DTSDE Survey for Teachers: Heritage Middle School
Results
School Year 2017-2018
Purpose of the Study

Gathering stakeholder feedback is an important part of developing any school or district improvement plan. New York requires focus school districts to engage their stakeholders with a Diagnostic Tool for School and District Effectiveness (DTSDE) Survey as they develop their improvement plans.

Newburgh Enlarged City School District asked parents, instructional staff members, and students for feedback on several key school and district topics to inform improvement efforts across the district and in every school.

K12 Insight partnered with David Brown, director of planning and accountability, to administer the DTSDE Survey, which addressed the following six tenets:

• Curriculum Development and Support
• District Leadership and Capacity
• Family and Community Engagement
• School Leader Practices and Decisions
• Student Social and Emotional Developmental Health
• Teacher Practices and Decisions
Diagnostic Tool for School and District Effectiveness (DTSDE) Tenets

**Curriculum Development and Support**
The school has rigorous and coherent curricula and assessments that are appropriately aligned to the Common Core Learning Standards (CCLS) for all students and are modified for identified subgroups to maximize teacher instructional practices and student-learning outcomes.

**District Leadership and Capacity**
The district examines its schools' systems and makes intentional decisions to identify and provide critical expectations, supports, and structures in all areas of need so schools are able to respond to their community and ensure all students are successful.

**Family and Community Engagement**
The school creates a culture of partnership where families, community members, and school staff members work together to share the responsibility for student academic progress, social-emotional growth, and overall well-being.

**School Leader Practices and Decisions**
Visionary leaders create a school community and culture that leads to success, well-being, and high academic outcomes for all students via systems of continuous and sustainable school improvement.

**Student Social and Emotional Developmental Health**
The school community identifies, promotes, and supports social and emotional development by designing systems and experiences that lead to healthy relationships and a safe, respectful environment that is conducive to learning for all constituents.

**Teacher Practices and Decisions**
Teachers engage in strategic practices and decision making in order to address the gap between what students know and need to learn so that all students and pertinent subgroups experience consistently high levels of engagement, thinking, and achievement.
Understanding the Results

Participants learned about the Diagnostic Tool for School and District Effectiveness Survey via a letter to instructional staff, a letter to parents, and social media.

K12 Insight emailed individual invitations with survey links to district instructional staff members and parents of NECSD students. Students used their student IDs to take the survey during school. Parents could access the survey via a public link on the district’s website. Paper surveys were available on request. The survey was open Nov. 13 to Dec. 15.

This report summarizes survey results and breaks them down by parents, instructional staff, and students.

Results do not reflect random sampling; therefore, they should not be generalized to all district parents, instructional staff members, and students. Rather, results reflect only the perceptions and opinions of survey participants.

Findings for each item in the report exclude participants who did not answer.
Overall Levels of Agreement on DTSDE Tenets

DTSDE Tenets

- Curriculum Development and Support: 84% This Year (N=43), 90% Last Year (N=44)
- District Leadership and Capacity: 55% This Year (N=43), 64% Last Year (N=44)
- Family and Community Engagement: 62% This Year (N=43), 73% Last Year (N=44)
- School Leader Practices and Decisions: 79% This Year (N=43), 89% Last Year (N=44)
- Student Social and Emotional Developmental Health: 51% This Year (N=43), 73% Last Year (N=44)
- Teacher Practices and Decisions: 85% This Year (N=43), 91% Last Year (N=44)

This graph shows Strongly Agree or Agree responses for all items within each dimension.
## Highest Ranking Indicators

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Percentage Strongly Agree or Agree (%)</th>
<th>DTSDE Tenet</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff members treat students with respect.</td>
<td>100%</td>
<td>Student Social and Emotional Developmental Health</td>
</tr>
<tr>
<td>The curriculum in my grade/subject area is strong, relevant and aligned with state standards.</td>
<td>98%</td>
<td>Curriculum Development and Support</td>
</tr>
<tr>
<td>I explain each assignment’s learning standards and expectations to my students.</td>
<td>98%</td>
<td>Teacher Practices and Decisions</td>
</tr>
<tr>
<td>I regularly use data to identify my students' strengths and weaknesses.</td>
<td>98%</td>
<td>Teacher Practices and Decisions</td>
</tr>
<tr>
<td>Teachers help each other improve their teaching.</td>
<td>95%</td>
<td>Teacher Practices and Decisions</td>
</tr>
</tbody>
</table>
## Lowest Ranking Indicators

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Percentage Strongly Disagree or Disagree (%)</th>
<th>DTSDE Tenet</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students do not threaten and/or bully each other at this school.</td>
<td>74%</td>
<td>Student Social and Emotional Developmental Health</td>
</tr>
<tr>
<td>Students are on time and rarely absent from school.</td>
<td>70%</td>
<td>Student Social and Emotional Developmental Health</td>
</tr>
<tr>
<td>Materials such as textbooks, supplies and copy machines are available when I need them.</td>
<td>68%</td>
<td>District Leadership and Capacity</td>
</tr>
<tr>
<td>Student misbehavior is effectively managed at this school.</td>
<td>67%</td>
<td>Student Social and Emotional Developmental Health</td>
</tr>
<tr>
<td>Our school adequately enforces rules for student conduct.</td>
<td>67%</td>
<td>Student Social and Emotional Developmental Health</td>
</tr>
</tbody>
</table>
How strongly do you disagree or agree with the following statements?

- Student progress is closely monitored.
- Students are learning what they need to know to be successful in the next grade or after graduation.
- This school has a rigorous curriculum.
- The curriculum in my grade/subject area is strong, relevant and aligned with state standards.
- Helping students meet challenging academic goals is a primary focus of this school.

