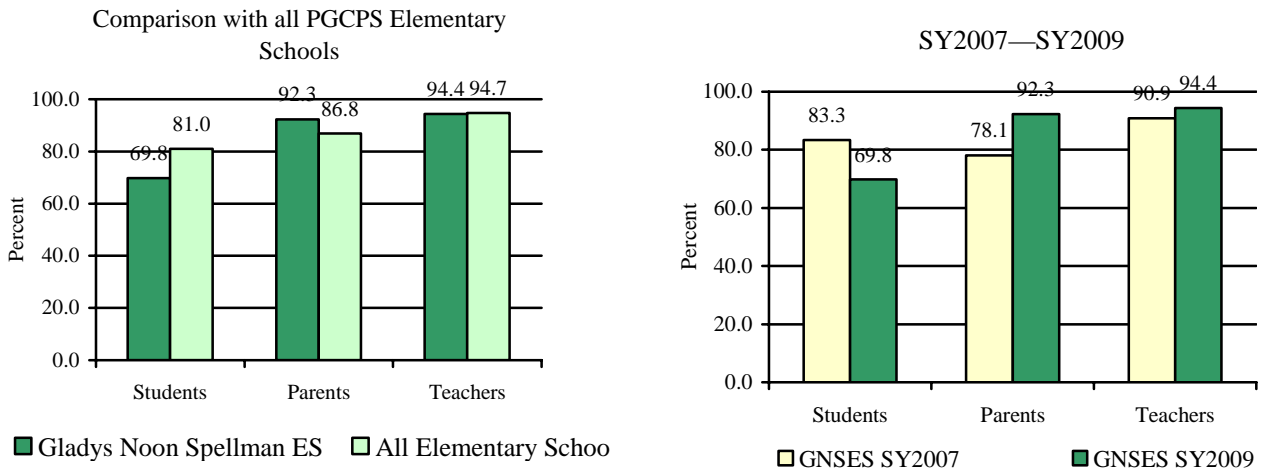


Figure 8 – Frequent Assessment and Monitoring of Student Achievement – Percent with Positive Perception

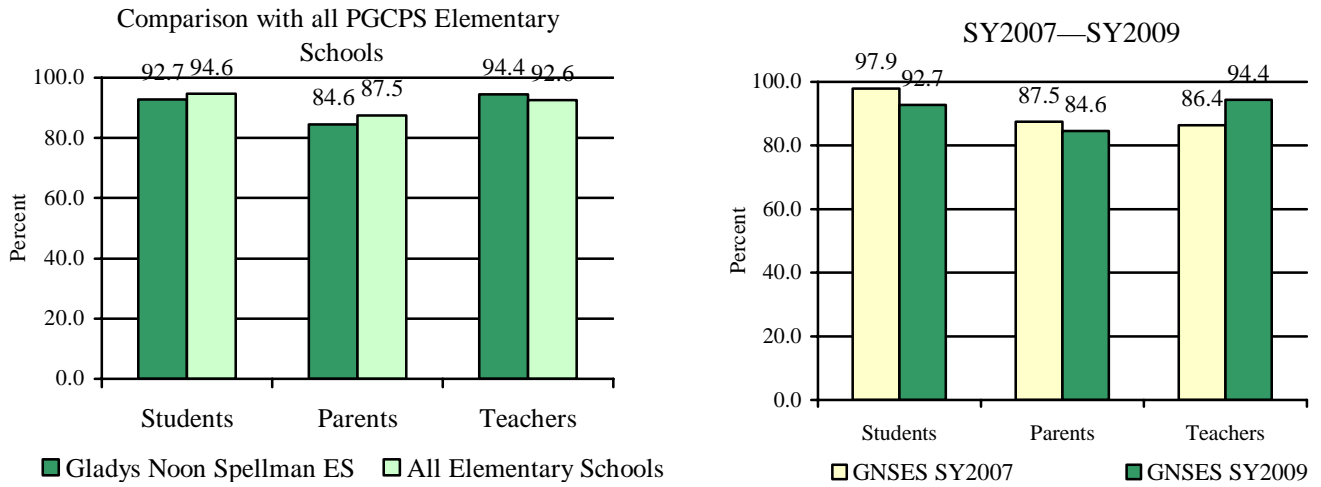


Figure 9 – Emphasis on Basic Skills – Percent with Positive Perception

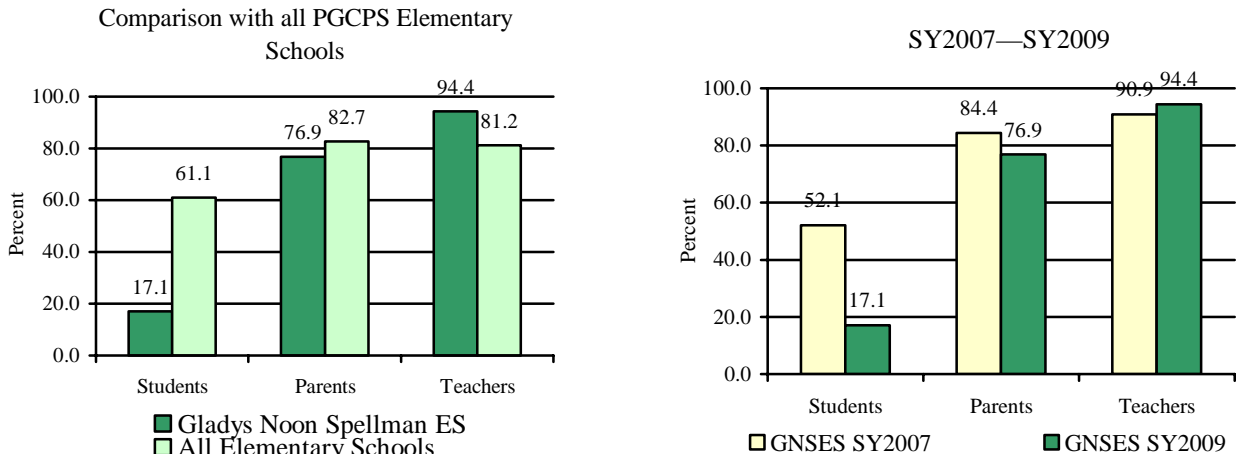


Figure 10 – Maximum Opportunities for Learning – Percent with Positive Perception

