



**Arlington Independent School District  
Employee Engagement Survey Results Report  
March 2016**

## Summary of Results for Scaled Survey Data

The Arlington Independent School District is committed to creating a great place to learn, work, and achieve. To build on this commitment the leadership of the school district gathers and analyzes data on essential goals and measures - staff engagement, parent satisfaction, quality of service from district departments, and student achievement. This journey of excellence based on measurable goals began in 2013 and focuses on the use of data to identify gaps, take action, and follow through to ensure continuous improvement in performance in the Arlington Independent School District.

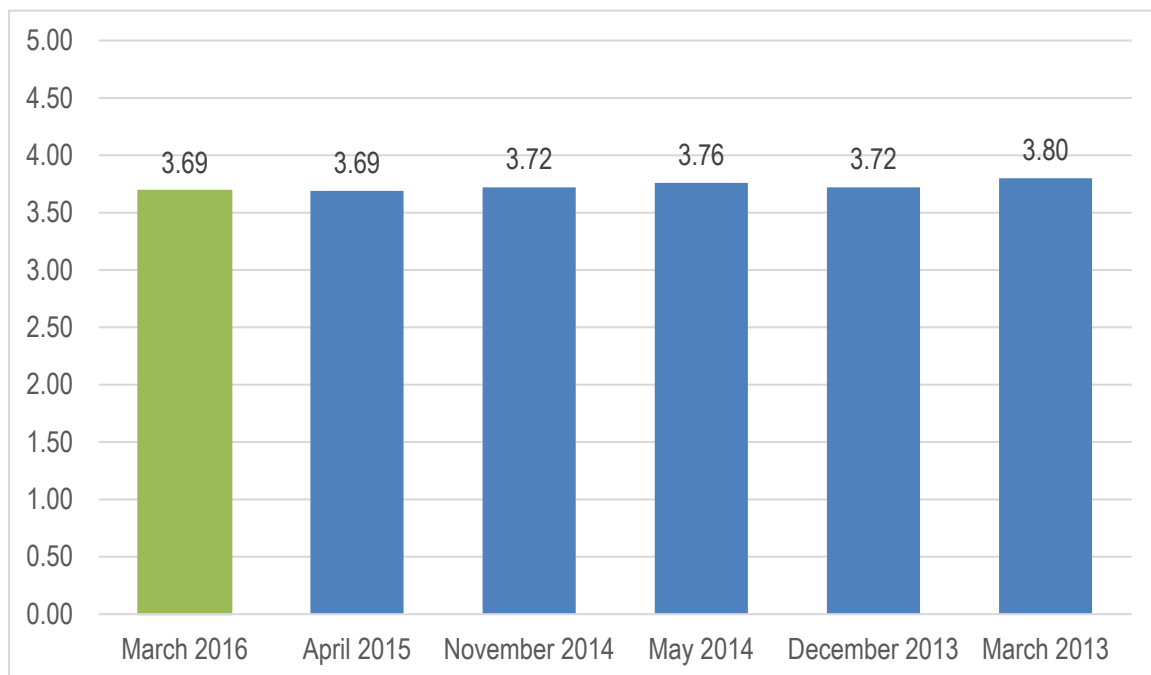
The Employee Engagement Survey was administered to all school district employees **to assess their level of satisfaction with the work environment of the school or department where they work. Employees completed the survey about the school or department identified as the place where their supervisors work.** The initial baseline survey was administered in March 2013. This report provides an overview of the findings for the March 2016 administration of the Employee Engagement Survey for the Arlington Independent School District.

### District Data Summary

**Table 1. Employee Participation by Survey Administration**

Date of Administration	Participation	Completed in Spanish	Overall District Mean
March 2013	4,559	2.6%	3.80
December 2013	4,576	1.4%	3.72
May 2014	4,003	1.1%	3.76
November 2014	4,210	2.0%	3.72
April 2015	4,170	2.1%	3.69
March 2016	5,999	2.5%	3.69

**Figure 1. Overall Mean by Survey Administration**



## District Results for March 2016

- ▶ The overall district mean for the March 2016 administration is **3.69**, using a scale of 1 to 5.
- ▶ The means representing the perceptions of employees about their direct supervisor's leadership ranged from 3.52 to 3.89 (range of 0.37).