**Answer options:** Strongly Disagree, Disagree, Agree, Strongly Agree, Don’t Know

**Comparison Over Time**

<table>
<thead>
<tr>
<th>Statement</th>
<th>This Year (N=42)</th>
<th>Last Year (N=44)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student progress is closely monitored.</td>
<td>86%</td>
<td>93%</td>
</tr>
<tr>
<td>Students are learning what they need to know to be successful in the next grade or after graduation.</td>
<td>81%</td>
<td>93%</td>
</tr>
<tr>
<td>This school has a rigorous curriculum.</td>
<td>85%</td>
<td>93%</td>
</tr>
<tr>
<td>The curriculum in my grade/subject area is strong, relevant and aligned with state standards.</td>
<td>98%</td>
<td>91%</td>
</tr>
<tr>
<td>Helping students meet challenging academic goals is a primary focus of this school.</td>
<td>93%</td>
<td>93%</td>
</tr>
</tbody>
</table>
Curriculum Development and Support: Comparison Over Time (Continued)

How strongly do you disagree or agree with the following statements?

- The variety of activities and courses at this school keeps students engaged in learning.
  - This Year (N=42): 76%
  - Last Year (N=44): 77%

- Curriculum, instruction, and assessments are aligned to support student learning.
  - This Year (N=42): 93%
  - Last Year (N=44): 93%

- Students get the support they need at school for academic and/or career planning.
  - This Year (N=42): 74%
  - Last Year (N=44): 86%

- High standards and expectations are set for all students at this school.
  - This Year (N=42): 70%
  - Last Year (N=44): 89%

*Answer options: Strongly Disagree, Disagree, Agree, Strongly Agree, Don’t Know*
Curriculum Development and Support

How strongly do you disagree or agree with the following statements?

- Student progress is closely monitored. (N=43)
  - Strongly Agree: 33%
  - Agree: 53%
  - Disagree: 9%

- Students are learning what they need to know to be successful in the next grade or after graduation. (N=42)
  - Strongly Agree: 26%
  - Agree: 55%
  - Disagree: 17%

- This school has a rigorous curriculum. (N=40)
  - Strongly Agree: 30%
  - Agree: 55%
  - Disagree: 8%

- The curriculum in my grade/subject area is strong, relevant and aligned with state standards. (N=44)
  - Strongly Agree: 57%
  - Agree: 41%
  - Disagree: 5%
Curriculum Development and Support (Continued)

How strongly do you disagree or agree with the following statements?

- Helping students meet challenging academic goals is a primary focus of this school. (N=43)
  - Strongly Agree: 35%
  - Agree: 58%
  - Disagree: 5%
  - Strongly Disagree: 5%
  - Don't Know: 0%

- The variety of activities and courses at this school keeps students engaged in learning. (N=41)
  - Strongly Agree: 27%
  - Agree: 49%
  - Disagree: 17%
  - Strongly Disagree: 5%
  - Don't Know: 0%

- Curriculum, instruction, and assessments are aligned to support student learning. (N=41)
  - Strongly Agree: 37%
  - Agree: 56%
  - Disagree: 5%
  - Strongly Disagree: 0%
  - Don't Know: 0%
Curriculum Development and Support (Continued)

How strongly do you disagree or agree with the following statements?

- Students get the support they need at school for academic and/or career planning. (N=43)
  - Strongly Agree: 21%
  - Agree: 53%
  - Disagree: 12%
  - Strongly Disagree: 5%
  - Don't Know: 9%

- High standards and expectations are set for all students at this school. (N=44)
  - Strongly Agree: 23%
  - Agree: 48%
  - Disagree: 18%
  - Strongly Disagree: 9%
  - Don't Know: 9%
## Curriculum Development and Support

How strongly do you disagree or agree with the following statements?

<table>
<thead>
<tr>
<th>Response</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Don’t Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student progress is closely monitored. (N=43)</td>
<td>33%</td>
<td>53%</td>
<td>9%</td>
<td>2%</td>
<td>2%</td>
</tr>
<tr>
<td>Students are learning what they need to know to be successful in the next grade or after graduation. (N=42)</td>
<td>26%</td>
<td>55%</td>
<td>17%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>This school has a rigorous curriculum. (N=40)</td>
<td>30%</td>
<td>55%</td>
<td>8%</td>
<td>3%</td>
<td>5%</td>
</tr>
<tr>
<td>The curriculum in my grade/subject area is strong, relevant and aligned with state standards. (N=44)</td>
<td>57%</td>
<td>41%</td>
<td>0%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>Helping students meet challenging academic goals is a primary focus of this school. (N=43)</td>
<td>35%</td>
<td>58%</td>
<td>5%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>The variety of activities and courses at this school keeps students engaged in learning. (N=41)</td>
<td>27%</td>
<td>49%</td>
<td>17%</td>
<td>2%</td>
<td>5%</td>
</tr>
</tbody>
</table>
## Curriculum Development and Support (Continued)

How strongly do you disagree or agree with the following statements?

<table>
<thead>
<tr>
<th>Response</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Curriculum, instruction, and assessments are aligned to support student learning. (N=41)</td>
<td>37%</td>
<td>56%</td>
<td>5%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>Students get the support they need at school for academic and/or career planning. (N=43)</td>
<td>21%</td>
<td>53%</td>
<td>12%</td>
<td>5%</td>
<td>9%</td>
</tr>
<tr>
<td>High standards and expectations are set for all students at this school. (N=44)</td>
<td>23%</td>
<td>48%</td>
<td>18%</td>
<td>9%</td>
<td>2%</td>
</tr>
</tbody>
</table>
District Leadership and Capacity: Comparison Over Time

How strongly do you disagree or agree with the following statements?

- I am given the instructional support I need to teach my students.
- Students have access to computers and the Internet at school for learning.
- My instructional materials are in good condition.
- Routine duties and paperwork do not interfere with my teaching.
- This school is well-maintained with working air conditioning and heat, adequate lighting, and well-kept grounds.

