

Climate Survey Item Distributions: All Respondents

Scale/item	Number						S2014	F2013	S2013	F2012
		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Percent Positive	Percent Positive	Percent Positive	Percent Positive
School's Beliefs and Priorities										
My campus currently bases its actions on the district's Core Beliefs.	11,114	49.5	37.0	8.9	2.9	1.7	86.5	88.8	85.6	86.4
The district's Core Beliefs will lead to success.	11,111	32.6	37.8	19.8	6.2	3.6	70.4	70.2	76.2	74.3
The key actions my school is working on this year are focused on what is best for students.	11,113	42.2	33.1	13.1	7.5	4.0	75.3	76.2	77.7	75.6
I understand my role in implementing the school's key actions.	11,105	50.3	38.0	7.6	2.7	1.5	88.3	89.4	90.7	90.1
I have the support I need from campus leadership to do my job well. <i>(Principals not included)</i>	10,929	38.8	31.6	13.1	9.3	7.1	70.4	70.5	73.0	70.9
My campus leadership helps me understand recent changes in the school's focus. <i>(Principals not included)</i>	10,924	38.0	33.5	14.7	7.9	5.9	71.5	72.8	75.6	76.5
How similar are your school's priorities to what you think they should be? ^a	11,049	40.7	25.7	20.1	8.5	4.9	66.4	66.6	66.3	62.2
Overall, the campus is headed in the right direction.	11,114	37.5	32.4	15.7	7.8	6.6	69.9	70.2	65.7	70.5
Overall, the District is headed in the right direction.	11,110	18.2	26.2	28.8	13.2	13.5	44.4	45.3	NA	NA
Positive Culture and Environment										
I would recommend this school to others to work here.	11,102	37.4	29.8	16.5	8.0	8.4	67.2	66.2	67.1	64.8
I usually look forward to working each day at this school.	11,103	35.7	35.7	15.6	7.3	5.7	71.4	70.5	74.4	69.8
I believe I work in an environment of support and respect.	11,100	35.7	31.8	15.5	9.2	7.8	67.5	68.1	71.2	70.3
Discipline is enforced consistently and effectively at my campus.	11,103	24.0	27.8	18.1	15.3	14.8	51.8	54.4	52.6	57.9
Unruly students are not permitted to disrupt the learning environment.	11,100	24.5	27.8	16.7	15.5	15.4	52.3	54.7	57.3	62.2
The campus I work in is clean, safe and free of physical hazards.	11,101	38.6	37.1	12.5	7.3	4.5	75.7	76.3	75.4	77.4
If I were offered a comparable position with similar pay and benefits at another district, I would stay with Dallas ISD.	11,097	27.2	23.6	22.4	11.8	15.0	50.8	47.5	51.5	NA
I am satisfied with the recognition I receive for doing a good job.	11,101	31.6	31.0	18.2	10.7	8.5	62.6	61.7	59.5	NA
Morale at my school has improved this year.	11,096	26.5	25.5	22.7	11.6	13.7	52.0	50.0	39.9	NA

^aScale for this item only: Very similar, Mostly similar, Somewhat similar, Not very similar, Definitely not similar

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Scale/item								F2013	S2013	F2012
Core Beliefs	To	To a very	To a	To some	To a	To a very	S2014	Percent	Percent	Percent
what extent does each of the following beliefs guide day-to-day actions at your school?	Number	great extent	great extent	extent	small extent	small extent	Percent Positive	Positive	Positive	Positive
Our main purpose is to improve student academic achievement.	11,090	58.2	29.5	9.4	1.7	1.1	87.7	88.8	NA	NA
Effective instruction makes the most difference in student academic performance.	11,086	55.2	31.6	10.5	1.7	1.1	86.8	87.5	NA	NA
There is no excuse for poor quality instruction.	11,088	56.0	28.6	11.5	2.2	1.7	84.6	86.0	NA	NA
With our help, at risk students will achieve at the same rate as non-at risk students.	11,088	49.2	28.6	15.5	4.0	2.7	77.8	79.0	NA	NA
Staff members must have a commitment to children and a commitment to the pursuit of excellence.	11,088	59.5	27.8	9.3	2.1	1.3	87.3	88.8	NA	NA

Climate Survey Item Distributions: Teachers

Scale/item							S2014	F2013	S2013	F2012
	Number	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Percent Positive	Percent Positive	Percent Positive	Percent Positive
Culture of Feedback and Support (Teachers)										
My campus leadership helps me improve the quality of my instruction.	7,576	30.9	35.2	15.1	11.6	7.2	66.1	66.7	70.6	68.7
The instructional feedback I get helps me improve the quality of my instruction.	7,577	30.6	34.7	16.6	10.9	7.2	65.3	65.0	68.9	64.6
I have sufficient opportunities and encouragement to develop my leadership potential.	7,576	30.0	33.4	17.7	11.0	7.9	63.4	61.9	64.2	58.8
The PD sessions at my school this year helped me improve instruction.	7,574	23.4	34.3	20.9	12.7	8.6	57.7	55.8	59.5	NA
My team experiences with colleagues (e.g., grade-level teams, PLCs) this year helped me improve instruction.	7,576	33.6	37.9	15.9	7.8	4.8	71.5	70.2	73.1	NA
My school has an effective instructional leadership team.	7,574	29.7	33.1	19.1	9.6	8.4	62.8	63.6	66.0	NA