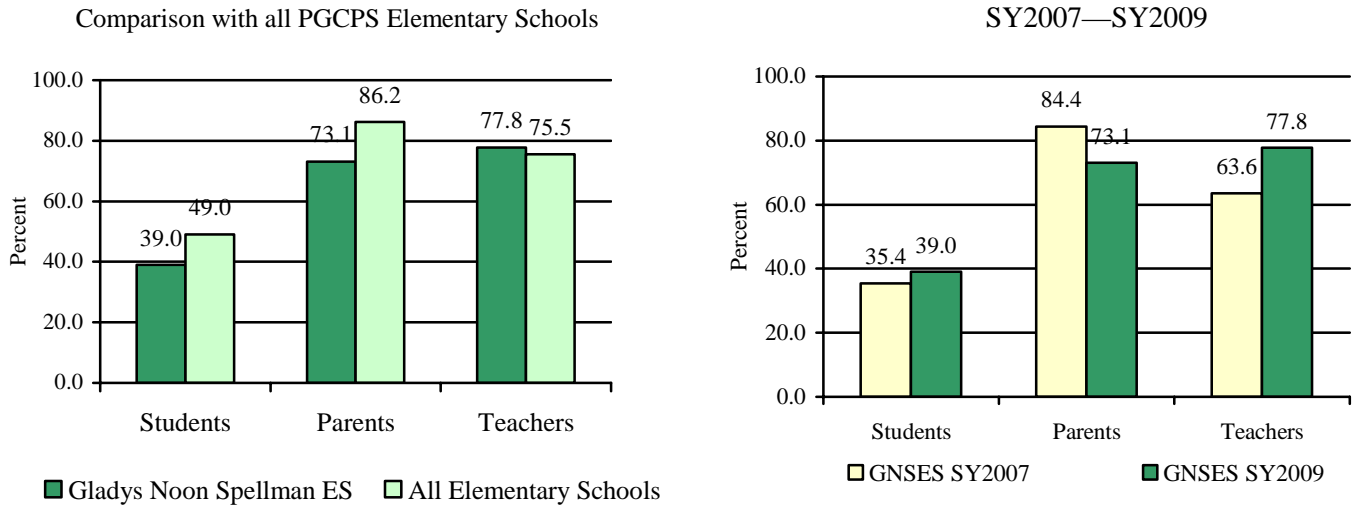


Figure 11 – Parent/Community Involvement – Percent with Positive Perception

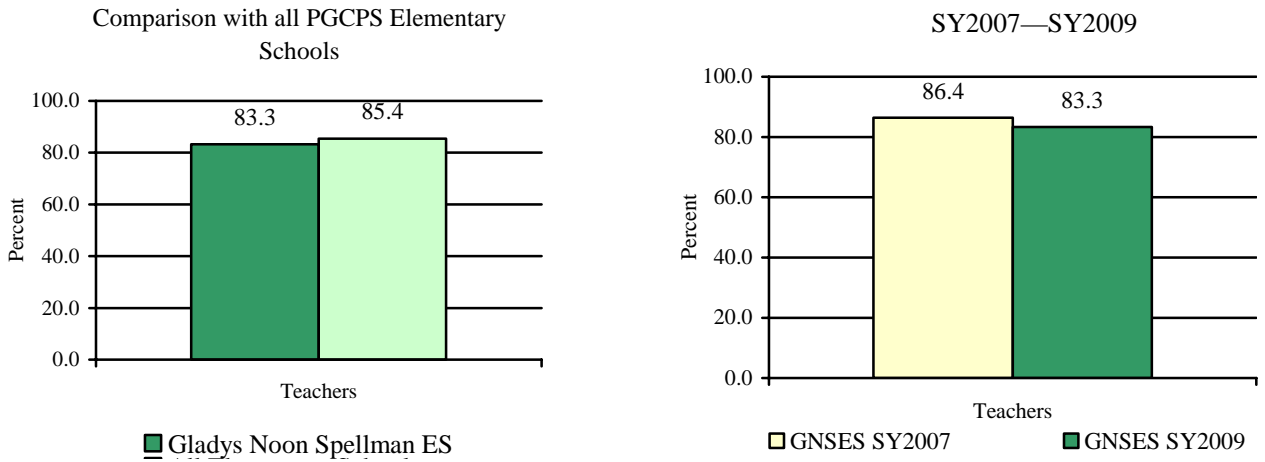


Figure 12 – Strong Professional Development – Percent with Positive Perception

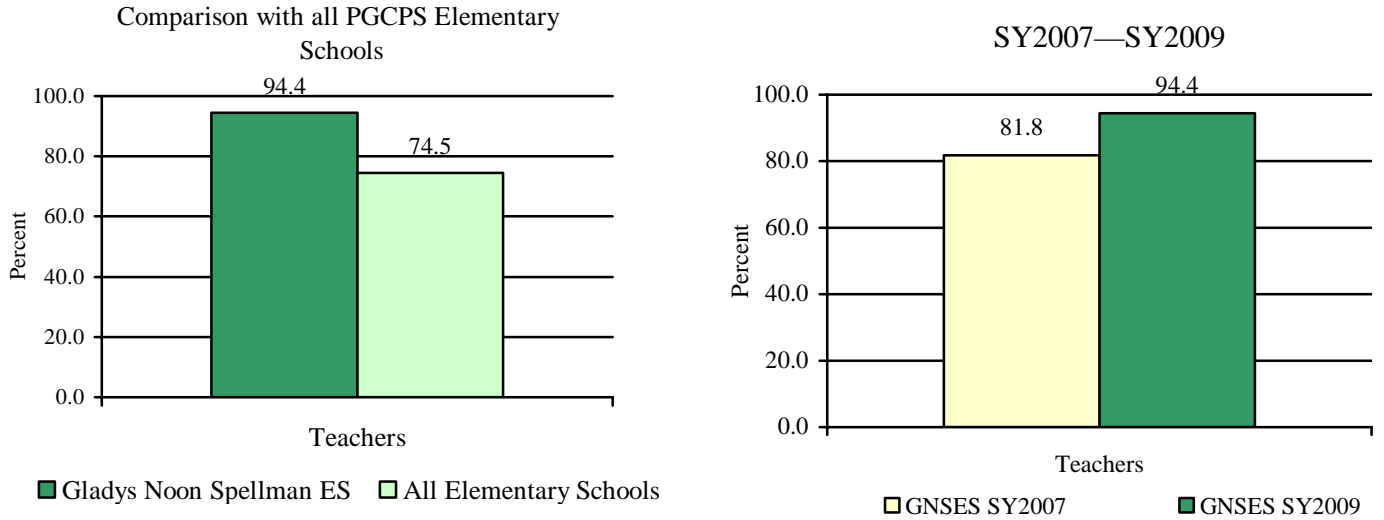


Figure 13 – Teacher Involvement in Decision-making – Percent with Positive Perception

Table 4 – Distribution of Gladys Noon Spellman ES Students’ Responses on Survey Items

| Key Constructs of the Survey | SY2009 | | | | SY2007 | | | |
|---|--------|---------|------------|----------|--------|---------|------------|----------|
| | N | Percent | | | N | Percent | | |
| | | Agree | No Opinion | Disagree | | Agree | No Opinion | Disagree |
| Survey Items | N | Agree | No Opinion | Disagree | N | Agree | No Opinion | Disagree |
| Safe and Orderly Environment | | | | | | | | |
| 1. At my school I am taught good behavior. | 43 | 76.7% | 9.3% | 14.0% | 48 | 91.7% | 6.3% | 2.1% |
| 2. School conduct rules are fair. | 43 | 48.8% | 14.0% | 37.2% | 47 | 61.7% | 10.6% | 27.7% |
| 3. My parents know the school's rules. | 43 | 55.8% | 18.6% | 25.6% | 47 | 66.0% | 12.8% | 21.3% |
| 4. My parents support the school's rules. | 42 | 50.0% | 31.0% | 19.0% | 48 | 58.3% | 27.1% | 14.6% |
| 5. My school building is clean and everything works. | 43 | 16.3% | 16.3% | 67.4% | 48 | 14.6% | 14.6% | 70.8% |
| 6. I know the school safety rules for the bus, playground, and classroom. | 42 | 76.2% | 9.5% | 14.3% | 47 | 74.5% | 8.5% | 17.0% |
| 7. The teachers and the principal make sure the safety rules are obeyed. | 43 | 83.7% | 7.0% | 9.3% | 48 | 89.6% | 4.2% | 6.3% |
| Positive School Climate | | | | | | | | |
| 8. Teachers and students respect and trust each other at my school. | 43 | 18.6% | 23.3% | 58.1% | 48 | 39.6% | 25.0% | 35.4% |
| 9. I feel I can get help from my teacher if I have a problem. | 43 | 39.5% | 20.9% | 39.5% | 47 | 85.1% | 12.8% | 2.1% |
| 10. My teachers like to teach our class. | 43 | 46.5% | 20.9% | 32.6% | 46 | 67.4% | 28.3% | 4.3% |
| 11. The school rewards students and teachers for the good things they do. | 43 | 44.2% | 18.6% | 37.2% | 46 | 65.2% | 26.1% | 8.7% |