Excluding the district and superintendent questions, the two highest means are for the following items:

- My principal/supervisor provides me with good processes and resources to do my job (3.89); and
- My principal/supervisor demonstrates a genuine concern for my welfare (3.82).

Excluding the district and superintendent questions, the three items with the lowest means are:

- My principal/supervisor consults me on the decisions that affect my job (3.52);
- My principal/supervisor provides feedback on my strengths as an employee (3.71); and
- My principal/supervisor provides the support needed to accomplish my work objectives (3.74).

- ▶ The means representing the perceptions of employees about the superintendent's leadership ranged from 3.41 to 3.73 (range of 0.32).
- ▶ The means representing the district-level items, Item 14 related to pride in the district and Item 15 associated with confidence in leadership, continue to represent two of the lowest means on the survey. Both the school pride item mean and the confidence in leadership item mean decreased in this administration (0.04 lower and 0.08 lower, respectively).
- ▶ Table 2 (page 3) and Figure 2 (page 4) display the district's item means for each survey administration.
- ▶ Table 4 (page 6) shows the item mean and change in item mean by survey administration; note in all cases the difference or change in item mean is with the most current (March 2016) survey administration.

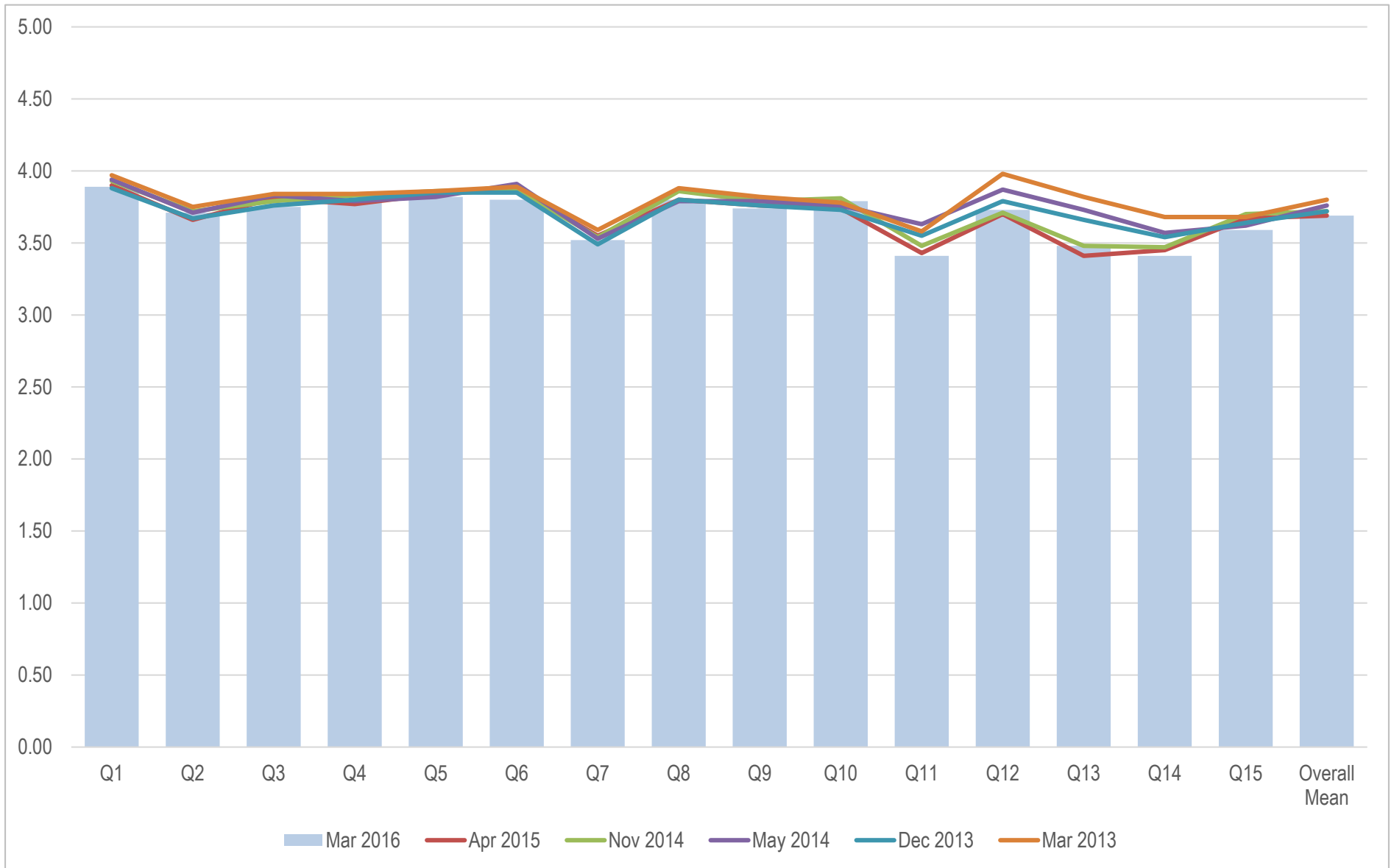
Means for Items 1 – 10 remain fairly consistent across administrations with differences ranging between -0.07 and 0.05. Two of the superintendent items saw increases of 0.03 (item 12) and 0.07 (item 13).

