

# CLIMATE & CULTURE SURVEYS



**Altamira**  
International School

# ANALYSIS SURVEYS

## STAFF AND TEACHERS

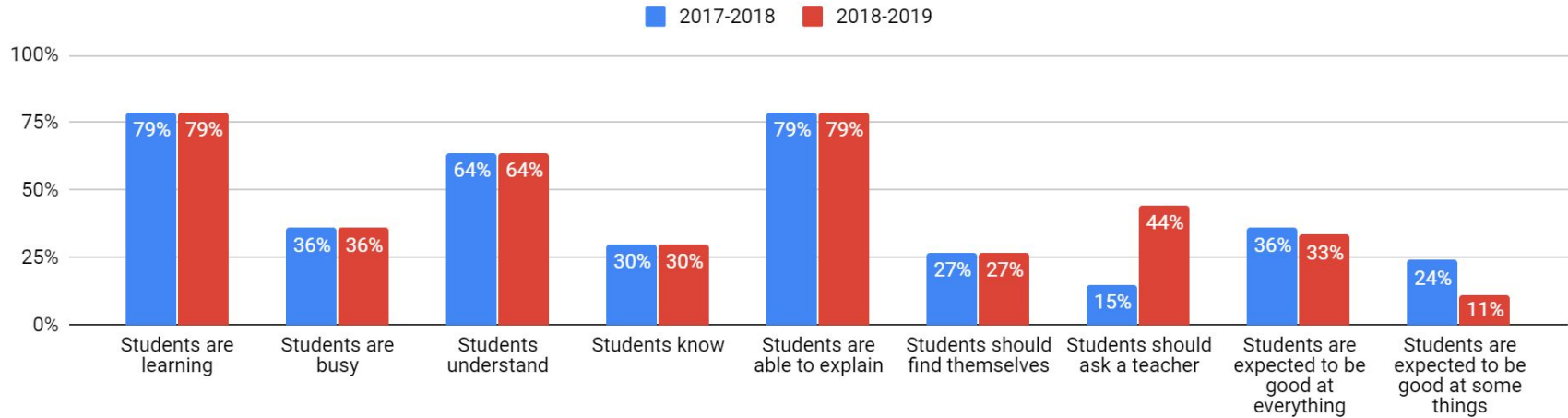


**Altamira**  
International School

# CLIMATE AND CULTURE

## STAFF

1. Which four of the following words or phrases best describe, in general, the expectations for students at your school ?



**Strengths:** Staff shares the institution's beliefs about expectations for students, identifying as priorities:

**Learning** 78%, **Understanding** 56%

**Agency of their own process** 56%

**Explaining** 44%

# CLIMATE AND CULTURE

## STAFF

**Opportunities for Improvement:** When trying to complete their responsibilities at work, Staff members feel:

**Rushed** 78%

**Don't have enough time** 67%

**Have a hectic schedule** 67%

**Feel tense at work** 67%

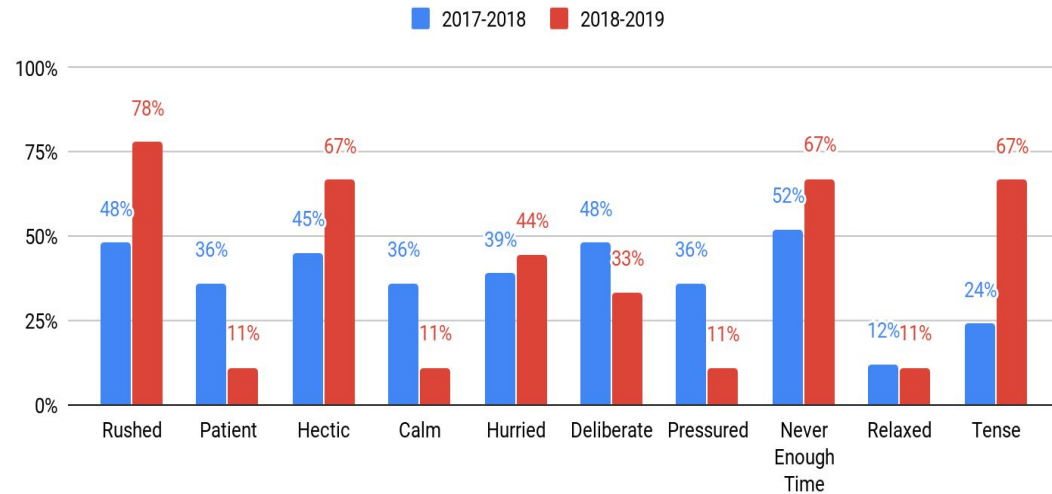
**Action Plan:** 1. Responsibilities and procedures should be specified in the job description manual, so staff has complete clarity on what is expected from the leaders.

2. **Schedules, key dates and due dates** should be planned and respected.

3. Granting Personal leave days should be considered as an option when necessary.

4. Create recognition strategies for the entire community members who meet or exceed expectations.

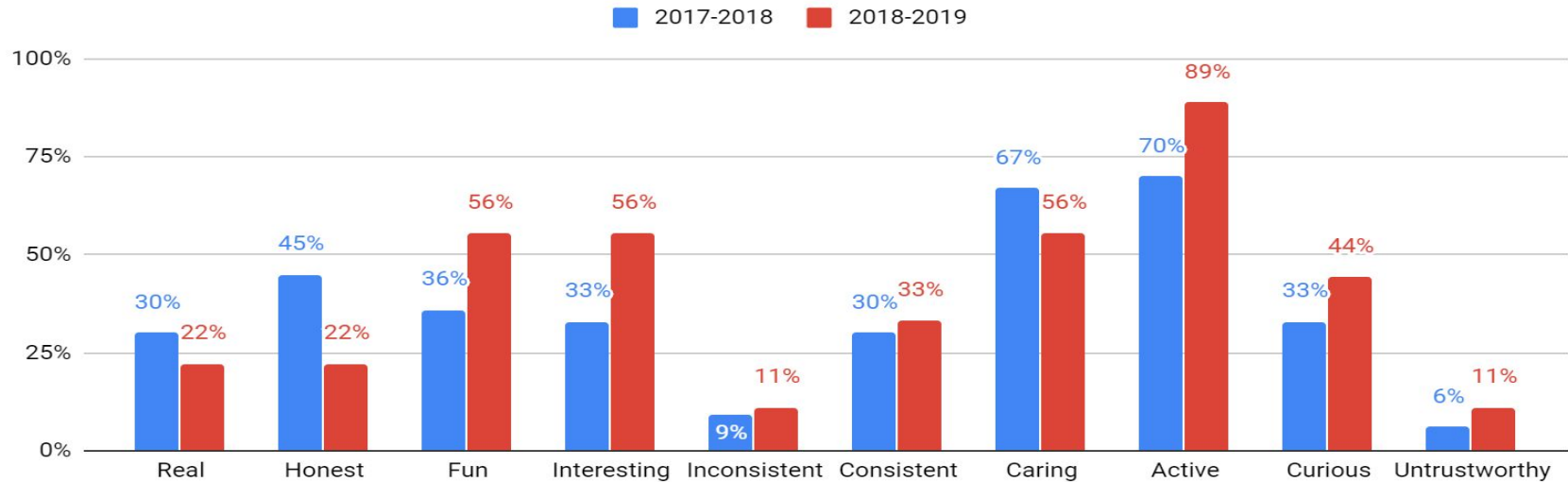
2. Which four of the following words or phrases best describe how you feel, in general, when trying to complete your responsibilities while at work



# CLIMATE AND CULTURE

## STAFF

3. Which four of the following words or phrases best describe, in general, what you think of your colleagues?



Staff has a high appreciation for their colleagues, describing them as:

**Active** 89%

**Caring** 56%

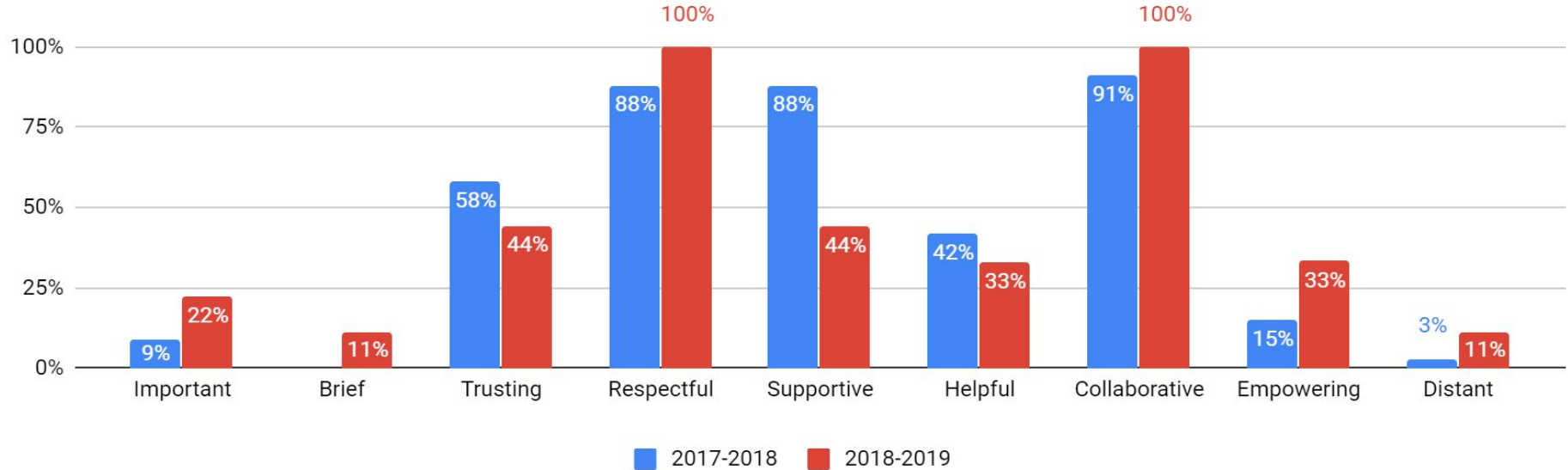
**Fun** 56%

**Interesting** 56%

# CLIMATE AND CULTURE

## STAFF

4. which four of the following words best describes, in general, the interactions you have with other staff at your school?