| 12. Students and teachers take good care of the school building. | 41 | 31.7% | 36.6% | 31.7% | 48 | 33.3% | 27.1% | 39.6% |
| 13. I feel safe at school. | 43 | 30.2% | 23.3% | 46.5% | 48 | 58.3% | 27.1% | 14.6% |

| Key Constructs of the Survey | SY2009 | | | | SY2007 | | | |
|---|--------|---------|------------|----------|--------|---------|------------|----------|
| | N | Percent | | | N | Percent | | |
| | | Agree | No Opinion | Disagree | | Agree | No Opinion | Disagree |
| 14. I am proud of the way my school looks. | 42 | 23.8% | 31.0% | 45.2% | 48 | 39.6% | 20.8% | 39.6% |
| High Expectations | | | | | | | | |
| 15. My teachers expect me to do my best. | 43 | 79.1% | 16.3% | 4.7% | 48 | 95.8% | 2.1% | 2.1% |
| 16. My teachers expect all students to do well in school. | 43 | 69.8% | 20.9% | 9.3% | 48 | 89.6% | 6.3% | 4.2% |
| 17. My teachers expect me to learn as much as I can. | 43 | 83.7% | 7.0% | 9.3% | 48 | 91.7% | 6.3% | 2.1% |
| Frequent Assessment/Monitoring of Student Achievement | | | | | | | | |
| 18. My teachers keep track of how I am doing in my school work. | 43 | 67.4% | 20.9% | 11.6% | 48 | 87.5% | 6.3% | 6.3% |
| 19. I deserve the grades I get. | 40 | 42.5% | 10.0% | 47.5% | 47 | 44.7% | 31.9% | 23.4% |
| 20. My teachers tell me how I am doing in my school work. | 40 | 57.5% | 17.5% | 25.0% | 48 | 64.6% | 16.7% | 18.8% |
| 21. My teachers send home information about my progress. | 41 | 56.1% | 17.1% | 26.8% | 48 | 77.1% | 10.4% | 12.5% |
| Emphasis on Basic Skills | | | | | | | | |
| 22. The things I learn in reading are important. | 41 | 73.2% | 17.1% | 9.8% | 48 | 77.1% | 14.6% | 8.3% |
| 23. The things I learn in writing are important. | 41 | 65.9% | 29.3% | 4.9% | 48 | 83.3% | 8.3% | 8.3% |
| 24. The things I learn in mathematics are important. | 41 | 82.9% | 12.2% | 4.9% | 48 | 97.9% | 0.0% | 2.1% |
| 25. I enjoy classes in music and art. | 41 | 63.4% | 14.6% | 22.0% | 48 | 79.2% | 10.4% | 10.4% |
| 26. I use what I learn in reading. | 41 | 63.4% | 17.1% | 19.5% | 48 | 91.7% | 2.1% | 6.3% |
| 27. I use what I learn in writing. | 41 | 73.2% | 17.1% | 9.8% | 48 | 83.3% | 8.3% | 8.3% |