**Table 2. Item Means by Survey Administration**

Items 1 - 15	Mar 2013	Dec 2013	May 2014	Nov 2014	Apr 2015	Mar 2016
1. My principal/supervisor provides good processes and resources for me to do my job.	3.97	3.88	3.94	3.93	3.90	3.89
2. My principal/supervisor provides feedback on my strengths as an employee.	3.75	3.67	3.71	3.72	3.66	3.71
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.84	3.76	3.83	3.79	3.81	3.75
4. My principal/supervisor recognizes good performance.	3.84	3.80	3.79	3.83	3.77	3.79
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.86	3.85	3.82	3.86	3.84	3.82
6. My principal/supervisor makes the best use of available funds.	3.89	3.85	3.91	3.87	3.87	3.80
7. My principal/supervisor consults me on the decisions that affect my job.	3.59	3.49	3.53	3.54	3.55	3.52
8. My principal/supervisor uses clear expectations to judge my performance.	3.88	3.80	3.79	3.86	3.80	3.80
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.82	3.76	3.79	3.79	3.76	3.74
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.78	3.73	3.76	3.81	3.74	3.79
11. The superintendent manages district finances effectively.	3.58	3.55	3.63	3.48	3.43	3.41
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.98	3.79	3.87	3.71	3.70	3.73
13. The superintendent makes decisions that are in the best interest of the school district.	3.82	3.66	3.73	3.48	3.41	3.48
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.68	3.54	3.57	3.47	3.45	3.41
15. I am confident that the administrative team (including assistant principals, assistant directors, and assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.68	3.64	3.62	3.70	3.67	3.59
<b>Overall Mean (Items 1-14 only)</b>	<b>3.80</b>	<b>3.72</b>	<b>3.76</b>	<b>3.72</b>	<b>3.69</b>	<b>3.69</b>

Item n ranges for 3/2016 from 5,277 to 5,397

Figure 2. Overall Mean and Item Means by Survey Administration



**Table 3. Overall Mean and Item Mean Percentile Ranks across All Studer Education Partner Responses**

	Mar 2016	Percentile Rank
1. My principal/supervisor provides me with good processes and resources to do my job.	3.89	13
2. My principal/supervisor provides feedback on my strengths as an employee.	3.71	13
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.75	7
4. My principal/supervisor recognizes good performance.	3.79	7
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.82	3
6. My principal/supervisor makes the best use of available funds.	3.80	7
7. My principal/supervisor consults me on the decisions that affect my job.	3.52	7
8. My principal/supervisor sets clear expectations to judge my performance.	3.80	18
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.74	7
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.79	31
11. The superintendent manages district finances effectively.	3.41	29
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.73	29
13. The superintendent makes decisions in the best interest of the district.	3.48	28
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.41	2
<b>Overall District Mean</b>	<b>3.69</b>	<b>11</b>

Percentile ranks were developed to provide a *normed* comparison for the district’s item means and its overall mean. Table 3 on the following page displays the percentile ranks for each of the district’s item means and its overall mean. New in the Spring 2016 survey administration, percentile ranks are provided for each school level, and for district departments (in aggregate); these are shown in Tables 8 – 11 (pages 16 – 19) within this report. Two benefits of using percentile ranks include:

- (a) a standardized frame of reference for item mean / overall mean interpretation, and
- (b) showing where a score, in this case the district’s item means and overall mean, fits within a larger distribution of scores.

