

Ravenswood Teacher Survey Scale Definitions

These survey scales were developed with data from Ravenswood Teacher Survey administered in 7 schools in Ravenswood City School District from 2006 to 2009 (Ns = 144 in 2006, 143 in 2007, 102 in 2008, and 145 in 2009). Principal components analysis was used to identify survey items that loaded on a common factor; alpha coefficients indicate the internal consistency of the scale.

I. SCHOOL CONDITIONS

- **Cooperative Staff (SASS¹, 4-point Likert scale, 2 items. Alpha = .64, .78, .75 and .81 in 2006, 2007, 2008, and 2009 respectively)**

To what extent do you agree or disagree with each of the following statements about your school?

	2006	2007	2008	2009
Most of my colleagues share my beliefs and values about what the central mission of the school should be	1i	1i	1i	1g
There is a great deal of cooperative effort among the staff members	1j	1j	1j	1h

- **School Administrative Support (SASS, 4-point Likert scale, 2 items. Alpha = .77, .75, .77 & .65)**

To what extent do you agree or disagree with each of the following statements about your school?

	2006	2007	2008	2009
The school administration's behavior toward the staff is supportive and encouraging	1a	1a	1a	1a
In this school, staff members are recognized for a job well done	1k	1k	1k	1i

- **Satisfaction with School (SASS, 4-point Likert scale, 2 items. Alpha = .72, .77, .81, & .70)**

To what extent do you agree or disagree with each of the following statements about your school?

	2006	2007	2008	2009
I am generally satisfied with being a teacher at this school	1p	1p	1p	1n
I think about transferring to another school (reverse-scored)	1q	1q	1q	1o

¹ The items are from the Teacher Questionnaire of 2003-04 School and Staffing Survey (SASS).

➤ **Student Disruption (SASS, 4-point Likert scale, 2 items. Alpha = .42, .48, & .57)**

To what extent do you agree or disagree with each of the following statements about your school?

	2006	2007	2008	2009
The level of student misbehavior in this school (such as noise, horseplay or fighting in the halls, cafeteria or student lounge) interferes with my teaching	1b	1b	1b	--
The amount of student tardiness and class cutting in this school interferes with my teaching	1o	1o	1o	--

➤ **Parent Support (SASS, 4-point Likert scale, 1 item.)**

To what extent do you agree or disagree with each of the following statements about your school?

	2006	2007	2008	2009
I receive a great deal of support from parents for the work I do	1c	1c	1c	--

➤ **Staff Material Resources (SASS, 4-point Likert scale, 1 item.)**

To what extent do you agree or disagree with each of the following statements about your school?

	2006	2007	2008	2009
Necessary materials such as textbooks, supplies, and copy machines are available as needed by the staff	1d	1d	1d	1b

➤ **Rule Enforcement (SASS, 4-point Likert scale, 1 item.)**

To what extent do you agree or disagree with each of the following statements about your school?

	2006	2007	2008	2009
Rules for student behavior are consistently enforced by teachers in this school, even for students who are not in their classes	1g	1g	1g	1e

➤ **Teacher Expectation (SASS, 4-point Likert scale, 1 item.)**

To what extent do you agree or disagree with each of the following statements about your school?

	2006	2007	2008	2009
Most students in this school will not be able to meet grade level standards	1l	1l	1l	1k

➤ **Bureaucratic Constraints (SASS, 4-point Likert scale, 1 item.)**

To what extent do you agree or disagree with each of the following statements about your school?

	2006	2007	2008	2009
Routine duties and paperwork interfere with my job of teaching	1f	1f	1f	1d

➤ **Coordination Effort (SASS, 4-point Likert scale, 1 item.)**

To what extent do you agree or disagree with each of the following statements about your school?

	2006	2007	2008	2009
I make a conscious effort to coordinate the content of my courses with that of other teachers	1n	1n	1n	1m

➤ **Teacher Stress (SRI, 4-point Likert scale, 1 item.)**

To what extent do you agree or disagree with each of the following statements about your school?

	2006	2007	2008	2009
It is stressful to be a teacher at this school	1h	1h	1h	1f

➤ **Student Learning Resources (4-point Likert scale, 3 items. Alpha = .70, .47, .23, & .33)**

To what extent do you agree or disagree with each of the following statements about your school?

	2006	2007	2008	2009
This school has a resource room or library to support instruction	1e	1e	1e	1c
This school has a high-quality after-school program	1v	1v	1v	1t
Quality substitute teachers are available when needed	1y	1y	1y	1x

➤ **Strong Professional Community (5-point Likert scale, 4 items. Alpha = .80, .81, .81, & .85)**

To what extent do you agree or disagree with each of the following statements about your school?