Answer options: Strongly Disagree, Disagree, Agree, Strongly Agree, Don’t Know

<table>
<thead>
<tr>
<th>Statement</th>
<th>This Year (N=43)</th>
<th>Last Year (N=44)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am given the instructional support I need to teach my students.</td>
<td>77%</td>
<td>70%</td>
</tr>
<tr>
<td>Students have access to computers and the Internet at school for learning.</td>
<td>50%</td>
<td>39%</td>
</tr>
<tr>
<td>My instructional materials are in good condition.</td>
<td>66%</td>
<td>61%</td>
</tr>
<tr>
<td>Routine duties and paperwork do not interfere with my teaching.</td>
<td>37%</td>
<td>45%</td>
</tr>
<tr>
<td>This school is well-maintained with working air conditioning and heat,</td>
<td>58%</td>
<td>82%</td>
</tr>
<tr>
<td>adequate lighting, and well-kept grounds.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Percentage Strongly Agree or Agree
How strongly do you disagree or agree with the following statements?

- Materials such as textbooks, supplies and copy machines are available when I need them.
  - This Year (N=43): 32% Strongly Agree or Agree, 57% Agree or Strongly Agree
  - Last Year (N=44): 47% Strongly Agree or Agree, 41% Agree or Strongly Agree

- Support is available to help me incorporate computers and other technology into my instructional practices.
  - This Year (N=43): 41% Strongly Agree or Agree, 64% Agree or Strongly Agree
  - Last Year (N=44): 47% Strongly Agree or Agree, 68% Agree or Strongly Agree

- My school is clean.
  - This Year (N=43): 68% Strongly Agree or Agree, 93% Agree or Strongly Agree
  - Last Year (N=44): 64% Strongly Agree or Agree, 89% Agree or Strongly Agree

- My school's classrooms are physically conducive to learning.
  - This Year (N=43): 68% Strongly Agree or Agree, 89% Agree or Strongly Agree
  - Last Year (N=44): 64% Strongly Agree or Agree, 89% Agree or Strongly Agree

Answer options: Strongly Disagree, Disagree, Agree, Strongly Agree, Don't Know
District Leadership and Capacity

How strongly do you disagree or agree with the following statements?

- I am given the instructional support I need to teach my students. (N=44)
- Students have access to computers and the Internet at school for learning. (N=42)
- My instructional materials are in good condition. (N=44)
- Routine duties and paperwork do not interfere with my teaching. (N=43)

- I am given the instructional support I need to teach my students. (N=44)
  - Strongly Agree: 18%
  - Agree: 59%
  - Disagree: 20%

- Students have access to computers and the Internet at school for learning. (N=42)
  - Strongly Agree: 14%
  - Agree: 36%
  - Disagree: 40%
  - Strongly Disagree: 10%

- My instructional materials are in good condition. (N=44)
  - Strongly Agree: 7%
  - Agree: 59%
  - Disagree: 30%
  - Strongly Disagree: 5%

- Routine duties and paperwork do not interfere with my teaching. (N=43)
  - Strongly Agree: 7%
  - Agree: 30%
  - Disagree: 44%
  - Strongly Disagree: 19%
How strongly do you disagree or agree with the following statements?

This school is well-maintained with working air conditioning and heat, adequate lighting, and well-kept grounds. (N=43)
- Strongly Agree: 9%
- Agree: 49%
- Disagree: 30%
- Strongly Disagree: 12%

Materials such as textbooks, supplies and copy machines are available when I need them. (N=44)
- Strongly Agree: 30%
- Agree: 45%
- Disagree: 23%

Support is available to help me incorporate computers and other technology into my instructional practices. (N=43)
- Strongly Agree: 44%
- Agree: 30%
- Disagree: 23%
District Leadership and Capacity (Continued)

How strongly do you disagree or agree with the following statements?

- My school is clean. (N=44)
  - Strongly Agree: 9%
  - Agree: 55%
  - Disagree: 27%
  - Strongly Disagree: 9%
  - Don't Know: 0%

- My school's classrooms are physically conducive to learning. (N=44)
  - Strongly Agree: 18%
  - Agree: 50%
  - Disagree: 20%
  - Strongly Disagree: 9%
  - Don't Know: 0%
## District Leadership and Capacity

How strongly do you disagree or agree with the following statements?

<table>
<thead>
<tr>
<th>Response</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am given the instructional support I need to teach my students. (N=44)</td>
<td>18%</td>
<td>59%</td>
<td>20%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>Students have access to computers and the Internet at school for learning. (N=42)</td>
<td>14%</td>
<td>36%</td>
<td>40%</td>
<td>10%</td>
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<td>My instructional materials are in good condition. (N=44)</td>
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<td>Routine duties and paperwork do not interfere with my teaching. (N=43)</td>
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<td>This school is well-maintained with working air conditioning and heat, adequate lighting, and well-kept grounds. (N=43)</td>
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</tr>
<tr>
<td>Materials such as textbooks, supplies and copy machines are available when I need them. (N=44)</td>
<td>2%</td>
<td>30%</td>
<td>45%</td>
<td>23%</td>
<td>0%</td>
</tr>
</tbody>
</table>
## District Leadership and Capacity (Continued)

How strongly do you disagree or agree with the following statements?

<table>
<thead>
<tr>
<th>Response</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Support is available to help me incorporate computers and other technology into my instructional practices. (N=43)</td>
<td>2%</td>
<td>44%</td>
<td>30%</td>
<td>23%</td>
<td>0%</td>
</tr>
<tr>
<td>My school is clean. (N=44)</td>
<td>9%</td>
<td>55%</td>
<td>27%</td>
<td>9%</td>
<td>0%</td>
</tr>
<tr>
<td>My school's classrooms are physically conducive to learning. (N=44)</td>
<td>18%</td>
<td>50%</td>
<td>20%</td>
<td>9%</td>
<td>2%</td>
</tr>
</tbody>
</table>
Family and Community Engagement: Comparison Over Time

How strongly do you disagree or agree with the following statements?