**Strengths:** Staff members stand out to have meaningful relationships with others that are:

**Respectful** 100%

**Collaborative** 100%

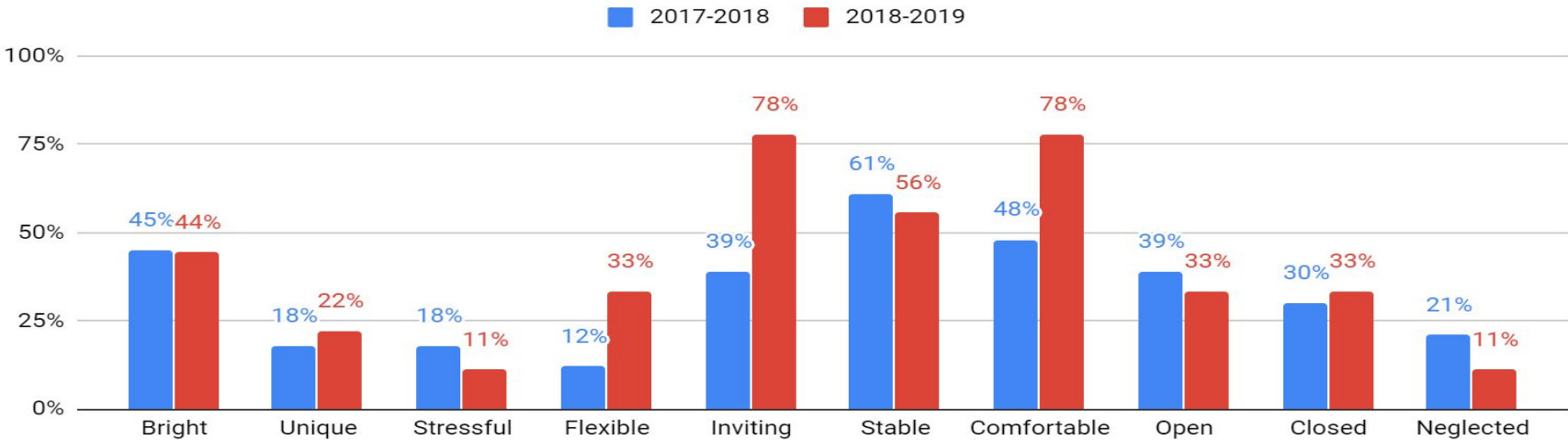
**Supportive** 44%

**Trusting** 44%

# CLIMATE AND CULTURE

## STAFF

5. Which four of the following words describe, in general, the physical spaces in which you spend most of your time at work?



**Strengths:** Staff members stand out to have meaningful relationships with others that are:

**Respectful** 100%

**Collaborative** 100%

**Supportive** 44%

**Trusting** 44%

# CLIMATE AND CULTURE

## STAFF

**Strengths:** Staff members find themselves experiencing positive emotions at work, which make them feel:

**Interested** 67%

**Encouraged** 67%

**Challenged** 44%

**Happy** 44%

**Appreciated** 44%

**Opportunities for Improvement:** 33% feel

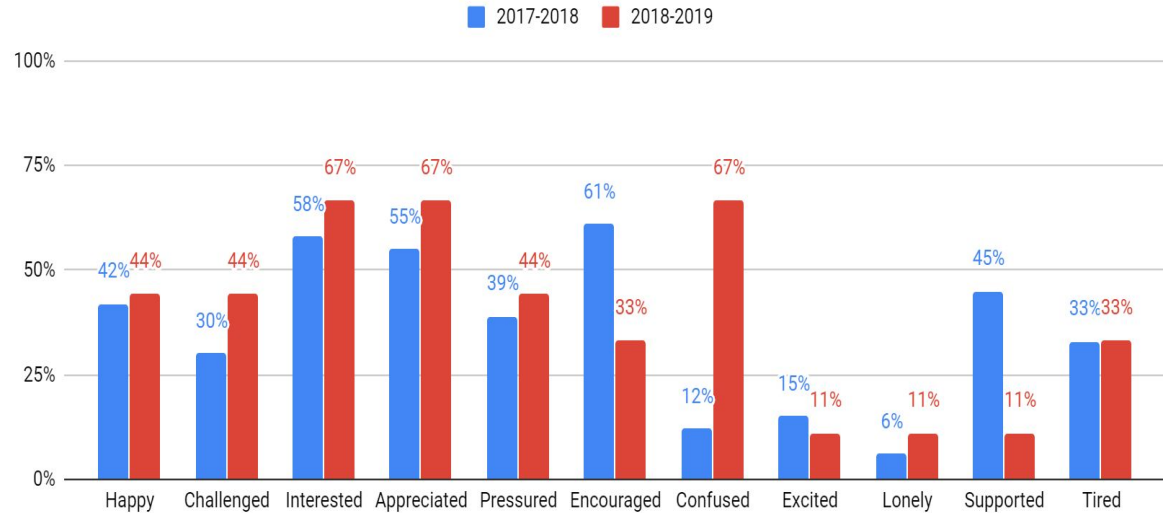
**Pressured**

33% feel **Tired**

**Action Plan:** Organized school calendar.

Respect for other people's time and plans.

6. which four of the following words best describe, in general, how you feel while at work?





# CLIMATE AND CULTURE STAFF

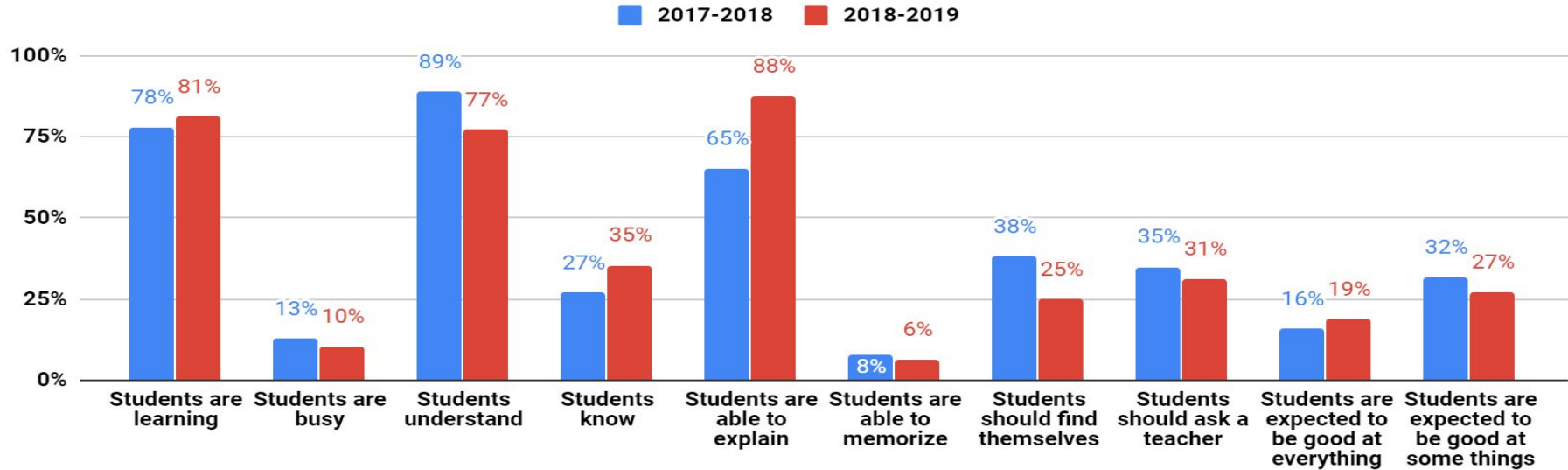
**FORTALEZAS**

**DEBILIDADES**

# CLIMATE AND CULTURE

## TEACHERS

1. Which four of the following words or phrases best describe, in general, the expectations for students at your school ?