	2006	2007	2008	2009
This school has well-defined plans for instructional improvement	1t	1t	1t	1r
Teachers share a vision of good teaching	1u	1u	1u	1s

How well does each of the following statements describe professional relationships in your school?

In this school...	2006	2007	2008	2009
Teachers trust one another	2a	2a	2a	2a
The faculty works together to achieve excellence	2k	2k	2k	2k

➤ **Shared Leadership (5-point Likert scale, 3 items. Alpha = .82, .84, .77, & .84)**

How well does each of the following statements describe professional relationships in your school?

In this school...	2006	2007	2008	2009
Teachers take an active role in school-wide decision making	2g	2g	2g	2g
The faculty has an effective process for making group decisions and solving problems	2h	2h	2h	2h
Teachers trust the school administration	2i	2i	2i	2i

➤ **Instructional Collaboration (5-point Likert scale, 3 items. Alpha = .85, .83, .85, & .86)**

How well does each of the following statements describe professional relationships in your school?

In this school...	2006	2007	2008	2009
Teachers feel responsible to help one another do their best	2b	2b	2b	2b
Teachers use time together to discuss teaching and learning	2c	2c	2c	2c
Teachers discuss particular lessons that were not very successful	2d	2d	2d	2d

➤ **Colleague Support (5-point Likert scale, 2 items. Alpha = .83, .76, .80, & .87)**

How well does each of the following statements describe professional relationships in your school?

In this school...	2006	2007	2008	2009
I feel supported by colleagues to try out new ideas	2l	2l	2l	2l
When addressing particular instructional challenges, I feel comfortable asking for advice or help from fellow teachers	2m	2m	2m	2m

➤ **Collective Efficacy (5-point Likert scale, 1 item.)**

How well does each of the following statements describe professional relationships in your school?

In this school...	2006	2007	2008	2009
Teachers believe they can meet the learning needs of their students	2e	2e	2e	2e

➤ **Teacher Advocacy (5-point Likert scale, 1 item.)**

How well does each of the following statements describe professional relationships in your school?

In this school...	2006	2007	2008	2009
Teachers advocate for improved conditions in school and district	2f	2f	2f	2f

➤ **Teacher Learning Orientation (5-point Likert scale, 1 item.)**

How well does each of the following statements describe professional relationships in your school?

In this school...	2006	2007	2008	2009
I see myself as a learner	2j	2j	2j	2j

➤ **Teacher Self Perception as Leader (5-point Likert scale, 1 item.)**

How well does each of the following statements describe professional relationships in your school?

In this school...	2006	2007	2008	2009
I see myself as a leader	2o	2o	2o	2o

➤ **Teacher Knowledge Development (5-point frequency scale, 8 items. Alpha = .97, .87, .90, & .93)**

How frequently do you do each of the following with other teachers in your school?

With other teachers in this school, I ...	2006	2007	2008	2009
Share ideas on teaching	3a	3a	3a	3a
Discuss what you/they learned at a workshop or conference	3b	3b	3b	3b
Share and discuss research on effective teaching methods	3c	3c	3c	3c
Share and discuss research on effective instructional practices for English language learners	3d	3d	3d	3d
Explore new teaching approaches for under-performing students	3e	3e	3e	3e
Analyze samples of work done by our students	3f	3f	3f	3f
Develop teaching materials or activities for particular classes	3g	3g	3g	3g
Discuss student assessment data to make decisions about instruction	3j	3j	3j	3j

➤ **Principal Leadership (5-point frequency scale, 11 items. Alpha = .91, .91, .96, & .97)**

Please indicate the extent to which your school **principal** does each of the following.

My principal ...	2006	2007	2008	2009
Demonstrates high expectations for all students	4a	4a	4a	4a
Uses data to inform decision making	4b	4b	4b	4b
Works with individual teachers effectively to improve instruction	4c	4c	4c	4c
Cultivates a shared vision and common purpose among staff	4d	4d	4d	4d
Encourages teachers to be learners	4e	4e	4e	4e
Regularly observes my classroom	--	--	--	4f
Creates opportunities for teachers' learning	4f	4f	4f	4g
Promotes improvement of student outcomes	4g	4g	4g	4h
Supports the development of adult learning communities	4h	4h	4h	4i
Provides useful feedback on my teaching	--	--	--	4j
Works effectively to develop parent involvement in the school	4i	4i	4i	4k
Encourages teachers to be leaders	4j	4j	4j	4l
Works effectively to develop community involvement in the school	4k	4k	4k	4m

➤ **Work with Colleagues in Grade-level Learning Teams (5-point frequency scale, 5 items. Alpha = --, .93, .89, & .93)**

Now think about your work this year with **colleagues in grade-level learning teams**. To what extent does each of the following describe how your team works together?

