

# Gananda School Performance Scan



*Building People and Organizations*

		Assets		Emerging Strengths		Possible Risks	
<b>Group A</b>	<b>114</b>	<b>14</b>	<b>14.0%</b>	<b>43</b>	<b>43.0%</b>	<b>43</b>	<b>43.0%</b>
Elementary	55	18	18.0%	39	39.0%	43	43.0%
Middle	25	42	42.0%	45	45.0%	13	13.0%
High	34	6	6.0%	35	35.0%	59	59.0%
<b>Group B</b>	<b>62</b>	<b>5</b>	<b>12.2%</b>	<b>27</b>	<b>65.9%</b>	<b>9</b>	<b>22.0%</b>
Transportation	19	5	12.2%	18	43.9%	18	43.9%
Food Services	13	21	51.2%	19	46.3%	1	2.4%
Building/Grounds	14	5	12.2%	16	39.0%	20	48.8%
Administrative Staff	10	13	31.7%	25	61.0%	3	7.3%
Other	6	19	46.3%	20	48.8%	2	4.9%

1. Shaded areas indicate totals of SA/A as follows: Green-75% or greater, Asset. Yellow- 50%-74%, Emerging Strength. Red- less than 50%, Possible Risk.

2. SA = Strongly Agree, A=Agree, S= Somewhat, D=Disagree, SD= Strongly Disagree, NA= No Answer.

3. The Scaled Score (SS) is an average of the point values assigned to each response: SA=5, A=4, S=3, D=2, SD=1, NA answers have no weight.

4. Commentary is unedited with exception of data redacted by the organization.

5. Number of respondents may vary by section based on completion rates.

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Published: February 2016

# Group A

All	SA/A	SA	A	S	D	SD	SS	Res	NA
<b>SCHOOL LEADER PRACTICES AND DECISIONS</b>									
1. We use a school-based plan with specific SMART goals to guide our work.	46.2%	3.8%	42.3%	33.7%	13.5%	6.7%	3.23	104	10
2. Our school leaders (please remember, every time it says school leaders in this survey, it means your specific school administrators) often talk about the vision and mission of our school during school events.	39.1%	6.4%	32.7%	41.8%	10.0%	9.1%	3.17	110	1
3. Our Board of Education provides direction for our district.	41.1%	2.8%	38.3%	37.4%	14.0%	7.5%	3.15	107	5
4. Our school leaders serve as role models for moving the work of our school forward.	40.4%	13.2%	27.2%	36.0%	15.8%	7.9%	3.22	114	0
5. Our school leaders help to build a collaborative environment so that staff works together in achieving goals.	39.8%	15.0%	24.8%	23.0%	23.9%	13.3%	3.04	113	0
6. Our school leaders are approachable and available.	44.2%	18.6%	25.7%	29.2%	15.0%	11.5%	3.25	113	0
7. Our school leaders make certain we have the resources and materials required for instruction.	58.0%	19.6%	38.4%	30.4%	9.8%	1.8%	3.64	112	0
8. Our school leaders are responsive in discussions involving programmatic needs and changes.	48.6%	13.5%	35.1%	33.3%	9.9%	8.1%	3.36	111	1
9. I have confidence in our District Leadership Team (Superintendent and Administrators).	42.9%	10.7%	32.1%	26.8%	18.8%	11.6%	3.12	112	0
10. Our Board of Education listens to the needs and interests of our community.	55.4%	8.9%	46.5%	28.7%	13.9%	2.0%	3.47	101	12
11. Our school leaders frequently visit our classrooms, conducting informal walk-throughs.	21.4%	5.4%	16.1%	24.1%	31.3%	23.2%	2.49	112	1
12. I receive helpful instructional feedback and guidance from our school leaders.	46.4%	10.7%	35.7%	28.6%	14.3%	10.7%	3.21	112	1
13. Our school leaders effectively conduct formal reviews.	61.3%	15.3%	45.9%	21.6%	9.0%	8.1%	3.51	111	2
14. Our District Leadership Team (Superintendent and Administrators) provides strategic leadership for moving the district forward.	43.1%	8.3%	34.9%	33.0%	13.8%	10.1%	3.17	109	3
15. Our school leaders promote continuous improvement for all.	43.4%	10.6%	32.7%	31.9%	15.9%	8.8%	3.20	113	0
16. Our school leaders actively support data-driven inquiry as a school-wide practice.	71.2%	13.5%	57.7%	19.8%	8.1%	0.9%	3.75	111	2
17. Our school leaders provide clear and specific guidance around the understanding and application of data systems to inform instruction.	38.0%	3.7%	34.3%	36.1%	16.7%	9.3%	3.06	108	4
18. We have a school-wide data system.	60.6%	9.6%	51.0%	26.0%	9.6%	3.8%	3.53	104	9
19. Our school leaders require staff to provide specific data related to instructional planning and measuring student progress.	74.3%	9.2%	65.1%	20.2%	5.5%	0.0%	3.78	109	3

# Group A

All	SA/A	SA	A	S	D	SD	SS	Res	NA
20. Our school uses key measurements, such as common assessments, to assess student progress.	76.1%	14.7%	61.5%	19.3%	3.7%	0.9%	3.85	109	4
<b>CURRICULUM DEVELOPMENT AND SUPPORT</b>									
21. Our school leaders assist staff in the implementation of new information including the Common Core Learning Standards.	46.7%	7.6%	39.0%	38.1%	12.4%	2.9%	3.36	105	7
22. Our school leaders provide opportunities for staff so that curriculum is appropriately implemented/scaffolded to meet students' needs.	41.7%	8.3%	33.3%	34.3%	19.4%	4.6%	3.21	108	5
23. We have time and opportunity to work on our curriculum.	28.3%	2.8%	25.5%	33.0%	23.6%	15.1%	2.77	106	7
24. As a staff, we implement the College and Career Readiness Anchor Standards.	44.8%	3.1%	41.7%	32.3%	13.5%	9.4%	3.16	96	16
25. As a staff, we have reviewed the CCLS and continue to do so as a means for improving instruction.	59.8%	7.8%	52.0%	25.5%	9.8%	4.9%	3.48	102	11
26. Our staff has worked to make certain our curriculum has well-developed units and lesson plans.	72.1%	15.4%	56.7%	18.3%	7.7%	1.9%	3.76	104	8
27. Teachers actively use data to inform lesson planning.	63.8%	12.4%	51.4%	31.4%	3.8%	1.0%	3.70	105	8
28. Our model and guidelines for unit and lesson plans ensure Common Core classroom instruction.	72.0%	14.0%	58.0%	23.0%	5.0%	0.0%	3.81	100	13
29. We have received training in data-driven inquiry.	46.1%	1.0%	45.1%	32.4%	13.7%	7.8%	3.18	102	11
30. We use data protocols at grade level/content area team meetings to support our work in reviewing student work.	47.9%	7.4%	40.4%	29.8%	18.1%	4.3%	3.29	94	18
31. Our curriculum is constructed so that students have many opportunities to benefit from the integration of technology in their learning.	39.6%	10.4%	29.2%	41.5%	17.0%	1.9%	3.29	106	6
32. Our curriculum offers enrichment opportunities through the arts.	32.4%	1.0%	31.4%	33.3%	21.9%	12.4%	2.87	105	8
33. Our grade level/content area teamwork has had a positive impact on students.	73.5%	17.6%	55.9%	23.5%	2.0%	1.0%	3.87	102	9
34. We discuss important teaching and learning issues at our grade level/content area team meetings.	62.2%	22.4%	39.8%	30.6%	5.1%	2.0%	3.76	98	15
35. We work together across grade levels and content areas in order to provide an integrated approach to student learning.	40.0%	7.6%	32.4%	35.2%	20.0%	4.8%	3.18	105	7
36. Teachers are skilled in using formative assessments in their instruction.	66.0%	12.3%	53.8%	27.4%	6.6%	0.0%	3.72	106	7
37. As a school, we use and interpret interim benchmark assessments at particular points during the academic year.	71.0%	12.1%	58.9%	19.6%	8.4%	0.9%	3.73	107	6

# Group A

All	SA/A	SA	A	S	D	SD	SS	Res	NA
38. As a school, we have created systems so that students are able to reflect on their learning and keep track of their progress.	31.4%	5.7%	25.7%	40.0%	21.9%	6.7%	3.02	105	8
39. Teachers stay current with research and best practices.	51.8%	8.2%	43.6%	39.1%	9.1%	0.0%	3.51	110	3
40. I purposefully align my daily instruction with student learning targets linked to CCLS.	67.3%	19.4%	48.0%	24.5%	6.1%	2.0%	3.77	98	15
TEACHER PRACTICES AND DECISIONS									
41. Teachers use a variety of strategies to keep learners involved and engaged in their learning.	82.7%	27.3%	55.5%	15.5%	1.8%	0.0%	4.08	110	3
42. Teachers in this school use many strategies during critical input to meet learners' diverse needs.	71.0%	18.7%	52.3%	27.1%	1.9%	0.0%	3.88	107	6
43. We actively refer to our unit and lesson plans to ensure that we meet student needs and achievement goals.	83.0%	17.9%	65.1%	15.1%	1.9%	0.0%	3.99	106	7
44. Classes in this school can be characterized as "students involved in higher-level thinking."	62.3%	16.0%	46.2%	30.2%	6.6%	0.9%	3.70	106	7
45. Students in this school have strategies to track their own learning.	25.2%	3.9%	21.4%	47.6%	24.3%	2.9%	2.99	103	10
46. As teachers, we utilize a variety of instructional avenues so that students have multiple opportunities to access and learn a rigorous CCLS curriculum.	55.6%	14.1%	41.4%	38.4%	4.0%	2.0%	3.62	99	14
47. Staff prepares lessons that purposefully include elements of CCLS.	79.6%	18.4%	61.2%	14.6%	4.9%	1.0%	3.91	103	10
48. I regularly implement CCLS elements such as close read, text-based evidence and writing from sources.	77.1%	36.5%	40.6%	18.8%	2.1%	2.1%	4.07	96	17
49. Teachers understand and consistently apply differentiation strategies so that both "reteach and rigor" are present.	72.0%	16.8%	55.1%	25.2%	2.8%	0.0%	3.86	107	4
50. We challenge students.	68.2%	20.9%	47.3%	25.5%	5.5%	0.9%	3.82	110	2
51. Our school provides a safe environment for staff and students where learning is valued.	78.4%	29.7%	48.6%	14.4%	6.3%	0.9%	4.00	111	1
52. Students feel secure in taking risks and asking questions in class.	80.0%	20.0%	60.0%	16.4%	2.7%	0.9%	3.95	110	2
53. Teachers and students work together as partners in learning.	74.5%	20.9%	53.6%	20.9%	3.6%	0.9%	3.90	110	2
54. As teachers, we have successfully created an intellectually safe environment.	85.0%	24.3%	60.7%	13.1%	0.9%	0.9%	4.07	107	5
55. Our school is student-centered.	69.1%	29.1%	40.0%	23.6%	6.4%	0.9%	3.90	110	1
56. Our school uses data, research and best practices.	61.7%	13.1%	48.6%	32.7%	4.7%	0.9%	3.68	107	3
57. I give students regular and precise feedback throughout lessons.	86.0%	34.0%	52.0%	13.0%	1.0%	0.0%	4.19	100	11

# Group A

All	SA/A	SA	A	S	D	SD	SS	Res	NA
58. I move students into various groups depending upon learning needs and progress.	84.4%	36.5%	47.9%	12.5%	2.1%	1.0%	4.17	96	16
59. We use various screening measures to place our students into special programs.	65.0%	17.5%	47.6%	29.1%	2.9%	2.9%	3.74	103	9
60. We review common assessments during grade level/content area meeting time.	45.2%	14.0%	31.2%	30.1%	20.4%	4.3%	3.30	93	19
<b>STUDENT SOCIAL EMOTIONAL AND DEVELOPMENTAL HEALTH</b>									
61. We have an effective system for developing and building student social-emotional health.	30.8%	2.9%	27.9%	38.5%	25.0%	5.8%	2.97	104	8
62. Our students have people to “go to” for discussing problems and concerns.	72.3%	20.5%	51.8%	24.1%	2.7%	0.9%	3.88	112	0
63. As a school, we proactively reach out to students who may be having difficulties, socially, emotionally and academically.	58.6%	16.2%	42.3%	30.6%	9.0%	1.8%	3.62	111	1
64. Our students have access to counselors.	82.1%	29.5%	52.7%	16.1%	1.8%	0.0%	4.10	112	0
65. Procedures are in place to prevent and deal with bullying.	75.0%	19.6%	55.4%	19.6%	4.5%	0.9%	3.88	112	0
66. School staff consistently reinforce student behavioral expectations, classroom to classroom.	59.1%	14.5%	44.5%	28.2%	8.2%	4.5%	3.56	110	2
67. Our students accept corrective feedback.	40.4%	3.7%	36.7%	43.1%	13.8%	2.8%	3.25	109	2
68. Our school purposefully encourages student/family/teacher relationships.	59.8%	13.4%	46.4%	31.3%	7.1%	1.8%	3.63	112	0
69. Student behavior does not interfere with instruction.	29.0%	8.4%	20.6%	30.8%	29.0%	11.2%	2.86	107	4
70. As a school, we talk about and reinforce the role of productive teacher/student/family cooperative relationships.	46.4%	8.2%	38.2%	30.9%	18.2%	4.5%	3.27	110	2
71. Our staff works together to support student social-emotional well-being.	61.8%	10.0%	51.8%	24.5%	11.8%	1.8%	3.56	110	1
72. Our Student Services Team (guidance, social workers, psychologist, etc.) provides key supports to our students.	70.5%	20.5%	50.0%	25.9%	2.7%	0.9%	3.87	112	0
73. We have components of our curriculum that ensure conversations about safe and healthy living.	71.6%	10.8%	60.8%	21.6%	5.9%	1.0%	3.75	102	10
74. Non-instructional staff (cafeteria, aides, transportation, etc.) understands and assists in building a safe and nurturing environment for our students.	61.9%	13.3%	48.6%	35.2%	2.9%	0.0%	3.72	105	7
75. Our school has a positive and upbeat school culture.	35.7%	16.1%	19.6%	32.1%	17.0%	15.2%	3.04	112	0
76. As a school, we track and monitor student behaviors.	66.7%	9.9%	56.8%	25.2%	4.5%	3.6%	3.65	111	1
77. Our school has definitive procedures in place for students who are chronic offenders and/or experiencing ongoing difficulties.	35.1%	5.4%	29.7%	36.9%	14.4%	13.5%	2.99	111	1
78. We have support groups for students.	40.0%	8.6%	31.4%	31.4%	21.0%	7.6%	3.12	105	7