| Key Constructs of the Survey | SY2009 | | | | SY2007 | | | |
|---|--------|---------|------------|----------|--------|---------|------------|----------|
| | N | Percent | | | N | Percent | | |
| | | Agree | No Opinion | Disagree | | Agree | No Opinion | Disagree |
| 28. I use what I learn in mathematics. | 41 | 82.9% | 9.8% | 7.3% | 47 | 95.7% | 4.3% | 0.0% |
| Maximum Opportunities for Learning | | | | | | | | |
| 29. I have enough time to finish what I work on in class. | 41 | 17.1% | 19.5% | 63.4% | 48 | 16.7% | 20.8% | 62.5% |
| 30. Classes are not interrupted often by other people. | 41 | 22.0% | 9.8% | 68.3% | 48 | 27.1% | 20.8% | 52.1% |
| 31. I often work with other students on class projects. | 41 | 24.4% | 24.4% | 51.2% | 48 | 35.4% | 18.8% | 45.8% |
| 32. I am interested in the subjects I study. | 41 | 41.5% | 26.8% | 31.7% | 48 | 70.8% | 20.8% | 8.3% |
| 33. My textbooks and workbooks help me learn. | 41 | 73.2% | 22.0% | 4.9% | 48 | 93.8% | 6.3% | 0.0% |
| 34. My school has clubs and sports in the afternoon after school. | 39 | 12.8% | 15.4% | 71.8% | 48 | 29.2% | 14.6% | 56.3% |
| Parent/Community Involvement | | | | | | | | |
| 35. My parents are active in school events. | 41 | 29.3% | 19.5% | 51.2% | 48 | 29.2% | 25.0% | 45.8% |
| 36. My parents know what is going on in school. | 41 | 51.2% | 26.8% | 22.0% | 48 | 50.0% | 20.8% | 29.2% |

Table 5 – Distribution of Gladys Noon Spellman ES 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 |
| Effective Instructional Leadership | | | | | | | | | | | | |
| 1. The principal and assistant principals know enough about the school to provide effective leadership. | 26 | 34.6% | 57.7% | 3.8% | 3.8% | 0.0% | 65 | 32.3% | 44.6% | 12.3% | 10.8% | 0.0% |
| 2. Free and open communication occurs among parents, faculty, and administration. | 25 | 20.0% | 64.0% | 12.0% | 4.0% | 0.0% | 64 | 23.4% | 42.2% | 23.4% | 9.4% | 1.6% |
| 3. Decisions about instruction are made using information from parents and the community. | 26 | 15.4% | 34.6% | 23.1% | 23.1% | 3.8% | 64 | 10.9% | 39.1% | 32.8% | 12.5% | 4.7% |
| 4. The principal and teachers show leadership in promoting quality instruction. | 25 | 32.0% | 56.0% | 8.0% | 0.0% | 4.0% | 65 | 26.2% | 44.6% | 18.5% | 7.7% | 3.1% |
| 5. The principal and teachers make good instruction the most important school priority. | 26 | 26.9% | 61.5% | 7.7% | 3.8% | 0.0% | 65 | 27.7% | 49.2% | 15.4% | 6.2% | 1.5% |
| 6. The principal is an effective leader for improving classroom instruction. | 24 | 16.7% | 62.5% | 16.7% | 4.2% | 0.0% | 64 | 29.7% | 42.2% | 17.2% | 6.3% | 4.7% |
| Clear and Focused Mission | | | | | | | | | | | | |
| 7. The school has a written plan that clearly indicates what the school is trying to achieve. | 26 | 38.5% | 34.6% | 15.4% | 11.5% | 0.0% | 64 | 23.4% | 50.0% | 21.9% | 4.7% | 0.0% |

| 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 |
| 8. The school's written plan is developed with participation by teachers and parents. | 25 | 20.0% | 36.0% | 28.0% | 16.0% | 0.0% | 65 | 16.9% | 33.8% | 29.2% | 18.5% | 1.5% | |
| 9. Parents and students are aware of school purposes and goals. | 26 | 19.2% | 53.8% | 19.2% | 3.8% | 3.8% | 63 | 22.2% | 44.4% | 22.2% | 7.9% | 3.2% | |
| 10. Teachers inform students of what they are expected to learn. | 26 | 38.5% | 46.2% | 11.5% | 3.8% | 0.0% | 65 | 33.8% | 50.8% | 12.3% | 1.5% | 1.5% | |
| Safe and Orderly Environment | | | | | | | | | | | | | |
| 11. Students are informed of how they are expected to behave in school and at school activities. | 26 | 42.3% | 53.8% | 0.0% | 0.0% | 3.8% | 64 | 40.6% | 53.1% | 4.7% | 1.6% | 0.0% | |
| 12. Students are disciplined in a fair and consistent manner. | 26 | 30.8% | 50.0% | 3.8% | 7.7% | 7.7% | 64 | 17.2% | 56.3% | 14.1% | 10.9% | 1.6% | |
| 13. Parents are involved in and support school disciplinary practices. | 26 | 30.8% | 57.7% | 7.7% | 0.0% | 3.8% | 65 | 21.5% | 38.5% | 32.3% | 4.6% | 3.1% | |
| 14. The school buildings and grounds are clean and well maintained. | 26 | 34.6% | 46.2% | 15.4% | 0.0% | 3.8% | 64 | 20.3% | 45.3% | 20.3% | 10.9% | 3.1% | |
| 15. Students are taught to act in a safe and responsible manner. | 26 | 38.5% | 50.0% | 3.8% | 7.7% | 0.0% | 64 | 32.8% | 54.7% | 10.9% | 1.6% | 0.0% | |
| Positive School Climate | | | | | | | | | | | | | |
| 16. An atmosphere of respect and trust exists in the school. | 24 | 16.7% | 58.3% | 20.8% | 4.2% | 0.0% | 64 | 25.0% | 56.3% | 15.6% | 3.1% | 0.0% | |
| 17. Social and cultural differences are respected in the school. | 26 | 19.2% | 53.8% | 23.1% | 3.8% | 0.0% | 63 | 30.2% | 50.8% | 15.9% | 3.2% | 0.0% | |
| 18. Students and teachers have a positive attitude toward school. | 26 | 34.6% | 53.8% | 11.5% | 0.0% | 0.0% | 62 | 22.6% | 58.1% | 12.9% | 6.5% | 0.0% | |