This district ...	2006	2007	2008	2009
We understand the goals for grade-level learning teams	--	5a	5a	5a
We share a commitment to working together	--	5b	5b	5b
Team members attend scheduled meetings regularly	--	5c	5c	5c
We have developed effective routines for doing this work	--	5d	5d	5d
Our interactions are mutually respectful	--	5e	5e	5e

➤ **Learning Team Facilitator Effectiveness (5-point frequency scale, 1 item.)**

*Now think about your work this year with **colleagues in grade-level learning teams**. To what extent does each of the following describe how your team works together?*

This district ...	2006	2007	2008	2009
Our facilitator does a good job of guiding our work and discussions	--	5f	5f	5f

➤ **Work with Colleagues in Grade-level Learning Teams to Improve Instruction (5-point frequency scale, 5 items. Alpha = --, .96, .94, & .96)**

*Now think about your work this year with **colleagues in grade-level learning teams**. To what extent does each of the following describe how your team works together?*

This district ...	2006	2007	2008	2009
We have identified areas for improving our instruction	--	5g	5g	5g
We have used student assessment data to identify areas for improvement	--	--	--	5h
We have learned from one another about effective teaching strategies	--	5h	5h	5i
We have developed good ideas to improve instruction	--	5i	5i	5j
We have tried out new ideas for instruction	--	5j	5j	5k
We have discussed what happened when we tried out new ideas for instruction	--	5k	5k	5l

II. DISTRICT CONTEXT

➤ **District Professionalism (5-point Likert scale, 9 items. Alpha = .94, .94, .93, & .94)**

This question concerns the professional climate of your district. Please indicate how strongly you agree or disagree with each of the below statements.

This district ...	2006	2007	2008	2009
Inspires the very best in the job performance of its teachers	5a	8a	8a	12a
Supports local innovation	5b	8b	8b	12b
Holds high expectations for our school	5c	8c	8c	12c
Supports my school's whole school change effort	5d	8d	8d	12d
Promotes the professional development of teachers	5e	8e	8e	12e
Ensures that student learning is the "bottom line" in this school	5f	8f	8f	12f
Helps my school focus on teaching and learning	5g	8g	8g	12g
Is committed to high standards for every student	5h	8h	8h	12h
Is improving its support for teaching and learning	5i	8i	8i	12i

➤ **District Instructional Support (5-point Likert scale, 8 items. Alpha = .92, .91, .83, & .91)**

Please indicate the extent to which your district does each of the following.

My district ...	2006	2007	2008	2009
Provides useful student assessment data	6a	9a	9a	13a
Supports schools in using student assessment data	6b	9b	9b	13b
Provides professional development tied to our improvement efforts	6c	9c	9c	13c
Provides teachers with support for curriculum and instruction in literacy	6d	9d	9d	13d
Provides teachers with support for curriculum and instruction in mathematics	6e	9e	9e	13e
Provides teachers with up-to-date teaching materials	6f	9f	9f	13f
Provides timely and accurate information	6h	9h	9h	13h
Provides teachers with easy access to district support staff (e.g., phone number directory)	6i	9i	9i	13i

➤ **District Facility Maintenance (5-point Likert scale, 1 item.)**

Please indicate the extent to which your district does each of the following.

My district ...	2006	2007	2008	2009
Maintains school facilities	6g	9g	9g	13g

III. PROFESSIONAL DEVELOPMENT AND SUPPORT

- **Teacher Preparedness: Teaching and Instruction (5-point Likert scale, 7 items. Alpha = .91, .93, .85, & .88)**

When you think about this year, how well prepared did you feel to...?

	2006	2007	2008	2009
Handle a range of classroom management or discipline situations	8a	21a	22a	22a
Use a variety of instructional methods	8b	21b	22b	22b
Teach your subject matter	8c	21c	22c	22c
Plan lessons effectively	8e	21e	22e	22e
Design units or lessons of study	8f	21f	22f	22f
Select and adapt curriculum and instructional materials	8m	21m	22m	22m
Engage all students in learning	8p	21p	22p	22p

- **Teacher Preparedness: Assessment Use (5-point Likert scale, 6 items. Alpha = .90, .90, .87, & .86)**

When you think about this year, how well prepared did you feel to...?

	2006	2007	2008	2009
Use formative assessment to inform reading instruction	8h	21h	22h	22h
Use formative assessment to inform writing instruction	8i	21i	22i	22i
Use formative assessment to inform mathematics instruction	8j	21j	22j	22j
Use formative assessment to inform science instruction	8k	21k	22k	22k
Create specific goals for individual students and modify instruction accordingly	8l	21l	22l	22l

- **Teacher Preparedness: Use of Computer (5-point Likert scale, 1 item.)**

When you think about this year, how well prepared did you feel to...?

