



# Montezuma-Cortez RE-1

TLCC  
2024



Report created by  
Panorama Education



## Summary

Topic Description	Results	Comparison
<p><b>Community Support and Involvement</b></p> <p>This construct summarizes the school's approach to family and community support and engagement.</p>	<p><b>72%</b></p> <p>▲7 since last survey</p>	<p><b>84%</b> State of Colorado</p>
<p><b>District Supports - Leaders</b></p> <p>Unique to building leaders, these questions ask about their impressions of the level of district support for the school.</p>	<p><b>66%</b></p> <p>▲2 since last survey</p>	<p><b>80%</b> State of Colorado</p>
<p><b>Facilities and Resources</b></p> <p>This construct focuses on student class size, instructional resources, and safety.</p>	<p><b>84%</b></p> <p>▼1 since last survey</p>	<p><b>84%</b> State of Colorado</p>
<p><b>General Reflection</b></p> <p>This construct gauges staff's overall impressions of the school, as well as future employment plans.</p>	<p><b>81%</b></p> <p>▲2 since last survey</p>	<p><b>83%</b> State of Colorado</p>
<p><b>Instructional Practices and Support</b></p> <p>This construct is aimed at the instructional approach of the school and the intentional supports for various student groups.</p>	<p><b>78%</b></p> <p>0 since last survey</p>	<p><b>83%</b> State of Colorado</p>
<p><b>Job Satisfaction - ESP</b></p> <p>Unique to education support professionals, this section is aimed to understand their general satisfaction in their work.</p>	<p><b>73%</b></p> <p>▲1 since last survey</p>	<p><b>76%</b> State of Colorado</p>
<p><b>Managing Student Conduct</b></p> <p>This construct centers on school safety and expectations for student behavior.</p>	<p><b>79%</b></p> <p>▲6 since last survey</p>	<p><b>79%</b> State of Colorado</p>



<b>New Teacher/Staff</b> Delivered to staff new to building and new to career (e.g., years 1-3), these questions relate to specific supports for new staff (e.g., supports, mentoring).	<b>79%</b> ▲ 19 since last survey	<b>71%</b>	State of Colorado
<b>Professional Climate</b> This construct is aimed at the school leadership's role within the school, the vision provided and the culture of the building. These items refer to the team that leads the school; they are not limited to the principal.	<b>79%</b>	<b>82%</b>	State of Colorado
<b>Professional Development</b> This construct summarizes the school's general approach to professional development, including alignment with other work, adequacy and types of opportunities.	<b>62%</b> ▼ 8 since last survey	<b>70%</b>	State of Colorado
<b>Roles &amp; Responsibilities - ESP</b> Unique to education support professionals, this section focuses on the clarity and appropriateness of their roles and responsibilities.	<b>78%</b> ▼ 3 since last survey	<b>78%</b>	State of Colorado
<b>Staff Evaluation</b> This construct includes questions on staff evaluation.	<b>74%</b>	<b>79%</b>	State of Colorado
<b>Support for Own Wellbeing</b> This construct focuses on supports for staff wellbeing.	<b>85%</b>	<b>90%</b>	State of Colorado
<b>Support for Staff - Leaders</b> Unique to building leaders, these questions ask about leader support provided to staff.	<b>99%</b>	<b>99%</b>	State of Colorado
<b>Support for Student Wellbeing - Teachers</b> This construct includes staff comfort level and preparedness to support student wellbeing.	<b>81%</b>	<b>81%</b>	State of Colorado
<b>Teacher Leadership</b> This construct focuses on the role of teachers and support personnel as leaders within the school and the level of influence that all staff hold.	<b>72%</b> ▼ 4 since last survey	<b>78%</b>	State of Colorado



## Montezuma-Cortez RE-1

"2024 2024 Teaching and Learning Conditions Colorado Survey, TLCC"



### Time

This construct focuses on the availability of and use of time.

**51%**

▼ **8**

since last survey

**56%**

State of Colorado

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213 responses



# Community Support and Involvement

Your average

**72%**

213 responses

Change

**▲ 7**

since last survey

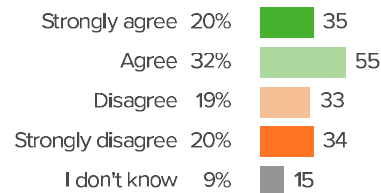
State average: **84%** State of Colorado

## How did people respond?

### Q.1: Do you work directly with families? (ESP/SSP)



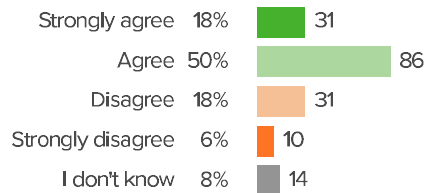
### Q.2: The broader community is supportive of the school.



▲ 12 from last survey

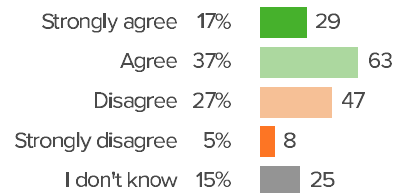
Favorable: **57%**

### Q.3: The school's efforts to engage families are individualized based on student needs.



Favorable: **74%**

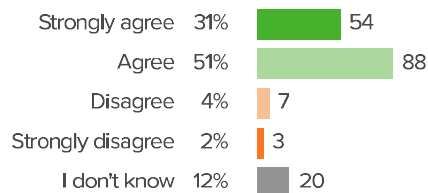
### Q.4: The school provides interactive strategies that families can use at home to support their children's learning.



▼ 3 from last survey

Favorable: **63%**

### Q.5: The school utilizes two-way communication methods (e.g., text app, email, call) in families' home language to share what is happening in the school.



Favorable: **93%**



## District Supports - Leaders

Your average

**66%**

213 responses

Change

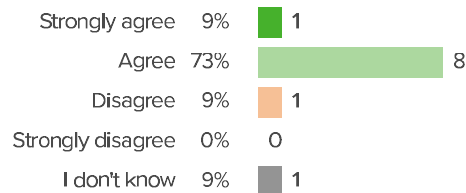
**▲ 2**

since last survey

State average: **80%** State of Colorado

### How did people respond?

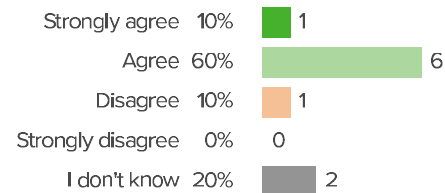
**Q.1: There is an atmosphere of trust and mutual respect between district and school administrators.**



▲ **33** from last survey

Favorable: **90%**

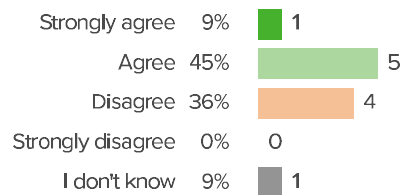
**Q.2: The district provides principals with support when they need it.**



▲ **13** from last survey

Favorable: **88%**

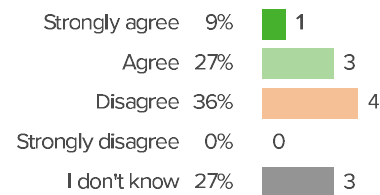
**Q.3: The district clearly describes expectations for schools.**



▲ **22** from last survey

Favorable: **60%**

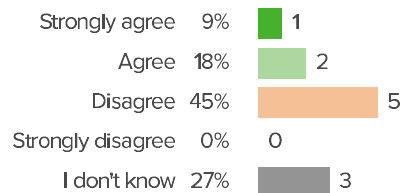
**Q.4: The district provides constructive feedback to school leadership to improve performance.**