<b>Group A</b>									
<b>All</b>	<b>SA/A</b>	<b>SA</b>	<b>A</b>	<b>S</b>	<b>D</b>	<b>SD</b>	<b>SS</b>	<b>Res</b>	<b>NA</b>
79. As a school, we report out and celebrate gains from the student database.	31.7%	6.7%	25.0%	27.9%	30.8%	9.6%	2.88	104	8
80. Our school has sufficient clubs, activities and events to help students become engaged and connected to school.	51.4%	10.8%	40.5%	28.8%	13.5%	6.3%	3.36	111	0
<b>FAMILY AND COMMUNITY ENGAGEMENT</b>									
81. We actively engage families in conversations around students' needs/progress in our school.	59.8%	8.4%	51.4%	26.2%	11.2%	2.8%	3.51	107	5
82. In our school, teachers effectively maintain connections with our families.	66.1%	9.2%	56.9%	27.5%	5.5%	0.9%	3.68	109	3
83. Our school provides an appropriate amount of communication to families regarding school activities, events and news.	84.7%	16.2%	68.5%	12.6%	2.7%	0.0%	3.98	111	1
84. We are able to help families to set high expectations for their children.	34.3%	5.6%	28.7%	46.3%	13.0%	6.5%	3.14	108	4
85. We help families prepare students for life challenges, including thinking about being College and Career Ready.	43.3%	4.8%	38.5%	45.2%	10.6%	1.0%	3.36	104	8
86. As a school, we invite families to offer input on the direction of our school.	50.5%	6.7%	43.8%	36.2%	9.5%	3.8%	3.40	105	7
87. Teachers in our school contact families on a routine basis, not just in times of concern.	40.4%	6.7%	33.7%	40.4%	14.4%	4.8%	3.23	104	8
88. We help families identify their student's strengths and needs.	56.0%	5.5%	50.5%	33.0%	9.2%	1.8%	3.49	109	2
89. In our school, teachers discuss specific learning needs, issues and accomplishments with families.	62.6%	13.1%	49.5%	31.8%	4.7%	0.9%	3.69	107	4
90. As a district, we provide programs so that families can help their children at home.	29.0%	5.6%	23.4%	40.2%	22.4%	8.4%	2.95	107	5
91. Our district partners with community agencies to bring services and/or enrichment to our students.	30.4%	4.9%	25.5%	41.2%	23.5%	4.9%	3.02	102	8
92. We have events for families, encouraging a partnership for learning with our school.	44.9%	5.6%	39.3%	38.3%	15.9%	0.9%	3.33	107	4
93. Our school conducts needs assessments with families so that we understand their interests and concerns.	34.5%	4.6%	29.9%	36.8%	23.0%	5.7%	3.05	87	22
94. Our families have had introductions, through school-sponsored programs, to CCLS.	45.5%	1.1%	44.3%	39.8%	12.5%	2.3%	3.30	88	23
95. Our school and family organizations such as PTA, work well together.	37.9%	6.9%	31.0%	39.1%	13.8%	9.2%	3.13	87	23
96. Our school report cards provide families with clear information on student progress.	58.1%	11.4%	46.7%	29.5%	9.5%	2.9%	3.54	105	6

# Group A

All	SA/A	SA	A	S	D	SD	SS	Res	NA
97. Our school shares data with families.	53.8%	6.7%	47.1%	37.5%	6.7%	1.9%	3.50	104	8
98. During family conferences, teachers explain specific data about progress.	76.4%	21.7%	54.7%	18.9%	3.8%	0.9%	3.92	106	6
99. Our school/family connection has resulted in student gains.	32.4%	6.7%	25.7%	52.4%	13.3%	1.9%	3.22	105	7
100. Our families are provided with sufficient information to understand their child's progress and become partners in learning.	55.5%	7.3%	48.2%	35.5%	7.3%	1.8%	3.52	110	2

# Charts

## SCHOOL LEADER PRACTICES AND DECISIONS





# Charts

## CURRICULUM DEVELOPMENT AND SUPPORT



# Charts

## TEACHER PRACTICES AND DECISIONS



# Charts

## STUDENT SOCIAL/EMOTIONAL DEVELOPMENTAL HEALTH



# Charts

## FAMILY AND COMMUNITY ENGAGEMENT



# Group A

Elementary	SA/A	SA	A	S	D	SD	SS	Res	NA
<b>SCHOOL LEADER PRACTICES AND DECISIONS</b>									
1. We use a school-based plan with specific SMART goals to guide our work.	46.0%	4.0%	42.0%	38.0%	14.0%	2.0%	3.32	50	5
2. Our school leaders (please remember, every time it says school leaders in this survey, it means your specific school administrators) often talk about the vision and mission of our school during school events.	34.0%	5.7%	28.3%	50.9%	11.3%	3.8%	3.21	53	0
3. Our Board of Education provides direction for our district.	40.0%	4.0%	36.0%	40.0%	12.0%	8.0%	3.16	50	4
4. Our school leaders serve as role models for moving the work of our school forward.	32.7%	10.9%	21.8%	38.2%	21.8%	7.3%	3.07	55	0
5. Our school leaders help to build a collaborative environment so that staff works together in achieving goals.	32.7%	9.1%	23.6%	23.6%	27.3%	16.4%	2.82	55	0
6. Our school leaders are approachable and available.	27.3%	5.5%	21.8%	30.9%	23.6%	18.2%	2.73	55	0
7. Our school leaders make certain we have the resources and materials required for instruction.	51.9%	11.1%	40.7%	38.9%	9.3%	0.0%	3.54	54	0
8. Our school leaders are responsive in discussions involving programmatic needs and changes.	38.9%	9.3%	29.6%	37.0%	11.1%	13.0%	3.11	54	1
9. I have confidence in our District Leadership Team (Superintendent and Administrators).	41.8%	10.9%	30.9%	23.6%	23.6%	10.9%	3.07	55	0
10. Our Board of Education listens to the needs and interests of our community.	59.2%	10.2%	49.0%	22.4%	18.4%	0.0%	3.51	49	6
11. Our school leaders frequently visit our classrooms, conducting informal walk-throughs.	10.9%	1.8%	9.1%	20.0%	38.2%	30.9%	2.13	55	0
12. I receive helpful instructional feedback and guidance from our school leaders.	38.2%	7.3%	30.9%	30.9%	14.5%	16.4%	2.98	55	0
13. Our school leaders effectively conduct formal reviews.	54.5%	10.9%	43.6%	23.6%	10.9%	10.9%	3.33	55	0
14. Our District Leadership Team (Superintendent and Administrators) provides strategic leadership for moving the district forward.	42.6%	11.1%	31.5%	37.0%	13.0%	7.4%	3.26	54	1
15. Our school leaders promote continuous improvement for all.	40.0%	10.9%	29.1%	36.4%	16.4%	7.3%	3.20	55	0
16. Our school leaders actively support data-driven inquiry as a school-wide practice.	71.7%	15.1%	56.6%	20.8%	7.5%	0.0%	3.79	53	2
17. Our school leaders provide clear and specific guidance around the understanding and application of data systems to inform instruction.	40.4%	5.8%	34.6%	32.7%	19.2%	7.7%	3.12	52	2
18. We have a school-wide data system.	65.3%	14.3%	51.0%	24.5%	6.1%	4.1%	3.65	49	6

# Group A

Elementary	SA/A	SA	A	S	D	SD	SS	Res	NA
19. Our school leaders require staff to provide specific data related to instructional planning and measuring student progress.	81.1%	11.3%	69.8%	13.2%	5.7%	0.0%	3.87	53	1
20. Our school uses key measurements, such as common assessments, to assess student progress.	77.4%	15.1%	62.3%	15.1%	5.7%	1.9%	3.83	53	2
CURRICULUM DEVELOPMENT AND SUPPORT									
21. Our school leaders assist staff in the implementation of new information including the Common Core Learning Standards.	47.1%	9.8%	37.3%	37.3%	13.7%	2.0%	3.39	51	3
22. Our school leaders provide opportunities for staff so that curriculum is appropriately implemented/scaffolded to meet students' needs.	32.7%	9.6%	23.1%	40.4%	25.0%	1.9%	3.13	52	3
23. We have time and opportunity to work on our curriculum.	26.0%	2.0%	24.0%	34.0%	24.0%	16.0%	2.72	50	5
24. As a staff, we implement the College and Career Readiness Anchor Standards.	62.8%	4.7%	58.1%	23.3%	11.6%	2.3%	3.51	43	11
25. As a staff, we have reviewed the CCLS and continue to do so as a means for improving instruction.	70.2%	10.6%	59.6%	14.9%	12.8%	2.1%	3.64	47	8
26. Our staff has worked to make certain our curriculum has well-developed units and lesson plans.	79.6%	14.3%	65.3%	12.2%	8.2%	0.0%	3.86	49	5
27. Teachers actively use data to inform lesson planning.	70.0%	12.0%	58.0%	24.0%	4.0%	2.0%	3.74	50	5
28. Our model and guidelines for unit and lesson plans ensure Common Core classroom instruction.	78.0%	20.0%	58.0%	18.0%	4.0%	0.0%	3.94	50	5
29. We have received training in data-driven inquiry.	44.9%	2.0%	42.9%	30.6%	16.3%	8.2%	3.14	49	6
30. We use data protocols at grade level/content area team meetings to support our work in reviewing student work.	45.5%	9.1%	36.4%	38.6%	11.4%	4.5%	3.34	44	11
31. Our curriculum is constructed so that students have many opportunities to benefit from the integration of technology in their learning.	37.3%	5.9%	31.4%	41.2%	17.6%	3.9%	3.18	51	4
32. Our curriculum offers enrichment opportunities through the arts.	13.7%	0.0%	13.7%	39.2%	33.3%	13.7%	2.53	51	4
33. Our grade level/content area teamwork has had a positive impact on students.	74.5%	14.9%	59.6%	21.3%	4.3%	0.0%	3.85	47	6
34. We discuss important teaching and learning issues at our grade level/content area team meetings.	60.5%	18.6%	41.9%	34.9%	2.3%	2.3%	3.72	43	12
35. We work together across grade levels and content areas in order to provide an integrated approach to student learning.	30.6%	4.1%	26.5%	34.7%	26.5%	8.2%	2.92	49	5
36. Teachers are skilled in using formative assessments in their instruction.	64.0%	8.0%	56.0%	26.0%	10.0%	0.0%	3.62	50	5