**Strengths:** Teachers share the institution's beliefs about expectations for students, identifying as priorities for them to be:

Able to **Explain** 88%

**Learning** 81%

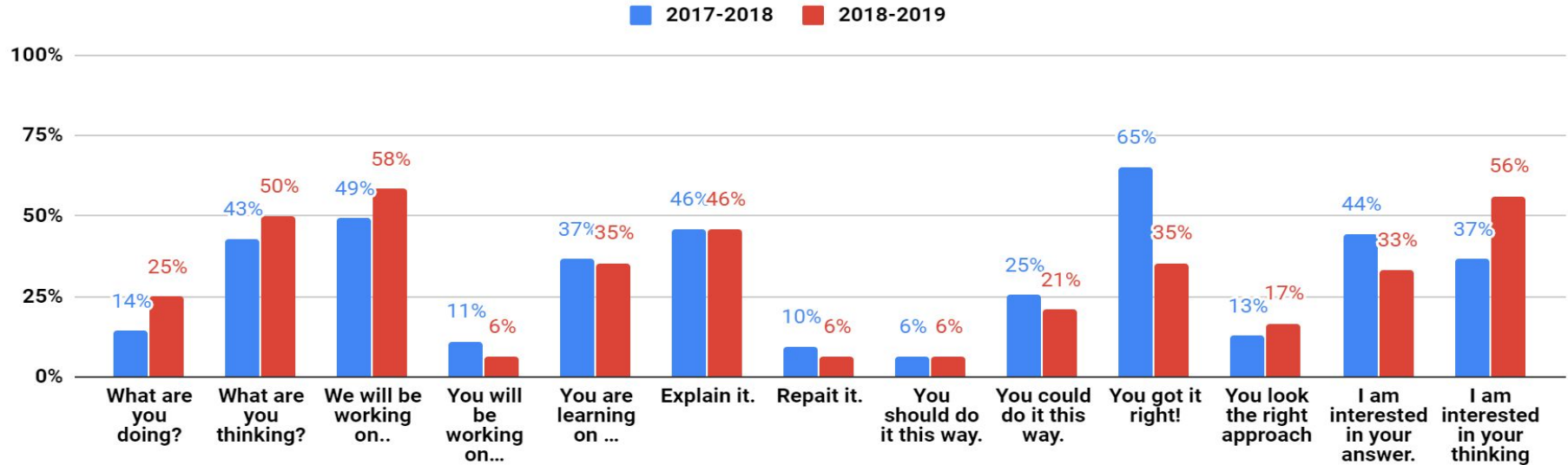
**Understanding** 77%

**Know** 35%

# CLIMATE AND CULTURE

## TEACHERS

2. Which four of the following phrases best describe, in general, the kinds of things you say to your students?



**Strengths:** Phrases or words teachers usually say to students generally are:

**We will be working on...58%**

**I am interested in your thinking 56%**

**What are you thinking? 50%**

**Explain it 46%**

# CLIMATE AND CULTURE TEACHERS

**Strengths: Patient 35%**

**Opportunities for Improvement:** When trying to complete their responsibilities at work, teachers feel:  
They have Never enough time 77%

Pressured 71%

Hurried 63%

Rushed 35%

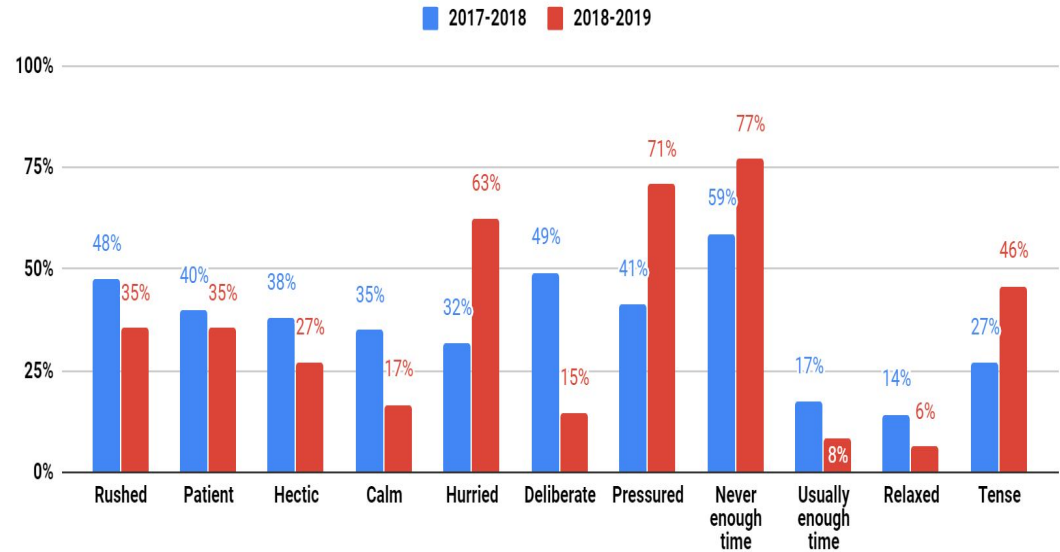
**Action Plan:** 1.Responsibilities and procedures should be specified in the job description manual, so staff has complete clarity on what is expected from the leaders.

2.**Schedules, key dates and due dates** should be planned and respected.

3. Avoid last minute tasks and responsibilities.

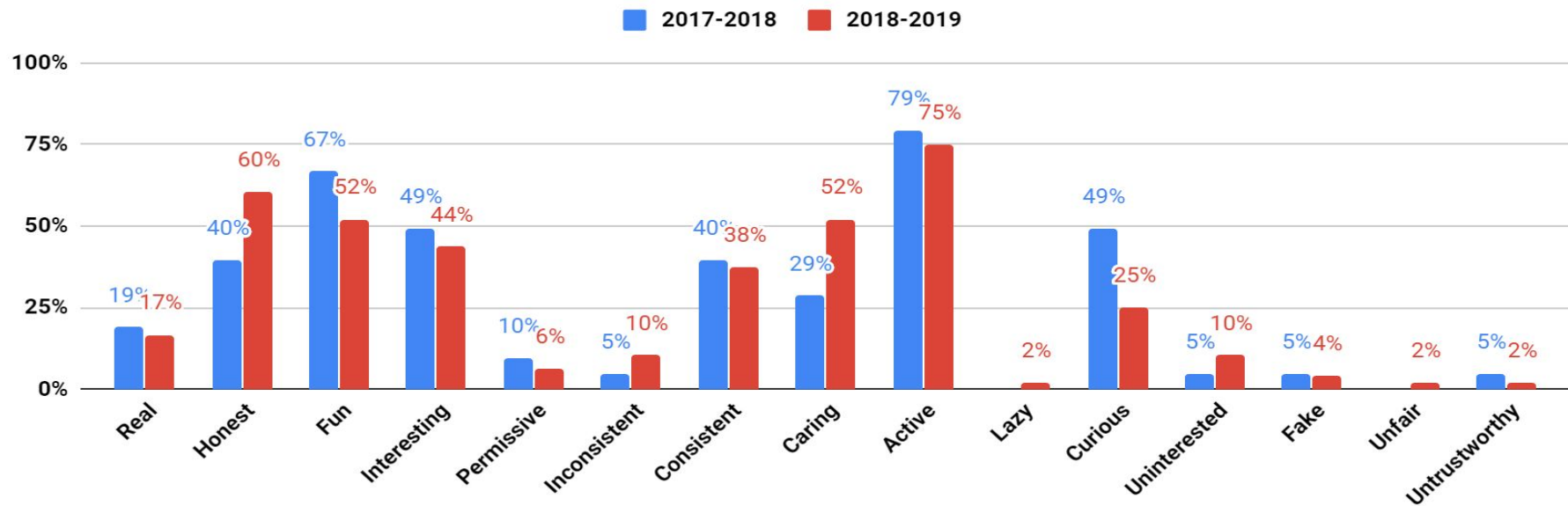
4. Grant the time to find out if processes have a positive impact before changing them.

3. Which four of the following words or phrases best describe how you feel, in general, when trying to complete your responsibilities while at work



# CLIMATE AND CULTURE TEACHERS

4. Which four of the following words or phrases best describe what you think of your colleagues, in general?



**Strengths:** Staff has a high appreciation for their colleagues, describing them as:

**Active** 75%

**Honest** 60%

**Fun** 52%

**Caring** 52%

# CLIMATE AND CULTURE TEACHERS

**Strengths:** Students spend most of their classes doing the following:

**Working** with others 77%

**Thinking** 65%

**Challenging work** 40%

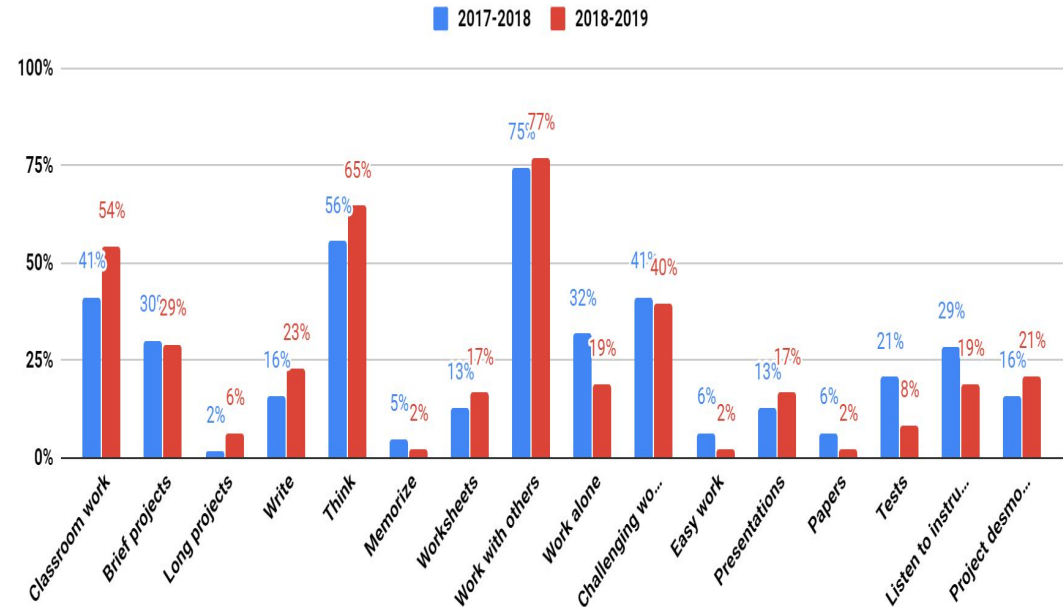
**Opportunities for Improvement:** Classroom work 54%  
Brief projects 29%

**Action Plan:** Teachers should plan their classes according to the GRR, and **Must** follow the guidance given by the coaches.

More feedback from coaches is required.