| 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 |
| 19. Students are recognized for their accomplishments. | 26 | 53.8% | 38.5% | 3.8% | 3.8% | 0.0% | 63 | 28.6% | 50.8% | 15.9% | 1.6% | 3.2% |
| 20. School staff members and students work together to keep the school clean and attractive. | 25 | 40.0% | 36.0% | 20.0% | 4.0% | 0.0% | 64 | 21.9% | 53.1% | 21.9% | 1.6% | 1.6% |
| 21. Students feel that the school is a good place to be. | 26 | 34.6% | 46.2% | 15.4% | 3.8% | 0.0% | 64 | 28.1% | 54.7% | 14.1% | 3.1% | 0.0% |
| 22. The teachers and staff consider the interests and needs of each student. | 25 | 28.0% | 40.0% | 24.0% | 8.0% | 0.0% | 63 | 25.4% | 39.7% | 30.2% | 4.8% | 0.0% |
| High Expectations | | | | | | | | | | | | |
| 23. School staff members set high, but appropriate and achievable, goals for students. | 26 | 23.1% | 65.4% | 7.7% | 3.8% | 0.0% | 64 | 25.0% | 48.4% | 18.8% | 7.8% | 0.0% |
| 24. Students and parents know what the school expects of them. | 26 | 30.8% | 46.2% | 15.4% | 7.7% | 0.0% | 64 | 25.0% | 53.1% | 14.1% | 7.8% | 0.0% |
| 25. All students, regardless of social or cultural differences, are expected to work toward high standards. | 26 | 34.6% | 53.8% | 7.7% | 3.8% | 0.0% | 64 | 31.3% | 53.1% | 14.1% | 1.6% | 0.0% |
| Frequent Assessment/Monitoring of Student Achievement | | | | | | | | | | | | |
| 26. The school keeps track of each student's performance. | 26 | 42.3% | 50.0% | 7.7% | 0.0% | 0.0% | 63 | 34.9% | 46.0% | 14.3% | 1.6% | 3.2% |
| 27. Student performance is evaluated in a variety of ways. | 26 | 26.9% | 61.5% | 11.5% | 0.0% | 0.0% | 63 | 20.6% | 50.8% | 22.2% | 4.8% | 1.6% |
| 28. Parents are kept informed of how well their children are doing in school. | 26 | 30.8% | 46.2% | 11.5% | 11.5% | 0.0% | 63 | 31.7% | 42.9% | 14.3% | 9.5% | 1.6% |

| 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 |
| 29. The school quickly informs parents when their children are not doing well. | 25 | 28.0% | 32.0% | 20.0% | 12.0% | 8.0% | 63 | 31.7% | 38.1% | 12.7% | 14.3% | 3.2% |
| 30. Students are kept informed of how well they are doing in school. | 25 | 28.0% | 44.0% | 16.0% | 8.0% | 4.0% | 63 | 28.6% | 44.4% | 12.7% | 12.7% | 1.6% |
| Emphasis on Basic Skills | | | | | | | | | | | | |
| 31. Students are taught to apply basic skills and problem-solving skills in reading, writing, mathematics, science, and social studies. | 26 | 42.3% | 46.2% | 3.8% | 7.7% | 0.0% | 62 | 27.4% | 58.1% | 11.3% | 3.2% | 0.0% |
| 32. The school provides learning activities to help students with special needs or interests. | 26 | 30.8% | 42.3% | 15.4% | 11.5% | 0.0% | 63 | 23.8% | 50.8% | 22.2% | 3.2% | 0.0% |
| Maximum Opportunities for Learning | | | | | | | | | | | | |
| 33. Teachers spend as much time as needed on instruction. | 26 | 30.8% | 26.9% | 30.8% | 7.7% | 3.8% | 63 | 15.9% | 30.2% | 46.0% | 7.9% | 0.0% |
| 34. There are few disruptions to instruction in the school. | 26 | 11.5% | 38.5% | 42.3% | 7.7% | 0.0% | 63 | 12.7% | 36.5% | 36.5% | 14.3% | 0.0% |
| 35. Field trips and other activities are used appropriately to support instruction. | 26 | 23.1% | 38.5% | 19.2% | 19.2% | 0.0% | 62 | 12.9% | 66.1% | 16.1% | 4.8% | 0.0% |
| 36. School courses are varied to meet the different needs, interests, and abilities of students. | 26 | 15.4% | 50.0% | 19.2% | 15.4% | 0.0% | 64 | 14.1% | 48.4% | 23.4% | 14.1% | 0.0% |
| 37. Students have enough opportunities to learn with and from each other. | 26 | 15.4% | 57.7% | 19.2% | 7.7% | 0.0% | 63 | 15.9% | 54.0% | 22.2% | 6.3% | 1.6% |

| 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. | 26 | 23.1% | 57.7% | 11.5% | 3.8% | 3.8% | 64 | 17.2% | 53.1% | 23.4% | 6.3% | 0.0% |
| Parent/Community Involvement | | | | | | | | | | | | |
| 39. Parents and parent groups have a voice in school policies. | 26 | 15.4% | 46.2% | 26.9% | 11.5% | 0.0% | 62 | 11.3% | 37.1% | 35.5% | 14.5% | 1.6% |
| 40. Parents and parent groups actively participate in school activities. | 26 | 15.4% | 42.3% | 38.5% | 3.8% | 0.0% | 62 | 11.3% | 50.0% | 29.0% | 6.5% | 3.2% |
| 41. Parents and school staff members often share information about students' progress and plans. | 26 | 19.2% | 53.8% | 11.5% | 11.5% | 3.8% | 64 | 15.6% | 53.1% | 17.2% | 10.9% | 3.1% |
| 42. Parents are encouraged to support the instructional activities of the school. | 26 | 30.8% | 42.3% | 15.4% | 11.5% | 0.0% | 64 | 20.3% | 54.7% | 14.1% | 4.7% | 6.3% |
| 43. Parents have opportunities to get involved in the development of school budgets. | 26 | 11.5% | 30.8% | 38.5% | 11.5% | 7.7% | 63 | 14.3% | 28.6% | 33.3% | 17.5% | 6.3% |
| 44. The school gives parents news about their children's accomplishments. | 26 | 30.8% | 50.0% | 7.7% | 11.5% | 0.0% | 64 | 42.2% | 35.9% | 10.9% | 6.3% | 4.7% |