# Group A

Elementary	SA/A	SA	A	S	D	SD	SS	Res	NA
37. As a school, we use and interpret interim benchmark assessments at particular points during the academic year.	76.5%	13.7%	62.7%	15.7%	7.8%	0.0%	3.82	51	4
38. As a school, we have created systems so that students are able to reflect on their learning and keep track of their progress.	22.0%	4.0%	18.0%	42.0%	30.0%	6.0%	2.84	50	5
39. Teachers stay current with research and best practices.	50.9%	5.7%	45.3%	41.5%	7.5%	0.0%	3.49	53	2
40. I purposefully align my daily instruction with student learning targets linked to CCLS.	70.2%	23.4%	46.8%	27.7%	2.1%	0.0%	3.91	47	8
TEACHER PRACTICES AND DECISIONS									
41. Teachers use a variety of strategies to keep learners involved and engaged in their learning.	84.9%	24.5%	60.4%	13.2%	1.9%	0.0%	4.08	53	2
42. Teachers in this school use many strategies during critical input to meet learners' diverse needs.	75.0%	15.4%	59.6%	23.1%	1.9%	0.0%	3.88	52	3
43. We actively refer to our unit and lesson plans to ensure that we meet student needs and achievement goals.	86.0%	22.0%	64.0%	12.0%	2.0%	0.0%	4.06	50	5
44. Classes in this school can be characterized as "students involved in higher-level thinking."	64.7%	15.7%	49.0%	29.4%	3.9%	2.0%	3.73	51	4
45. Students in this school have strategies to track their own learning.	20.4%	4.1%	16.3%	53.1%	22.4%	4.1%	2.94	49	6
46. As teachers, we utilize a variety of instructional avenues so that students have multiple opportunities to access and learn a rigorous CCLS curriculum.	58.7%	13.0%	45.7%	34.8%	2.2%	4.3%	3.61	46	9
47. Staff prepares lessons that purposefully include elements of CCLS.	90.0%	26.0%	64.0%	8.0%	2.0%	0.0%	4.14	50	5
48. I regularly implement CCLS elements such as close read, text-based evidence and writing from sources.	82.2%	42.2%	40.0%	15.6%	2.2%	0.0%	4.22	45	10
49. Teachers understand and consistently apply differentiation strategies so that both "reteach and rigor" are present.	70.6%	21.6%	49.0%	27.5%	2.0%	0.0%	3.90	51	3
50. We challenge students.	72.2%	25.9%	46.3%	25.9%	1.9%	0.0%	3.96	54	1
51. Our school provides a safe environment for staff and students where learning is valued.	78.2%	30.9%	47.3%	12.7%	9.1%	0.0%	4.00	55	0
52. Students feel secure in taking risks and asking questions in class.	87.0%	25.9%	61.1%	11.1%	1.9%	0.0%	4.11	54	1
53. Teachers and students work together as partners in learning.	75.9%	27.8%	48.1%	22.2%	1.9%	0.0%	4.02	54	1
54. As teachers, we have successfully created an intellectually safe environment.	86.3%	25.5%	60.8%	13.7%	0.0%	0.0%	4.12	51	4
55. Our school is student-centered.	72.7%	29.1%	43.6%	20.0%	7.3%	0.0%	3.95	55	0

# Group A

Elementary	SA/A	SA	A	S	D	SD	SS	Res	NA
56. Our school uses data, research and best practices.	66.0%	15.1%	50.9%	30.2%	1.9%	1.9%	3.75	53	2
57. I give students regular and precise feedback throughout lessons.	89.4%	36.2%	53.2%	10.6%	0.0%	0.0%	4.26	47	7
58. I move students into various groups depending upon learning needs and progress.	95.3%	39.5%	55.8%	4.7%	0.0%	0.0%	4.35	43	12
59. We use various screening measures to place our students into special programs.	64.0%	12.0%	52.0%	30.0%	2.0%	4.0%	3.66	50	5
60. We review common assessments during grade level/content area meeting time.	50.0%	19.0%	31.0%	40.5%	9.5%	0.0%	3.60	42	13
<b>STUDENT SOCIAL EMOTIONAL AND DEVELOPMENTAL HEALTH</b>									
61. We have an effective system for developing and building student social-emotional health.	31.4%	3.9%	27.5%	45.1%	19.6%	3.9%	3.08	51	4
62. Our students have people to “go to” for discussing problems and concerns.	74.5%	25.5%	49.1%	20.0%	3.6%	1.8%	3.93	55	0
63. As a school, we proactively reach out to students who may be having difficulties, socially, emotionally and academically.	61.1%	20.4%	40.7%	27.8%	9.3%	1.9%	3.69	54	1
64. Our students have access to counselors.	70.9%	30.9%	40.0%	25.5%	3.6%	0.0%	3.98	55	0
65. Procedures are in place to prevent and deal with bullying.	70.9%	20.0%	50.9%	21.8%	7.3%	0.0%	3.84	55	0
66. School staff consistently reinforce student behavioral expectations, classroom to classroom.	61.1%	16.7%	44.4%	29.6%	5.6%	3.7%	3.65	54	1
67. Our students accept corrective feedback.	44.4%	5.6%	38.9%	40.7%	11.1%	3.7%	3.31	54	1
68. Our school purposefully encourages student/family/teacher relationships.	61.8%	14.5%	47.3%	27.3%	7.3%	3.6%	3.62	55	0
69. Student behavior does not interfere with instruction.	18.9%	3.8%	15.1%	22.6%	39.6%	18.9%	2.45	53	2
70. As a school, we talk about and reinforce the role of productive teacher/student/family cooperative relationships.	53.7%	11.1%	42.6%	25.9%	13.0%	7.4%	3.37	54	1
71. Our staff works together to support student social-emotional well-being.	70.4%	13.0%	57.4%	18.5%	7.4%	3.7%	3.69	54	0
72. Our Student Services Team (guidance, social workers, psychologist, etc.) provides key supports to our students.	70.9%	18.2%	52.7%	21.8%	5.5%	1.8%	3.80	55	0
73. We have components of our curriculum that ensure conversations about safe and healthy living.	66.0%	16.0%	50.0%	30.0%	4.0%	0.0%	3.78	50	5
74. Non-instructional staff (cafeteria, aides, transportation, etc.) understands and assists in building a safe and nurturing environment for our students.	48.1%	13.5%	34.6%	48.1%	3.8%	0.0%	3.58	52	3
75. Our school has a positive and upbeat school culture.	36.4%	16.4%	20.0%	30.9%	20.0%	12.7%	3.07	55	0
76. As a school, we track and monitor student behaviors.	64.8%	7.4%	57.4%	27.8%	5.6%	1.9%	3.63	54	1



# Group A

Elementary	SA/A	SA	A	S	D	SD	SS	Res	NA
77. Our school has definitive procedures in place for students who are chronic offenders and/or experiencing ongoing difficulties.	27.8%	1.9%	25.9%	33.3%	20.4%	18.5%	2.72	54	1
78. We have support groups for students.	51.9%	7.7%	44.2%	28.8%	17.3%	1.9%	3.38	52	3
79. As a school, we report out and celebrate gains from the student database.	27.5%	7.8%	19.6%	29.4%	35.3%	7.8%	2.84	51	4
80. Our school has sufficient clubs, activities and events to help students become engaged and connected to school.	27.8%	5.6%	22.2%	37.0%	24.1%	11.1%	2.87	54	0
FAMILY AND COMMUNITY ENGAGEMENT									
81. We actively engage families in conversations around students' needs/progress in our school.	55.8%	7.7%	48.1%	25.0%	13.5%	5.8%	3.38	52	3
82. In our school, teachers effectively maintain connections with our families.	67.3%	11.5%	55.8%	28.8%	1.9%	1.9%	3.73	52	3
83. Our school provides an appropriate amount of communication to families regarding school activities, events and news.	81.8%	10.9%	70.9%	16.4%	1.8%	0.0%	3.91	55	0
84. We are able to help families to set high expectations for their children.	40.4%	7.7%	32.7%	46.2%	11.5%	1.9%	3.33	52	3
85. We help families prepare students for life challenges, including thinking about being College and Career Ready.	42.9%	6.1%	36.7%	46.9%	8.2%	2.0%	3.37	49	6
86. As a school, we invite families to offer input on the direction of our school.	55.8%	7.7%	48.1%	30.8%	9.6%	3.8%	3.46	52	3
87. Teachers in our school contact families on a routine basis, not just in times of concern.	44.9%	8.2%	36.7%	44.9%	10.2%	0.0%	3.43	49	6
88. We help families identify their student's strengths and needs.	62.3%	5.7%	56.6%	32.1%	5.7%	0.0%	3.62	53	1
89. In our school, teachers discuss specific learning needs, issues and accomplishments with families.	73.1%	13.5%	59.6%	26.9%	0.0%	0.0%	3.87	52	3
90. As a district, we provide programs so that families can help their children at home.	36.5%	7.7%	28.8%	42.3%	19.2%	1.9%	3.21	52	3
91. Our district partners with community agencies to bring services and/or enrichment to our students.	29.2%	6.3%	22.9%	39.6%	25.0%	6.3%	2.98	48	5
92. We have events for families, encouraging a partnership for learning with our school.	46.2%	5.8%	40.4%	38.5%	15.4%	0.0%	3.37	52	2
93. Our school conducts needs assessments with families so that we understand their interests and concerns.	38.6%	2.3%	36.4%	34.1%	25.0%	2.3%	3.11	44	9
94. Our families have had introductions, through school-sponsored programs, to CCLS.	43.5%	0.0%	43.5%	43.5%	13.0%	0.0%	3.30	46	9

# Group A

Elementary	SA/A	SA	A	S	D	SD	SS	Res	NA
95. Our school and family organizations such as PTA, work well together.	33.3%	8.9%	24.4%	40.0%	20.0%	6.7%	3.09	45	10
96. Our school report cards provide families with clear information on student progress.	48.1%	7.7%	40.4%	30.8%	17.3%	3.8%	3.31	52	3
97. Our school shares data with families.	48.1%	9.6%	38.5%	36.5%	11.5%	3.8%	3.38	52	3
98. During family conferences, teachers explain specific data about progress.	82.4%	23.5%	58.8%	13.7%	3.9%	0.0%	4.02	51	4
99. Our school/family connection has resulted in student gains.	37.3%	5.9%	31.4%	51.0%	7.8%	3.9%	3.27	51	4
100. Our families are provided with sufficient information to understand their child's progress and become partners in learning.	60.4%	7.5%	52.8%	32.1%	7.5%	0.0%	3.60	53	2

# Group A

Middle	SA/A	SA	A	S	D	SD	SS	Res	NA
<b>SCHOOL LEADER PRACTICES AND DECISIONS</b>									
1. We use a school-based plan with specific SMART goals to guide our work.	62.5%	0.0%	62.5%	33.3%	4.2%	0.0%	3.58	24	1
2. Our school leaders (please remember, every time it says school leaders in this survey, it means your specific school administrators) often talk about the vision and mission of our school during school events.	65.2%	8.7%	56.5%	30.4%	4.3%	0.0%	3.70	23	1
3. Our Board of Education provides direction for our district.	54.2%	0.0%	54.2%	33.3%	8.3%	4.2%	3.38	24	0
4. Our school leaders serve as role models for moving the work of our school forward.	72.0%	24.0%	48.0%	28.0%	0.0%	0.0%	3.96	25	0
5. Our school leaders help to build a collaborative environment so that staff works together in achieving goals.	72.0%	36.0%	36.0%	20.0%	8.0%	0.0%	4.00	25	0
6. Our school leaders are approachable and available.	84.0%	52.0%	32.0%	12.0%	4.0%	0.0%	4.32	25	0
7. Our school leaders make certain we have the resources and materials required for instruction.	76.0%	40.0%	36.0%	16.0%	8.0%	0.0%	4.08	25	0
8. Our school leaders are responsive in discussions involving programmatic needs and changes.	87.5%	25.0%	62.5%	12.5%	0.0%	0.0%	4.13	24	0
9. I have confidence in our District Leadership Team (Superintendent and Administrators).	56.0%	8.0%	48.0%	32.0%	8.0%	4.0%	3.48	25	0
10. Our Board of Education listens to the needs and interests of our community.	62.5%	0.0%	62.5%	29.2%	4.2%	4.2%	3.50	24	1
11. Our school leaders frequently visit our classrooms, conducting informal walk-throughs.	48.0%	8.0%	40.0%	20.0%	20.0%	12.0%	3.12	25	0
12. I receive helpful instructional feedback and guidance from our school leaders.	68.0%	16.0%	52.0%	28.0%	4.0%	0.0%	3.80	25	0
13. Our school leaders effectively conduct formal reviews.	66.7%	29.2%	37.5%	25.0%	8.3%	0.0%	3.88	24	1
14. Our District Leadership Team (Superintendent and Administrators) provides strategic leadership for moving the district forward.	60.9%	0.0%	60.9%	26.1%	8.7%	4.3%	3.43	23	1
15. Our school leaders promote continuous improvement for all.	72.0%	12.0%	60.0%	20.0%	4.0%	4.0%	3.72	25	0
16. Our school leaders actively support data-driven inquiry as a school-wide practice.	92.0%	12.0%	80.0%	8.0%	0.0%	0.0%	4.04	25	0
17. Our school leaders provide clear and specific guidance around the understanding and application of data systems to inform instruction.	62.5%	4.2%	58.3%	33.3%	4.2%	0.0%	3.63	24	1
18. We have a school-wide data system.	76.0%	4.0%	72.0%	12.0%	12.0%	0.0%	3.68	25	0