Climate Survey Item Distributions: Teachers

Scale/item							S2014	F2013	S2013	F2012
							Percent Positive	Percent Positive	Percent Positive	Percent Positive
This school year, how often have you:	Number	10+ times	3-9 times	Once or twice	Never					
Observed another teacher's classroom to offer feedback?	7,572	7.4	22.1	31.7	38.8	NA	NA	NA	NA	
Observed another teacher's classroom to get ideas for your own instruction?	7,571	10.1	27.7	34.2	28.0	NA	NA	NA	NA	
Gone over student assessment data with other teachers to make instructional decisions?	7,572	36.3	39.9	16.3	7.5	NA	NA	NA	NA	
Worked with other teachers to develop materials or activities for particular classes?	7,573	48.8	29.9	14.7	6.6	NA	NA	NA	NA	
Worked on instructional strategies with other teachers ?	7,572	48.1	31.5	14.7	5.7	NA	NA	NA	NA	
				A few times a year		S2014	F2013	S2013	F2012	
I review assessment data:	Number	Weekly	Every 3-4 weeks	Every 6-8 weeks	Never	Percent Positive	Percent Positive	Percent Positive	Percent Positive	
Independently	7,567	60.1	21.8	8.8	7.9	1.5	NA	NA	NA	
With teachers in my grade level	7,557	26.4	33.2	18.3	13.7	8.5	NA	NA	NA	
With teachers across grade levels	7,558	10.3	19.0	16.8	31.1	22.9	NA	NA	NA	
With my principal	7,558	7.9	22.3	22.0	32.2	15.5	NA	NA	NA	

Climate Survey Item Distributions: Principals

Scale/item		S2014	F2013	S2013	F2012					
Principal-Only Items	Number	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Percent Positive	Percent Positive	Percent Positive	Percent Positive
My Executive Director helped me become a better instructional leader.	191	57.1	30.9	6.3	4.2	1.6	88.0	86.7	80.8	NA
The data meetings were a good use of my time.	191	36.1	34.6	14.7	11.0	3.7	70.7	74.3	68.6	NA
The feeder pattern meetings were a good use of my time.	191	46.1	35.6	9.9	6.3	2.1	81.7	81.0	76.1	NA
Overall, I am satisfied with the support I receive from the division.	191	50.3	32.5	8.9	5.8	2.6	82.8	81.6	75.6	NA

Climate Survey Item Distributions: Teachers, Administrators, Other Professionals

Scale/item							S2014	F2013	S2013	F2012
College-Going Culture	Number	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Percent Positive	Percent Positive	Percent Positive	Percent Positive
Teachers expect most students in this school to go to college.	8,010	34.7	36.4	15.9	10.5	2.5	71.1	69.9	NA	NA
Instruction in this school is focused on helping students get ready for college.	8,009	34.8	39.5	14.9	7.5	3.2	74.3	74.6	NA	NA
Teachers in this school feel that it is a part of their job to prepare students to succeed in college.	8,006	40.2	42.5	12.1	4.1	1.1	82.7	83.4	NA	NA
Teachers at this school accept nothing less from students than their full effort.	8,009	38.9	37.3	13.7	7.5	2.5	76.2	76.9	NA	NA
Teachers at this school do not let students give up when their class work becomes challenging.	8,010	38.7	40.0	13.7	5.9	1.8	78.7	79.4	NA	NA
Teachers at this school give students feedback to help them understand how to improve.	8,007	42.0	44.6	10.0	2.5	0.9	86.6	86.9	NA	NA
To what extent is each of the following strategies used to promote a college-going culture at your school?	Number	To a very great extent	To a great extent	To some extent	To a small extent		S2014 Percent Positive	F2013 Percent Positive	S2013 Percent Positive	F2012 Percent Positive
College posters, banners, and pennants are visible in hallways and other common areas.	8,991	49.3	32.3	14.2	4.2		NA	NA	NA	NA
Classrooms contain displays emphasizing the importance of college education, colleges attended by teachers, etc.	8,986	32.2	41.6	21.2	5.0		NA	NA	NA	NA
College materials and information are readily available to students.	8,977	30.5	35.4	23.6	10.4		NA	NA	NA	NA
College graduates, such as alumni or professionals, are invited to classrooms or assemblies as guest speakers.	8,978	22.8	30.7	28.3	18.2		NA	NA	NA	NA
College representatives and recruiters visit the school to speak with staff and students.	8,964	19.4	25.4	25.2	30.0		NA	NA	NA	NA
Student activities focused on college and career planning take place on campus.	8,974	24.4	31.7	28.0	15.8		NA	NA	NA	NA
Family information activities relating to college and career planning take place on campus.	8,965	20.1	30.5	29.4	20.1		NA	NA	NA	NA

Factors Influencing Morale	Percent identifying	
	S2014	F2013
Workplace environment and school culture	60.2	60.1
Feeling appreciated and respected	58.1	56.8
Student progress and success	49.7	53.2
Student behavior or discipline	32.0	32.4
Workload, working hours and schedule	21.8	26.3
Your relationship with colleagues	22.2	22.5
Your relationship with your immediate supervisor	19.9	18.0
The degree to which you feel successful	19.8	18.3
Salary and money issues	14.5	15.3

N= 11,107

Note: Staff could choose up to three factors, so total percentages exceed 100%.

Employee Group		Responded		Total
		No	Yes	
Teacher	N	2,242	7,633	9,875
	%	22.7%	77.3%	
Teacher Assistant/Aide	N	754	1,070	1,824
	%	41.3%	58.7%	
Principal	N	24	192	216
	%	11.1%	88.9%	
Assistant/Associate Principal	N	78	245	323
	%	24.1%	75.9%	
Other Professional	N	327	989	1,316
	%	24.8%	75.2%	
Other Support	N	1,975	1,086	3,061
	%	64.5%	35.5%	
Overall	N	5,400	11,215	16,615
	%	32.5%	67.5%	