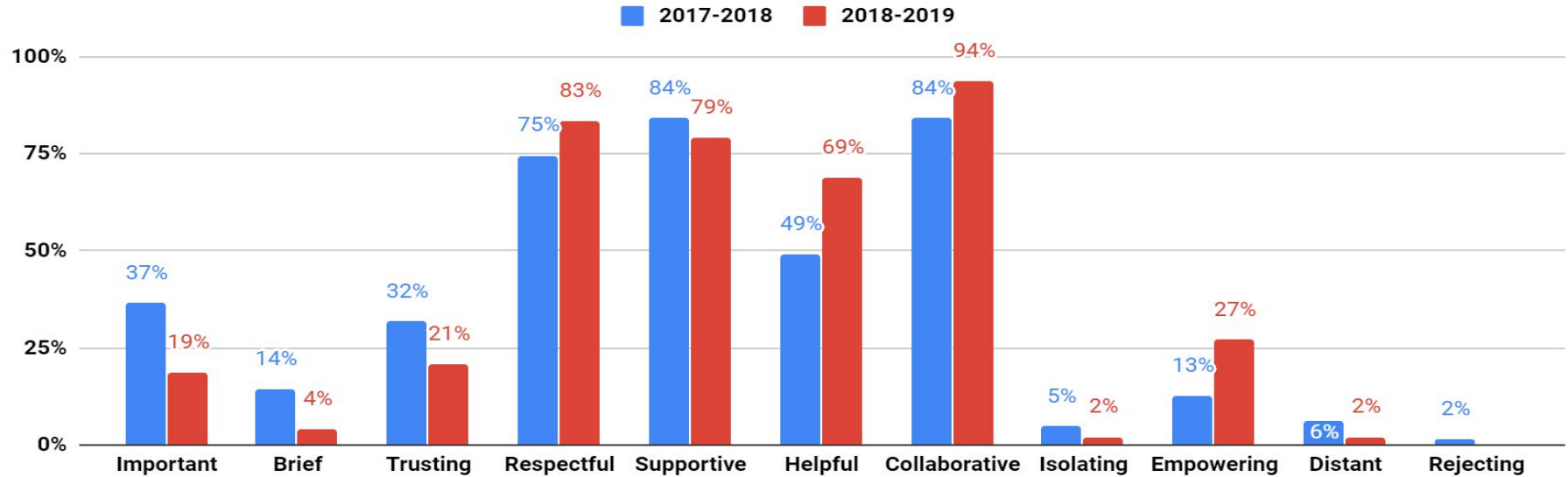
Students should be spending their time in class Thinking, working with others, completing challenging work, making presentations and giving project demonstrations.

5. Which of the following words or phrases best describe, in general, what students most often DO in your classroom?



# CLIMATE AND CULTURE TEACHERS

6. Which of the following words best describes the interactions you have with other teachers at your school?



**Strengths:** Teachers stand out to have meaningful relationships with other teachers describing them as:

**Collaborative 94%**

**Respectful 83%**

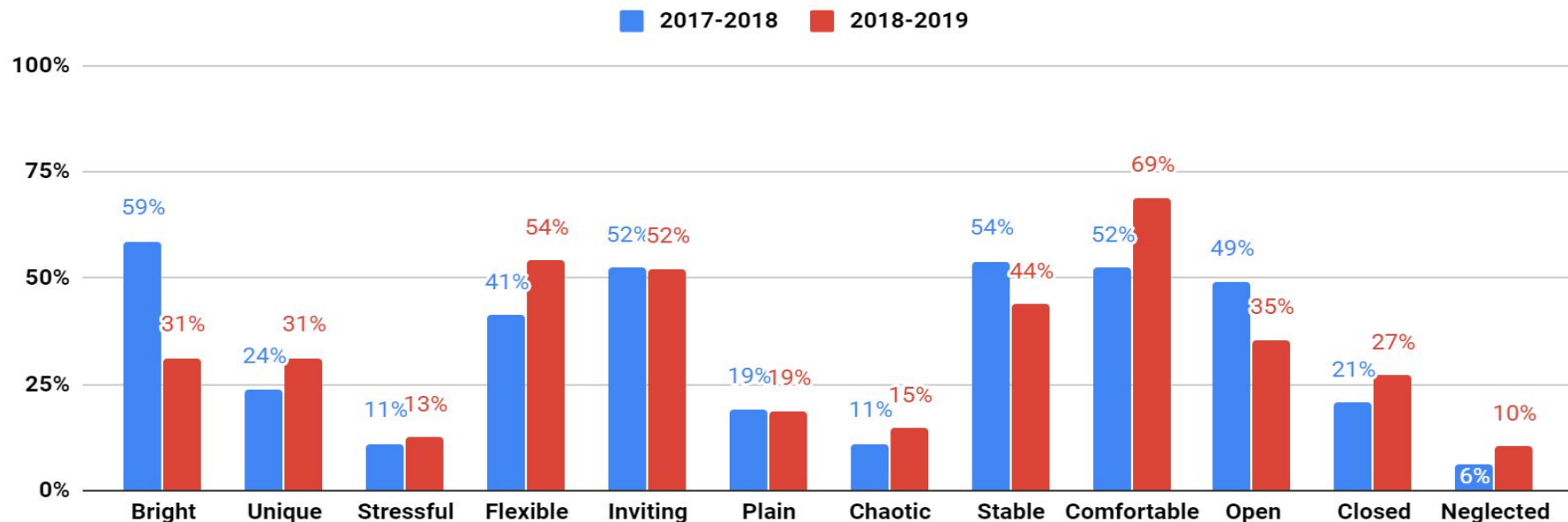
**Supportive 79%**

**Helpful 69%**



# CLIMATE AND CULTURE TEACHERS

7. Which four of the following words describe, in general, the physical spaces in which you spend most of your time at work?



**Strengths:** Teachers are pleased with their work spaces, perceiving the school physical spaces as:

**Comfortable** 69%

**Flexible** 54%

**Inviting** 52%

**Open** 35%



# CLIMATE AND CULTURE TEACHERS

**Strengths:** Teachers feel in general at work:

**Challenged 58%**

**Interested 48%**

**Appreciated 42%**

**Encouraged 35%**

**Opportunities for Improvement:** Teachers often feel:

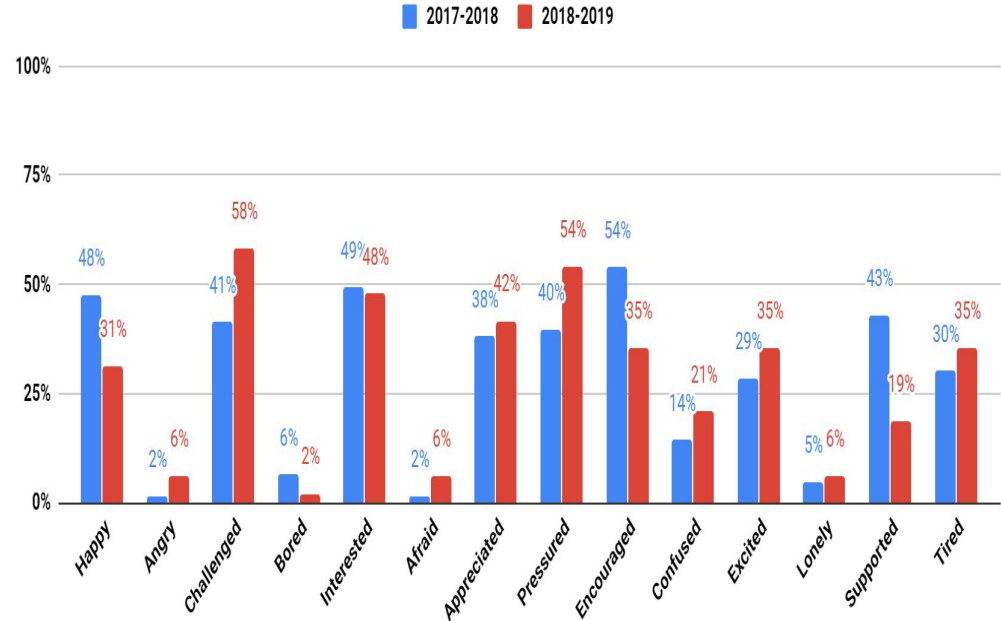
**Pressured 54%**

**Action Plan:** 1. Responsibilities and procedures should be specified in the job description manual, so staff has complete clarity on what is expected from the leaders.

2. **Schedules, key dates and due dates** should be planned and respected.

3. Granting Personal leave days should be considered as an option when necessary.

8. which four of the following words best describe, in general, how you feel while at work?