▼ **7** from last survey

Favorable: **50%**

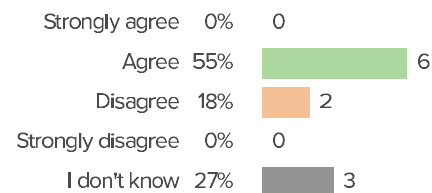
**Q.5: School leaderships' effectiveness is accurately assessed through the district's evaluation process.**



▼ **29** from last survey

Favorable: **38%**

**Q.6: The district makes principal professional development a priority.**

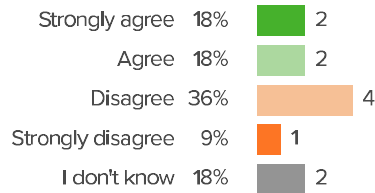


▲ **8** from last survey

Favorable: **75%**



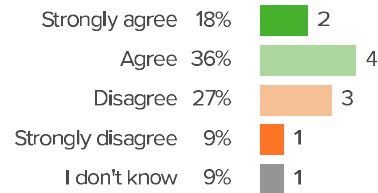
**Q.7: My school receives instructional resources on par with other schools in the district.**



▼ 6 from last survey

Favorable: **44%**

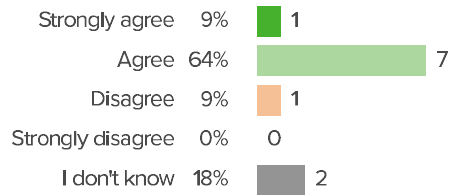
**Q.8: The district involves principals in decisions that directly impact the operations of their school.**



▼ 23 from last survey

Favorable: **60%**

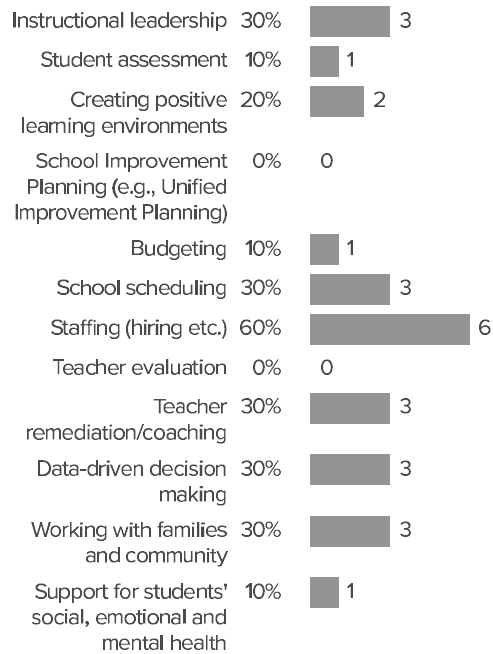
**Q.9: District leadership takes steps to solve problems.**



▲ 3 from last survey

Favorable: **89%**

**Q.10: In which of the following areas (if any) do you need additional support to lead your school effectively?**





# Facilities and Resources

Your average

**84%**

213 responses

Change

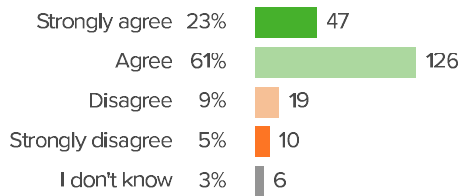
▼ 1

since last survey

State average: **84%** State of Colorado

## How did people respond?

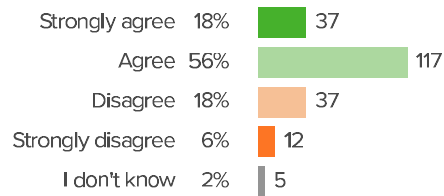
### Q.1: Class size(s)/the number of students served is reasonable.



▲ 0 from last survey

Favorable: **86%**

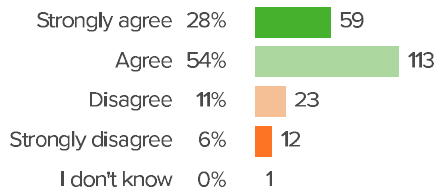
### Q.2: Instructional resources are adequate to support student learning.



▼ 2 from last survey

Favorable: **76%**

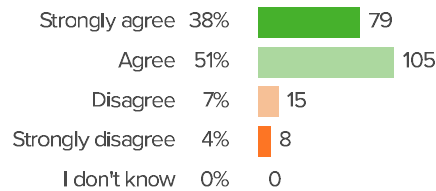
### Q.3: Teachers and support personnel have adequate physical space to work productively.



▼ 3 from last survey

Favorable: **83%**

### Q.4: Our school is a safe place to work.



▲ 0 from last survey

Favorable: **89%**





## General Reflection

Your average

**81%**

213 responses

Change

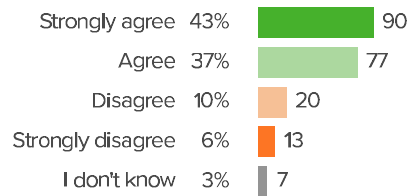
**▲ 2**

since last survey

State average: **83%** State of Colorado

### How did people respond?

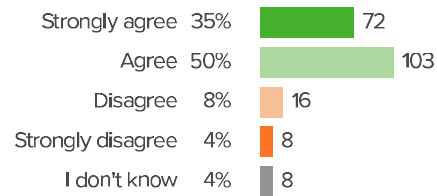
#### Q.1: I would recommend this school as a good place to work.



▲ 5 from last survey

Favorable: **84%**

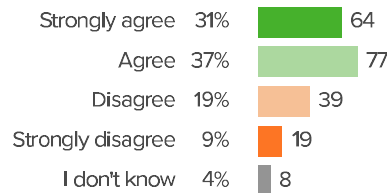
#### Q.2: I would recommend this school as a good place for students to learn.



▲ 4 from last survey

Favorable: **88%**

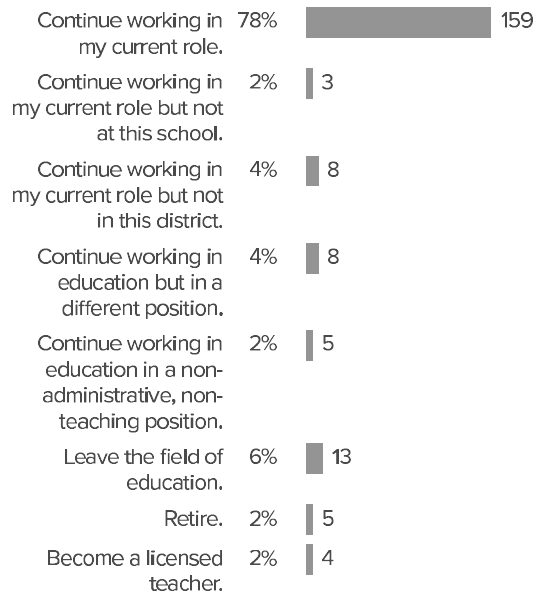
#### Q.3: I feel satisfied with the recognition I get for doing a good job.