# Group A

Middle	SA/A	SA	A	S	D	SD	SS	Res	NA
19. Our school leaders require staff to provide specific data related to instructional planning and measuring student progress.	79.2%	4.2%	75.0%	16.7%	4.2%	0.0%	3.79	24	1
20. Our school uses key measurements, such as common assessments, to assess student progress.	88.0%	8.0%	80.0%	12.0%	0.0%	0.0%	3.96	25	0
<b>CURRICULUM DEVELOPMENT AND SUPPORT</b>									
21. Our school leaders assist staff in the implementation of new information including the Common Core Learning Standards.	75.0%	4.2%	70.8%	20.8%	4.2%	0.0%	3.75	24	1
22. Our school leaders provide opportunities for staff so that curriculum is appropriately implemented/scaffolded to meet students' needs.	66.7%	8.3%	58.3%	25.0%	8.3%	0.0%	3.67	24	1
23. We have time and opportunity to work on our curriculum.	25.0%	4.2%	20.8%	41.7%	16.7%	16.7%	2.79	24	1
24. As a staff, we implement the College and Career Readiness Anchor Standards.	52.2%	4.3%	47.8%	30.4%	8.7%	8.7%	3.30	23	2
25. As a staff, we have reviewed the CCLS and continue to do so as a means for improving instruction.	73.9%	13.0%	60.9%	26.1%	0.0%	0.0%	3.87	23	2
26. Our staff has worked to make certain our curriculum has well-developed units and lesson plans.	83.3%	16.7%	66.7%	12.5%	0.0%	4.2%	3.92	24	1
27. Teachers actively use data to inform lesson planning.	75.0%	20.8%	54.2%	25.0%	0.0%	0.0%	3.96	24	1
28. Our model and guidelines for unit and lesson plans ensure Common Core classroom instruction.	83.3%	8.3%	75.0%	12.5%	4.2%	0.0%	3.88	24	1
29. We have received training in data-driven inquiry.	58.3%	0.0%	58.3%	29.2%	12.5%	0.0%	3.46	24	1
30. We use data protocols at grade level/content area team meetings to support our work in reviewing student work.	59.1%	9.1%	50.0%	13.6%	27.3%	0.0%	3.41	22	3
31. Our curriculum is constructed so that students have many opportunities to benefit from the integration of technology in their learning.	47.8%	17.4%	30.4%	30.4%	21.7%	0.0%	3.43	23	1
32. Our curriculum offers enrichment opportunities through the arts.	47.8%	0.0%	47.8%	26.1%	13.0%	13.0%	3.09	23	2
33. Our grade level/content area teamwork has had a positive impact on students.	82.6%	21.7%	60.9%	17.4%	0.0%	0.0%	4.04	23	2
34. We discuss important teaching and learning issues at our grade level/content area team meetings.	87.5%	37.5%	50.0%	8.3%	4.2%	0.0%	4.21	24	1
35. We work together across grade levels and content areas in order to provide an integrated approach to student learning.	62.5%	20.8%	41.7%	29.2%	8.3%	0.0%	3.75	24	1
36. Teachers are skilled in using formative assessments in their instruction.	87.5%	20.8%	66.7%	8.3%	4.2%	0.0%	4.04	24	1

<b>Group A</b>									
<b>Middle</b>	<b>SA/A</b>	<b>SA</b>	<b>A</b>	<b>S</b>	<b>D</b>	<b>SD</b>	<b>SS</b>	<b>Res</b>	<b>NA</b>
37. As a school, we use and interpret interim benchmark assessments at particular points during the academic year.	66.7%	20.8%	45.8%	20.8%	12.5%	0.0%	3.75	24	1
38. As a school, we have created systems so that students are able to reflect on their learning and keep track of their progress.	58.3%	16.7%	41.7%	25.0%	16.7%	0.0%	3.58	24	1
39. Teachers stay current with research and best practices.	72.0%	12.0%	60.0%	24.0%	4.0%	0.0%	3.80	25	0
40. I purposefully align my daily instruction with student learning targets linked to CCLS.	82.6%	17.4%	65.2%	8.7%	8.7%	0.0%	3.91	23	2
<b>TEACHER PRACTICES AND DECISIONS</b>									
41. Teachers use a variety of strategies to keep learners involved and engaged in their learning.	96.0%	40.0%	56.0%	4.0%	0.0%	0.0%	4.36	25	0
42. Teachers in this school use many strategies during critical input to meet learners' diverse needs.	83.3%	25.0%	58.3%	16.7%	0.0%	0.0%	4.08	24	1
43. We actively refer to our unit and lesson plans to ensure that we meet student needs and achievement goals.	95.8%	20.8%	75.0%	4.2%	0.0%	0.0%	4.17	24	1
44. Classes in this school can be characterized as "students involved in higher-level thinking."	75.0%	29.2%	45.8%	25.0%	0.0%	0.0%	4.04	24	1
45. Students in this school have strategies to track their own learning.	43.5%	4.3%	39.1%	39.1%	17.4%	0.0%	3.30	23	2
46. As teachers, we utilize a variety of instructional avenues so that students have multiple opportunities to access and learn a rigorous CCLS curriculum.	65.2%	21.7%	43.5%	34.8%	0.0%	0.0%	3.87	23	2
47. Staff prepares lessons that purposefully include elements of CCLS.	82.6%	17.4%	65.2%	13.0%	4.3%	0.0%	3.96	23	2
48. I regularly implement CCLS elements such as close read, text-based evidence and writing from sources.	87.0%	34.8%	52.2%	8.7%	0.0%	4.3%	4.13	23	2
49. Teachers understand and consistently apply differentiation strategies so that both "reteach and rigor" are present.	84.0%	20.0%	64.0%	12.0%	4.0%	0.0%	4.00	25	0
50. We challenge students.	88.0%	24.0%	64.0%	12.0%	0.0%	0.0%	4.12	25	0
51. Our school provides a safe environment for staff and students where learning is valued.	88.0%	40.0%	48.0%	12.0%	0.0%	0.0%	4.28	25	0
52. Students feel secure in taking risks and asking questions in class.	84.0%	28.0%	56.0%	16.0%	0.0%	0.0%	4.12	25	0
53. Teachers and students work together as partners in learning.	88.0%	20.0%	68.0%	12.0%	0.0%	0.0%	4.08	25	0
54. As teachers, we have successfully created an intellectually safe environment.	92.0%	32.0%	60.0%	8.0%	0.0%	0.0%	4.24	25	0
55. Our school is student-centered.	79.2%	37.5%	41.7%	16.7%	4.2%	0.0%	4.13	24	0

# Group A

Middle	SA/A	SA	A	S	D	SD	SS	Res	NA
56. Our school uses data, research and best practices.	76.0%	16.0%	60.0%	24.0%	0.0%	0.0%	3.92	25	0
57. I give students regular and precise feedback throughout lessons.	100.0%	45.8%	54.2%	0.0%	0.0%	0.0%	4.46	24	1
58. I move students into various groups depending upon learning needs and progress.	95.8%	54.2%	41.7%	4.2%	0.0%	0.0%	4.50	24	1
59. We use various screening measures to place our students into special programs.	66.7%	25.0%	41.7%	29.2%	4.2%	0.0%	3.88	24	1
60. We review common assessments during grade level/content area meeting time.	68.2%	13.6%	54.5%	9.1%	22.7%	0.0%	3.59	22	3
<b>STUDENT SOCIAL EMOTIONAL AND DEVELOPMENTAL HEALTH</b>									
61. We have an effective system for developing and building student social-emotional health.	41.7%	4.2%	37.5%	25.0%	29.2%	4.2%	3.08	24	1
62. Our students have people to “go to” for discussing problems and concerns.	68.0%	12.0%	56.0%	32.0%	0.0%	0.0%	3.80	25	0
63. As a school, we proactively reach out to students who may be having difficulties, socially, emotionally and academically.	52.0%	12.0%	40.0%	40.0%	8.0%	0.0%	3.56	25	0
64. Our students have access to counselors.	96.0%	12.0%	84.0%	4.0%	0.0%	0.0%	4.08	25	0
65. Procedures are in place to prevent and deal with bullying.	84.0%	20.0%	64.0%	12.0%	4.0%	0.0%	4.00	25	0
66. School staff consistently reinforce student behavioral expectations, classroom to classroom.	84.0%	24.0%	60.0%	16.0%	0.0%	0.0%	4.08	25	0
67. Our students accept corrective feedback.	52.0%	4.0%	48.0%	48.0%	0.0%	0.0%	3.56	25	0
68. Our school purposefully encourages student/family/teacher relationships.	76.0%	16.0%	60.0%	20.0%	4.0%	0.0%	3.88	25	0
69. Student behavior does not interfere with instruction.	43.5%	13.0%	30.4%	34.8%	21.7%	0.0%	3.35	23	1
70. As a school, we talk about and reinforce the role of productive teacher/student/family cooperative relationships.	50.0%	4.2%	45.8%	41.7%	8.3%	0.0%	3.46	24	1
71. Our staff works together to support student social-emotional well-being.	66.7%	8.3%	58.3%	20.8%	12.5%	0.0%	3.63	24	1
72. Our Student Services Team (guidance, social workers, psychologist, etc.) provides key supports to our students.	80.0%	20.0%	60.0%	20.0%	0.0%	0.0%	4.00	25	0
73. We have components of our curriculum that ensure conversations about safe and healthy living.	78.3%	4.3%	73.9%	4.3%	13.0%	4.3%	3.61	23	2
74. Non-instructional staff (cafeteria, aides, transportation, etc.) understands and assists in building a safe and nurturing environment for our students.	73.9%	13.0%	60.9%	26.1%	0.0%	0.0%	3.87	23	2
75. Our school has a positive and upbeat school culture.	68.0%	28.0%	40.0%	12.0%	12.0%	8.0%	3.68	25	0
76. As a school, we track and monitor student behaviors.	80.0%	24.0%	56.0%	20.0%	0.0%	0.0%	4.04	25	0

# Group A

Middle	SA/A	SA	A	S	D	SD	SS	Res	NA
77. Our school has definitive procedures in place for students who are chronic offenders and/or experiencing ongoing difficulties.	56.0%	12.0%	44.0%	40.0%	4.0%	0.0%	3.64	25	0
78. We have support groups for students.	50.0%	12.5%	37.5%	37.5%	12.5%	0.0%	3.50	24	1
79. As a school, we report out and celebrate gains from the student database.	54.5%	9.1%	45.5%	13.6%	31.8%	0.0%	3.32	22	3
80. Our school has sufficient clubs, activities and events to help students become engaged and connected to school.	80.0%	16.0%	64.0%	12.0%	4.0%	4.0%	3.84	25	0
FAMILY AND COMMUNITY ENGAGEMENT									
81. We actively engage families in conversations around students' needs/progress in our school.	64.0%	12.0%	52.0%	28.0%	8.0%	0.0%	3.68	25	0
82. In our school, teachers effectively maintain connections with our families.	72.0%	12.0%	60.0%	24.0%	4.0%	0.0%	3.80	25	0
83. Our school provides an appropriate amount of communication to families regarding school activities, events and news.	87.5%	29.2%	58.3%	8.3%	4.2%	0.0%	4.13	24	1
84. We are able to help families to set high expectations for their children.	37.5%	4.2%	33.3%	50.0%	8.3%	4.2%	3.25	24	1
85. We help families prepare students for life challenges, including thinking about being College and Career Ready.	65.2%	4.3%	60.9%	30.4%	4.3%	0.0%	3.65	23	2
86. As a school, we invite families to offer input on the direction of our school.	58.3%	4.2%	54.2%	37.5%	0.0%	4.2%	3.54	24	1
87. Teachers in our school contact families on a routine basis, not just in times of concern.	47.8%	8.7%	39.1%	39.1%	13.0%	0.0%	3.43	23	2
88. We help families identify their student's strengths and needs.	56.0%	8.0%	48.0%	36.0%	4.0%	4.0%	3.52	25	0
89. In our school, teachers discuss specific learning needs, issues and accomplishments with families.	66.7%	16.7%	50.0%	29.2%	4.2%	0.0%	3.79	24	1
90. As a district, we provide programs so that families can help their children at home.	36.0%	4.0%	32.0%	40.0%	16.0%	8.0%	3.08	25	0
91. Our district partners with community agencies to bring services and/or enrichment to our students.	48.0%	4.0%	44.0%	32.0%	20.0%	0.0%	3.32	25	0
92. We have events for families, encouraging a partnership for learning with our school.	52.0%	4.0%	48.0%	36.0%	12.0%	0.0%	3.44	25	0
93. Our school conducts needs assessments with families so that we understand their interests and concerns.	35.0%	10.0%	25.0%	40.0%	20.0%	5.0%	3.15	20	4
94. Our families have had introductions, through school-sponsored programs, to CCLS.	54.5%	4.5%	50.0%	31.8%	13.6%	0.0%	3.45	22	3

# Group A

Middle	SA/A	SA	A	S	D	SD	SS	Res	NA
95. Our school and family organizations such as PTA, work well together.	50.0%	5.0%	45.0%	40.0%	10.0%	0.0%	3.45	20	5
96. Our school report cards provide families with clear information on student progress.	79.2%	25.0%	54.2%	16.7%	0.0%	4.2%	3.96	24	1
97. Our school shares data with families.	70.8%	8.3%	62.5%	29.2%	0.0%	0.0%	3.79	24	1
98. During family conferences, teachers explain specific data about progress.	87.0%	30.4%	56.5%	13.0%	0.0%	0.0%	4.17	23	2
99. Our school/family connection has resulted in student gains.	47.8%	8.7%	39.1%	39.1%	13.0%	0.0%	3.43	23	2
100. Our families are provided with sufficient information to understand their child's progress and become partners in learning.	56.0%	12.0%	44.0%	32.0%	12.0%	0.0%	3.56	25	0



