

## Teacher Perceptions of School Climate in Elementary Schools

### Abstract

The purpose of this paper was to investigate the school climate in elementary schools. The sample included 231 teachers in 17 public elementary schools in Burdur, Turkey. An exploratory factor analysis on the OCDQ revealed eight factors and reliability analysis indicated that the instrument was reliable. The subscales emerged were hindrance, disengagement, esprit, intimacy, aloofness, trust, consideration, production emphasis. A cluster analysis was performed and two main clusters formed. In addition to descriptive statistics, t-tests, ANOVA, and correlation coefficients, and regression analyses were used. A negative relationship between production emphasis and disengagement was found while aloofness and trust positively related to hindrance.

**Key words:** *organizational climate, elementary schools, school climate, principals, leaders, teachers.*

### Introduction

Different perspectives in the study of schools lead to different levels of emphasis on human resources. Human resources are considered as the best asset in schools. All the managerial and other activities in schools are interactions among individuals. Since human beings have different values, beliefs, and views, they create difficulties for individuals towards producing common responses. The concept of organizational climate is very useful to study collective perceptions of behavior in