The “larger distribution of scores” in this report includes responses from all Studer Education partners across all survey administrations through Fall 2015 (which represents approximately 84,000 individual responses or the equivalent of 99 districts in a Monte Carlo study). Using Monte Carlo simulation, the survey administration data are used to generate a dataset with 100,000 districts. The simulated dataset is based on the mean and standard deviation of the actual dataset, but has enough cases to smooth out the curve. The simulated dataset is used to calculate the percentile ranks.

Two items of note using the percentile rankings:

- AISD’s Overall District Mean of 3.69 scored in the bottom 11%.
- The three superintendent items fared the best in the percentile rankings, falling into the 29<sup>th</sup>, 29<sup>th</sup>, and 28<sup>th</sup> percentiles, respectively.

**Table 4. Change in Overall Mean and Item Means (1 – 14) by Survey Administrations**

Items 1 - 14	Mar 2016	Apr 2015	Difference 04/15 to 03/16	Difference 11/14 to 03/16
1. My principal/supervisor provides good processes and resources for me to do my job.	3.89	3.90	-0.01	-0.04
2. My principal/supervisor provides feedback on my strengths as an employee.	3.71	3.66	0.05	-0.01
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.75	3.81	-0.06	-0.04
4. My principal/supervisor recognizes good performance.	3.79	3.77	0.02	-0.04
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.82	3.84	-0.02	-0.04
6. My principal/supervisor makes the best use of available funds.	3.80	3.87	-0.07	-0.07
7. My principal/supervisor consults me on the decisions that affect my job.	3.52	3.55	-0.03	-0.02
8. My principal/supervisor uses clear expectations to judge my performance.	3.80	3.80	0.00	-0.06
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.74	3.76	-0.02	-0.05
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.79	3.74	0.05	-0.02
11. The superintendent manages district finances effectively.	3.41	3.43	-0.02	-0.07
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.73	3.70	0.03	0.02
13. The superintendent makes decisions that are in the best interest of the school district.	3.48	3.41	0.07	0.00
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.41	3.45	-0.04	-0.06
<b>Overall Mean (Items 1-14 only)</b>	<b>3.69</b>	<b>3.69</b>	<b>0.00</b>	<b>-0.03</b>

Figure 4. Response Frequency (Items 1 – 14) by Category

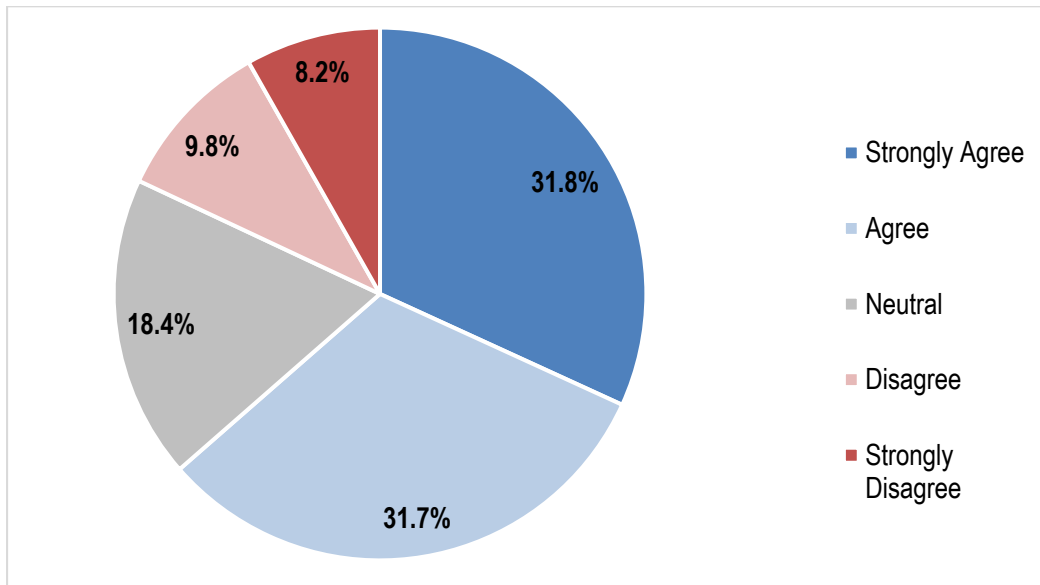


Table 5 below shows the distribution of responses from “Strongly Agree” to “Strongly Disagree” for this survey administration by frequency and percentage, and percentage across each survey administration.