▼ 3 from last survey

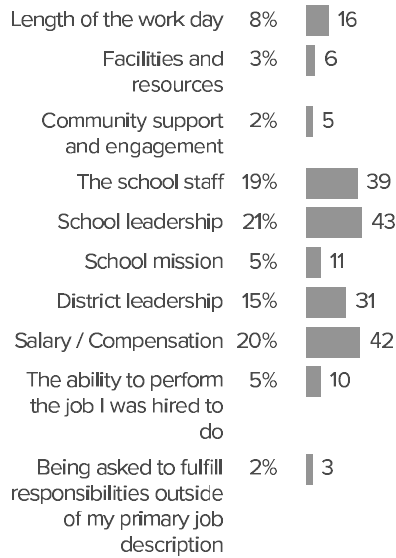
Favorable: **71%**

#### Q.4: Which of the following best describes your plans after the end of this school year?





**Q.5: Which of the following most affects your decision about whether to continue working at this school?**





# Instructional Practices and Support

Your average

**78%**

213 responses

Change

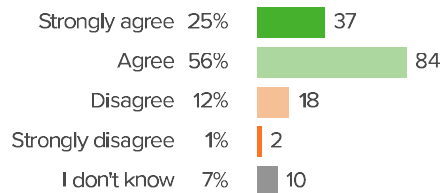
**0**

since last survey

State average: **83%** State of Colorado

## How did people respond?

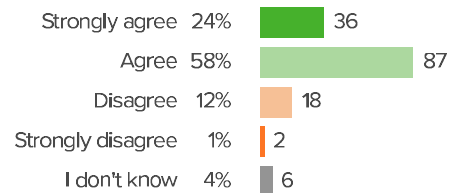
**Q.1: Staff in this school consistently seek new and improved ways of providing instruction.**



▲ 6 from last survey

Favorable: **86%**

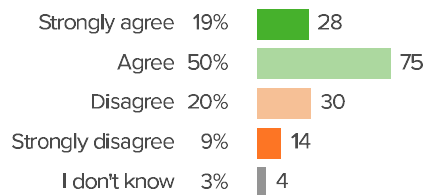
**Q.2: Staff in this school hold themselves accountable for the academic growth of every child.**



▲ 4 from last survey

Favorable: **86%**

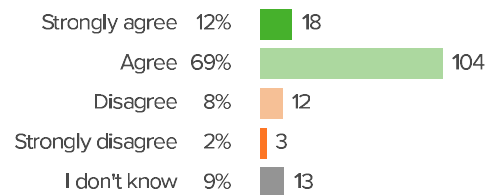
**Q.3: The school provides opportunities for me to learn from other teachers.**



▼ 1 from last survey

Favorable: **70%**

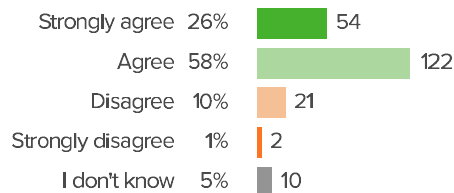
**Q.4: Students understand how class activities relate to learning objectives.**



▲ 3 from last survey

Favorable: **89%**

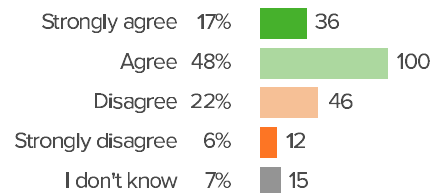
**Q.5: Instruction in this school encourages different cultural viewpoints.**



▲ 7 from last survey

Favorable: **88%**

**Q.6: The diverse academic needs of our students are met by this school's current curriculum.**

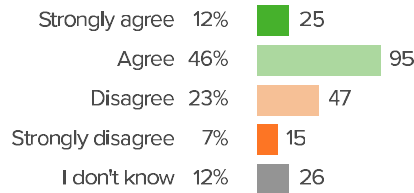


▲ 6 from last survey

Favorable: **70%**

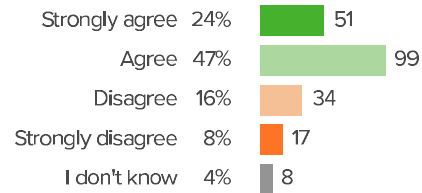


**Q.7: Multilingual learners are adequately supported in this school.**



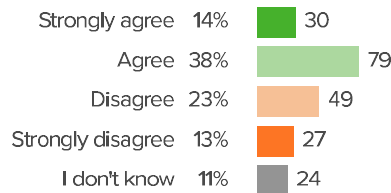
▼ 4 from last survey Favorable: **66%**

**Q.8: Students with disabilities are adequately supported in this school.**



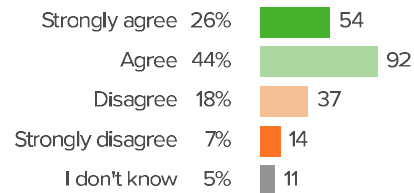
▼ 2 from last survey Favorable: **75%**

**Q.9: Gifted students are adequately supported in this school.**



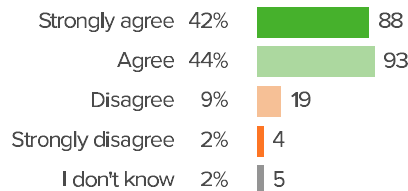
▲ 6 from last survey Favorable: **59%**

**Q.10: Students' social and emotional learning is adequately supported in this school.**



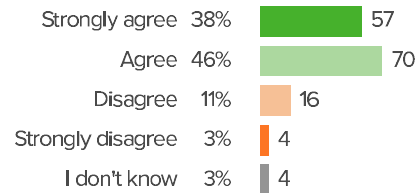
▲ 2 from last survey Favorable: **74%**

**Q.11: Teachers and staff members have the autonomy to make important decisions in their classrooms or carry out their job responsibilities.**



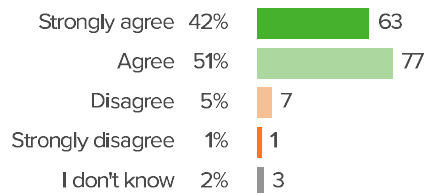
▼ 1 from last survey Favorable: **89%**

**Q.12: Teachers feel supported in trying new instructional strategies.**



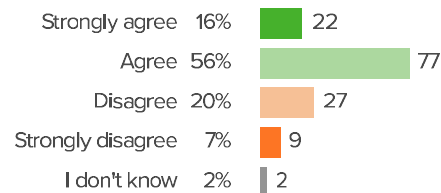
▼ 4 from last survey Favorable: **86%**

**Q.13: Teachers use formative assessment data to improve their students' learning.**



▼ 3 from last survey Favorable: **95%**

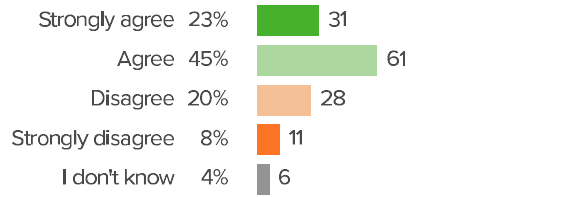
**Q.14: Our school provides effective academic supports to students who need them.**



▲ 14 from last survey Favorable: **73%**

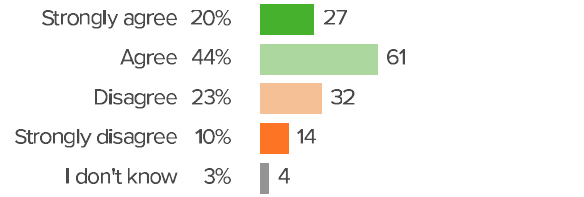


**Q.15: Our school provides effective social emotional supports to students who need them.**



▲ **10** from last survey Favorable: **70%**

**Q.16: Our school's system of supports for students (e.g., MTSS, Student Intervention Teams, Response to Intervention) helps me to support my students' needs.**



▲ **0** from last survey Favorable: **66%**



## Job Satisfaction - ESP

Your average

**73%**

213 responses

Change

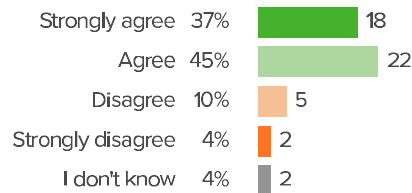
**▲ 1**

since last survey

State average: **76%** State of Colorado

### How did people respond?

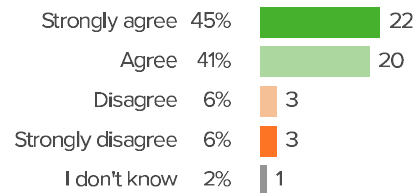
#### Q.1: I feel respected by teachers in my school.