Table 6 – Distribution of Gladys Noon Spellman ES 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 |
| Effective Instructional Leadership | | | | | | | | | | | | |
| 1. Administrators know the school and district curriculum. | 19 | 57.9% | 26.3% | 10.5% | 5.3% | 0.0% | 23 | 30.4% | 65.2% | 0.0% | 0.0% | 4.3% |
| 2. Communication between the faculty and administration is frequent and effective. | 19 | 52.6% | 42.1% | 5.3% | 0.0% | 0.0% | 22 | 18.2% | 68.2% | 4.5% | 4.5% | 4.5% |
| 3. Instructional decisions for the school are based on input from the community, teachers, and administrators. | 19 | 36.8% | 47.4% | 10.5% | 5.3% | 0.0% | 23 | 13.0% | 52.2% | 13.0% | 13.0% | 8.7% |
| 4. The principal is involved in the instructional process. | 19 | 73.7% | 26.3% | 0.0% | 0.0% | 0.0% | 22 | 27.3% | 50.0% | 13.6% | 4.5% | 4.5% |
| 5. The principal and teachers make instructional effectiveness the highest priority in the school. | 19 | 68.4% | 26.3% | 5.3% | 0.0% | 0.0% | 23 | 39.1% | 52.2% | 0.0% | 4.3% | 4.3% |
| 6. The principal provides leadership in the improvement of the instructional program. | 19 | 73.7% | 21.1% | 5.3% | 0.0% | 0.0% | 22 | 40.9% | 50.0% | 4.5% | 0.0% | 4.5% |
| 7. Administrators complete fair and meaningful evaluations of each employee. | 19 | 52.6% | 31.6% | 15.8% | 0.0% | 0.0% | 23 | 43.5% | 43.5% | 8.7% | 0.0% | 4.3% |
| 8. The principal encourages teachers to participate in leadership roles. | 19 | 47.4% | 42.1% | 5.3% | 5.3% | 0.0% | 23 | 34.8% | 56.5% | 8.7% | 0.0% | 0.0% |

| 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 |
| Clear and Focused Mission | | | | | | | | | | | | |
| 9. The school has a plan for the year that includes goals and objectives. | 19 | 36.8% | 63.2% | 0.0% | 0.0% | 0.0% | 23 | 47.8% | 39.1% | 8.7% | 0.0% | 4.3% |
| 10. The school plan is developed with participation by teachers and community members. | 19 | 36.8% | 47.4% | 10.5% | 5.3% | 0.0% | 23 | 26.1% | 52.2% | 13.0% | 8.7% | 0.0% |
| 11. Important social trends are considered in school planning. | 18 | 38.9% | 33.3% | 22.2% | 5.6% | 0.0% | 23 | 13.0% | 60.9% | 17.4% | 4.3% | 4.3% |
| 12. Teachers and students know the school's purpose and goals. | 18 | 27.8% | 66.7% | 0.0% | 5.6% | 0.0% | 23 | 34.8% | 52.2% | 4.3% | 8.7% | 0.0% |
| 13. The goals of teachers are consistent with school and district goals. | 19 | 36.8% | 57.9% | 5.3% | 0.0% | 0.0% | 23 | 26.1% | 65.2% | 8.7% | 0.0% | 0.0% |
| 14. Teachers communicate instructional goals to students. | 18 | 55.6% | 33.3% | 5.6% | 5.6% | 0.0% | 22 | 31.8% | 50.0% | 9.1% | 9.1% | 0.0% |
| 15. The school plan is revised, monitored, and reviewed periodically. | 18 | 38.9% | 44.4% | 11.1% | 5.6% | 0.0% | 22 | 31.8% | 45.5% | 13.6% | 9.1% | 0.0% |
| Safe and Orderly Environment | | | | | | | | | | | | |
| 16. School conduct rules and procedures are taught along with other skills. | 19 | 36.8% | 52.6% | 10.5% | 0.0% | 0.0% | 22 | 40.9% | 54.5% | 0.0% | 0.0% | 4.5% |
| 17. Disciplinary procedures are implemented in a fair and consistent manner. | 19 | 42.1% | 52.6% | 0.0% | 5.3% | 0.0% | 21 | 33.3% | 47.6% | 0.0% | 14.3% | 4.8% |
| 18. Parents are involved in and support the school's disciplinary procedures. | 18 | 27.8% | 50.0% | 22.2% | 0.0% | 0.0% | 22 | 13.6% | 59.1% | 18.2% | 4.5% | 4.5% |