- I am supported by my students' parents/guardians.
- At this school, we have strong school-community partnerships.
- Staff members are respected by students' families and community members.
- My students' parents/guardians are involved in school activities.
- Parent/guardian input is respected and valued at this school.
- This school partners with the community to positively impact student learning.

Answer options: Strongly Disagree, Disagree, Agree, Strongly Agree, Don't Know

### This Year (N=43)

- I am supported by my students' parents/guardians: 68% Strongly Agree, 75% Agree
- At this school, we have strong school-community partnerships: 56% Strongly Agree, 66% Agree
- Staff members are respected by students' families and community members: 44% Strongly Agree, 55% Agree
- My students' parents/guardians are involved in school activities: 56% Strongly Agree, 73% Agree
- Parent/guardian input is respected and valued at this school: 86% Strongly Agree, 93% Agree
- This school partners with the community to positively impact student learning: 68% Strongly Agree, 75% Agree

### Last Year (N=44)

- I am supported by my students' parents/guardians: 68% Strongly Agree, 75% Agree
- At this school, we have strong school-community partnerships: 56% Strongly Agree, 66% Agree
- Staff members are respected by students' families and community members: 62% Strongly Agree, 75% Agree
- My students' parents/guardians are involved in school activities: 55% Strongly Agree, 73% Agree
- Parent/guardian input is respected and valued at this school: 86% Strongly Agree, 93% Agree
- This school partners with the community to positively impact student learning: 68% Strongly Agree, 75% Agree
Family and Community Engagement

How strongly do you disagree or agree with the following statements?

I am supported by my students' parents/guardians. (N=44)
- Strongly Agree: 7%
- Agree: 61%
- Disagree: 27%

At this school, we have strong school-community partnerships. (N=43)
- Strongly Agree: 7%
- Agree: 49%
- Disagree: 30%
- Strongly Disagree: 12%

Staff members are respected by students' families and community members. (N=42)
- Strongly Agree: 12%
- Agree: 50%
- Disagree: 24%
- Strongly Disagree: 5%
- Don't Know: 10%
Family and Community Engagement (Continued)

How strongly do you disagree or agree with the following statements?

- **My students' parents/guardians are involved in school activities. (N=43)**
  - Strongly Agree: 42%
  - Agree: 47%
  - Disagree: 5%
  - Strongly Disagree: 5%
  - Don't Know: 5%

- **Parent/guardian input is respected and valued at this school. (N=44)**
  - Strongly Agree: 14%
  - Agree: 73%
  - Disagree: 5%
  - Strongly Disagree: 7%
  - Don't Know: 5%

- **This school partners with the community to positively impact student learning. (N=43)**
  - Strongly Agree: 16%
  - Agree: 40%
  - Disagree: 28%
  - Strongly Disagree: 14%
  - Don't Know: 5%
## Family and Community Engagement

How strongly do you disagree or agree with the following statements?

<table>
<thead>
<tr>
<th>Response</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Don't Know</th>
</tr>
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<tbody>
<tr>
<td>I am supported by my students' parents/guardians. (N=44)</td>
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<td>61%</td>
<td>27%</td>
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<tr>
<td>At this school, we have strong school-community partnerships. (N=43)</td>
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<td>49%</td>
<td>30%</td>
<td>2%</td>
<td>12%</td>
</tr>
<tr>
<td>Staff members are respected by students' families and community members. (N=42)</td>
<td>12%</td>
<td>50%</td>
<td>24%</td>
<td>5%</td>
<td>10%</td>
</tr>
<tr>
<td>My students' parents/guardians are involved in school activities. (N=43)</td>
<td>2%</td>
<td>42%</td>
<td>47%</td>
<td>5%</td>
<td>5%</td>
</tr>
<tr>
<td>Parent/guardian input is respected and valued at this school. (N=44)</td>
<td>14%</td>
<td>73%</td>
<td>5%</td>
<td>2%</td>
<td>7%</td>
</tr>
<tr>
<td>This school partners with the community to positively impact student learning. (N=43)</td>
<td>16%</td>
<td>40%</td>
<td>28%</td>
<td>2%</td>
<td>14%</td>
</tr>
</tbody>
</table>
School Leader Practices and Decisions: Comparison Over Time

How strongly do you disagree or agree with the following statements?

- Student achievement data informs school planning and decision making.
  - Percentage Strongly Agree or Agree: 86% This Year (N=43), 93% Last Year (N=43)
- School leaders work hard to avoid wasteful intrusions on instructional time.
  - Percentage Strongly Agree or Agree: 67% This Year (N=43), 93% Last Year (N=43)
- School leaders effectively manage teachers and staff.
  - Percentage Strongly Agree or Agree: 73% This Year (N=43), 98% Last Year (N=43)
- Our school leaders attempt to obtain resources, such as people, money, and technology, for this school.
  - Percentage Strongly Agree or Agree: 77% This Year (N=43), 82% Last Year (N=43)
- School leaders support my professional growth.
  - Percentage Strongly Agree or Agree: 88% This Year (N=43), 91% Last Year (N=43)

Answer options: Strongly Disagree, Disagree, Agree, Strongly Agree, Don’t Know
How strongly do you disagree or agree with the following statements?

1. The daily schedule in our school maximizes instructional time.
2. This school’s goals and priorities are communicated clearly and frequently.
3. Our principal/administrator openly communicates about decisions that impact us.
4. School leaders are supportive of and encouraging to school staff.
5. School leaders provide meaningful feedback about my teaching.