# Group A

High School	SA/A	SA	A	S	D	SD	SS	Res	NA
<b>SCHOOL LEADER PRACTICES AND DECISIONS</b>									
1. We use a school-based plan with specific SMART goals to guide our work.	33.3%	6.7%	26.7%	26.7%	20.0%	20.0%	2.80	30	4
2. Our school leaders (please remember, every time it says school leaders in this survey, it means your specific school administrators) often talk about the vision and mission of our school during school events.	29.4%	5.9%	23.5%	35.3%	11.8%	23.5%	2.76	34	0
3. Our Board of Education provides direction for our district.	33.3%	3.0%	30.3%	36.4%	21.2%	9.1%	2.97	33	1
4. Our school leaders serve as role models for moving the work of our school forward.	29.4%	8.8%	20.6%	38.2%	17.6%	14.7%	2.91	34	0
5. Our school leaders help to build a collaborative environment so that staff works together in achieving goals.	27.3%	9.1%	18.2%	24.2%	30.3%	18.2%	2.70	33	0
6. Our school leaders are approachable and available.	42.4%	15.2%	27.3%	39.4%	9.1%	9.1%	3.30	33	0
7. Our school leaders make certain we have the resources and materials required for instruction.	54.5%	18.2%	36.4%	27.3%	12.1%	6.1%	3.48	33	0
8. Our school leaders are responsive in discussions involving programmatic needs and changes.	36.4%	12.1%	24.2%	42.4%	15.2%	6.1%	3.21	33	0
9. I have confidence in our District Leadership Team (Superintendent and Administrators).	34.4%	12.5%	21.9%	28.1%	18.8%	18.8%	2.91	32	0
10. Our Board of Education listens to the needs and interests of our community.	42.9%	14.3%	28.6%	39.3%	14.3%	3.6%	3.36	28	5
11. Our school leaders frequently visit our classrooms, conducting informal walk-throughs.	18.8%	9.4%	9.4%	34.4%	28.1%	18.8%	2.63	32	1
12. I receive helpful instructional feedback and guidance from our school leaders.	43.8%	12.5%	31.3%	25.0%	21.9%	9.4%	3.16	32	1
13. Our school leaders effectively conduct formal reviews.	68.8%	12.5%	56.3%	15.6%	6.3%	9.4%	3.56	32	1
14. Our District Leadership Team (Superintendent and Administrators) provides strategic leadership for moving the district forward.	31.3%	9.4%	21.9%	31.3%	18.8%	18.8%	2.84	32	1
15. Our school leaders promote continuous improvement for all.	27.3%	9.1%	18.2%	33.3%	24.2%	15.2%	2.82	33	0
16. Our school leaders actively support data-driven inquiry as a school-wide practice.	54.5%	12.1%	42.4%	27.3%	15.2%	3.0%	3.45	33	0
17. Our school leaders provide clear and specific guidance around the understanding and application of data systems to inform instruction.	15.6%	0.0%	15.6%	43.8%	21.9%	18.8%	2.56	32	1
18. We have a school-wide data system.	40.0%	6.7%	33.3%	40.0%	13.3%	6.7%	3.20	30	3
19. Our school leaders require staff to provide specific data related to instructional planning and measuring student progress.	59.4%	9.4%	50.0%	34.4%	6.3%	0.0%	3.63	32	1

# Group A

High School	SA/A	SA	A	S	D	SD	SS	Res	NA
20. Our school uses key measurements, such as common assessments, to assess student progress.	64.5%	19.4%	45.2%	32.3%	3.2%	0.0%	3.81	31	2
<b>CURRICULUM DEVELOPMENT AND SUPPORT</b>									
21. Our school leaders assist staff in the implementation of new information including the Common Core Learning Standards.	23.3%	6.7%	16.7%	53.3%	16.7%	6.7%	3.00	30	3
22. Our school leaders provide opportunities for staff so that curriculum is appropriately implemented/scaffolded to meet students' needs.	37.5%	6.3%	31.3%	31.3%	18.8%	12.5%	3.00	32	1
23. We have time and opportunity to work on our curriculum.	34.4%	3.1%	31.3%	25.0%	28.1%	12.5%	2.84	32	1
24. As a staff, we implement the College and Career Readiness Anchor Standards.	13.3%	0.0%	13.3%	46.7%	20.0%	20.0%	2.53	30	3
25. As a staff, we have reviewed the CCLS and continue to do so as a means for improving instruction.	34.4%	0.0%	34.4%	40.6%	12.5%	12.5%	2.97	32	1
26. Our staff has worked to make certain our curriculum has well-developed units and lesson plans.	51.6%	16.1%	35.5%	32.3%	12.9%	3.2%	3.48	31	2
27. Teachers actively use data to inform lesson planning.	45.2%	6.5%	38.7%	48.4%	6.5%	0.0%	3.45	31	2
28. Our model and guidelines for unit and lesson plans ensure Common Core classroom instruction.	50.0%	7.7%	42.3%	42.3%	7.7%	0.0%	3.50	26	7
29. We have received training in data-driven inquiry.	37.9%	0.0%	37.9%	37.9%	10.3%	13.8%	3.00	29	4
30. We use data protocols at grade level/content area team meetings to support our work in reviewing student work.	42.9%	3.6%	39.3%	28.6%	21.4%	7.1%	3.11	28	4
31. Our curriculum is constructed so that students have many opportunities to benefit from the integration of technology in their learning.	37.5%	12.5%	25.0%	50.0%	12.5%	0.0%	3.38	32	1
32. Our curriculum offers enrichment opportunities through the arts.	51.6%	3.2%	48.4%	29.0%	9.7%	9.7%	3.26	31	2
33. Our grade level/content area teamwork has had a positive impact on students.	65.6%	18.8%	46.9%	31.3%	0.0%	3.1%	3.78	32	1
34. We discuss important teaching and learning issues at our grade level/content area team meetings.	45.2%	16.1%	29.0%	41.9%	9.7%	3.2%	3.45	31	2
35. We work together across grade levels and content areas in order to provide an integrated approach to student learning.	37.5%	3.1%	34.4%	40.6%	18.8%	3.1%	3.16	32	1
36. Teachers are skilled in using formative assessments in their instruction.	53.1%	12.5%	40.6%	43.8%	3.1%	0.0%	3.63	32	1
37. As a school, we use and interpret interim benchmark assessments at particular points during the academic year.	65.6%	3.1%	62.5%	25.0%	6.3%	3.1%	3.56	32	1

# Group A

High School	SA/A	SA	A	S	D	SD	SS	Res	NA
38. As a school, we have created systems so that students are able to reflect on their learning and keep track of their progress.	25.8%	0.0%	25.8%	48.4%	12.9%	12.9%	2.87	31	2
39. Teachers stay current with research and best practices.	37.5%	9.4%	28.1%	46.9%	15.6%	0.0%	3.31	32	1
40. I purposefully align my daily instruction with student learning targets linked to CCLS.	50.0%	14.3%	35.7%	32.1%	10.7%	7.1%	3.39	28	5
TEACHER PRACTICES AND DECISIONS									
41. Teachers use a variety of strategies to keep learners involved and engaged in their learning.	68.8%	21.9%	46.9%	28.1%	3.1%	0.0%	3.88	32	1
42. Teachers in this school use many strategies during critical input to meet learners' diverse needs.	54.8%	19.4%	35.5%	41.9%	3.2%	0.0%	3.71	31	2
43. We actively refer to our unit and lesson plans to ensure that we meet student needs and achievement goals.	68.8%	9.4%	59.4%	28.1%	3.1%	0.0%	3.75	32	1
44. Classes in this school can be characterized as "students involved in higher-level thinking."	48.4%	6.5%	41.9%	35.5%	16.1%	0.0%	3.39	31	2
45. Students in this school have strategies to track their own learning.	19.4%	3.2%	16.1%	45.2%	32.3%	3.2%	2.84	31	2
46. As teachers, we utilize a variety of instructional avenues so that students have multiple opportunities to access and learn a rigorous CCLS curriculum.	43.3%	10.0%	33.3%	46.7%	10.0%	0.0%	3.43	30	3
47. Staff prepares lessons that purposefully include elements of CCLS.	60.0%	6.7%	53.3%	26.7%	10.0%	3.3%	3.50	30	3
48. I regularly implement CCLS elements such as close read, text-based evidence and writing from sources.	60.7%	28.6%	32.1%	32.1%	3.6%	3.6%	3.79	28	5
49. Teachers understand and consistently apply differentiation strategies so that both "reteach and rigor" are present.	64.5%	6.5%	58.1%	32.3%	3.2%	0.0%	3.68	31	1
50. We challenge students.	45.2%	9.7%	35.5%	35.5%	16.1%	3.2%	3.32	31	1
51. Our school provides a safe environment for staff and students where learning is valued.	71.0%	19.4%	51.6%	19.4%	6.5%	3.2%	3.77	31	1
52. Students feel secure in taking risks and asking questions in class.	64.5%	3.2%	61.3%	25.8%	6.5%	3.2%	3.55	31	1
53. Teachers and students work together as partners in learning.	61.3%	9.7%	51.6%	25.8%	9.7%	3.2%	3.55	31	1
54. As teachers, we have successfully created an intellectually safe environment.	77.4%	16.1%	61.3%	16.1%	3.2%	3.2%	3.84	31	1
55. Our school is student-centered.	54.8%	22.6%	32.3%	35.5%	6.5%	3.2%	3.65	31	1
56. Our school uses data, research and best practices.	41.4%	6.9%	34.5%	44.8%	13.8%	0.0%	3.34	29	1
57. I give students regular and precise feedback throughout lessons.	69.0%	20.7%	48.3%	27.6%	3.4%	0.0%	3.86	29	3

# Group A

High School	SA/A	SA	A	S	D	SD	SS	Res	NA
58. I move students into various groups depending upon learning needs and progress.	58.6%	17.2%	41.4%	31.0%	6.9%	3.4%	3.62	29	3
59. We use various screening measures to place our students into special programs.	65.5%	20.7%	44.8%	27.6%	3.4%	3.4%	3.76	29	3
60. We review common assessments during grade level/content area meeting time.	20.7%	6.9%	13.8%	31.0%	34.5%	13.8%	2.66	29	3
<b>STUDENT SOCIAL EMOTIONAL AND DEVELOPMENTAL HEALTH</b>									
61. We have an effective system for developing and building student social-emotional health.	20.7%	0.0%	20.7%	37.9%	31.0%	10.3%	2.69	29	3
62. Our students have people to “go to” for discussing problems and concerns.	71.9%	18.8%	53.1%	25.0%	3.1%	0.0%	3.88	32	0
63. As a school, we proactively reach out to students who may be having difficulties, socially, emotionally and academically.	59.4%	12.5%	46.9%	28.1%	9.4%	3.1%	3.56	32	0
64. Our students have access to counselors.	90.6%	40.6%	50.0%	9.4%	0.0%	0.0%	4.31	32	0
65. Procedures are in place to prevent and deal with bullying.	75.0%	18.8%	56.3%	21.9%	0.0%	3.1%	3.88	32	0
66. School staff consistently reinforce student behavioral expectations, classroom to classroom.	35.5%	3.2%	32.3%	35.5%	19.4%	9.7%	3.00	31	1
67. Our students accept corrective feedback.	23.3%	0.0%	23.3%	43.3%	30.0%	3.3%	2.87	30	1
68. Our school purposefully encourages student/family/teacher relationships.	43.8%	9.4%	34.4%	46.9%	9.4%	0.0%	3.44	32	0
69. Student behavior does not interfere with instruction.	35.5%	12.9%	22.6%	41.9%	16.1%	6.5%	3.19	31	1
70. As a school, we talk about and reinforce the role of productive teacher/student/family cooperative relationships.	31.3%	6.3%	25.0%	31.3%	34.4%	3.1%	2.97	32	0
71. Our staff works together to support student social-emotional well-being.	43.8%	6.3%	37.5%	37.5%	18.8%	0.0%	3.31	32	0
72. Our Student Services Team (guidance, social workers, psychologist, etc.) provides key supports to our students.	62.5%	25.0%	37.5%	37.5%	0.0%	0.0%	3.88	32	0
73. We have components of our curriculum that ensure conversations about safe and healthy living.	75.9%	6.9%	69.0%	20.7%	3.4%	0.0%	3.79	29	3
74. Non-instructional staff (cafeteria, aides, transportation, etc.) understands and assists in building a safe and nurturing environment for our students.	76.7%	13.3%	63.3%	20.0%	3.3%	0.0%	3.87	30	2
75. Our school has a positive and upbeat school culture.	9.4%	6.3%	3.1%	50.0%	15.6%	25.0%	2.50	32	0
76. As a school, we track and monitor student behaviors.	59.4%	3.1%	56.3%	25.0%	6.3%	9.4%	3.38	32	0
77. Our school has definitive procedures in place for students who are chronic offenders and/or experiencing ongoing difficulties.	31.3%	6.3%	25.0%	40.6%	12.5%	15.6%	2.94	32	0