# CLIMATE AND CULTURE STAFF

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**FORTALEZAS**

**DEBILIDADES**

# ANALYSIS SURVEYS

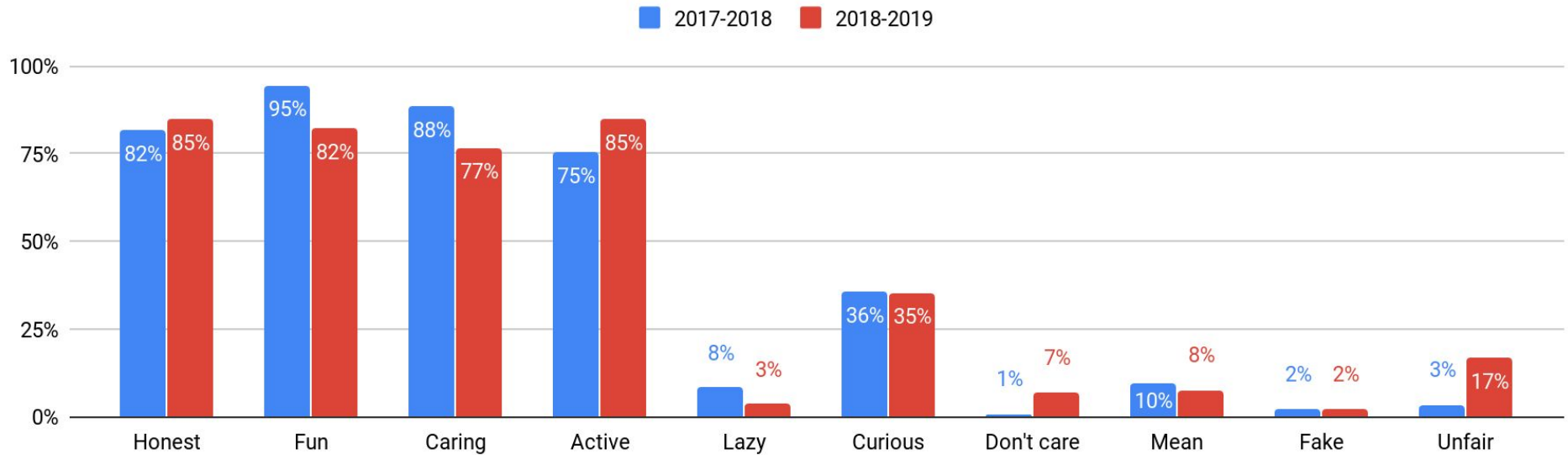
## STUDENTS



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# CLIMATE AND CULTURE ELEMENTARY SCHOOL

1. Which four of the following words or phrases best describe, in general, what you think of your teachers?



**Strengths:** Students have a high appreciation for teachers, describing them as:

**Honest** 85%

**Active** 85%

**Fun** 82%

**Caring** 77%

# CLIMATE AND CULTURE ELEMENTARY SCHOOL

**Strengths:** Work with others 48%

**Opportunities for Improvement:** Students describe what they do the most in classes:

Writing 74%

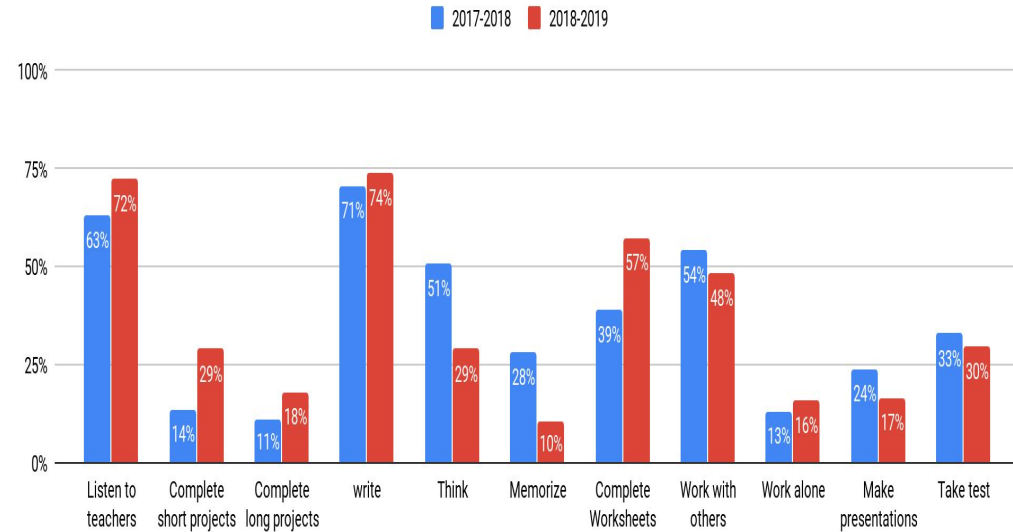
Listening to teachers 72%

Completing worksheets 57%

**Action Plan:** Teachers should plan their classes according to the GRR, and **Must** follow the guidance given by the coaches. More feedback from coaches is required.

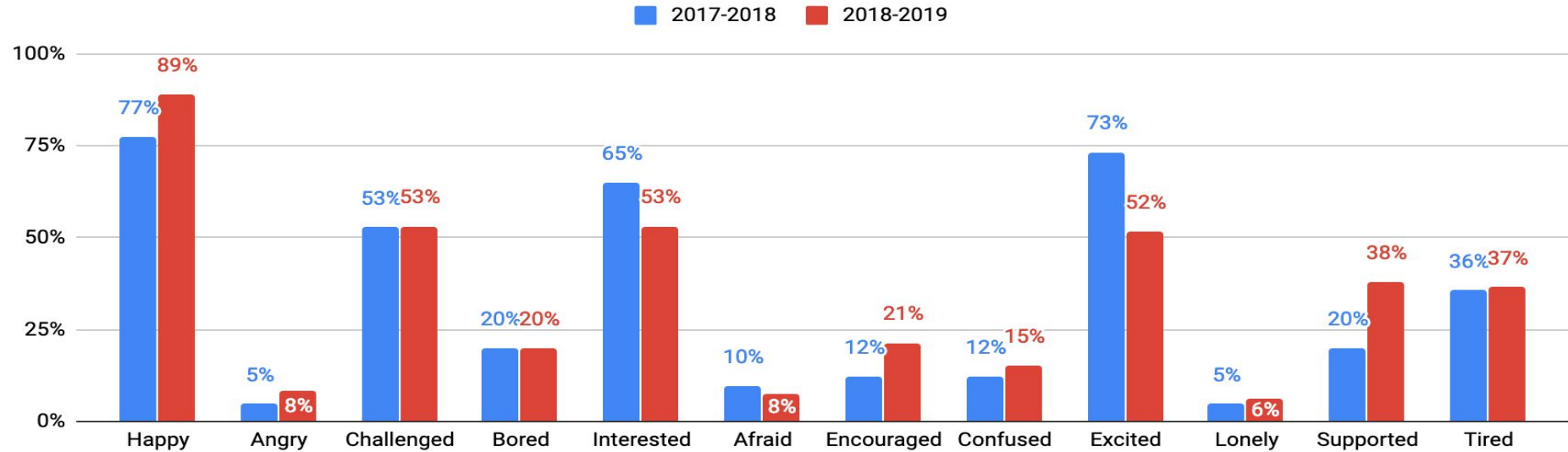
Students should be spending their time in class Thinking, working with others, completing challenging work, making presentations and giving project demonstrations.

2. Which four of the following words or phrases best describe, in general, the things you most often DO while in class at school?



