

Introduction and Demographics

The mission of the Celina Independent School District as the primary educational entity is to provide a safe, caring, structured learning environment where teachers educate and motivate students to become productive citizens of their community.

Dear Celina ISD Staff Member:

Celina ISD is proud to solicit your responses to this **2012 School Climate Survey**. Your candid responses will help the district and its schools to recognize strengths and opportunities, make corrections where needed, and build a better environment for the education of our students. Please take the survey as directed and know that your input is valuable, essential and **anonymous**. All responses are sent to and compiled by Region 10 ESC. **Questions on this page require an answer to proceed.**

Donny O'Dell
Celina ISD Superintendent

***1. My campus assignment is:** **(Choose one)**

- ☐ Celina High School.
- ☐ Celina Middle School.
- ☐ Celina Intermediate School.
- ☐ Celina Elementary School.
- ☐ District Administrative Offices or Multi-Campus.

***2. My main job assignment is as a(n):** **(Choose one)**

- ☐ teacher.
- ☐ administrator.
- ☐ instructional aide.
- ☐ support staff member (librarian, counselor, diagnostician, etc.).
- ☐ other job role.

***3. I have worked for Celina ISD for:**

- ☐ 5 years or less.
- ☐ 6-10 years
- ☐ 11-20 years.
- ☐ More than 20 years.

Climate Issues for Teachers and Instructional Aides ONLY

The following items are for teachers and instructional aides **ONLY**. Select **ONE ANSWER** in the row for each STEM ITEM.

1. I know that:

	Strongly Disagree	Disagree	Agree	Strongly Agree	No Opinion
...the required student outcomes for my classes are very clear to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...the required student outcomes for my classes are clear to my students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...the teachers in my school communicate with each other to make student learning consistent across grades and subjects.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...teaching and learning is fun in my classroom.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...I love to teach and see students learn.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. My campus has:

	Strongly Disagree	Disagree	Agree	Strongly Agree	No Opinion
...good communications among the employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...an office staff that willingly supports students, teachers and parents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...clean and well-maintained buildings and grounds.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...a positive learning atmosphere for faculty and students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...pride in personal and team performance and achievement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...practices to keep employees up-to-date on changes in procedures or policies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...an atmosphere of trust.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...a principal who is visible, accessible and available.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. My principal:

	Strongly Disagree	Disagree	Agree	Strongly Agree	No Opinion
...treats me with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...is an effective instructional leader.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...facilitates communication effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...supports me in my work with students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...supports shared decision making with the faculty.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...is effective in helping to reach our school vision and goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...treats everyone fairly and equally.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...equally and adequately enforces the adopted student dress code.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...fairly and equitably administers the discipline policies and procedures of the district.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...and assistant principal are consistent when disciplining a student and assigning consequences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...deals firmly and fairly with student and staff problems as they arise.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. Name or describe any activity or program occurring at your school this year for which you are exceptionally proud.

5. Name and describe any issue or special concern on your campus that you feel needs to addressed to make the school environment more conducive to learning.

School Climate and Instructional Interaction for Teachers and Instructional...

These stems begin a primary focus on school climate as its relates to students and student achievement, the classroom setting, and the learning environment. **They are to be completed by teachers and instructional aides only.** Select **ONE ANSWER** in the row for each STEM ITEM in Sections 1 and 2.

1. I enjoy:

	Strongly Disagree	Disagree	Agree	Strongly Agree	No Opinion
...coming to work at my school each day.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...seeing the results of my work with students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...working in an educational setting.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. I work very effectively with:

	Strongly Disagree	Disagree	Agree	Strongly Agree	No Opinion
...special education students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...limited English-speaking students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...an ethnically or socially diverse population of students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...heterogeneously grouped classes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...low-achieving students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...gifted/talented students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. I believe student achievement can increase through: (Choose as many as you wish)