**Answer options:** Strongly Disagree, Disagree, Agree, Strongly Agree, Don’t Know

<table>
<thead>
<tr>
<th>Statement</th>
<th>This Year (N=43)</th>
<th>Last Year (N=43)</th>
</tr>
</thead>
<tbody>
<tr>
<td>The daily schedule in our school maximizes instructional time.</td>
<td>79%</td>
<td>82%</td>
</tr>
<tr>
<td>This school’s goals and priorities are communicated clearly and frequently.</td>
<td>81%</td>
<td>98%</td>
</tr>
<tr>
<td>Our principal/administrator openly communicates about decisions that impact us.</td>
<td>70%</td>
<td>86%</td>
</tr>
<tr>
<td>School leaders are supportive of and encouraging to school staff.</td>
<td>79%</td>
<td>93%</td>
</tr>
<tr>
<td>School leaders provide meaningful feedback about my teaching.</td>
<td>72%</td>
<td>84%</td>
</tr>
</tbody>
</table>

**Percentage Strongly Agree or Agree**

- The daily schedule in our school maximizes instructional time: 79% (This Year) vs. 82% (Last Year)
- This school’s goals and priorities are communicated clearly and frequently: 81% (This Year) vs. 98% (Last Year)
- Our principal/administrator openly communicates about decisions that impact us: 70% (This Year) vs. 86% (Last Year)
- School leaders are supportive of and encouraging to school staff: 79% (This Year) vs. 93% (Last Year)
- School leaders provide meaningful feedback about my teaching: 72% (This Year) vs. 84% (Last Year)
How strongly do you disagree or agree with the following statements?

- Teachers create and implement plans to achieve our school's goals.
  - This Year (N=43): 90% Strongly Agree or Agree
  - Last Year (N=43): 98%

- School leaders and teachers have a shared school vision.
  - This Year (N=43): 80% Strongly Agree or Agree
  - Last Year (N=43): 95%

- I am aware of our school's improvement plan.
  - This Year (N=43): 88% Strongly Agree or Agree
  - Last Year (N=43): 93%

- My principal/administrator talks with me about my instructional practices.
  - This Year (N=43): 69% Strongly Agree or Agree
  - Last Year (N=43): 70%

*Answer options: Strongly Disagree, Disagree, Agree, Strongly Agree, Don’t Know*
School Leader Practices and Decisions

How strongly do you disagree or agree with the following statements?

- Student achievement data informs school planning and decision making. (N=42)
  - Strongly Agree: 26%
  - Agree: 60%
  - Disagree: 10%

- School leaders work hard to avoid wasteful intrusions on instructional time. (N=43)
  - Strongly Agree: 47%
  - Agree: 23%
  - Disagree: 5%

- School leaders effectively manage teachers and staff. (N=44)
  - Strongly Agree: 20%
  - Agree: 52%
  - Disagree: 14%

- Our school leaders attempt to obtain resources, such as people, money, and technology, for this school. (N=44)
  - Strongly Agree: 25%
  - Agree: 52%
  - Disagree: 11%
School Leader Practices and Decisions (Continued)

How strongly do you disagree or agree with the following statements?

- School leaders support my professional growth. (N=42)
  - Strongly Agree: 26%
  - Agree: 62%
  - Disagree: 5%
  - Strongly Disagree: 5%
  - Don't Know: 5%

- The daily schedule in our school maximizes instructional time. (N=42)
  - Strongly Agree: 21%
  - Agree: 57%
  - Disagree: 17%
  - Strongly Disagree: 5%

- This school's goals and priorities are communicated clearly and frequently. (N=43)
  - Strongly Agree: 26%
  - Agree: 56%
  - Disagree: 14%

- Our principal/administrator openly communicates about decisions that impact us. (N=44)
  - Strongly Agree: 16%
  - Agree: 55%
  - Disagree: 18%
  - Strongly Disagree: 7%
  - Don't Know: 5%
School Leader Practices and Decisions (Continued)

How strongly do you disagree or agree with the following statements?

- School leaders are supportive of and encouraging to school staff. (N=43)
  - Strongly Agree: 21%
  - Agree: 58%
  - Disagree: 14%
  - Strongly Disagree: 7%

- School leaders provide meaningful feedback about my teaching. (N=43)
  - Strongly Agree: 16%
  - Agree: 67%
  - Disagree: 9%
  - Strongly Disagree: 5%

- Teachers create and implement plans to achieve our school's goals. (N=42)
  - Strongly Agree: 31%
  - Agree: 60%
  - Disagree: 7%
School Leader Practices and Decisions (Continued)

How strongly do you disagree or agree with the following statements?

School leaders and teachers have a shared school vision. (N=44)
- Strongly Agree: 20%
- Agree: 59%
- Disagree: 16%
- Strongly Disagree: 5%
- Don't Know: 5%

I am aware of our school’s improvement plan. (N=42)
- Strongly Agree: 21%
- Agree: 67%
- Disagree: 12%
- Strongly Disagree: 5%

My principal/administrator talks with me about my instructional practices. (N=42)
- Strongly Agree: 19%
- Agree: 50%
- Disagree: 26%
- Strongly Disagree: 5%
- Don't Know: 5%
## School Leader Practices and Decisions

How strongly do you disagree or agree with the following statements?

<table>
<thead>
<tr>
<th>Response</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Don’t Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student achievement data informs school planning and decision making.</td>
<td>26%</td>
<td>60%</td>
<td>10%</td>
<td>2%</td>
<td>2%</td>
</tr>
<tr>
<td>(N=42)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>School leaders work hard to avoid wasteful intrusions on instructional</td>
<td>21%</td>
<td>47%</td>
<td>23%</td>
<td>5%</td>
<td>5%</td>
</tr>
<tr>
<td>time. (N=43)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>School leaders effectively manage teachers and staff. (N=44)</td>
<td>20%</td>
<td>52%</td>
<td>14%</td>
<td>7%</td>
<td>7%</td>
</tr>
<tr>
<td>Our school leaders attempt to obtain resources, such as people, money,</td>
<td>25%</td>
<td>52%</td>
<td>11%</td>
<td>2%</td>
<td>9%</td>
</tr>
<tr>
<td>and technology, for this school. (N=44)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>School leaders support my professional growth. (N=42)</td>
<td>26%</td>
<td>62%</td>
<td>5%</td>
<td>5%</td>
<td>2%</td>
</tr>
<tr>
<td>The daily schedule in our school maximizes instructional time. (N=42)</td>
<td>21%</td>
<td>57%</td>
<td>17%</td>
<td>5%</td>
<td>0%</td>
</tr>
</tbody>
</table>
School Leader Practices and Decisions (Continued)

How strongly do you disagree or agree with the following statements?