# CLIMATE AND CULTURE ELEMENTARY SCHOOL

## 3. Which four of the following words or phrases best describe, in general, how you feel while at school?



**Strengths: Students feel at school:**

**Happy** 89%

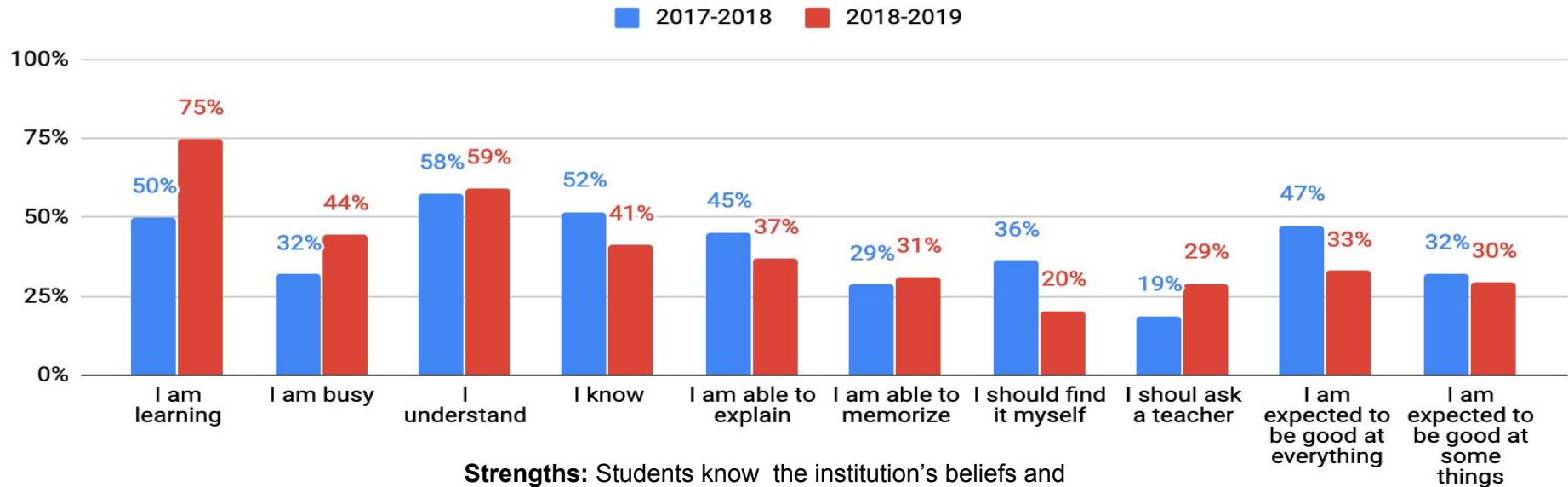
**Challenged** 53%

**Excited** 52%

**Supported** 38%

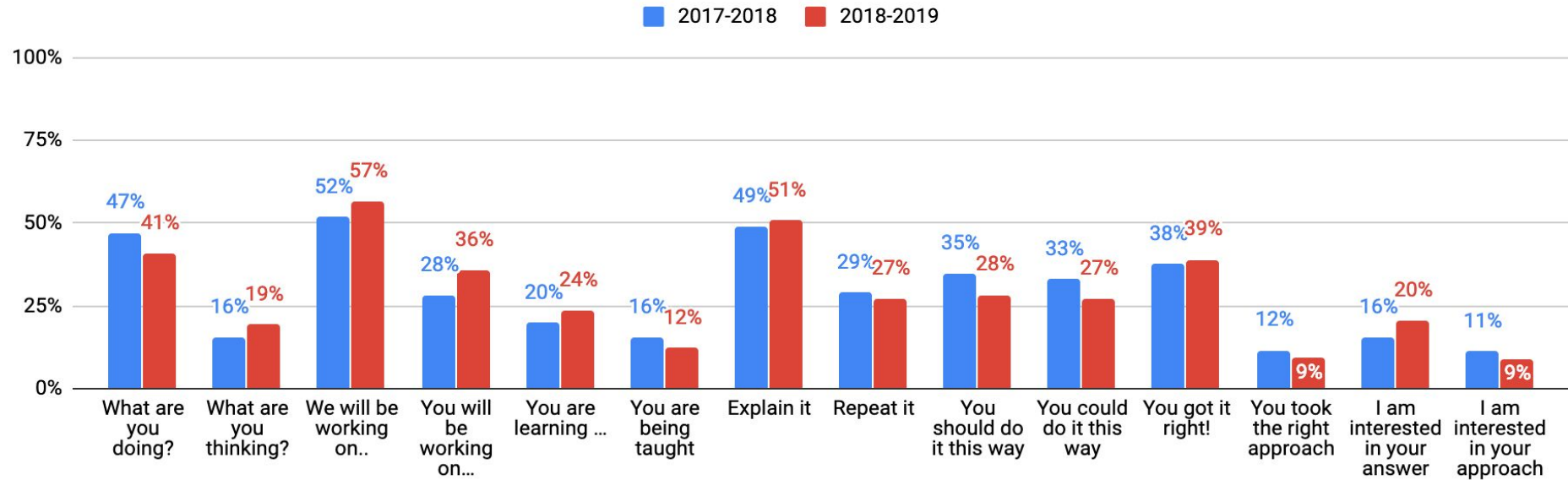
# CLIMATE AND CULTURE MIDDLE & HIGH SCHOOL

## 1. Which four of the following words or phrases best describe, in general, the expectations for you as a student at your school



# CLIMATE AND CULTURE MIDDLE & HIGH SCHOOL

**2. Which four of the following words or phrases best describe, in general, the kinds of things your teachers say to you while at school?**



**Strengths: We will be working on** 57% (cooperative work)

**Explain it** 51%

**What are you doing?** 41% **Metacognition**

**You got it right!** 39% (Positive feedback)



# CLIMATE AND CULTURE MIDDLE & HIGH SCHOOL

**Strengths:** When trying to complete their assignments at school, students feel in general

**Calm** 36%

**Patient** 30%

**Opportunities for Improvement:** **P**ressured 56%

Rushed 53%

Hurried 51%

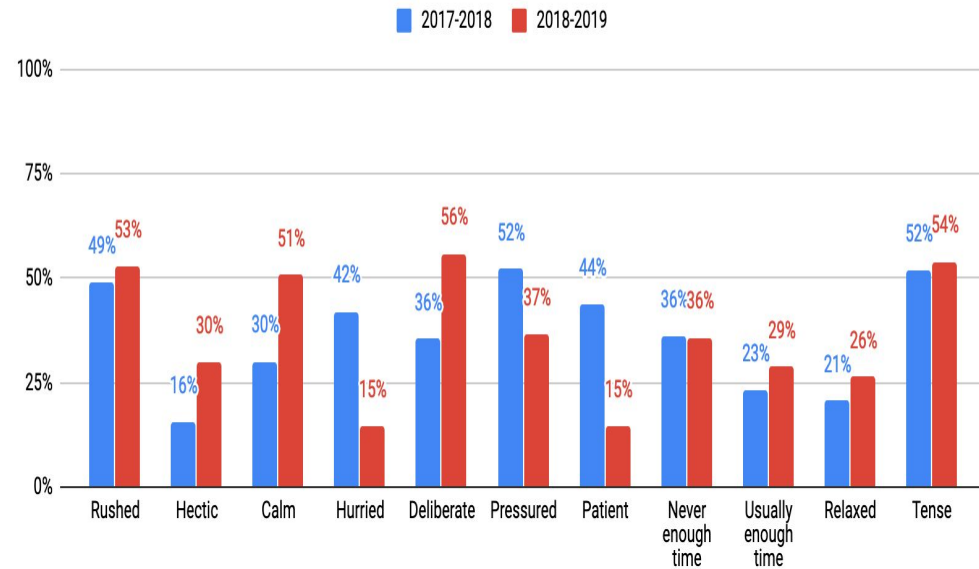
Never enough time 37%

**Action Plan:** 1..**Schedules, key dates and due dates** should be planned and respected.

2. Avoid last minute tasks and responsibilities.

3. Grant the time to find out if processes have a positive impact before changing them.

## 3. Which four of the following words or phrases best describe, in general, how you feel when trying to complete your assignments at school



# CLIMATE AND CULTURE MIDDLE & HIGH SCHOOL

**Strengths:** Students have a high appreciation for their teachers, describing them as:

**Honest** 51%

**Active** 43%

**Interesting** 43%

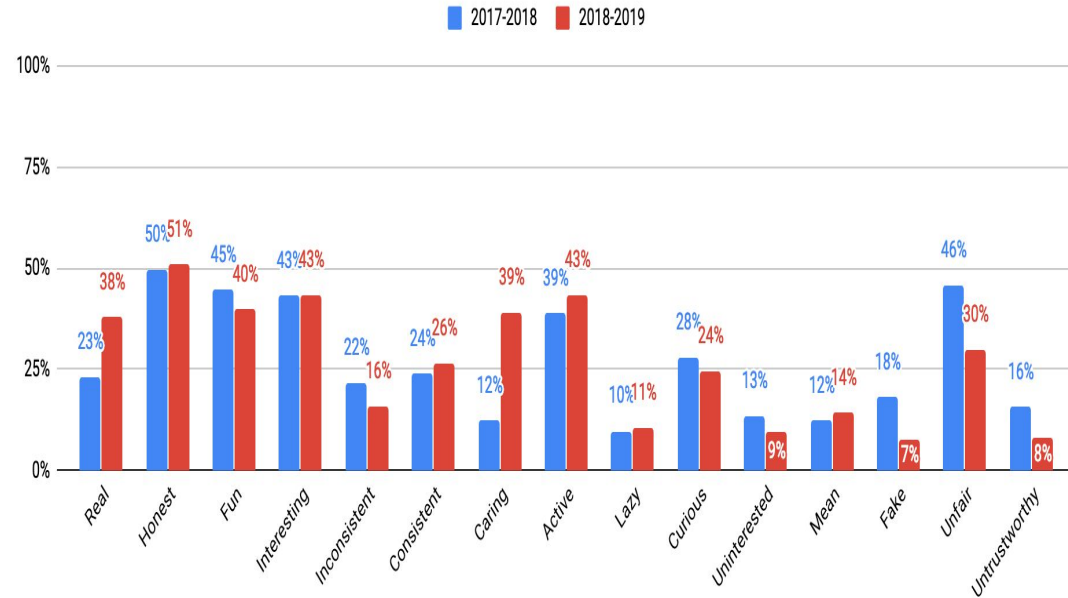
**Fun** 40%

**Opportunities for Improvement:** Mean 14%

Uninterested 9%

**Action Plan:** Teachers should engage in social emotional practices that benefit their relationship with students. Promote Positive discipline strategies and model assertive behaviors.

4. Which four of the following words best describe in general, what you think of your teachers?



# CLIMATE AND CULTURE MIDDLE & HIGH SCHOOL

**Strengths:** Think 41%

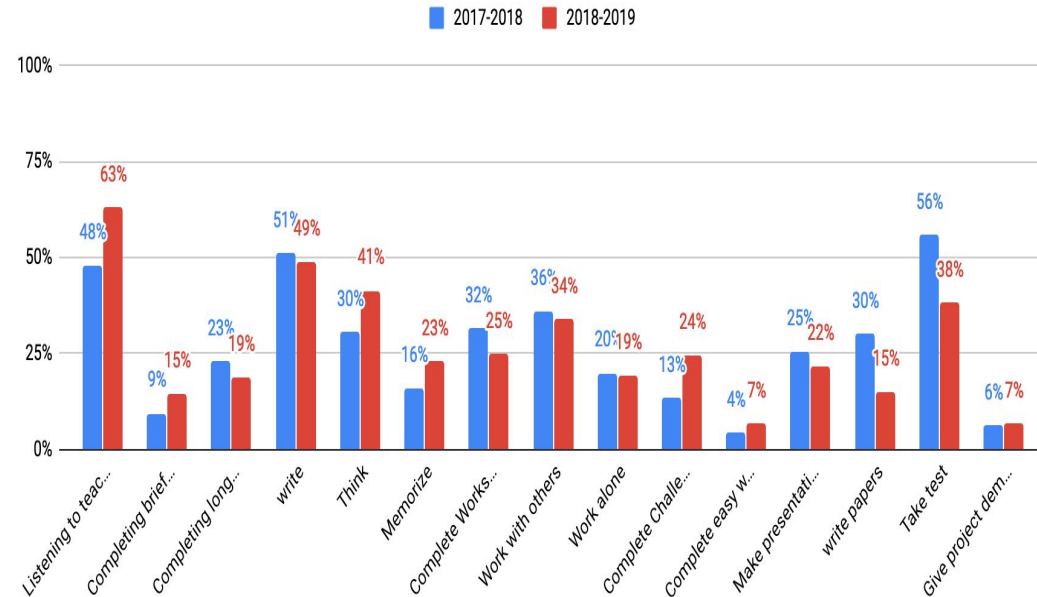
**Work with others** 34%

**Opportunities for Improvement:** Students spend most of their classes doing the following: Listening to teachers 63%  
Writing 49%

Taking tests 38%

**Action Plan:** Teachers should plan their classes according to the GRR, and **must** follow the guidance given by the coaches. More feedback from coaches is required. Students should be spending their time in class Thinking, working with others, completing challenging work, making presentations and giving project demonstrations.