▲ 6 from last survey

Favorable: **85%**

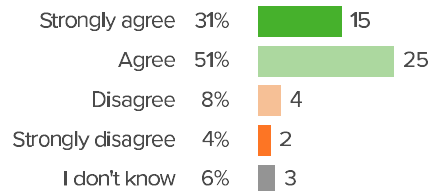
#### Q.2: I feel respected by school leaders in my school.



▲ 8 from last survey

Favorable: **88%**

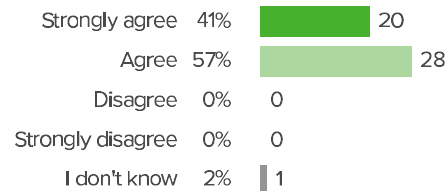
#### Q.3: I feel respected by students in my school.



▲ 5 from last survey

Favorable: **87%**

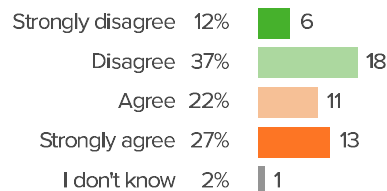
#### Q.4: My work schedule fits my personal needs.



▲ 0 from last survey

Favorable: **100%**

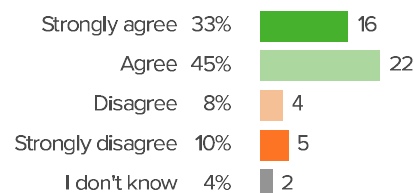
#### Q.5: My work is very stressful.



▲ 17 from last survey

Favorable: **50%**

#### Q.6: I feel I am part of a team working towards the same goal.

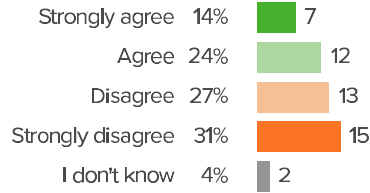


▼ 12 from last survey

Favorable: **81%**

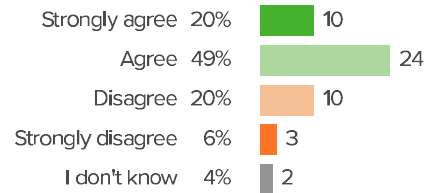


**Q.7: I feel adequately compensated for my work.**



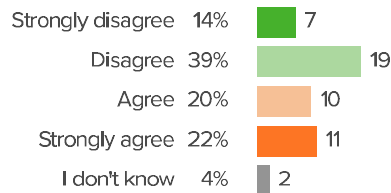
▲ 4 from last survey Favorable: **40%**

**Q.8: My work duties reflect my initial expectations of the role.**



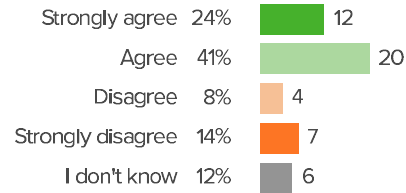
▼ 10 from last survey Favorable: **72%**

**Q.9: Frequent changes in my work duties make my job more stressful.**



▼ 12 from last survey Favorable: **55%**

**Q.10: I have ways to advance my career in education.**



▲ 3 from last survey Favorable: **74%**



# Managing Student Conduct

Your average

**79%**

213 responses

Change

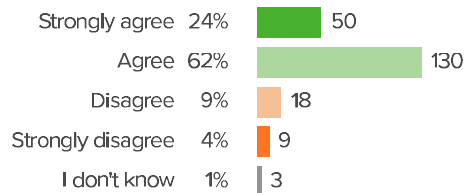
**▲ 6**

since last survey

State average: **79%** State of Colorado

## How did people respond?

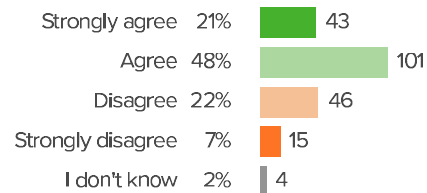
**Q.1: Students know how they are expected to act in the school.**



▲ 9 from last survey

Favorable: **87%**

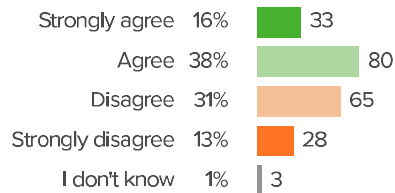
**Q.2: Students have the behavioral supports needed to focus on learning.**



▲ 10 from last survey

Favorable: **70%**

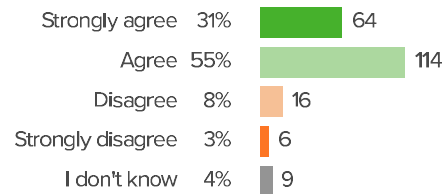
**Q.3: Rules for student behavior are enforced in a consistent manner.**



▲ 6 from last survey

Favorable: **55%**

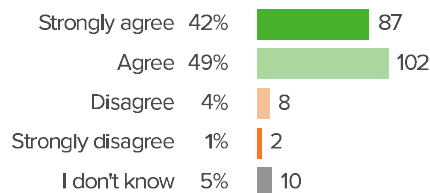
**Q.4: This school is a safe place for students to learn.**



▲ 6 from last survey

Favorable: **89%**

**Q.5: Students at this school have at least one adult on staff they can trust to support them with social, emotional, or personal concerns.**



▼ 1 from last survey

Favorable: **95%**





## New Teacher/Staff

Your average

**79%**

213 responses

Change

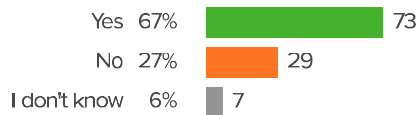
**▲ 19**

since last survey

State average: **71%** State of Colorado

### How did people respond?

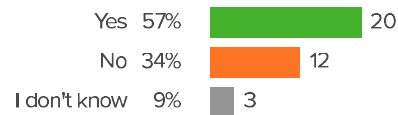
**Q.1: Have you received any new teacher supports, or training specifically for your role at this school?**



▼ **2** from last survey

Favorable: **72%**

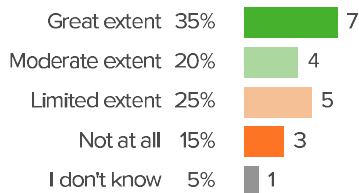
**Q.2: Have you been assigned a formal mentor this school year?**



▲ **34** from last survey

Favorable: **63%**

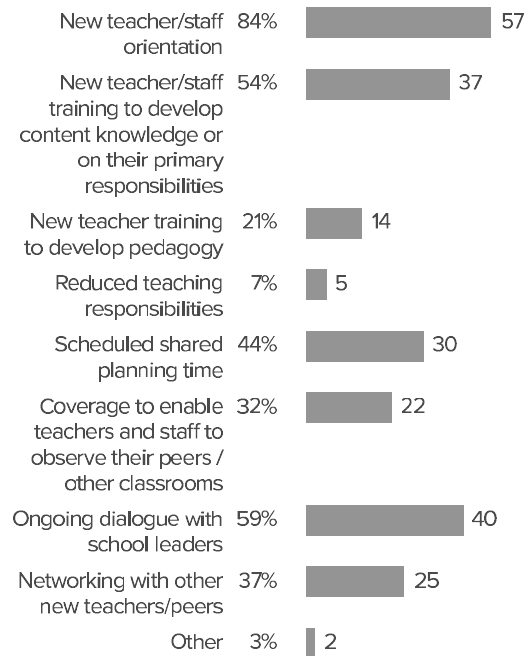
**Q.3: To what extent do you meet with your mentor during a typical school week?**