| 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 | Strongly Disagree |
| 19. The physical plant is clean and well maintained. | 19 | 31.6% | 52.6% | 15.8% | 0.0% | 0.0% | 22 | 22.7% | 27.3% | 13.6% | 31.8% | 4.5% | |
| 20. Appropriate safety principles are taught and practiced. | 19 | 47.4% | 47.4% | 5.3% | 0.0% | 0.0% | 22 | 31.8% | 45.5% | 18.2% | 0.0% | 4.5% | |
| Positive School Climate | | | | | | | | | | | | | |
| 21. An atmosphere of respect and trust exists in the school. | 18 | 27.8% | 55.6% | 16.7% | 0.0% | 0.0% | 21 | 28.6% | 42.9% | 23.8% | 4.8% | 0.0% | |
| 22. Social and cultural differences are respected in the school. | 19 | 42.1% | 42.1% | 15.8% | 0.0% | 0.0% | 22 | 31.8% | 59.1% | 9.1% | 0.0% | 0.0% | |
| 23. Teachers have a positive attitude toward their school. | 19 | 31.6% | 52.6% | 15.8% | 0.0% | 0.0% | 21 | 19.0% | 61.9% | 9.5% | 4.8% | 4.8% | |
| 24. Students have a positive attitude toward their school. | 19 | 36.8% | 57.9% | 5.3% | 0.0% | 0.0% | 22 | 36.4% | 54.5% | 4.5% | 0.0% | 4.5% | |
| 25. Teacher attendance is high. | 19 | 36.8% | 57.9% | 5.3% | 0.0% | 0.0% | 22 | 36.4% | 50.0% | 9.1% | 4.5% | 0.0% | |
| 26. Student attendance is high. | 19 | 42.1% | 57.9% | 0.0% | 0.0% | 0.0% | 22 | 40.9% | 54.5% | 4.5% | 0.0% | 0.0% | |
| 27. Teachers are recognized for their accomplishments. | 19 | 31.6% | 36.8% | 15.8% | 15.8% | 0.0% | 22 | 27.3% | 36.4% | 13.6% | 18.2% | 4.5% | |
| 28. Students are recognized for their accomplishments. | 19 | 47.4% | 42.1% | 0.0% | 5.3% | 5.3% | 21 | 38.1% | 38.1% | 9.5% | 14.3% | 0.0% | |
| 29. Teachers, students, and administrators assume responsibility, as appropriate, for the physical appearance of the school. | 19 | 15.8% | 68.4% | 15.8% | 0.0% | 0.0% | 22 | 18.2% | 50.0% | 13.6% | 13.6% | 4.5% | |
| 30. The school physical facilities contribute to a positive school climate. | 19 | 26.3% | 73.7% | 0.0% | 0.0% | 0.0% | 21 | 19.0% | 28.6% | 33.3% | 14.3% | 4.8% | |

| Key Constructs of the Survey | SY2009 | | | | | | SY2007 | | | | | | |
|---|--------------|--------|----------------|-------|---------|----------|-------------------|--------|----------------|-------|---------|----------|-------------------|
| | Survey Items | Number | Percent | | | | Strongly Disagree | Number | Percent | | | | Strongly Disagree |
| | | | Strongly Agree | Agree | Neutral | Disagree | | | Strongly Agree | Agree | Neutral | Disagree | |
| High Expectations | | | | | | | | | | | | | |
| 31. Classroom learning expectations are high, appropriate, and achievable. | 18 | 50.0% | 50.0% | 0.0% | 0.0% | 0.0% | 21 | 23.8% | 42.9% | 14.3% | 14.3% | 4.8% | |
| 32. Expectations are communicated to faculty, support staff, students, and parents. | 18 | 50.0% | 44.4% | 0.0% | 5.6% | 0.0% | 21 | 28.6% | 61.9% | 0.0% | 0.0% | 9.5% | |
| 33. All students, regardless of social or cultural differences, are expected to work toward high standards. | 18 | 55.6% | 38.9% | 0.0% | 5.6% | 0.0% | 21 | 38.1% | 52.4% | 0.0% | 4.8% | 4.8% | |
| 34. Expectations for students are based on knowledge of students and their previous performance. | 18 | 33.3% | 55.6% | 5.6% | 5.6% | 0.0% | 22 | 27.3% | 50.0% | 18.2% | 4.5% | 0.0% | |
| 35. High academic expectations are consistently maintained over time. | 18 | 50.0% | 44.4% | 5.6% | 0.0% | 0.0% | 22 | 27.3% | 54.5% | 13.6% | 0.0% | 4.5% | |
| Frequent Assessment/Monitoring of Student Achievement | | | | | | | | | | | | | |
| 36. Student performance is regularly evaluated. | 18 | 50.0% | 44.4% | 5.6% | 0.0% | 0.0% | 22 | 36.4% | 54.5% | 4.5% | 0.0% | 4.5% | |
| 37. Student performance is evaluated in a variety of ways. | 18 | 44.4% | 50.0% | 5.6% | 0.0% | 0.0% | 22 | 27.3% | 50.0% | 13.6% | 4.5% | 4.5% | |
| 38. Assessment data are used to improve the school's curriculum. | 17 | 47.1% | 35.3% | 11.8% | 0.0% | 5.9% | 22 | 27.3% | 54.5% | 4.5% | 4.5% | 9.1% | |
| 39. Student progress is regularly reported to parents. | 18 | 50.0% | 44.4% | 0.0% | 5.6% | 0.0% | 22 | 31.8% | 50.0% | 9.1% | 4.5% | 4.5% | |

| 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 |
| 40. Student assessment data are monitored, and instruction is modified to promote student learning. | 18 | 33.3% | 61.1% | 5.6% | 0.0% | 0.0% | 22 | 31.8% | 45.5% | 9.1% | 9.1% | 4.5% |
| 41. Students are regularly informed of their progress. | 18 | 50.0% | 44.4% | 5.6% | 0.0% | 0.0% | 22 | 27.3% | 50.0% | 13.6% | 4.5% | 4.5% |
| Emphasis on Basic Skills | | | | | | | | | | | | |
| 42. Basic skills in this school include grade-appropriate skills within content areas, critical/higher-order thinking skills, and problem-solving skills. | 18 | 38.9% | 55.6% | 5.6% | 0.0% | 0.0% | 22 | 27.3% | 45.5% | 18.2% | 4.5% | 4.5% |
| 43. Students are taught to apply basic skills. | 18 | 38.9% | 55.6% | 5.6% | 0.0% | 0.0% | 22 | 31.8% | 50.0% | 9.1% | 0.0% | 9.1% |
| 44. Students are tested for both basic knowledge and performance capabilities. | 18 | 33.3% | 61.1% | 5.6% | 0.0% | 0.0% | 22 | 36.4% | 50.0% | 9.1% | 0.0% | 4.5% |
| 45. Elective subjects are integrated into the school curriculum. | 17 | 17.6% | 29.4% | 41.2% | 5.9% | 5.9% | 22 | 13.6% | 40.9% | 18.2% | 13.6% | 13.6% |
| 46. The integration of basic skills development into instruction is consistently monitored. | 18 | 22.2% | 55.6% | 22.2% | 0.0% | 0.0% | 22 | 22.7% | 50.0% | 22.7% | 0.0% | 4.5% |
| Maximum Opportunities for Learning | | | | | | | | | | | | |
| 47. Instruction time is used efficiently, so that students cover the expected curriculum content with satisfactory understanding and retention. | 18 | 44.4% | 50.0% | 5.6% | 0.0% | 0.0% | 22 | 22.7% | 54.5% | 9.1% | 9.1% | 4.5% |