5. which four of the following words or phrases best describe, in general, the things you most often DO while in class at school?



# CLIMATE AND CULTURE MIDDLE & HIGH SCHOOL

**Strengths:** Students describe their experiences in classes, highlighting what they do the most:

**Working in groups** 46%

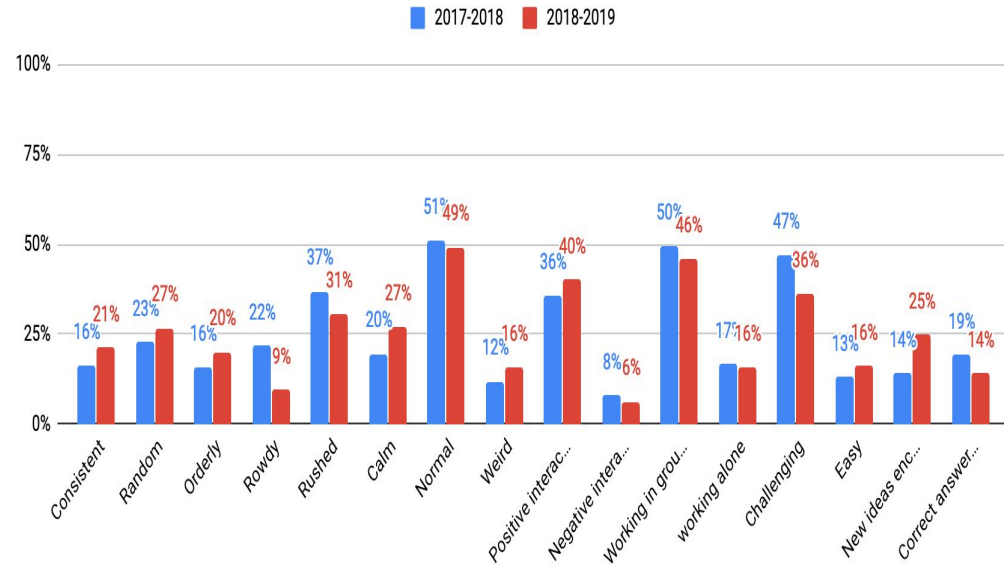
**Having Positive interactions with others** 40%

**Challenging work** 36%

**Opportunities for Improvement:** Normal 49%

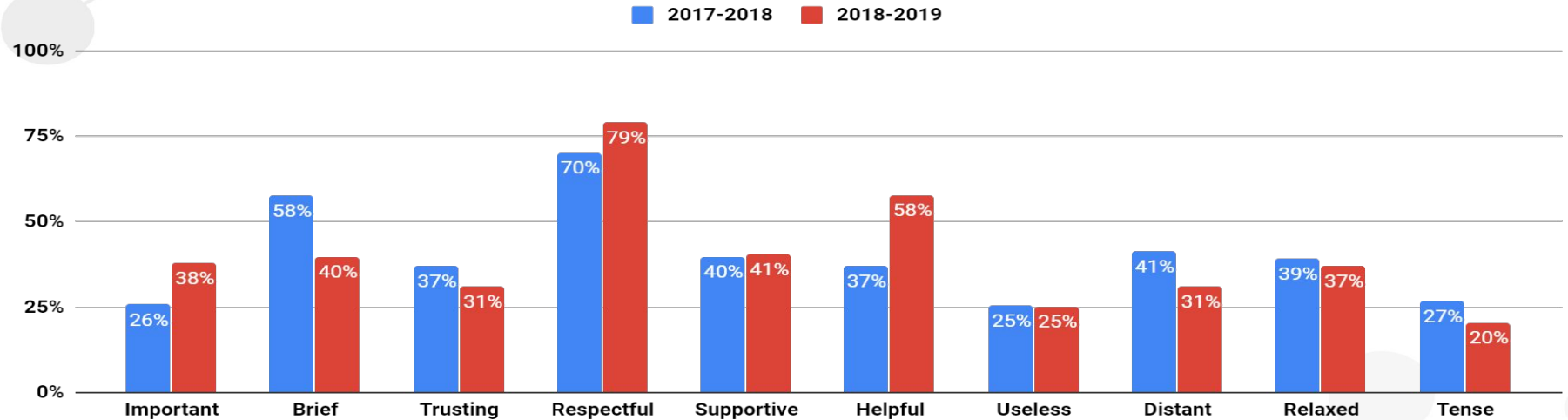
**Action Plan:** Teachers should develop activities that are challenging, creative, interesting and attractive for students, encouraging collaborative work and real life tasks.

6. Which four of the following words or phrases best describe, in general, your experience in classes?



# CLIMATE AND CULTURE MIDDLE & HIGH SCHOOL

7. Which four of the following words best describe, in general, the interactions you have with adults in at your school?



**Strengths:** Students describe the relationships they have with adults at school as:

**Respectful** 79%

**Helpful** 58%

**Supportive** 41%

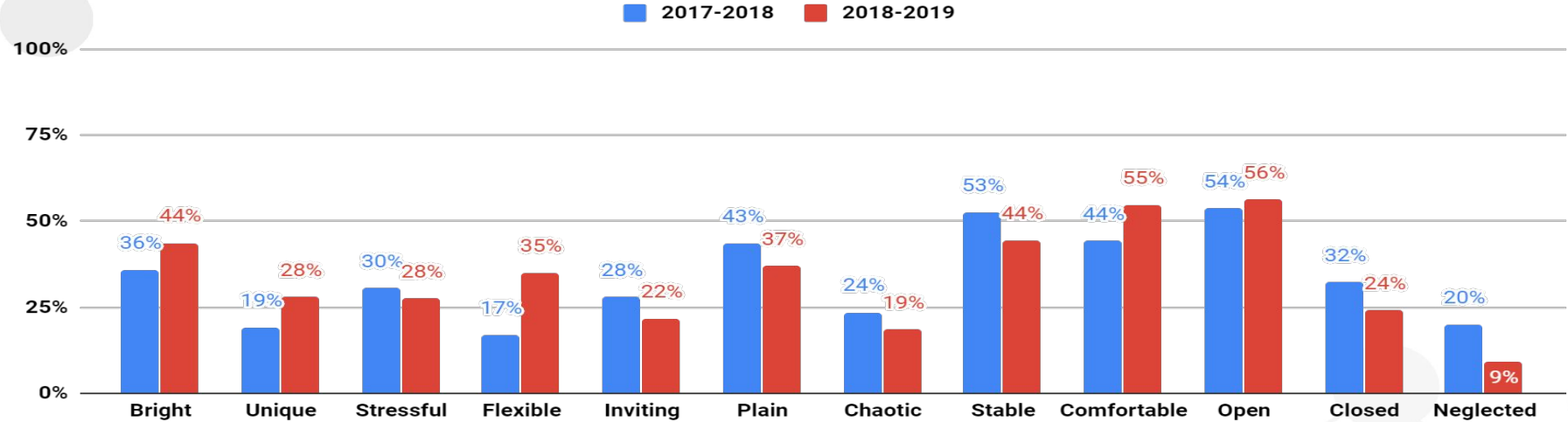
**Opportunities for Improvement:** Brief 40%

**Action Plan:** There must be spaces in which students can interact with adults, feel helped and supported.

Implement a mentoring program for teachers in general.