▼ **9** from last survey

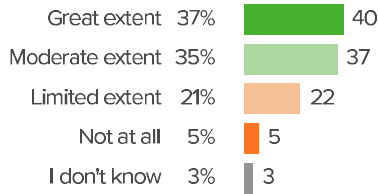
Favorable: **58%**

**Q.4: Which of the following new staff supports have you received at this school?**





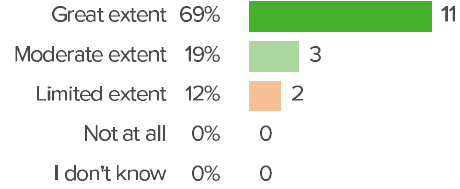
**Q.5: To what degree do you feel that you have received adequate support as a new teacher/staff member at this school?**



▲ 8 from last survey

Favorable: **74%**

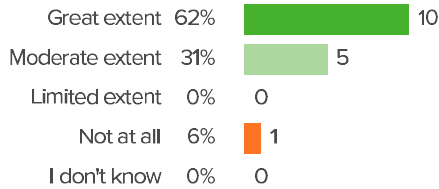
**Q.6: To what extent do you focus on the following types of work with your mentor? Job/Instructional support and classroom support (e.g., ideas, resources, advice on doing my job well)**



▲ 25 from last survey

Favorable: **88%**

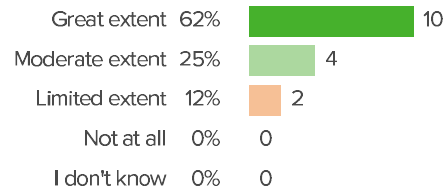
**Q.7: To what extent do you focus on the following types of work with your mentor? Personal support (e.g., social connections, help with stress)**



▲ 31 from last survey

Favorable: **94%**

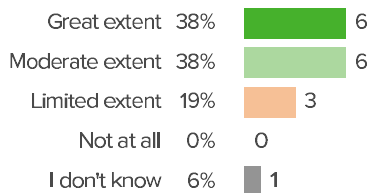
**Q.8: To what extent do you focus on the following types of work with your mentor? Reflective support (e.g., helping you think about your work and how it is impacting students)**



▲ 25 from last survey

Favorable: **88%**

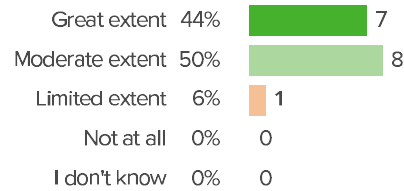
**Q.9: To what extent do you focus on the following types of work with your mentor? Professional support (e.g., advice on career, professional networking)**



▲ 17 from last survey

Favorable: **80%**

**Q.10: To what extent do you focus on the following types of work with your mentor? Evaluative support (e.g., formative evaluation feedback, advice related to evaluation expectations)**



▲ 44 from last survey

Favorable: **94%**



# Professional Climate

Your average

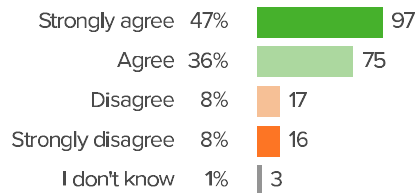
**79%**

213 responses

State average: **82%** State of Colorado

## How did people respond?

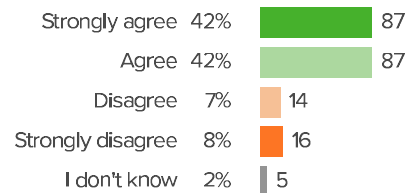
### Q.1: This school is led by an effective team.



▼ 5 from last survey

Favorable: **84%**

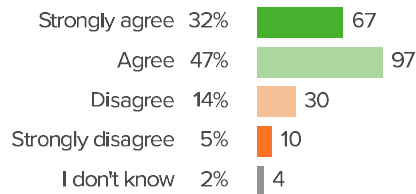
### Q.2: Our work together is guided by a shared vision that is student focused.



▼ 1 from last survey

Favorable: **85%**

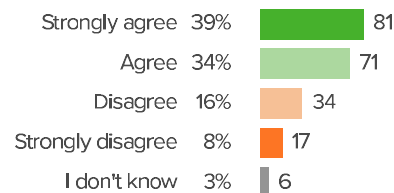
### Q.3: School staff show respect for each other.



▼ 9 from last survey

Favorable: **80%**

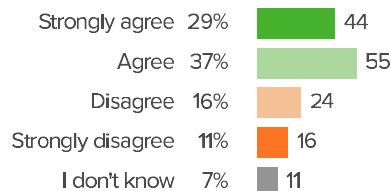
### Q.4: Staff feel comfortable raising important issues with school leaders.



▼ 10 from last survey

Favorable: **75%**

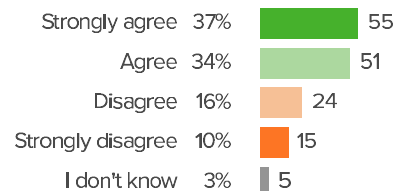
### Q.5: School leadership puts suggestions made by staff into operation.



▼ 8 from last survey

Favorable: **71%**

### Q.6: School leadership works to build trust among staff.

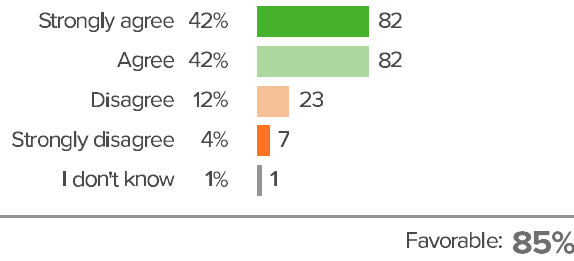


▼ 8 from last survey

Favorable: **73%**



**Q.7: I regularly engage with colleagues at my school.**





# Professional Development

Your average

**62%**

213 responses

Change

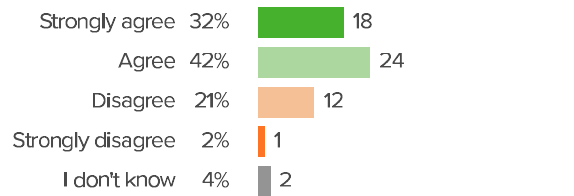
▼ **8**

since last survey

State average: **70%** State of Colorado

## How did people respond?

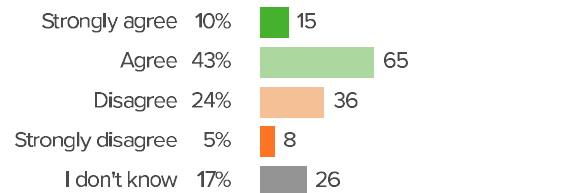
**Q.1: I receive adequate professional development to carry out my job responsibilities.**



▼ **9** from last survey

Favorable: **76%**

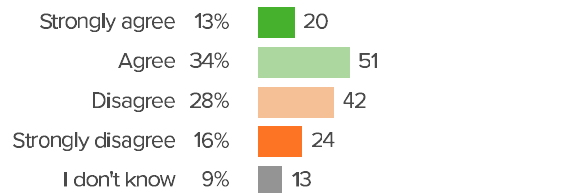
**Q.2: The school improvement plan (e.g., Unified Improvement Plan) influences teachers' professional learning choices.**