<b>Group A</b>									
<b>High School</b>	<b>SA/A</b>	<b>SA</b>	<b>A</b>	<b>S</b>	<b>D</b>	<b>SD</b>	<b>SS</b>	<b>Res</b>	<b>NA</b>
78. We have support groups for students.	10.3%	6.9%	3.4%	31.0%	34.5%	24.1%	2.34	29	3
79. As a school, we report out and celebrate gains from the student database.	22.6%	3.2%	19.4%	35.5%	22.6%	19.4%	2.65	31	1
80. Our school has sufficient clubs, activities and events to help students become engaged and connected to school.	68.8%	15.6%	53.1%	28.1%	3.1%	0.0%	3.81	32	0
<b>FAMILY AND COMMUNITY ENGAGEMENT</b>									
81. We actively engage families in conversations around students' needs/progress in our school.	63.3%	6.7%	56.7%	26.7%	10.0%	0.0%	3.60	30	2
82. In our school, teachers effectively maintain connections with our families.	59.4%	3.1%	56.3%	28.1%	12.5%	0.0%	3.50	32	0
83. Our school provides an appropriate amount of communication to families regarding school activities, events and news.	87.5%	15.6%	71.9%	9.4%	3.1%	0.0%	4.00	32	0
84. We are able to help families to set high expectations for their children.	21.9%	3.1%	18.8%	43.8%	18.8%	15.6%	2.75	32	0
85. We help families prepare students for life challenges, including thinking about being College and Career Ready.	28.1%	3.1%	25.0%	53.1%	18.8%	0.0%	3.13	32	0
86. As a school, we invite families to offer input on the direction of our school.	34.5%	6.9%	27.6%	44.8%	17.2%	3.4%	3.17	29	3
87. Teachers in our school contact families on a routine basis, not just in times of concern.	28.1%	3.1%	25.0%	34.4%	21.9%	15.6%	2.78	32	0
88. We help families identify their student's strengths and needs.	45.2%	3.2%	41.9%	32.3%	19.4%	3.2%	3.23	31	1
89. In our school, teachers discuss specific learning needs, issues and accomplishments with families.	41.9%	9.7%	32.3%	41.9%	12.9%	3.2%	3.32	31	0
90. As a district, we provide programs so that families can help their children at home.	10.0%	3.3%	6.7%	36.7%	33.3%	20.0%	2.40	30	2
91. Our district partners with community agencies to bring services and/or enrichment to our students.	17.2%	3.4%	13.8%	51.7%	24.1%	6.9%	2.83	29	3
92. We have events for families, encouraging a partnership for learning with our school.	36.7%	6.7%	30.0%	40.0%	20.0%	3.3%	3.17	30	2
93. Our school conducts needs assessments with families so that we understand their interests and concerns.	26.1%	4.3%	21.7%	39.1%	21.7%	13.0%	2.83	23	9
94. Our families have had introductions, through school-sponsored programs, to CCLS.	40.0%	0.0%	40.0%	40.0%	10.0%	10.0%	3.10	20	11
95. Our school and family organizations such as PTA, work well together.	36.4%	4.5%	31.8%	36.4%	4.5%	22.7%	2.91	22	8

# Group A

High School	SA/A	SA	A	S	D	SD	SS	Res	NA
96. Our school report cards provide families with clear information on student progress.	58.6%	6.9%	51.7%	37.9%	3.4%	0.0%	3.62	29	2
97. Our school shares data with families.	50.0%	0.0%	50.0%	46.4%	3.6%	0.0%	3.46	28	4
98. During family conferences, teachers explain specific data about progress.	59.4%	12.5%	46.9%	31.3%	6.3%	3.1%	3.59	32	0
99. Our school/family connection has resulted in student gains.	12.9%	6.5%	6.5%	64.5%	22.6%	0.0%	2.97	31	1
100. Our families are provided with sufficient information to understand their child's progress and become partners in learning.	46.9%	3.1%	43.8%	43.8%	3.1%	6.3%	3.34	32	0

# Group B

All	SA/A	SA	A	S	D	SD	SS	Res	NA
1. Our department/area responds quickly and effectively to challenging situations.	72.6%	22.6%	50.0%	24.2%	0.0%	3.2%	3.89	62	0
2. We easily implement new programs and initiatives in our department/area.	53.3%	8.3%	45.0%	36.7%	8.3%	1.7%	3.50	60	0
3. Our Board of Education provides direction for our district.	66.1%	10.7%	55.4%	25.0%	5.4%	3.6%	3.64	56	5
4. My ideas and input are welcomed by those in decision-making positions.	46.7%	10.0%	36.7%	33.3%	16.7%	3.3%	3.33	60	2
5. Staff in our department/area understand the importance of ongoing improvement.	61.3%	12.9%	48.4%	32.3%	3.2%	3.2%	3.65	62	0
6. Our department/area is high performing.	71.0%	19.4%	51.6%	21.0%	4.8%	3.2%	3.79	62	0
7. We are an outstanding department/area.	65.6%	21.3%	44.3%	26.2%	4.9%	3.3%	3.75	61	0
8. Each staff member in our department/area accepts responsibility for his or her performance.	58.1%	14.5%	43.5%	21.0%	9.7%	11.3%	3.40	62	0
9. I have confidence in our District Leadership Team (Superintendent and Administrators).	58.1%	19.4%	38.7%	27.4%	4.8%	9.7%	3.53	62	0
10. Our Board of Education listens to the needs and interests of our community.	58.2%	12.7%	45.5%	38.2%	1.8%	1.8%	3.65	55	7
11. We celebrate success as a department/area.	46.7%	6.7%	40.0%	31.7%	13.3%	8.3%	3.23	60	1
12. I am optimistic about our work and accomplishments.	59.0%	9.8%	49.2%	27.9%	8.2%	4.9%	3.51	61	0
13. Motivation and energy levels are high in our department/area.	36.1%	6.6%	29.5%	41.0%	16.4%	6.6%	3.13	61	0
14. Our District Leadership Team (Superintendent and Administrators) provides strategic leadership for moving the district forward.	64.9%	12.3%	52.6%	22.8%	7.0%	5.3%	3.60	57	4
15. Our district provides a safe, secure environment for staff and students.	82.3%	24.2%	58.1%	16.1%	0.0%	1.6%	4.03	62	0
16. People enjoy working with each other in our department/area.	53.2%	17.7%	35.5%	32.3%	11.3%	3.2%	3.53	62	0
17. Our department/area works as a team.	56.5%	19.4%	37.1%	29.0%	8.1%	6.5%	3.55	62	0
18. We have training and workshops specific to our needs.	58.3%	18.3%	40.0%	25.0%	6.7%	10.0%	3.50	60	0
19. In our department/area, we continually make improvements.	50.0%	6.9%	43.1%	36.2%	6.9%	6.9%	3.36	58	0
20. I am asked for input around additional training so that I may do my job well.	44.1%	1.7%	42.4%	30.5%	16.9%	8.5%	3.12	59	1
21. We have a strong District Leadership Team (Superintendent/Administrative Team).	55.9%	11.9%	44.1%	28.8%	6.8%	8.5%	3.44	59	2
22. My immediate supervisor positively influences our department/area.	61.7%	20.0%	41.7%	25.0%	8.3%	5.0%	3.63	60	1
23. My immediate supervisor provides leadership and direction.	61.7%	20.0%	41.7%	26.7%	8.3%	3.3%	3.67	60	2
24. Communication flows openly in our department/area.	48.4%	12.9%	35.5%	29.0%	11.3%	11.3%	3.27	62	0
25. My immediate supervisor is available and approachable.	68.9%	21.3%	47.5%	23.0%	8.2%	0.0%	3.82	61	1
26. I receive ample information around the direction and work of the district.	40.0%	8.3%	31.7%	38.3%	20.0%	1.7%	3.25	60	2

# Group B

All	SA/A	SA	A	S	D	SD	SS	Res	NA
27. Our department/area takes the right amount of time to make decisions.	51.7%	6.9%	44.8%	34.5%	12.1%	1.7%	3.43	58	4
28. I have opportunities to provide input into decisions.	45.0%	8.3%	36.7%	33.3%	18.3%	3.3%	3.28	60	2
29. We take action on our department/area decisions.	48.3%	10.3%	37.9%	37.9%	8.6%	5.2%	3.40	58	2
30. Our school facilities are clean and well-maintained.	83.6%	26.2%	57.4%	11.5%	3.3%	1.6%	4.03	61	0
31. Our transportation system is safe.	94.8%	31.0%	63.8%	3.4%	0.0%	1.7%	4.22	58	3
32. Students follow rules.	52.5%	4.9%	47.5%	31.1%	9.8%	6.6%	3.34	61	1
33. I have the needed resources, including technology, to do my job well.	70.5%	13.1%	57.4%	26.2%	1.6%	1.6%	3.79	61	1
34. Our department/area follows a clear plan that guides our work.	60.7%	9.8%	50.8%	32.8%	3.3%	3.3%	3.61	61	1
35. Our department/area works together to solve problems and address issues.	54.8%	11.3%	43.5%	29.0%	9.7%	6.5%	3.44	62	0
36. Our district involves us appropriately in planning.	42.6%	8.2%	34.4%	32.8%	14.8%	9.8%	3.16	61	1
37. Our cafeteria provides healthy food and good choices.	64.7%	19.6%	45.1%	25.5%	7.8%	2.0%	3.73	51	10
38. Our district is on the right path.	62.7%	13.6%	49.2%	30.5%	1.7%	5.1%	3.64	59	2
39. I feel connected to the district.	55.9%	11.9%	44.1%	30.5%	5.1%	8.5%	3.46	59	3
40. Our students have the support (courses, athletics, activities, etc.) that they need to succeed.	82.5%	12.3%	70.2%	12.3%	5.3%	0.0%	3.89	57	5
41. I am proud to be a member of this district.	76.7%	23.3%	53.3%	18.3%	5.0%	0.0%	3.95	60	2



# Group B

<b>Transportation</b>	<b>SA/A</b>	<b>SA</b>	<b>A</b>	<b>S</b>	<b>D</b>	<b>SD</b>	<b>SS</b>	<b>Res</b>	<b>NA</b>
1. Our department/area responds quickly and effectively to challenging situations.	63.2%	15.8%	47.4%	31.6%	0.0%	5.3%	3.68	19	0
2. We easily implement new programs and initiatives in our department/area.	50.0%	0.0%	50.0%	50.0%	0.0%	0.0%	3.50	18	0
3. Our Board of Education provides direction for our district.	80.0%	0.0%	80.0%	13.3%	6.7%	0.0%	3.73	15	3
4. My ideas and input are welcomed by those in decision-making positions.	50.0%	0.0%	50.0%	33.3%	16.7%	0.0%	3.33	18	1
5. Staff in our department/area understand the importance of ongoing improvement.	68.4%	0.0%	68.4%	21.1%	10.5%	0.0%	3.58	19	0
6. Our department/area is high performing.	52.6%	5.3%	47.4%	36.8%	5.3%	5.3%	3.42	19	0
7. We are an outstanding department/area.	50.0%	11.1%	38.9%	44.4%	5.6%	0.0%	3.56	18	0
8. Each staff member in our department/area accepts responsibility for his or her performance.	42.1%	0.0%	42.1%	26.3%	21.1%	10.5%	3.00	19	0
9. I have confidence in our District Leadership Team (Superintendent and Administrators).	42.1%	10.5%	31.6%	42.1%	10.5%	5.3%	3.32	19	0
10. Our Board of Education listens to the needs and interests of our community.	50.0%	6.3%	43.8%	50.0%	0.0%	0.0%	3.56	16	3
11. We celebrate success as a department/area.	44.4%	0.0%	44.4%	33.3%	16.7%	5.6%	3.17	18	0
12. I am optimistic about our work and accomplishments.	42.1%	5.3%	36.8%	47.4%	10.5%	0.0%	3.37	19	0
13. Motivation and energy levels are high in our department/area.	21.1%	0.0%	21.1%	31.6%	36.8%	10.5%	2.63	19	0
14. Our District Leadership Team (Superintendent and Administrators) provides strategic leadership for moving the district forward.	56.3%	0.0%	56.3%	31.3%	6.3%	6.3%	3.38	16	2
15. Our district provides a safe, secure environment for staff and students.	89.5%	21.1%	68.4%	10.5%	0.0%	0.0%	4.11	19	0
16. People enjoy working with each other in our department/area.	42.1%	10.5%	31.6%	47.4%	10.5%	0.0%	3.42	19	0
17. Our department/area works as a team.	57.9%	10.5%	47.4%	31.6%	10.5%	0.0%	3.58	19	0
18. We have training and workshops specific to our needs.	55.6%	16.7%	38.9%	22.2%	5.6%	16.7%	3.33	18	0
19. In our department/area, we continually make improvements.	29.4%	0.0%	29.4%	41.2%	17.6%	11.8%	2.88	17	0
20. I am asked for input around additional training so that I may do my job well.	22.2%	0.0%	22.2%	44.4%	16.7%	16.7%	2.72	18	0
21. We have a strong District Leadership Team (Superintendent/Administrative Team).	41.2%	0.0%	41.2%	47.1%	11.8%	0.0%	3.29	17	1
22. My immediate supervisor positively influences our department/area.	50.0%	5.6%	44.4%	33.3%	0.0%	16.7%	3.22	18	1
23. My immediate supervisor provides leadership and direction.	47.1%	5.9%	41.2%	35.3%	5.9%	11.8%	3.24	17	2
24. Communication flows openly in our department/area.	31.6%	5.3%	26.3%	42.1%	10.5%	15.8%	2.95	19	0
25. My immediate supervisor is available and approachable.	66.7%	16.7%	50.0%	22.2%	11.1%	0.0%	3.72	18	1
26. I receive ample information around the direction and work of the district.	33.3%	5.6%	27.8%	44.4%	22.2%	0.0%	3.17	18	1