# CLIMATE AND CULTURE MIDDLE & HIGH SCHOOL

8. Which four of the following words best describe the physical spaces in which you spend most of your time at school?



**Strengths:** Students describe the physical spaces at school as:

**Open** 56%

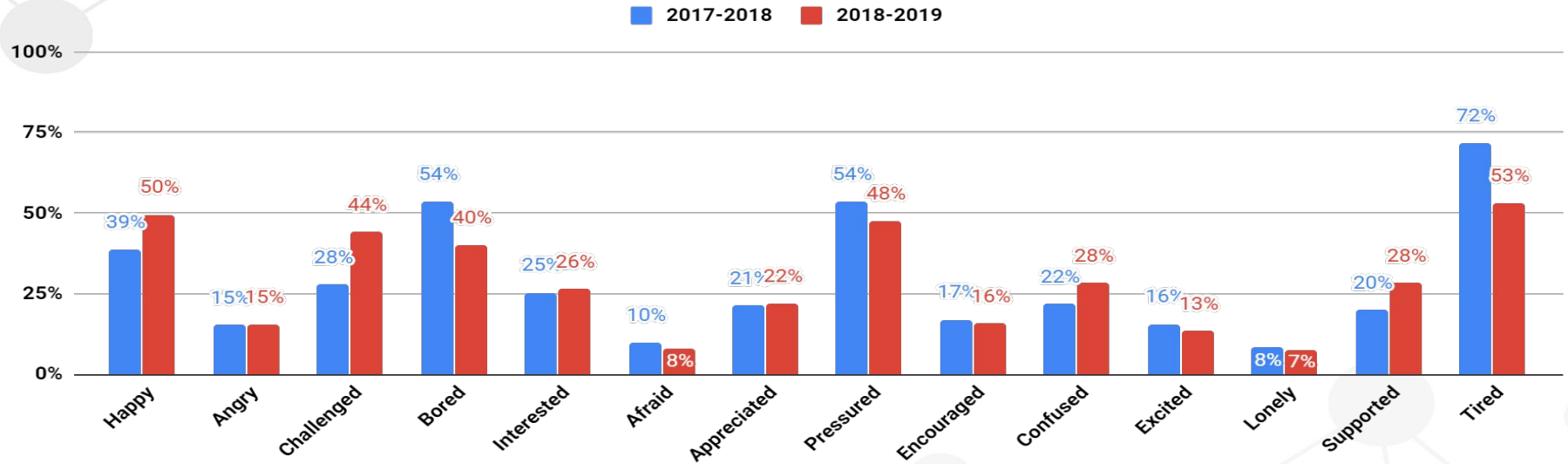
**Comfortable** 55%

**Stable** 44%

**Bright** 44%

# CLIMATE AND CULTURE MIDDLE & HIGH SCHOOL

9. Which four of the following words best describe, in general, how you feel while at school?



**Strengths:** Students feel at school:

**Happy** 50%

**Challenged** 44%

**Opportunities for Improvement:** Tired 53%

Pressured 48%

**Action Plan:** If we stick to a program and clear schedule, and the school expectations are properly shared with students, they will learn how to organize their time and proactively plan as to achieve their goals.

# ANALYSIS SURVEYS

## PARENTS

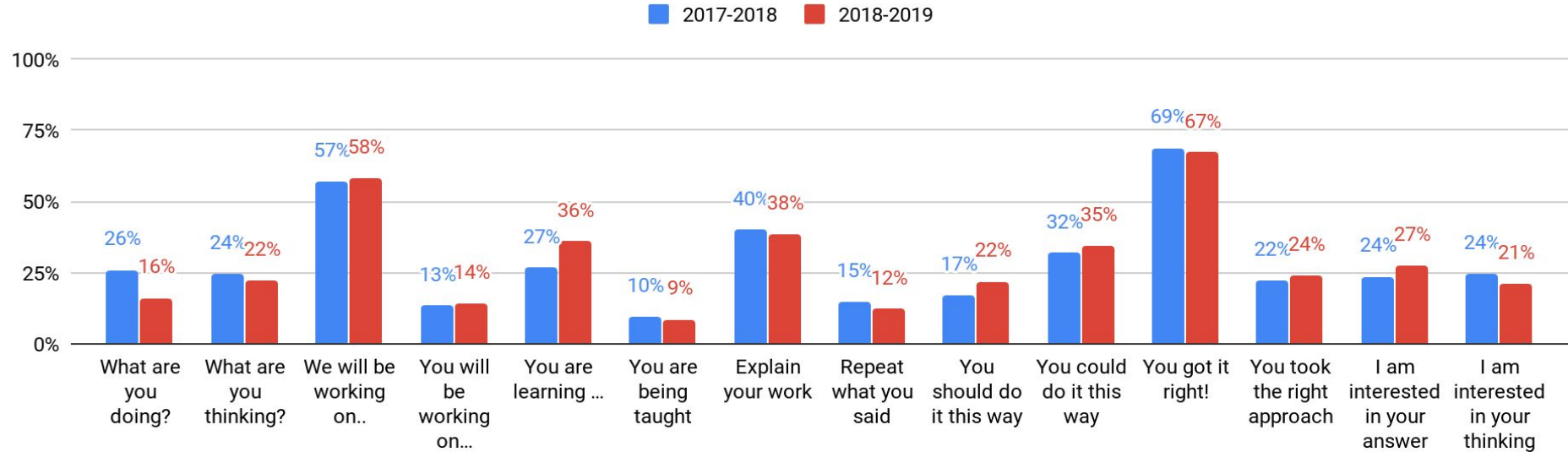


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# CLIMATE AND CULTURE PARENTS

1. Which four of the following words or phrases best describe, in general, the kinds of things teachers in your child's school say to students?



**Strengths:** Parents know the institution's beliefs and expectations teachers have about students, identifying as priorities:

**You got it right! (positive feedback)** 67%

**You will be working on**  
**(student's agency)** 58%

**Explain your work** 38%

**You are Learning** 36%

# CLIMATE AND CULTURE PARENTS

**Strengths:** Parents describe the actions their children are doing most of the time while at school

**Working with others** 73%

**Thinking** 49%

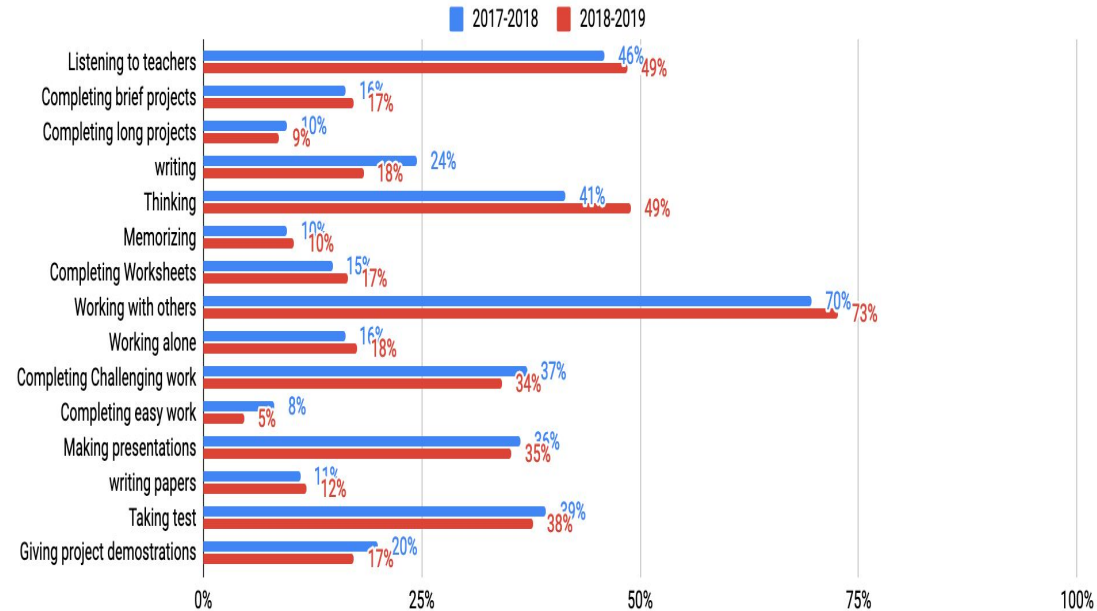
**Opportunities for Improvement:** 49% listening to teachers  
38% taking tests

**Action Plan:** Teachers must align their actions to what is expected from the student to do during classes. They need clarity on that.

Teachers should share with parents through institutional communication channels what is being done in the classroom, like thinking strategies, collaborative work, reflecting on...

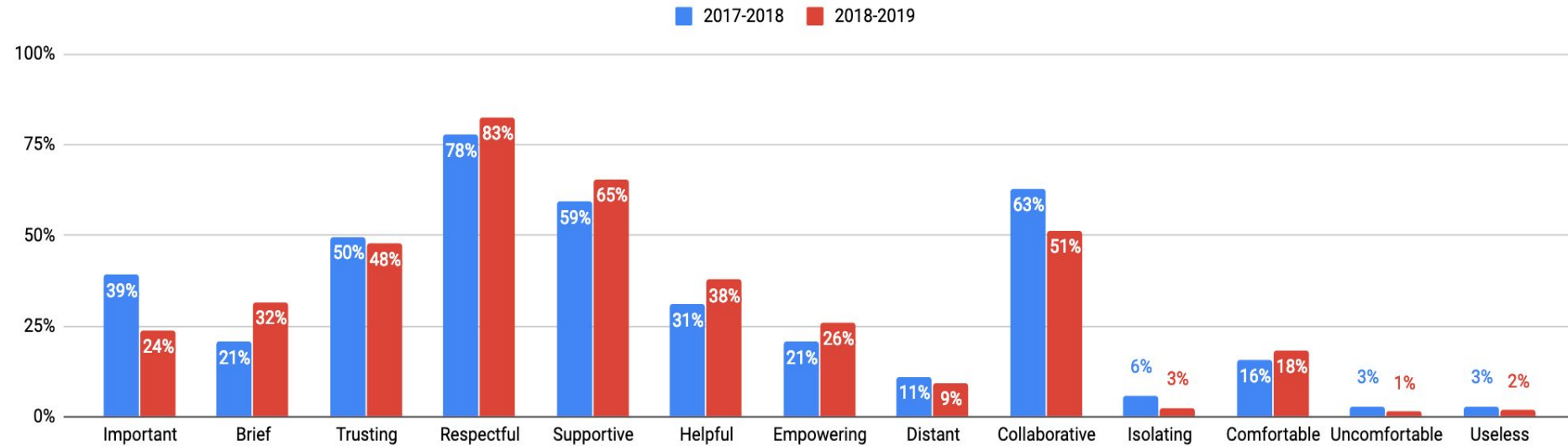
Parents must feel that school is helping and empowering their kids.

2. Which four of the following words or phrases best describe, in general, the kinds of the things your child is most often **DOING** while at school?



# CLIMATE AND CULTURE PARENTS

3. Which four of the following words or phrases best describe, in general, the interactions YOU have with staff at your child's school?



**Strengths:** Parents have meaningful relationships with school members and staff, that are defined as:

**Respectful** 83%

**Supportive** 65%

**Collaborative** 51%

**Trusting** 48%