▼ **7** from last survey

Favorable: **65%**

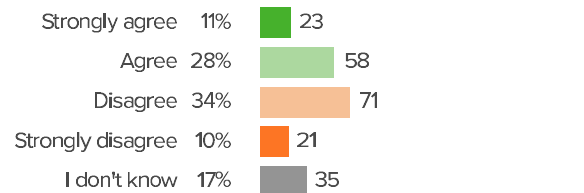
**Q.3: Professional learning opportunities are personalized and aligned to teachers' needs and strengths.**



▼ **11** from last survey

Favorable: **52%**

**Q.4: The effectiveness of professional development is assessed regularly.**

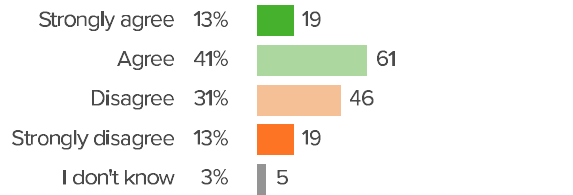


▼ **8** from last survey

Favorable: **47%**

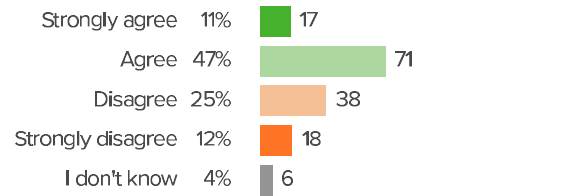


**Q.5: Teachers and support personnel receive ongoing support and coaching to improve their practice.**



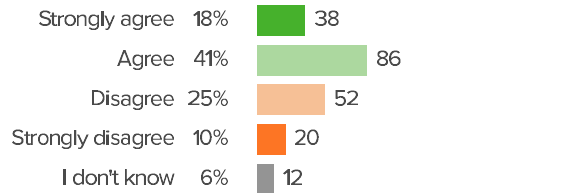
▼ 9 from last survey Favorable: **55%**

**Q.6: Teachers receive adequate professional development to effectively use student data (e.g., assessments, surveys).**



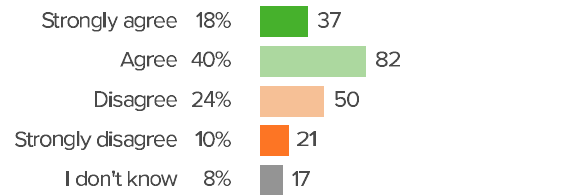
▼ 15 from last survey Favorable: **61%**

**Q.7: Teachers and support personnel receive adequate professional development to support their students' social and emotional learning.**



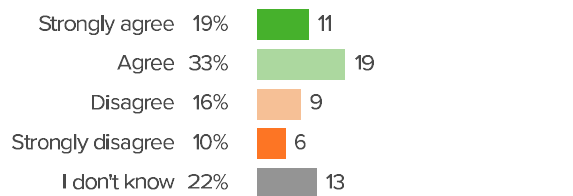
▼ 10 from last survey Favorable: **63%**

**Q.8: Professional learning opportunities are reinforced through coaching (e.g., knowledge building over time).**



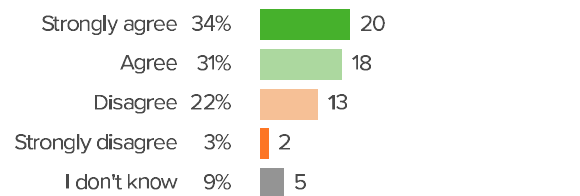
▲ 6 from last survey Favorable: **63%**

**Q.9: I am appropriately compensated for professional development.**



▲ 5 from last survey Favorable: **67%**

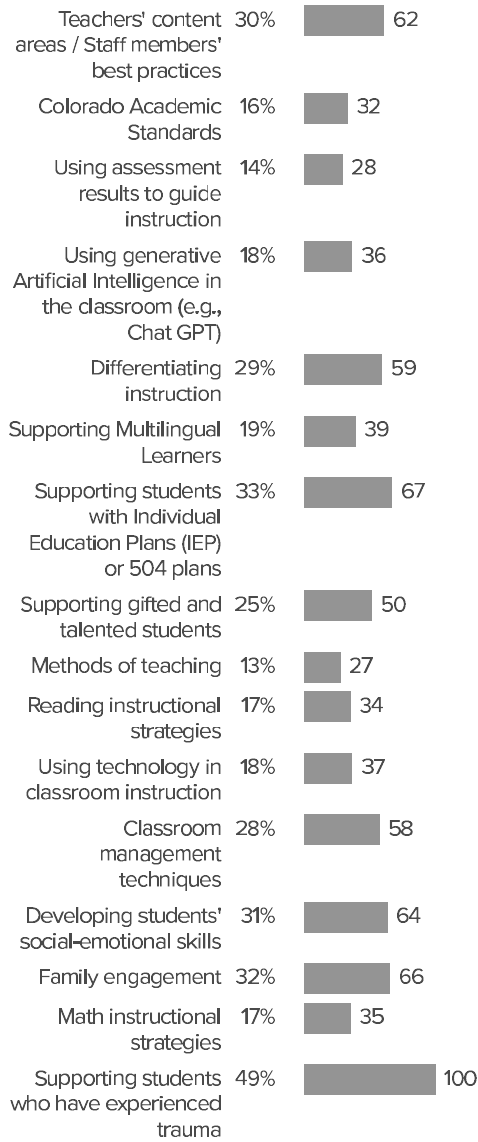
**Q.10: I feel that my employer invests in my career. (ESP/SSP)**



▲ 3 from last survey Favorable: **72%**



**Q.11: Which of the following would be most beneficial for you to learn more about?**





# Roles & Responsibilities - ESP

Your average

**78%**

213 responses

Change

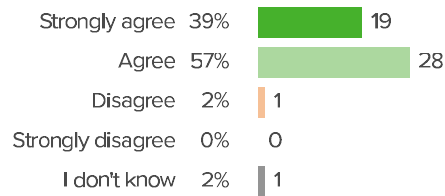
**▼ 3**

since last survey

State average: **78%** State of Colorado

## How did people respond?

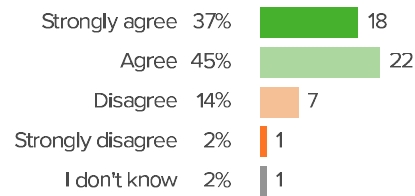
**Q.1: I am comfortable with the tasks I am asked to perform.**



▲ 5 from last survey

Favorable: **98%**

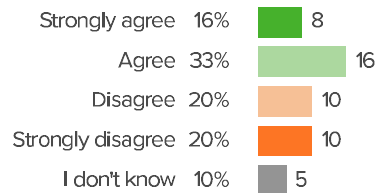
**Q.2: I am not asked to work more hours than I am compensated for.**



▼ 8 from last survey

Favorable: **83%**

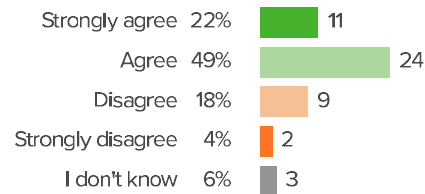
**Q.3: I am sometimes asked to take on the role of a licensed teacher.**