# Group B

<b>Transportation</b>	<b>SA/A</b>	<b>SA</b>	<b>A</b>	<b>S</b>	<b>D</b>	<b>SD</b>	<b>SS</b>	<b>Res</b>	<b>NA</b>
27. Our department/area takes the right amount of time to make decisions.	35.3%	0.0%	35.3%	41.2%	17.6%	5.9%	3.06	17	2
28. I have opportunities to provide input into decisions.	50.0%	5.6%	44.4%	33.3%	16.7%	0.0%	3.39	18	1
29. We take action on our department/area decisions.	35.3%	0.0%	35.3%	52.9%	5.9%	5.9%	3.18	17	1
30. Our school facilities are clean and well-maintained.	78.9%	5.3%	73.7%	10.5%	5.3%	5.3%	3.68	19	0
31. Our transportation system is safe.	88.9%	38.9%	50.0%	11.1%	0.0%	0.0%	4.28	18	0
32. Students follow rules.	21.1%	0.0%	21.1%	52.6%	15.8%	10.5%	2.84	19	0
33. I have the needed resources, including technology, to do my job well.	78.9%	15.8%	63.2%	15.8%	0.0%	5.3%	3.84	19	0
34. Our department/area follows a clear plan that guides our work.	31.6%	5.3%	26.3%	52.6%	5.3%	10.5%	3.11	19	0
35. Our department/area works together to solve problems and address issues.	52.6%	5.3%	47.4%	26.3%	10.5%	10.5%	3.26	19	0
36. Our district involves us appropriately in planning.	38.9%	0.0%	38.9%	33.3%	22.2%	5.6%	3.06	18	1
37. Our cafeteria provides healthy food and good choices.	58.3%	8.3%	50.0%	33.3%	8.3%	0.0%	3.58	12	6
38. Our district is on the right path.	50.0%	12.5%	37.5%	50.0%	0.0%	0.0%	3.63	16	2
39. I feel connected to the district.	35.3%	5.9%	29.4%	47.1%	5.9%	11.8%	3.12	17	2
40. Our students have the support (courses, athletics, activities, etc.) that they need to succeed.	64.7%	5.9%	58.8%	23.5%	11.8%	0.0%	3.59	17	2
41. I am proud to be a member of this district.	68.4%	10.5%	57.9%	26.3%	5.3%	0.0%	3.74	19	0

# Group B

<b>Food Services</b>	<b>SA/A</b>	<b>SA</b>	<b>A</b>	<b>S</b>	<b>D</b>	<b>SD</b>	<b>SS</b>	<b>Res</b>	<b>NA</b>
1. Our department/area responds quickly and effectively to challenging situations.	84.6%	30.8%	53.8%	15.4%	0.0%	0.0%	4.15	13	0
2. We easily implement new programs and initiatives in our department/area.	53.8%	23.1%	30.8%	30.8%	7.7%	7.7%	3.54	13	0
3. Our Board of Education provides direction for our district.	58.3%	33.3%	25.0%	25.0%	8.3%	8.3%	3.67	12	1
4. My ideas and input are welcomed by those in decision-making positions.	46.2%	15.4%	30.8%	46.2%	0.0%	7.7%	3.46	13	0
5. Staff in our department/area understand the importance of ongoing improvement.	53.8%	15.4%	38.5%	38.5%	0.0%	7.7%	3.54	13	0
6. Our department/area is high performing.	92.3%	30.8%	61.5%	7.7%	0.0%	0.0%	4.23	13	0
7. We are an outstanding department/area.	84.6%	30.8%	53.8%	15.4%	0.0%	0.0%	4.15	13	0
8. Each staff member in our department/area accepts responsibility for his or her performance.	76.9%	23.1%	53.8%	15.4%	7.7%	0.0%	3.92	13	0
9. I have confidence in our District Leadership Team (Superintendent and Administrators).	69.2%	15.4%	53.8%	7.7%	7.7%	15.4%	3.46	13	0
10. Our Board of Education listens to the needs and interests of our community.	58.3%	25.0%	33.3%	25.0%	8.3%	8.3%	3.58	12	1
11. We celebrate success as a department/area.	53.8%	15.4%	38.5%	23.1%	15.4%	7.7%	3.38	13	0
12. I am optimistic about our work and accomplishments.	76.9%	15.4%	61.5%	23.1%	0.0%	0.0%	3.92	13	0
13. Motivation and energy levels are high in our department/area.	53.8%	7.7%	46.2%	46.2%	0.0%	0.0%	3.62	13	0
14. Our District Leadership Team (Superintendent and Administrators) provides strategic leadership for moving the district forward.	58.3%	25.0%	33.3%	33.3%	8.3%	0.0%	3.75	12	1
15. Our district provides a safe, secure environment for staff and students.	76.9%	30.8%	46.2%	23.1%	0.0%	0.0%	4.08	13	0
16. People enjoy working with each other in our department/area.	92.3%	30.8%	61.5%	0.0%	7.7%	0.0%	4.15	13	0
17. Our department/area works as a team.	92.3%	46.2%	46.2%	0.0%	7.7%	0.0%	4.31	13	0
18. We have training and workshops specific to our needs.	50.0%	25.0%	25.0%	25.0%	8.3%	16.7%	3.33	12	0
19. In our department/area, we continually make improvements.	69.2%	15.4%	53.8%	30.8%	0.0%	0.0%	3.85	13	0
20. I am asked for input around additional training so that I may do my job well.	53.8%	0.0%	53.8%	30.8%	7.7%	7.7%	3.31	13	0
21. We have a strong District Leadership Team (Superintendent/Administrative Team).	61.5%	15.4%	46.2%	23.1%	7.7%	7.7%	3.54	13	0
22. My immediate supervisor positively influences our department/area.	76.9%	30.8%	46.2%	23.1%	0.0%	0.0%	4.08	13	0
23. My immediate supervisor provides leadership and direction.	76.9%	23.1%	53.8%	23.1%	0.0%	0.0%	4.00	13	0
24. Communication flows openly in our department/area.	76.9%	23.1%	53.8%	7.7%	7.7%	7.7%	3.77	13	0
25. My immediate supervisor is available and approachable.	76.9%	23.1%	53.8%	15.4%	7.7%	0.0%	3.92	13	0
26. I receive ample information around the direction and work of the district.	53.8%	15.4%	38.5%	30.8%	7.7%	7.7%	3.46	13	0

# Group B

Food Services	SA/A	SA	A	S	D	SD	SS	Res	NA
27. Our department/area takes the right amount of time to make decisions.	76.9%	15.4%	61.5%	23.1%	0.0%	0.0%	3.92	13	0
28. I have opportunities to provide input into decisions.	61.5%	7.7%	53.8%	23.1%	7.7%	7.7%	3.46	13	0
29. We take action on our department/area decisions.	61.5%	15.4%	46.2%	23.1%	15.4%	0.0%	3.62	13	0
30. Our school facilities are clean and well-maintained.	100.0%	53.8%	46.2%	0.0%	0.0%	0.0%	4.54	13	0
31. Our transportation system is safe.	100.0%	30.8%	69.2%	0.0%	0.0%	0.0%	4.31	13	0
32. Students follow rules.	69.2%	7.7%	61.5%	15.4%	0.0%	15.4%	3.46	13	0
33. I have the needed resources, including technology, to do my job well.	84.6%	15.4%	69.2%	15.4%	0.0%	0.0%	4.00	13	0
34. Our department/area follows a clear plan that guides our work.	76.9%	23.1%	53.8%	23.1%	0.0%	0.0%	4.00	13	0
35. Our department/area works together to solve problems and address issues.	69.2%	15.4%	53.8%	23.1%	7.7%	0.0%	3.77	13	0
36. Our district involves us appropriately in planning.	53.8%	7.7%	46.2%	30.8%	0.0%	15.4%	3.31	13	0
37. Our cafeteria provides healthy food and good choices.	92.3%	46.2%	46.2%	0.0%	0.0%	7.7%	4.23	13	0
38. Our district is on the right path.	76.9%	23.1%	53.8%	23.1%	0.0%	0.0%	4.00	13	0
39. I feel connected to the district.	69.2%	23.1%	46.2%	23.1%	7.7%	0.0%	3.85	13	0
40. Our students have the support (courses, athletics, activities, etc.) that they need to succeed.	100.0%	23.1%	76.9%	0.0%	0.0%	0.0%	4.23	13	0
41. I am proud to be a member of this district.	83.3%	41.7%	41.7%	16.7%	0.0%	0.0%	4.25	12	1

# Group B

Building/Grounds	SA/A	SA	A	S	D	SD	SS	Res	NA
1. Our department/area responds quickly and effectively to challenging situations.	78.6%	14.3%	64.3%	14.3%	0.0%	7.1%	3.79	14	0
2. We easily implement new programs and initiatives in our department/area.	46.2%	7.7%	38.5%	30.8%	23.1%	0.0%	3.31	13	0
3. Our Board of Education provides direction for our district.	64.3%	7.1%	57.1%	21.4%	7.1%	7.1%	3.50	14	0
4. My ideas and input are welcomed by those in decision-making positions.	14.3%	0.0%	14.3%	50.0%	28.6%	7.1%	2.71	14	0
5. Staff in our department/area understand the importance of ongoing improvement.	42.9%	0.0%	42.9%	50.0%	0.0%	7.1%	3.29	14	0
6. Our department/area is high performing.	64.3%	7.1%	57.1%	14.3%	14.3%	7.1%	3.43	14	0
7. We are an outstanding department/area.	57.1%	7.1%	50.0%	14.3%	14.3%	14.3%	3.21	14	0
8. Each staff member in our department/area accepts responsibility for his or her performance.	42.9%	7.1%	35.7%	21.4%	7.1%	28.6%	2.86	14	0
9. I have confidence in our District Leadership Team (Superintendent and Administrators).	71.4%	14.3%	57.1%	14.3%	0.0%	14.3%	3.57	14	0
10. Our Board of Education listens to the needs and interests of our community.	72.7%	9.1%	63.6%	27.3%	0.0%	0.0%	3.82	11	3
11. We celebrate success as a department/area.	50.0%	7.1%	42.9%	14.3%	14.3%	21.4%	3.00	14	0
12. I am optimistic about our work and accomplishments.	50.0%	0.0%	50.0%	28.6%	7.1%	14.3%	3.14	14	0
13. Motivation and energy levels are high in our department/area.	23.1%	0.0%	23.1%	46.2%	15.4%	15.4%	2.77	13	0
14. Our District Leadership Team (Superintendent and Administrators) provides strategic leadership for moving the district forward.	85.7%	7.1%	78.6%	0.0%	7.1%	7.1%	3.71	14	0
15. Our district provides a safe, secure environment for staff and students.	64.3%	7.1%	57.1%	28.6%	0.0%	7.1%	3.57	14	0
16. People enjoy working with each other in our department/area.	0.0%	0.0%	0.0%	64.3%	21.4%	14.3%	2.50	14	0
17. Our department/area works as a team.	7.1%	0.0%	7.1%	64.3%	7.1%	21.4%	2.57	14	0
18. We have training and workshops specific to our needs.	57.1%	14.3%	42.9%	28.6%	7.1%	7.1%	3.50	14	0
19. In our department/area, we continually make improvements.	38.5%	0.0%	38.5%	38.5%	7.7%	15.4%	3.00	13	0
20. I am asked for input around additional training so that I may do my job well.	58.3%	0.0%	58.3%	16.7%	16.7%	8.3%	3.25	12	1
21. We have a strong District Leadership Team (Superintendent/Administrative Team).	64.3%	14.3%	50.0%	14.3%	0.0%	21.4%	3.36	14	0
22. My immediate supervisor positively influences our department/area.	35.7%	7.1%	28.6%	42.9%	21.4%	0.0%	3.21	14	0
23. My immediate supervisor provides leadership and direction.	35.7%	7.1%	28.6%	50.0%	14.3%	0.0%	3.29	14	0
24. Communication flows openly in our department/area.	21.4%	0.0%	21.4%	57.1%	14.3%	7.1%	2.93	14	0
25. My immediate supervisor is available and approachable.	42.9%	7.1%	35.7%	57.1%	0.0%	0.0%	3.50	14	0
26. I receive ample information around the direction and work of the district.	23.1%	0.0%	23.1%	53.8%	23.1%	0.0%	3.00	13	1

# Group B

Building/Grounds	SA/A	SA	A	S	D	SD	SS	Res	NA
27. Our department/area takes the right amount of time to make decisions.	25.0%	0.0%	25.0%	50.0%	25.0%	0.0%	3.00	12	2
28. I have opportunities to provide input into decisions.	15.4%	0.0%	15.4%	46.2%	30.8%	7.7%	2.69	13	1
29. We take action on our department/area decisions.	41.7%	0.0%	41.7%	25.0%	16.7%	16.7%	2.92	12	1
30. Our school facilities are clean and well-maintained.	69.2%	15.4%	53.8%	23.1%	7.7%	0.0%	3.77	13	0
31. Our transportation system is safe.	91.7%	8.3%	83.3%	0.0%	0.0%	8.3%	3.83	12	2
32. Students follow rules.	53.8%	0.0%	53.8%	30.8%	15.4%	0.0%	3.38	13	1
33. I have the needed resources, including technology, to do my job well.	30.8%	0.0%	30.8%	61.5%	7.7%	0.0%	3.23	13	1
34. Our department/area follows a clear plan that guides our work.	69.2%	0.0%	69.2%	23.1%	7.7%	0.0%	3.62	13	1
35. Our department/area works together to solve problems and address issues.	28.6%	0.0%	28.6%	42.9%	14.3%	14.3%	2.86	14	0
36. Our district involves us appropriately in planning.	42.9%	0.0%	42.9%	28.6%	14.3%	14.3%	3.00	14	0
37. Our cafeteria provides healthy food and good choices.	45.5%	0.0%	45.5%	27.3%	27.3%	0.0%	3.18	11	3
38. Our district is on the right path.	64.3%	0.0%	64.3%	14.3%	7.1%	14.3%	3.29	14	0
39. I feel connected to the district.	61.5%	0.0%	61.5%	23.1%	0.0%	15.4%	3.31	13	1
40. Our students have the support (courses, athletics, activities, etc.) that they need to succeed.	100.0%	9.1%	90.9%	0.0%	0.0%	0.0%	4.09	11	3
41. I am proud to be a member of this district.	85.7%	14.3%	71.4%	0.0%	14.3%	0.0%	3.86	14	0