<table>
<thead>
<tr>
<th>Response</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>This school’s goals and priorities are communicated clearly and frequently. (N=43)</td>
<td>26%</td>
<td>56%</td>
<td>14%</td>
<td>2%</td>
<td>2%</td>
</tr>
<tr>
<td>Our principal/administrator openly communicates about decisions that impact us. (N=44)</td>
<td>16%</td>
<td>55%</td>
<td>18%</td>
<td>7%</td>
<td>5%</td>
</tr>
<tr>
<td>School leaders are supportive of and encouraging to school staff. (N=43)</td>
<td>21%</td>
<td>58%</td>
<td>14%</td>
<td>7%</td>
<td>0%</td>
</tr>
<tr>
<td>School leaders provide meaningful feedback about my teaching. (N=43)</td>
<td>16%</td>
<td>67%</td>
<td>9%</td>
<td>5%</td>
<td>2%</td>
</tr>
</tbody>
</table>
School Leader Practices and Decisions (Continued)

How strongly do you disagree or agree with the following statements?

<table>
<thead>
<tr>
<th>Response</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teachers create and implement plans to achieve our school's goals. (N=42)</td>
<td>31%</td>
<td>60%</td>
<td>2%</td>
<td>0%</td>
<td>7%</td>
</tr>
<tr>
<td>School leaders and teachers have a shared school vision. (N=44)</td>
<td>20%</td>
<td>59%</td>
<td>16%</td>
<td>0%</td>
<td>5%</td>
</tr>
<tr>
<td>I am aware of our school's improvement plan. (N=42)</td>
<td>21%</td>
<td>67%</td>
<td>12%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>My principal/administrator talks with me about my instructional practices. (N=42)</td>
<td>19%</td>
<td>50%</td>
<td>26%</td>
<td>0%</td>
<td>5%</td>
</tr>
</tbody>
</table>
How strongly do you disagree or agree with the following statements?

- Students at this school are treated fairly regardless of race, culture, religion, sexual orientation, gender, or disability. 80% Strongly Agree or Agree, 95% This Year (N=43)
- Discipline is enforced fairly at this school. 40% Strongly Agree or Agree, 86% This Year (N=43)
- Staff members treat students with respect. 100% Strongly Agree or Agree, 95% This Year (N=43)
- Student misbehavior is effectively managed at this school. 33% Strongly Agree or Agree, 88% This Year (N=43)
- I have the support I need to maintain order and discipline with my students. 53% Strongly Agree or Agree, 95% This Year (N=43)

Answer options: Strongly Disagree, Disagree, Agree, Strongly Agree, Don’t Know
Student Social and Emotional Developmental Health: Comparison Over Time (Continued)

How strongly do you disagree or agree with the following statements?

- Our school adequately enforces rules for student conduct.
  - This Year (N=43): 33% Strongly Agree, 67% Agree, 91% Total Agree
  - Last Year (N=44): 26% Strongly Agree, 48% Agree, 74% Total Agree

- Students do not threaten and/or bully each other at this school.
  - This Year (N=43): 32% Strongly Agree, 68% Agree, 100% Total Agree
  - Last Year (N=44): 30% Strongly Agree, 70% Agree, 100% Total Agree

- Students are on time and rarely absent from school.
  - This Year (N=43): 30% Strongly Agree, 51% Agree, 82% Total Agree
  - Last Year (N=44): 24% Strongly Agree, 56% Agree, 80% Total Agree

- At this school, students typically meet behavioral expectations.
  - This Year (N=43): 33% Strongly Agree, 67% Agree, 91% Total Agree
  - Last Year (N=44): 26% Strongly Agree, 48% Agree, 74% Total Agree

Answer options: Strongly Disagree, Disagree, Agree, Strongly Agree, Don’t Know
How strongly do you disagree or agree with the following statements?

- Students treat staff members with respect.
- Students never bring weapons or other objects to school for protection.
- Alcohol and/or drug use is not a problem at this school.

<table>
<thead>
<tr>
<th>Statement</th>
<th>This Year (N=43)</th>
<th>Last Year (N=44)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students treat staff members with respect.</td>
<td>44%</td>
<td>73%</td>
</tr>
<tr>
<td>Students never bring weapons or other objects to school for protection.</td>
<td>59%</td>
<td>41%</td>
</tr>
<tr>
<td>Alcohol and/or drug use is not a problem at this school.</td>
<td>63%</td>
<td>50%</td>
</tr>
</tbody>
</table>

Answer options: Strongly Disagree, Disagree, Agree, Strongly Agree, Don’t Know
How strongly do you disagree or agree with the following statements?

- **Students at this school are treated fairly regardless of race, culture, religion, sexual orientation, gender, or disability.** (N=44)
  - Strongly Agree: 43%
  - Agree: 36%
  - Disagree: 11%
  - Strongly Disagree: 9%
  - Don't Know: 0%

- **Discipline is enforced fairly at this school.** (N=43)
  - Strongly Agree: 9%
  - Agree: 30%
  - Disagree: 35%
  - Strongly Disagree: 23%
  - Don't Know: 0%

- **Staff members treat students with respect.** (N=44)
  - Strongly Agree: 36%
  - Agree: 64%
  - Disagree: 0%
  - Don't Know: 0%

- **Student misbehavior is effectively managed at this school.** (N=43)
  - Strongly Agree: 12%
  - Agree: 21%
  - Disagree: 30%
  - Strongly Disagree: 37%
  - Don't Know: 0%
How strongly do you disagree or agree with the following statements?