▲ 7 from last survey

Favorable: **55%**

**Q.4: I receive adequate guidance about my role.**



▲ 2 from last survey

Favorable: **76%**





# Staff Evaluation

Your average

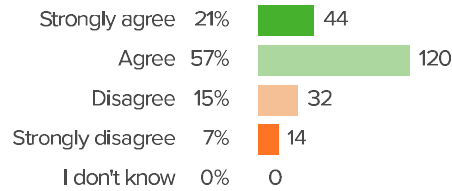
# 74%

213 responses

State average: **79%** State of Colorado

## How did people respond?

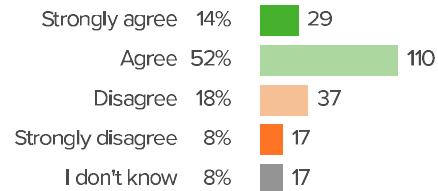
**Q.1: Teachers and support personnel are provided with informal feedback to improve their instruction/work performance.**



▲ 1 from last survey

Favorable: **78%**

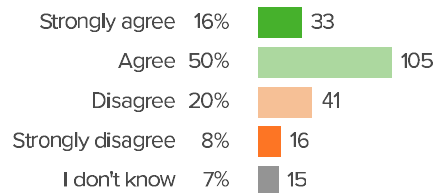
**Q.2: Teachers' and support personnels' effectiveness is accurately assessed through the school's evaluation process.**



▲ 0 from last survey

Favorable: **72%**

**Q.3: The evaluation process provides teachers and support personnel with actionable feedback for improvement.**



▼ 2 from last survey

Favorable: **71%**



# Support for Own Wellbeing

Your average

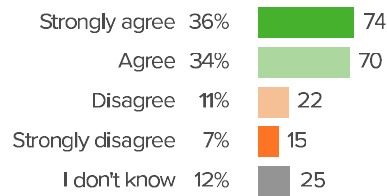
**85%**

213 responses

State average: **90%** State of Colorado

## How did people respond?

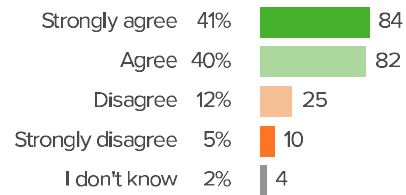
**Q.1: If I was concerned about my mental health, I would have access to the support I need.**



▼ 3 from last survey

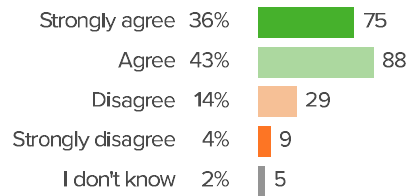
Favorable: **80%**

**Q.2: I feel like I belong at my school.**



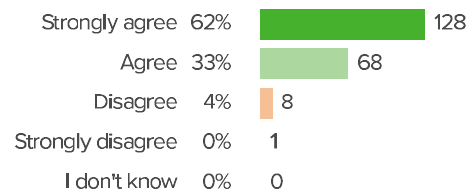
Favorable: **83%**

**Q.3: My work at this school makes me feel satisfied.**



Favorable: **81%**

**Q.4: I have at least one colleague at my school that I trust.**



Favorable: **96%**



# Support for Staff - Leaders

Your average

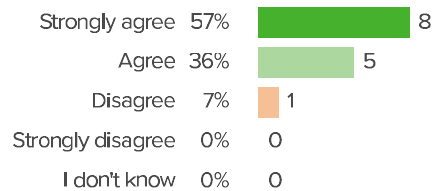
# 99%

213 responses

State average: **99%** State of Colorado

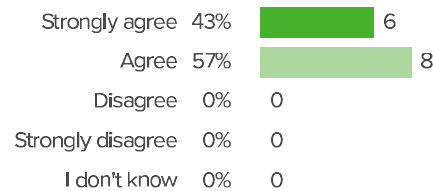
## How did people respond?

**Q.1: I often do things to respectfully show an interest in the personal needs of individual staff.**



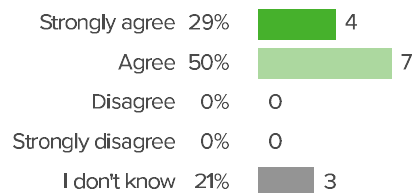
Favorable: **93%**

**Q.2: I do things to show individual staff that I respect their professional judgment.**



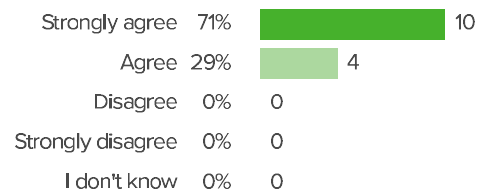
Favorable: **100%**

**Q.3: My leadership style improves teacher job satisfaction.**



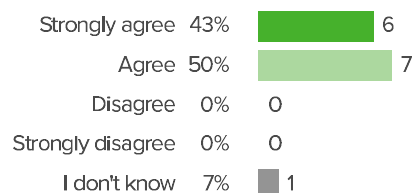
Favorable: **100%**

**Q.4: It is important that I understand the day to day reality of teachers' roles and responsibilities.**



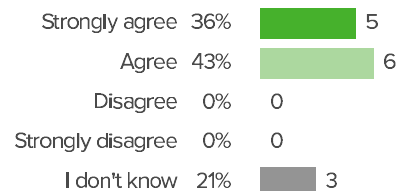
Favorable: **100%**

**Q.5: I often do things that show I trust teachers to make their own decisions about instructional practices.**



Favorable: **100%**

**Q.6: I create ways for teachers to have direct influence on choices of curriculum and related resources.**



Favorable: **100%**



## Support for Student Wellbeing - Teachers

Your average

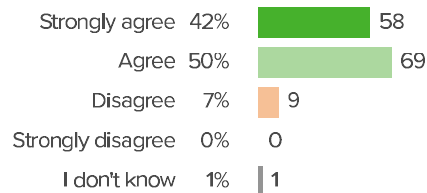
**81%**

213 responses

State average: **81%** State of Colorado

### How did people respond?

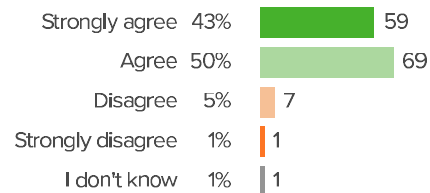
#### Q.1: I feel comfortable discussing life skills with my students.



▼ 5 from last survey

Favorable: **93%**

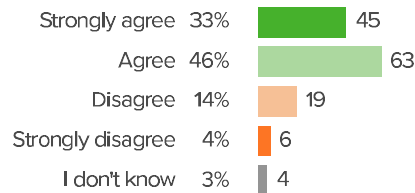
#### Q.2: I feel comfortable discussing resilience strategies with my students.



▼ 3 from last survey

Favorable: **94%**

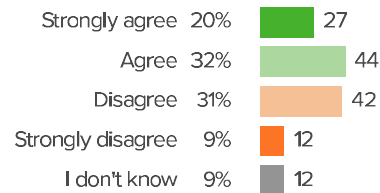
#### Q.3: I feel comfortable discussing mental health with my students.