	2006	2007	2008	2009
Use computers in classroom instruction	8d	21d	22d	22d

➤ **Teacher Preparedness: Teach ELL (5-point Likert scale, 1 item.)**

When you think about this year, how well prepared did you feel to...?

	2006	2007	2008	2009
Teach English Language Learners	8n	21n	22n	22n

➤ **Teacher Preparedness: Teach Special Education Students (5-point Likert scale, 1 item.)**

When you think about this year, how well prepared did you feel to...?

	2006	2007	2008	2009
Teach Special Education students	8o	21o	22o	22o

➤ **Teacher Preparedness: Assess Student Emotional & Social Needs (5-point Likert scale, 1 item.)**

When you think about this year, how well prepared did you feel to...?

	2006	2007	2008	2009
Assess student emotional and social needs	8q	21q	22q	22q

➤ **Teacher Preparedness: Work with Parents (5-point Likert scale, 1 item.)**

When you think about this year, how well prepared did you feel to...?

	2006	2007	2008	2009
Work with parents to improve student performance	8r	21r	22r	22r

➤ **Teacher Preparedness: Take a Leadership Role (5-point Likert scale, 1 item.)**

When you think about this year, how well prepared did you feel to...?

	2006	2007	2008	2009
Take a leadership role in my school	8s	21s	22s	22s

- ***Usefulness of NTC Mentor: Teaching and Instruction (5-point Likert scale, 7 items. Alpha = .69, .96, .93, & .96)***

To what extent has your mentoring experience helped you to develop each of the following skills?

	2006	2007	2008	2009
Handle a range of classroom management or discipline situations	11a	13a	14a	11a
Use a variety of instructional methods	11b	13b	14b	11b
Teach your subject matter	11c	13c	14c	11c
Plan lessons effectively	11e	13e	14e	11d
Design units or lessons of study	11f	13f	14f	11e
Select and adapt curriculum and instructional materials	11m	13m	14m	11k
Engage all students in learning	11p	13p	14p	11n

- ***Usefulness of NTC Mentor: Assessment Use (5-point Likert scale, 6 items. Alpha = .63, .91, .90, & .94)***

To what extent has your mentoring experience helped you to develop each of the following skills?

	2006	2007	2008	2009
Use formative assessment to inform reading instruction	11h	13h	14h	11g
Use formative assessment to inform writing instruction	11i	13i	14i	11h
Use formative assessment to inform mathematics instruction	11j	13j	14j	11i
Use formative assessment to inform science instruction	11k	13k	14k	--
Create specific goals for individual students and modify instruction accordingly	11l	13l	14l	11j

- ***Usefulness of NTC Mentor: Use of Computer (5-point Likert scale, 1 item.)***

Since you began working with an NTC mentor, how helpful has this been in developing these skills?

	2006	2007	2008	2009
Use computers in classroom instruction	11d	13d	14d	--

➤ ***Usefulness of NTC Mentor: Teach ELL (5-point Likert scale, 1 item.)***

To what extent has your mentoring experience helped you to develop each of the following skills?

	2006	2007	2008	2009
Teach English Language Learners	11n	13n	14d	11l

➤ ***Usefulness of NTC Mentor: Teach Special Education Students (5-point Likert scale, 1 item.)***

To what extent has your mentoring experience helped you to develop each of the following skills?

	2006	2007	2008	2009
Teach Special Education students	11o	13o	14o	11m

➤ ***Usefulness of NTC Mentor: Assess Student Emotional & Social Needs (5-point Likert scale, 1 item.)***

To what extent has your mentoring experience helped you to develop each of the following skills?

	2006	2007	2008	2009
Assess student emotional and social needs	11q	13q	14q	11o

➤ ***Usefulness of NTC Mentor: Work with Parents (5-point Likert scale, 1 item.)***

To what extent has your mentoring experience helped you to develop each of the following skills?

	2006	2007	2008	2009
Work with parents to improve student performance	11r	13r	14r	11p

➤ **Usefulness of NTC Mentor: Take a Leadership Role (5-point Likert scale, 1 item.)**

*To what extent has your **mentoring experience** helped you to develop each of the following skills?*

	2006	2007	2008	2009
Take a leadership role in my school	11s	13t	14t	11r

➤ **Usefulness of NTC Mentor: Work Effectively in Learning Team (5-point Likert scale, 1 item.)**

*To what extent has your **mentoring experience** helped you to develop each of the following skills?*

	2006	2007	2008	2009
Work effectively with others in my learning team	--	13s	14s	11q