- I have the support I need to maintain order and discipline with my students. (N=43)
  - Strongly Agree: 14%
  - Agree: 40%
  - Disagree: 28%
  - Strongly Disagree: 19%
  - Don't Know: 0%

- Our school adequately enforces rules for student conduct. (N=43)
  - Strongly Agree: 12%
  - Agree: 21%
  - Disagree: 37%
  - Strongly Disagree: 30%
  - Don't Know: 0%

- Students do not threaten and/or bully each other at this school. (N=43)
  - Strongly Agree: 26%
  - Agree: 49%
  - Disagree: 26%
  - Strongly Disagree: 7%
  - Don't Know: 0%

- Students are on time and rarely absent from school. (N=44)
  - Strongly Agree: 30%
  - Agree: 64%
  - Disagree: 7%
  - Strongly Disagree: 30%
  - Don't Know: 0%

- At this school, students typically meet behavioral expectations. (N=41)
  - Strongly Agree: 51%
  - Agree: 41%
  - Disagree: 7%
  - Strongly Disagree: 41%
  - Don't Know: 7%
How strongly do you disagree or agree with the following statements?

- Students treat staff members with respect. (N=41)
  - Strongly Agree: 44%
  - Agree: 39%
  - Disagree: 17%

- Students never bring weapons or other objects to school for protection. (N=44)
  - Strongly Agree: 16%
  - Agree: 43%
  - Disagree: 14%
  - Strongly Disagree: 27%

- Alcohol and/or drug use is not a problem at this school. (N=43)
  - Strongly Agree: 16%
  - Agree: 47%
  - Disagree: 7%
  - Strongly Disagree: 30%
### Student Social and Emotional Developmental Health

How strongly do you disagree or agree with the following statements?

<table>
<thead>
<tr>
<th>Response</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students at this school are treated fairly regardless of race, culture, religion, sexual orientation, gender, or disability. (N=44)</td>
<td>43%</td>
<td>36%</td>
<td>11%</td>
<td>9%</td>
<td>0%</td>
</tr>
<tr>
<td>Discipline is enforced fairly at this school. (N=43)</td>
<td>9%</td>
<td>30%</td>
<td>35%</td>
<td>23%</td>
<td>2%</td>
</tr>
<tr>
<td>Staff members treat students with respect. (N=44)</td>
<td>36%</td>
<td>64%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Student misbehavior is effectively managed at this school. (N=43)</td>
<td>12%</td>
<td>21%</td>
<td>30%</td>
<td>37%</td>
<td>0%</td>
</tr>
<tr>
<td>I have the support I need to maintain order and discipline with my students. (N=43)</td>
<td>14%</td>
<td>40%</td>
<td>28%</td>
<td>19%</td>
<td>0%</td>
</tr>
<tr>
<td>Our school adequately enforces rules for student conduct. (N=43)</td>
<td>12%</td>
<td>21%</td>
<td>37%</td>
<td>30%</td>
<td>0%</td>
</tr>
</tbody>
</table>
### Student Social and Emotional Developmental Health (Continued)

How strongly do you disagree or agree with the following statements?

<table>
<thead>
<tr>
<th>Response</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students do not threaten and/or bully each other at this school. (N=43)</td>
<td>0%</td>
<td>26%</td>
<td>49%</td>
<td>26%</td>
<td>0%</td>
</tr>
<tr>
<td>Students are on time and rarely absent from school. (N=44)</td>
<td>0%</td>
<td>30%</td>
<td>64%</td>
<td>7%</td>
<td>0%</td>
</tr>
<tr>
<td>At this school, students typically meet behavioral expectations. (N=41)</td>
<td>0%</td>
<td>51%</td>
<td>41%</td>
<td>7%</td>
<td>0%</td>
</tr>
<tr>
<td>Students treat staff members with respect. (N=41)</td>
<td>0%</td>
<td>44%</td>
<td>39%</td>
<td>17%</td>
<td>0%</td>
</tr>
<tr>
<td>Students never bring weapons or other objects to school for protection. (N=44)</td>
<td>16%</td>
<td>43%</td>
<td>14%</td>
<td>0%</td>
<td>27%</td>
</tr>
<tr>
<td>Alcohol and/or drug use is not a problem at this school. (N=43)</td>
<td>16%</td>
<td>47%</td>
<td>7%</td>
<td>0%</td>
<td>30%</td>
</tr>
</tbody>
</table>
Teacher Practices and Decisions: Comparison Over Time

How strongly do you disagree or agree with the following statements?

- Teachers work together to ensure student success.
- Collaboration is encouraged among teachers and staff members.
- I am given time to share with and learn from other teachers.
- Teachers talk positively about students in staff areas.
- Teachers help each other improve their teaching.
- I provide written feedback on student work.

**Percentage Strongly Agree or Agree**

<table>
<thead>
<tr>
<th>Statement</th>
<th>This Year (N=43)</th>
<th>Last Year (N=43)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teachers work together to ensure student success.</td>
<td>91%</td>
<td>95%</td>
</tr>
<tr>
<td>Collaboration is encouraged among teachers and staff members.</td>
<td>89%</td>
<td>98%</td>
</tr>
<tr>
<td>I am given time to share with and learn from other teachers.</td>
<td>56%</td>
<td>77%</td>
</tr>
<tr>
<td>Teachers talk positively about students in staff areas.</td>
<td>72%</td>
<td>89%</td>
</tr>
<tr>
<td>Teachers help each other improve their teaching.</td>
<td>95%</td>
<td>95%</td>
</tr>
<tr>
<td>I provide written feedback on student work.</td>
<td>93%</td>
<td>100%</td>
</tr>
</tbody>
</table>

Answer options: Strongly Disagree, Disagree, Agree, Strongly Agree, Don’t Know
How strongly do you disagree or agree with the following statements?

I explain each assignment’s learning standards and expectations to my students.

- This Year (N=43): 98%
- Last Year (N=43): 100%

I regularly use data to identify my students' strengths and weaknesses.

- This Year (N=43): 98%
- Last Year (N=43): 95%

My teaching is effectively monitored and evaluated.