- There is a 0.3% increase in the percentage of “Strongly Agree” responses. The percentage of “Agree” responses decreased by 0.6% while the percentage of “Neutral” responses saw a 0.2% decrease.

Table 5. Response Frequency (Items 1 – 14) by Category by Survey Administration

Administration	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>March 2013</b>					
<b>Total Responses<sup>1</sup></b>	22,524	24,298	12,802	6,434	3,668
Percent of Total Responses (N = 69,726)	32.3%	34.8%	18.4%	9.2%	5.3%
<b>December 2013</b>					
<b>Total Responses<sup>1</sup></b>	21,807	22,911	12,657	6,565	5,169
Percent of Total Responses (N = 69,109)	31.6%	33.2%	18.3%	9.5%	7.5%
<b>May 2014</b>					
<b>Total Responses</b>	19,430	17,703	9,202	5,028	4,502
Percent of Total Responses (N = 55,865)	34.8%	31.7%	16.5%	9.0%	8.1%
<b>November 2014</b>					
<b>Total Responses</b>	18,155	19,694	11,163	5,523	4,025
Percent of Total Responses (N = 58,560)	31.0%	33.6%	19.1%	9.4%	6.9%
<b>April 2015</b>					
<b>Total Responses</b>	18,274	18,734	10,832	5,429	4,816
Percent of Total Responses (N = 58,085)	31.5%	32.3%	18.6%	9.3%	8.3%
<b>March 2016</b>					
<b>Total Responses</b>	24,859	24,815	14,438	7,694	6,456
Percent of Total Responses (N = 78,262)	31.8%	31.7%	18.4%	9.8%	8.2%

<sup>1</sup> Total for 2013 survey administrations includes Items 1-15



## School and Department Results

The overall mean for the district's department employees responding is 3.87 and for the district's school employees responding is 3.66.

Table 6 that follows displays district department results on the Employee Engagement Survey. This is followed by Table 7 that displays results from school employees. There are minimal differences among item means between district and school employees (mean range across all items = 0.10 to 0.33).

**Table 6. Overall Mean and Mean by Item for District Departments**

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
1. My principal/supervisor provides good processes and resources for me to do my job.	3.85	3.85	3.91	3.98	4.06	4.05
2. My principal/supervisor provides feedback on my strengths as an employee.	3.72	3.68	3.69	3.78	3.86	3.92
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.72	3.74	3.78	3.80	3.96	3.91
4. My principal/supervisor recognizes good performance.	3.78	3.75	3.78	3.91	3.94	4.00
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.82	3.84	3.79	3.92	4.00	4.06
6. My principal/supervisor makes the best use of available funds.	3.83	3.82	3.91	3.91	4.03	3.92
7. My principal/supervisor consults me on the decisions that affect my job.	3.60	3.57	3.58	3.71	3.82	3.80
8. My principal/supervisor uses clear expectations to judge my performance.	3.69	3.69	3.69	3.85	3.94	3.88
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.73	3.73	3.77	3.87	3.93	3.94
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.66	3.66	3.69	3.83	3.87	3.90
11. The superintendent manages district finances effectively.	3.61	3.69	3.72	3.63	3.73	3.60
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.92	3.86	3.88	3.73	3.81	3.80
13. The superintendent makes decisions that are in the best interest of the school district.	3.84	3.87	3.87	3.68	3.76	3.74
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.67	3.64	3.60	3.66	3.68	3.69
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.62	3.63	3.63	3.75	3.86	3.77
<b>Overall Mean</b>	<b>3.74</b>	<b>3.73</b>	<b>3.77</b>	<b>3.80</b>	<b>3.88</b>	<b>3.87</b>