# Group B

<b>Administrative Staff</b>	<b>SA/A</b>	<b>SA</b>	<b>A</b>	<b>S</b>	<b>D</b>	<b>SD</b>	<b>SS</b>	<b>Res</b>	<b>NA</b>
1. Our department/area responds quickly and effectively to challenging situations.	60.0%	40.0%	20.0%	40.0%	0.0%	0.0%	4.00	10	0
2. We easily implement new programs and initiatives in our department/area.	60.0%	10.0%	50.0%	40.0%	0.0%	0.0%	3.70	10	0
3. Our Board of Education provides direction for our district.	50.0%	10.0%	40.0%	50.0%	0.0%	0.0%	3.60	10	0
4. My ideas and input are welcomed by those in decision-making positions.	77.8%	33.3%	44.4%	11.1%	11.1%	0.0%	4.00	9	1
5. Staff in our department/area understand the importance of ongoing improvement.	90.0%	50.0%	40.0%	10.0%	0.0%	0.0%	4.40	10	0
6. Our department/area is high performing.	80.0%	40.0%	40.0%	20.0%	0.0%	0.0%	4.20	10	0
7. We are an outstanding department/area.	70.0%	40.0%	30.0%	30.0%	0.0%	0.0%	4.10	10	0
8. Each staff member in our department/area accepts responsibility for his or her performance.	80.0%	30.0%	50.0%	20.0%	0.0%	0.0%	4.10	10	0
9. I have confidence in our District Leadership Team (Superintendent and Administrators).	50.0%	40.0%	10.0%	50.0%	0.0%	0.0%	3.90	10	0
10. Our Board of Education listens to the needs and interests of our community.	50.0%	20.0%	30.0%	50.0%	0.0%	0.0%	3.70	10	0
11. We celebrate success as a department/area.	44.4%	11.1%	33.3%	44.4%	11.1%	0.0%	3.44	9	1
12. I am optimistic about our work and accomplishments.	66.7%	22.2%	44.4%	11.1%	22.2%	0.0%	3.67	9	0
13. Motivation and energy levels are high in our department/area.	50.0%	30.0%	20.0%	50.0%	0.0%	0.0%	3.80	10	0
14. Our District Leadership Team (Superintendent and Administrators) provides strategic leadership for moving the district forward.	50.0%	20.0%	30.0%	40.0%	10.0%	0.0%	3.60	10	0
15. Our district provides a safe, secure environment for staff and students.	90.0%	50.0%	40.0%	10.0%	0.0%	0.0%	4.40	10	0
16. People enjoy working with each other in our department/area.	80.0%	40.0%	40.0%	20.0%	0.0%	0.0%	4.20	10	0
17. Our department/area works as a team.	70.0%	20.0%	50.0%	30.0%	0.0%	0.0%	3.90	10	0
18. We have training and workshops specific to our needs.	60.0%	10.0%	50.0%	30.0%	10.0%	0.0%	3.60	10	0
19. In our department/area, we continually make improvements.	70.0%	10.0%	60.0%	30.0%	0.0%	0.0%	3.80	10	0
20. I am asked for input around additional training so that I may do my job well.	30.0%	10.0%	20.0%	30.0%	40.0%	0.0%	3.00	10	0
21. We have a strong District Leadership Team (Superintendent/Administrative Team).	50.0%	10.0%	40.0%	40.0%	10.0%	0.0%	3.50	10	0
22. My immediate supervisor positively influences our department/area.	77.8%	33.3%	44.4%	0.0%	22.2%	0.0%	3.89	9	0
23. My immediate supervisor provides leadership and direction.	80.0%	40.0%	40.0%	0.0%	20.0%	0.0%	4.00	10	0
24. Communication flows openly in our department/area.	70.0%	30.0%	40.0%	10.0%	20.0%	0.0%	3.80	10	0
25. My immediate supervisor is available and approachable.	80.0%	30.0%	50.0%	0.0%	20.0%	0.0%	3.90	10	0
26. I receive ample information around the direction and work of the district.	50.0%	10.0%	40.0%	20.0%	30.0%	0.0%	3.30	10	0

# Group B

<b>Administrative Staff</b>	<b>SA/A</b>	<b>SA</b>	<b>A</b>	<b>S</b>	<b>D</b>	<b>SD</b>	<b>SS</b>	<b>Res</b>	<b>NA</b>
27. Our department/area takes the right amount of time to make decisions.	70.0%	10.0%	60.0%	30.0%	0.0%	0.0%	3.80	10	0
28. I have opportunities to provide input into decisions.	50.0%	20.0%	30.0%	30.0%	20.0%	0.0%	3.50	10	0
29. We take action on our department/area decisions.	60.0%	30.0%	30.0%	40.0%	0.0%	0.0%	3.90	10	0
30. Our school facilities are clean and well-maintained.	80.0%	30.0%	50.0%	20.0%	0.0%	0.0%	4.10	10	0
31. Our transportation system is safe.	100.0%	33.3%	66.7%	0.0%	0.0%	0.0%	4.33	9	1
32. Students follow rules.	80.0%	10.0%	70.0%	20.0%	0.0%	0.0%	3.90	10	0
33. I have the needed resources, including technology, to do my job well.	90.0%	20.0%	70.0%	10.0%	0.0%	0.0%	4.10	10	0
34. Our department/area follows a clear plan that guides our work.	60.0%	20.0%	40.0%	40.0%	0.0%	0.0%	3.80	10	0
35. Our department/area works together to solve problems and address issues.	70.0%	30.0%	40.0%	30.0%	0.0%	0.0%	4.00	10	0
36. Our district involves us appropriately in planning.	40.0%	30.0%	10.0%	30.0%	30.0%	0.0%	3.40	10	0
37. Our cafeteria provides healthy food and good choices.	60.0%	20.0%	40.0%	40.0%	0.0%	0.0%	3.80	10	0
38. Our district is on the right path.	60.0%	20.0%	40.0%	40.0%	0.0%	0.0%	3.80	10	0
39. I feel connected to the district.	60.0%	10.0%	50.0%	30.0%	10.0%	0.0%	3.60	10	0
40. Our students have the support (courses, athletics, activities, etc.) that they need to succeed.	70.0%	10.0%	60.0%	30.0%	0.0%	0.0%	3.80	10	0
41. I am proud to be a member of this district.	70.0%	20.0%	50.0%	30.0%	0.0%	0.0%	3.90	10	0



# Group B

Other	SA/A	SA	A	S	D	SD	SS	Res	NA
1. Our department/area responds quickly and effectively to challenging situations.	83.3%	16.7%	66.7%	16.7%	0.0%	0.0%	4.00	6	0
2. We easily implement new programs and initiatives in our department/area.	66.7%	0.0%	66.7%	16.7%	16.7%	0.0%	3.50	6	0
3. Our Board of Education provides direction for our district.	80.0%	0.0%	80.0%	20.0%	0.0%	0.0%	3.80	5	1
4. My ideas and input are welcomed by those in decision-making positions.	66.7%	16.7%	50.0%	0.0%	33.3%	0.0%	3.50	6	0
5. Staff in our department/area understand the importance of ongoing improvement.	50.0%	16.7%	33.3%	50.0%	0.0%	0.0%	3.67	6	0
6. Our department/area is high performing.	83.3%	33.3%	50.0%	16.7%	0.0%	0.0%	4.17	6	0
7. We are an outstanding department/area.	83.3%	33.3%	50.0%	16.7%	0.0%	0.0%	4.17	6	0
8. Each staff member in our department/area accepts responsibility for his or her performance.	66.7%	33.3%	33.3%	16.7%	0.0%	16.7%	3.67	6	0
9. I have confidence in our District Leadership Team (Superintendent and Administrators).	66.7%	33.3%	33.3%	16.7%	0.0%	16.7%	3.67	6	0
10. Our Board of Education listens to the needs and interests of our community.	66.7%	0.0%	66.7%	33.3%	0.0%	0.0%	3.67	6	0
11. We celebrate success as a department/area.	33.3%	0.0%	33.3%	66.7%	0.0%	0.0%	3.33	6	0
12. I am optimistic about our work and accomplishments.	83.3%	16.7%	66.7%	0.0%	0.0%	16.7%	3.67	6	0
13. Motivation and energy levels are high in our department/area.	50.0%	0.0%	50.0%	33.3%	16.7%	0.0%	3.33	6	0
14. Our District Leadership Team (Superintendent and Administrators) provides strategic leadership for moving the district forward.	80.0%	20.0%	60.0%	0.0%	0.0%	20.0%	3.60	5	1
15. Our district provides a safe, secure environment for staff and students.	100.0%	16.7%	83.3%	0.0%	0.0%	0.0%	4.17	6	0
16. People enjoy working with each other in our department/area.	83.3%	16.7%	66.7%	0.0%	16.7%	0.0%	3.83	6	0
17. Our department/area works as a team.	66.7%	33.3%	33.3%	0.0%	16.7%	16.7%	3.50	6	0
18. We have training and workshops specific to our needs.	83.3%	33.3%	50.0%	16.7%	0.0%	0.0%	4.17	6	0
19. In our department/area, we continually make improvements.	60.0%	20.0%	40.0%	40.0%	0.0%	0.0%	3.80	5	0
20. I am asked for input around additional training so that I may do my job well.	83.3%	0.0%	83.3%	16.7%	0.0%	0.0%	3.83	6	0
21. We have a strong District Leadership Team (Superintendent/Administrative Team).	80.0%	40.0%	40.0%	0.0%	0.0%	20.0%	3.80	5	1
22. My immediate supervisor positively influences our department/area.	100.0%	50.0%	50.0%	0.0%	0.0%	0.0%	4.50	6	0
23. My immediate supervisor provides leadership and direction.	100.0%	50.0%	50.0%	0.0%	0.0%	0.0%	4.50	6	0
24. Communication flows openly in our department/area.	66.7%	16.7%	50.0%	0.0%	0.0%	33.3%	3.17	6	0
25. My immediate supervisor is available and approachable.	100.0%	50.0%	50.0%	0.0%	0.0%	0.0%	4.50	6	0
26. I receive ample information around the direction and work of the district.	50.0%	16.7%	33.3%	33.3%	16.7%	0.0%	3.50	6	0

# Group B

Other	SA/A	SA	A	S	D	SD	SS	Res	NA
27. Our department/area takes the right amount of time to make decisions.	66.7%	16.7%	50.0%	16.7%	16.7%	0.0%	3.67	6	0
28. I have opportunities to provide input into decisions.	50.0%	16.7%	33.3%	33.3%	16.7%	0.0%	3.50	6	0
29. We take action on our department/area decisions.	50.0%	16.7%	33.3%	50.0%	0.0%	0.0%	3.67	6	0
30. Our school facilities are clean and well-maintained.	100.0%	50.0%	50.0%	0.0%	0.0%	0.0%	4.50	6	0
31. Our transportation system is safe.	100.0%	50.0%	50.0%	0.0%	0.0%	0.0%	4.50	6	0
32. Students follow rules.	66.7%	16.7%	50.0%	16.7%	16.7%	0.0%	3.67	6	0
33. I have the needed resources, including technology, to do my job well.	66.7%	16.7%	50.0%	33.3%	0.0%	0.0%	3.83	6	0
34. Our department/area follows a clear plan that guides our work.	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	4.00	6	0
35. Our department/area works together to solve problems and address issues.	66.7%	16.7%	50.0%	16.7%	16.7%	0.0%	3.67	6	0
36. Our district involves us appropriately in planning.	33.3%	16.7%	16.7%	50.0%	0.0%	16.7%	3.17	6	0
37. Our cafeteria provides healthy food and good choices.	60.0%	20.0%	40.0%	40.0%	0.0%	0.0%	3.80	5	1
38. Our district is on the right path.	66.7%	16.7%	50.0%	16.7%	0.0%	16.7%	3.50	6	0
39. I feel connected to the district.	66.7%	33.3%	33.3%	16.7%	0.0%	16.7%	3.67	6	0
40. Our students have the support (courses, athletics, activities, etc.) that they need to succeed.	83.3%	16.7%	66.7%	0.0%	16.7%	0.0%	3.83	6	0
41. I am proud to be a member of this district.	80.0%	60.0%	20.0%	20.0%	0.0%	0.0%	4.40	5	1