- This Year (N=43): 91%
- Last Year (N=43): 86%
How strongly do you disagree or agree with the following statements?

- I am continually learning new skills that impact my teaching.
- I have opportunities to lead teams, projects, or other instructional activities.
- The professional development sessions I attend help me better meet my students’ learning needs.

**This Year (N=43)**
- I am continually learning new skills that impact my teaching: 95%
- I have opportunities to lead teams, projects, or other instructional activities: 71%
- The professional development sessions I attend help me better meet my students’ learning needs: 74%

**Last Year (N=43)**
- I am continually learning new skills that impact my teaching: 100%
- I have opportunities to lead teams, projects, or other instructional activities: 81%
- The professional development sessions I attend help me better meet my students’ learning needs: 74%

Answer options: Strongly Disagree, Disagree, Agree, Strongly Agree, Don’t Know
Teacher Practices and Decisions

How strongly do you disagree or agree with the following statements?

1. Teachers work together to ensure student success. (N=44)
   - Strongly Agree: 39%
   - Agree: 52%
   - Disagree: 7%
   - Strongly Disagree: 0%
   - Don't Know: 20%

2. Collaboration is encouraged among teachers and staff members. (N=44)
   - Strongly Agree: 34%
   - Agree: 55%
   - Disagree: 9%
   - Strongly Disagree: 0%
   - Don't Know: 0%

3. I am given time to share with and learn from other teachers. (N=43)
   - Strongly Agree: 19%
   - Agree: 37%
   - Disagree: 40%
   - Strongly Disagree: 5%
   - Don't Know: 0%

4. Teachers talk positively about students in staff areas. (N=43)
   - Strongly Agree: 19%
   - Agree: 53%
   - Disagree: 23%
   - Strongly Disagree: 5%
   - Don't Know: 0%

5. Teachers help each other improve their teaching. (N=43)
   - Strongly Agree: 40%
   - Agree: 56%
   - Disagree: 4%
   - Strongly Disagree: 0%
   - Don't Know: 0%
Teacher Practices and Decisions (Continued)

How strongly do you disagree or agree with the following statements?

I provide written feedback on student work. (N=42)
- Strongly Agree: 40%
- Agree: 52%
- Disagree: 5%
- Strongly Disagree: 0%
- Don't Know: 0%

I explain each assignment’s learning standards and expectations to my students. (N=43)
- Strongly Agree: 30%
- Agree: 67%
- Disagree: 0%
- Strongly Disagree: 0%
- Don't Know: 0%

I regularly use data to identify my students' strengths and weaknesses. (N=41)
- Strongly Agree: 22%
- Agree: 76%
- Disagree: 0%
- Strongly Disagree: 0%
- Don't Know: 0%
Teacher Practices and Decisions (Continued)

How strongly do you disagree or agree with the following statements?

My teaching is effectively monitored and evaluated. (N=43)
- Strongly Agree: 23%
- Agree: 67%
- Disagree: 7%

I am continually learning new skills that impact my teaching. (N=43)
- Strongly Agree: 37%
- Agree: 58%
- Disagree: 5%

I have opportunities to lead teams, projects, or other instructional activities. (N=42)
- Strongly Agree: 17%
- Agree: 55%
- Disagree: 14%

The professional development sessions I attend help me better meet my students’ learning needs. (N=42)
- Strongly Agree: 24%
- Agree: 50%
- Disagree: 19%

Legend:
- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know
# Teacher Practices and Decisions

How strongly do you disagree or agree with the following statements?

<table>
<thead>
<tr>
<th>Response</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teachers work together to ensure student success. (N=44)</td>
<td>39%</td>
<td>52%</td>
<td>7%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>Collaboration is encouraged among teachers and staff members. (N=44)</td>
<td>34%</td>
<td>55%</td>
<td>9%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>I am given time to share with and learn from other teachers. (N=43)</td>
<td>19%</td>
<td>37%</td>
<td>40%</td>
<td>5%</td>
<td>0%</td>
</tr>
<tr>
<td>Teachers talk positively about students in staff areas. (N=43)</td>
<td>19%</td>
<td>53%</td>
<td>23%</td>
<td>0%</td>
<td>5%</td>
</tr>
<tr>
<td>Teachers help each other improve their teaching. (N=43)</td>
<td>40%</td>
<td>56%</td>
<td>0%</td>
<td>2%</td>
<td>2%</td>
</tr>
<tr>
<td>I provide written feedback on student work. (N=42)</td>
<td>40%</td>
<td>52%</td>
<td>2%</td>
<td>0%</td>
<td>5%</td>
</tr>
</tbody>
</table>
## Teacher Practices and Decisions (Continued)

How strongly do you disagree or agree with the following statements?

<table>
<thead>
<tr>
<th>Response</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>I explain each assignment’s learning standards and expectations to my students. (N=43)</td>
<td>30%</td>
<td>67%</td>
<td>2%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>I regularly use data to identify my students’ strengths and weaknesses. (N=41)</td>
<td>22%</td>
<td>76%</td>
<td>0%</td>
<td>0%</td>
<td>2%</td>
</tr>
<tr>
<td>My teaching is effectively monitored and evaluated. (N=43)</td>
<td>23%</td>
<td>67%</td>
<td>7%</td>
<td>0%</td>
<td>2%</td>
</tr>
<tr>
<td>I am continually learning new skills that impact my teaching. (N=43)</td>
<td>37%</td>
<td>58%</td>
<td>5%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>I have opportunities to lead teams, projects, or other instructional activities. (N=42)</td>
<td>17%</td>
<td>55%</td>
<td>14%</td>
<td>0%</td>
<td>14%</td>
</tr>
<tr>
<td>The professional development sessions I attend help me better meet my students’ learning needs. (N=42)</td>
<td>24%</td>
<td>50%</td>
<td>19%</td>
<td>5%</td>
<td>2%</td>
</tr>
</tbody>
</table>