Number of Respondents (n) = 857

**Table 6. Overall Mean and Mean by Item for Schools**

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
1. My principal/supervisor provides good processes and resources for me to do my job.	4.00	3.89	3.94	3.92	3.87	3.86
2. My principal/supervisor provides feedback on my strengths as an employee.	3.75	3.67	3.72	3.71	3.62	3.67
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.86	3.76	3.84	3.78	3.78	3.72
4. My principal/supervisor recognizes good performance.	3.85	3.81	3.79	3.81	3.73	3.75
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.87	3.85	3.82	3.85	3.81	3.78
6. My principal/supervisor makes the best use of available funds.	3.90	3.85	3.91	3.86	3.84	3.78
7. My principal/supervisor consults me on the decisions that affect my job.	3.59	3.47	3.52	3.51	3.49	3.47
8. My principal/supervisor uses clear expectations to judge my performance.	3.91	3.82	3.81	3.86	3.78	3.78
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.84	3.77	3.80	3.78	3.72	3.70
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.80	3.74	3.77	3.81	3.71	3.77
11. The superintendent manages district finances effectively.	3.57	3.52	3.60	3.45	3.36	3.38
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.00	3.77	3.87	3.70	3.67	3.72
13. The superintendent makes decisions that are in the best interest of the school district.	3.81	3.63	3.70	3.45	3.34	3.43
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.68	3.53	3.57	3.43	3.40	3.36
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.69	3.64	3.62	3.69	3.63	3.56
<b>Overall Mean</b>	<b>3.81</b>	<b>3.71</b>	<b>3.76</b>	<b>3.71</b>	<b>3.65</b>	<b>3.66</b>

Number of Respondents (n) = 4,817

Table 7 (pages 11-15) presents the number of respondents and the overall mean for each school and department on the employee engagement survey. Those schools or departments with no mean listed had less than five (5) respondents for the survey.

**Table 7. Overall Mean and Participation by School/Department**

School/Department	03/13 n	03/13 Means	12/13 n	12/13 Means	05/14 n	05/14 Means	11/15 n	11/14 Means	04/15 n	04/15 Means	03/16 n	03/16 Means
Research & Accountability <sup>1</sup>	6	4.17	12	3.84	9	3.94	9	4.20	9	4.36	12	4.58
Accounting	5	4.04	6	3.95	2	n = 2	3	n = 3	0	n = 0	-	-
Accounts Payable	7	3.89	2	n = 2	0	n = 0	0	n = 0	0	n = 0	-	-
Adams Elementary	0	n = 0	52	3.08	40	2.76	60	2.89	34	2.60	78	2.54
Administration	16	3.81	8	4.17	12	3.76	6	4.07	11	4.34	3	n = 3
Advanced Academics	1	n = 1	3	n = 3	0	n = 0	1	n = 1	2	n = 2	-	-
Amos Elementary	61	3.11	41	3.04	27	3.75	38	3.78	41	3.44	53	3.13
Anderson Elementary	31	3.78	59	4.03	39	3.82	37	3.67	22	3.61	26	3.72
Area Principal Temp Contact - Elementary	-	-	-	-	-	-	-	-	0	n = 0	-	-
Area Superintendent – Secondary	3	n = 3	19	3.87	16	3.79	14	4.02	14	3.62	16	4.25
Area Superintendent – Elementary North	8	3.59 <sup>2</sup>	19	4.22	13	4.49	12	4.21	20	4.10	-	-
Area Superintendent – Elementary South	-	-	20	3.80	19	3.68	8	3.88	2	n = 2	-	-
Arlington Collegiate High School	-	-	-	-	-	-	5	4.20	6	4.08	18	4.46
Arlington High School	144	4.38	143	4.22	120	4.40	148	3.12	151	3.13	236	3.39
Ashworth Elementary	46	4.22	47	4.42	24	4.45	44	4.31	22	4.55	57	4.31
Atherton Elementary	86	3.05	24	4.03	41	4.15	14	4.10	21	3.64	33	3.86
Bailey Junior High	48	4.52	41	4.50	71	4.52	81	4.33	62	4.34	82	4.25
Barnett Junior High	39	3.23	82	3.70	30	3.22	83	3.61	87	3.45	100	3.31
Bebensee Elementary	48	4.18	41	4.34	24	4.24	34	4.14	43	4.28	49	4.06
Beckham Elementary	45	4.33	33	4.41	22	4.07	31	4.19	29	4.34	43	4.23
Berry Elementary	45	3.48	46	3.69	49	3.52	34	3.07	35	3.40	58	2.93
Bilingual/ESOL/LOTE	6	3.91	8	3.45	19	3.52	15	4.41	11	3.31	-	-
Blanton Elementary	61	3.86	66	3.45	50	3.53	54	3.32	57	3.13	61	3.46
Boles Junior High	49	4.14	48	4.20	26	4.22	47	4.20	43	4.24	61	4.19
Bowie High School	136	3.64	167	3.51	160	3.04	152	2.85	168	2.61	248	2.78
Bryant Elementary	51	4.26	76	4.25	38	3.82	54	4.39	45	4.37	67	3.85
Budget and Cash Management	2	n = 2	2	n = 2	1	n = 1	1	n = 1	0	n = 0	-	-
Burgin Elementary	46	3.61	52	3.40	51	3.95	46	4.00	29	3.86	72	3.71
Butler Elementary	29	4.20	47	3.58	39	4.68	34	4.56	30	4.16	57	4.43
Career and Technical Education	15	3.21	13	4.48	6	4.80	9	4.35	14	4.41	-	-
Carter Junior High	70	3.99	73	3.23	52	3.38	72	4.21	58	4.22	92	4.09