▼ 1 from last survey

Favorable: **81%**

#### Q.4: I feel comfortable discussing suicide with my students.



▼ 1 from last survey

Favorable: **57%**



# Teacher Leadership

Your average

**72%**

213 responses

Change

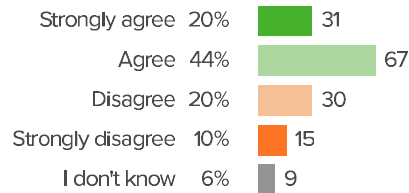
▼ **4**

since last survey

State average: **78%** State of Colorado

## How did people respond?

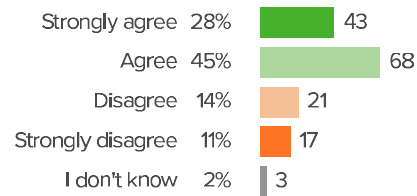
**Q.1: School staff participate in the school's improvement planning process (e.g., Unified Improvement Plan, school based improvement) in a meaningful way.**



▼ **7** from last survey

Favorable: **69%**

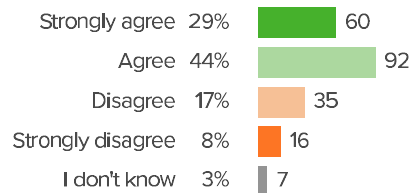
**Q.2: Teachers' and support personnels' professional expertise is valued.**



▼ **10** from last survey

Favorable: **74%**

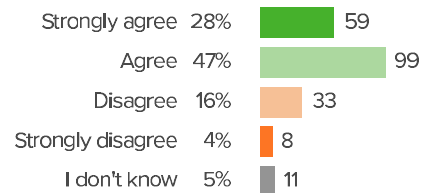
**Q.3: There is a process in place for collaborative problem solving in this school.**



▼ **1** from last survey

Favorable: **75%**

**Q.4: Teachers and support personnel have leadership opportunities in this school.**

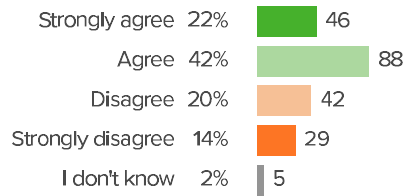


▲ **0** from last survey

Favorable: **79%**



**Q.5: Teachers and support personnel have an adequate level of influence on important school decisions.**



▼ 1 from last survey

Favorable: **65%**



# Time

Your average

**51%**

213 responses

Change

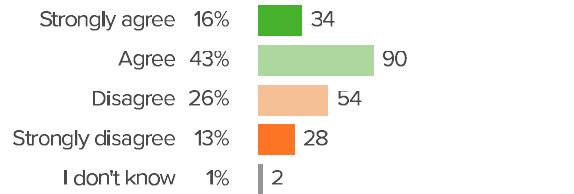
**▼ 8**

since last survey

State average: **56%** State of Colorado

## How did people respond?

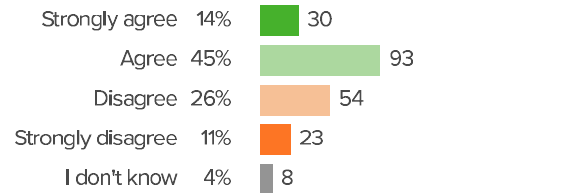
**Q.1: Teachers and support personnel have adequate time to prepare for their primary duties.**



▼ 6 from last survey

Favorable: **60%**

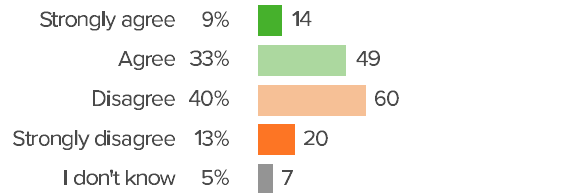
**Q.2: Teachers' and support personnels' time is protected from duties that take time away from teaching/their primary duties.**



▼ 4 from last survey

Favorable: **62%**

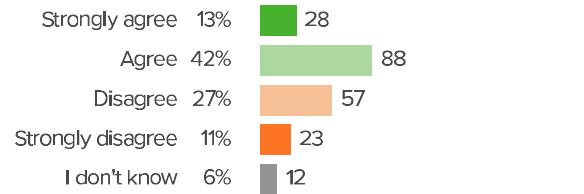
**Q.3: Teachers have adequate time to analyze and respond to student assessment data.**



▼ 18 from last survey

Favorable: **44%**

**Q.4: Teachers and support personnel have adequate time to support their students' social and emotional learning.**

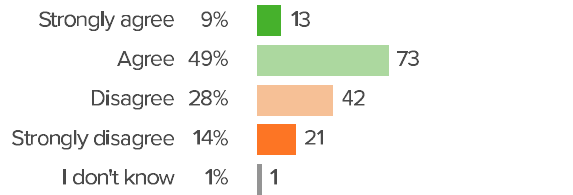


▼ 2 from last survey

Favorable: **59%**

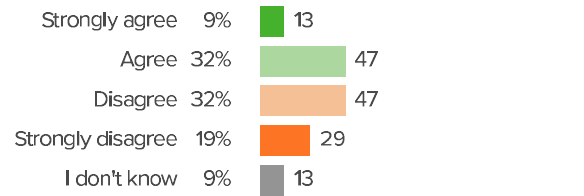


**Q.5: Teachers have adequate time to communicate with their students' families.**



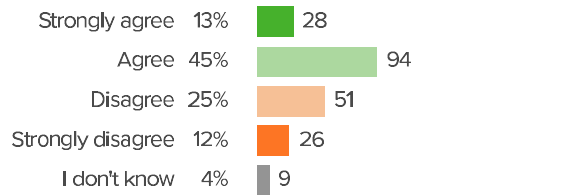
▼ 2 from last survey Favorable: **58%**

**Q.6: New initiatives (e.g., curriculum, assessments, instructional approaches) are given enough time to determine their effectiveness.**



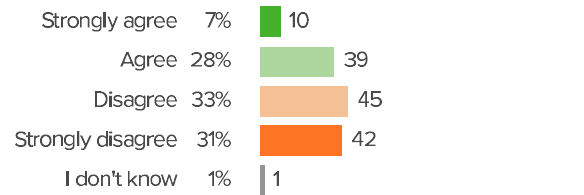
▼ 1 from last survey Favorable: **44%**

**Q.7: Teachers and support personnel have adequate time to engage in professional learning.**



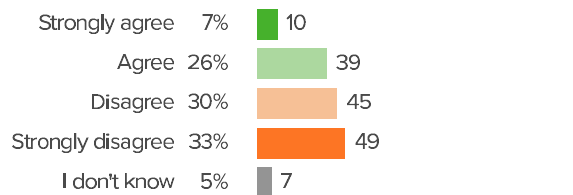
▲ 5 from last survey Favorable: **61%**

**Q.8: I am able to meet the expectations of my position within my contracted work hours.**



Favorable: **36%**

**Q.9: An external substitute (not staff) is readily available when teachers need to take leave.**



Favorable: **34%**



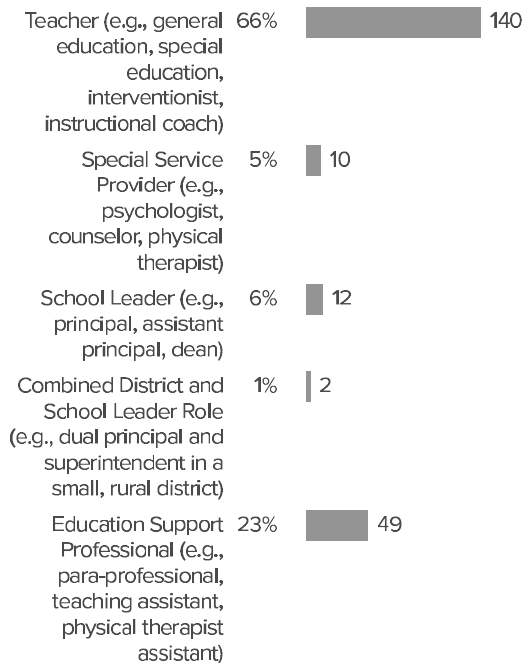


# Background Questions

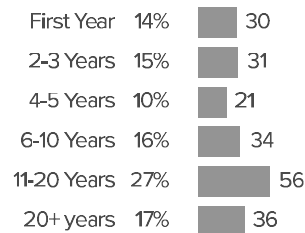
## How did people respond?

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### Q.1: What is your current position at the school?



### Q.2: How many years have you worked in your career in this position/role?



### Q.3: How many years have you worked at your present school in the position identified in question 1?