| 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. | 18 | 33.3% | 55.6% | 5.6% | 5.6% | 0.0% | 22 | 13.6% | 63.6% | 9.1% | 13.6% | 0.0% |
| 49. Teachers are freed from miscellaneous administrative tasks and duties so they can concentrate on instruction. | 18 | 16.7% | 44.4% | 22.2% | 11.1% | 5.6% | 22 | 4.5% | 50.0% | 13.6% | 18.2% | 13.6% |
| 50. The administration supports teachers in matters concerning disruptive students. | 18 | 55.6% | 38.9% | 5.6% | 0.0% | 0.0% | 22 | 40.9% | 50.0% | 0.0% | 9.1% | 0.0% |
| 51. The school offers extracurricular and supplemental activities that support instruction. | 18 | 50.0% | 44.4% | 5.6% | 0.0% | 0.0% | 21 | 23.8% | 61.9% | 4.8% | 9.5% | 0.0% |
| 52. The curriculum is varied to accommodate needs, interests, and abilities of students. | 17 | 29.4% | 47.1% | 11.8% | 11.8% | 0.0% | 21 | 9.5% | 66.7% | 9.5% | 9.5% | 4.8% |
| 53. Teachers provide students with opportunities for learning in small-group settings. | 18 | 38.9% | 55.6% | 0.0% | 0.0% | 5.6% | 21 | 28.6% | 61.9% | 0.0% | 4.8% | 4.8% |
| Parent/Community Involvement | | | | | | | | | | | | |
| 54. Parents actively participate in establishing school policies and procedures. | 17 | 11.8% | 35.3% | 41.2% | 5.9% | 5.9% | 22 | 0.0% | 36.4% | 36.4% | 18.2% | 9.1% |
| 55. Parents actively participate in school activities. | 18 | 5.6% | 38.9% | 27.8% | 27.8% | 0.0% | 22 | 0.0% | 40.9% | 9.1% | 36.4% | 13.6% |
| 56. Effective and frequent communication occurs with parents. | 18 | 22.2% | 55.6% | 0.0% | 16.7% | 5.6% | 21 | 9.5% | 57.1% | 19.0% | 9.5% | 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. | 17 | 17.6% | 47.1% | 35.3% | 0.0% | 0.0% | 22 | 4.5% | 45.5% | 27.3% | 13.6% | 9.1% |
| 58. Social services from available outside agencies are used effectively. | 17 | 23.5% | 35.3% | 29.4% | 11.8% | 0.0% | 22 | 4.5% | 45.5% | 36.4% | 13.6% | 0.0% |
| 59. Parents are encouraged to support the instructional activities of the school. | 18 | 44.4% | 50.0% | 0.0% | 5.6% | 0.0% | 22 | 13.6% | 68.2% | 4.5% | 9.1% | 4.5% |
| Strong Professional Development | | | | | | | | | | | | |
| 60. Professional development of teachers addresses the social and cultural differences in the school. | 18 | 27.8% | 44.4% | 11.1% | 5.6% | 11.1% | 20 | 10.0% | 50.0% | 25.0% | 10.0% | 5.0% |
| 61. Professional development of teachers is tailored to the needs of the school. | 18 | 27.8% | 38.9% | 22.2% | 5.6% | 5.6% | 21 | 14.3% | 57.1% | 14.3% | 4.8% | 9.5% |
| 62. Participation in professional development activities is encouraged. | 18 | 27.8% | 61.1% | 11.1% | 0.0% | 0.0% | 22 | 22.7% | 63.6% | 9.1% | 0.0% | 4.5% |
| 63. The application of professional development activities is encouraged. | 18 | 22.2% | 61.1% | 16.7% | 0.0% | 0.0% | 22 | 18.2% | 54.5% | 13.6% | 9.1% | 4.5% |
| 64. Teachers are involved in planning and evaluating professional development activities. | 17 | 17.6% | 23.5% | 41.2% | 11.8% | 5.9% | 22 | 9.1% | 27.3% | 40.9% | 18.2% | 4.5% |
| 65. Teachers in this school strive to maintain and enhance their professional status. | 18 | 27.8% | 66.7% | 0.0% | 5.6% | 0.0% | 22 | 18.2% | 68.2% | 13.6% | 0.0% | 0.0% |

| | 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 |
| Teacher Involvement in Decision-making | | | | | | | | | | | | |
| 66. Teachers are involved in school planning and budgeting. | 18 | 5.6% | 50.0% | 44.4% | 0.0% | 0.0% | 22 | 4.5% | 36.4% | 27.3% | 13.6% | 18.2% |
| 67. Teachers are involved in developing and reviewing the school's mission and goals. | 18 | 16.7% | 66.7% | 16.7% | 0.0% | 0.0% | 22 | 18.2% | 63.6% | 9.1% | 4.5% | 4.5% |
| 68. Teachers are involved in monitoring the implementation of school policies and procedures. | 18 | 44.4% | 44.4% | 11.1% | 0.0% | 0.0% | 22 | 18.2% | 59.1% | 18.2% | 4.5% | 0.0% |
| 69. Teachers perceive that they can influence school decisions. | 17 | 23.5% | 52.9% | 17.6% | 5.9% | 0.0% | 22 | 13.6% | 45.5% | 22.7% | 13.6% | 4.5% |
| 70. Teachers and administrators function as a team. | 18 | 44.4% | 44.4% | 11.1% | 0.0% | 0.0% | 22 | 27.3% | 50.0% | 13.6% | 4.5% | 4.5% |