- ☐ ...hands-on learning.
- ☐ ...effective professional development related to our vision.
- ☐ ...integrating instruction across our curriculum.
- ☐ ...thematic instruction.
- ☐ ...cooperative learning.
- ☐ ...multi-aged classrooms.
- ☐ ...student self-assessment.
- ☐ ...authentic assessment of student learning.
- ☐ ...the use of varied integrated technologies.
- ☐ ...providing a threat, harassment and bully-free environment.
- ☐ ...professional relationships between students and teachers.
- ☐ ...addressing varied student learning styles.
- ☐ ...effective parent involvement.
- ☐ ...partnerships with businesses.
- ☐ ...teacher use of student achievement data.
- ☐ ...project-based learning.
- ☐ ...'flipped' classrooms.
- ☐ ...other (please specify)

4. Describe the most interesting or intriguing aspect about working with your students!

Overall Climate and Working Conditions FOR ALL STAFF

These stems measure the inclusive work and learning climate for all staff members. **ALL STAFF** includes teachers, aides, nurses, counselors, librarians, assistant principals, principals, and district administrators. The stems focus on staff member to staff member and staff member to principal/supervisor relationships. Select **ONE ANSWER** in the row for each STEM ITEM.

1. I feel:

	Strongly Disagree	Disagree	Agree	Strongly Agree	No Opinion
...that the other staff members care about and encourage me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...that learning can be engaging and enjoyable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...recognized for the good work that I do supporting education.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...that compensation is fair and competitive compared with other districts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...that I am treated with respect by my colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...that I am listened to when I have ideas for improvement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...the curriculum for the district gives adequate guidance for instruction.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...there is adequate training provided for curriculum implementation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. I have the opportunity to:

	Strongly Disagree	Disagree	Agree	Strongly Agree	No Opinion
...develop my professional skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...think for myself and not simply carry out instructions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...get help with problems or questions about the compensation and/or benefits program of the district.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...get assistance in understanding policies and procedures used to manage the district.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. I am satisfied with:

	Strongly Disagree	Disagree	Agree	Strongly Agree	No Opinion
...district compensation, benefits and leave time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...district-wide communication.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...safety in the workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...my job security.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...the meaningfulness of my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...support from my coworkers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...the level of professional learning and training received to do the job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...working conditions in general	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. Please name a benefit that might be added to the overall benefits package of the district?

Morale and Vision in a Quality Learning Environment for ALL STAFF

These stems items allow you to comment on the **morale and vision** at your campus in both general and specific terms. You are asked to consider quality, planning, the general learning atmosphere, and other factors. Select **ONE ANSWER** in the row for each STEM ITEM.

1. Morale is high on the part of:

	Strongly Disagree	Disagree	Agree	Strongly Agree	No Opinion
...teachers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...support staff (librarians, counselors, diagnosticians, etc.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...administrators.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...auxiliary staff (maintenance, transportation, grounds, cafeteria, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

2. I believe that:

	Strongly Disagree	Disagree	Agree	Strongly Agree	No Opinion
...every student can learn.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...the instructional program of the district is challenging.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...the district and schools provide an atmosphere where every student can succeed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...quality work is expected of students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...quality work is expected of me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...quality work is expected of all the adults in the district.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...the vision for the district and my school is shared.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...we have an action plan/campus improvement plan in place which will get us to our vision.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...this district and its schools have an excellent public image.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...it is important to communicate often with parents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...district and campus staff communicate often with parents about their child's progress.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...I am clear about what my job is.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...others are clear about what my job is.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. What is something about working in the Celina ISD that is exceptionally good or positive?

4. What is the most pressing issue or concern that you believe Celina ISD must deal with in the near future?

General Comments

Please use the included box to add any additional comments that you would like to make regarding **items on this survey** or about **School Climate** on your campus.

Thank you for your time and thought in completing this survey on behalf of the students of Celina ISD.

Once you have finished, click on the **DONE** button and your survey will be sent to be compiled at Region 10 Education Service Center.

1. Comments/Questions/Issues:

A large, empty text area for comments, questions, or issues. It is a light gray rectangular box with a thin black border. On the right side, there is a vertical scrollbar with a small gray handle and arrowheads at the top and bottom.