<sup>1</sup> Prior to 3/16, means for Accountability, Planning, and Testing

<sup>2</sup> Means 2013 for “Elementary”

Continued

School/Department	03/13 n	03/13 Means	12/13 n	12/13 Means	05/14 n	05/14 Means	11/14 n	11/14 Means	04/15 n	04/15 Means	03/16 n	03/16 Means
Chief Academic Officer	2	n = 2	4	n = 4	6	4.63	1	n = 1	3	n = 3	9	4.10
Chief Financial Officer	-	-	-	-	3	n = 3	1	n = 1	1	n = 1	4	n = 4
Communications	2	n = 2	3	n = 3	3	n = 3	2	n = 2	2	n = 2	3	n = 3
Community Based Program	9	3.67	9	4.19	10	4.46	6	4.29	14	4.68	13	4.60
Teaching & Learning <sup>1</sup>	-	-	-	-	9	2.69	11	2.96	11	3.62	38	3.63
Corey Elementary	47	4.18	36	4.13	17	4.21	36	4.09	13	3.73	57	4.36
Crouch Elementary	56	3.80	45	3.77	41	3.92	38	3.73	50	3.86	52	3.78
Crow Elementary	42	3.94	27	3.95	11	3.78	28	3.65	54	4.22	36	3.51
Custodial Services	26	4.09	6	3.92	26	4.30	45	4.00	140	3.97	-	-
Ditto Elementary	47	4.09	46	4.18	40	3.56	47	3.40	55	3.48	58	3.51
Dropout Prevention	9	3.76	5	3.84	11	4.03	11	4.38	5	4.20	-	-
Duff Elementary	38	4.16	59	4.06	13	4.37	34	4.23	36	4.09	54	4.26
Dunn Elementary	57	3.58	48	3.94	47	3.43	39	3.33	46	3.64	52	3.73
Elementary Instruction	14	4.06	9	3.62	9	3.75	2	n = 2	2	n = 2	-	-
Ellis Elementary	51	3.50	60	4.33	64	4.20	37	2.69	46	2.22	71	2.46
Families in Transition	1	n = 1	0	n = 0	1	n = 1	0	n = 0	1	n = 1	-	-
Farrell Elementary	45	3.98	41	4.10	44	3.98	39	3.80	51	4.00	53	3.73
Ferguson Junior High	41	3.93	34	4.04	24	3.35	41	4.34	22	3.39	-	-
Finance	3	n = 3	2	n = 2	5	4.56	0	n = 0	3	n = 3	17	3.70
Fine Arts	5	4.47	4	n = 4	6	4.19	10	4.04	5	4.39	-	-
Fitzgerald Elementary	34	3.42	32	3.65	21	3.68	20	3.45	33	4.02	36	4.18
Food and Nutrition Services	32	3.67	14	3.76	9	4.03	36	4.07	28	3.96	23	4.04
Foster Elementary	61	3.58	23	3.56	37	3.60	23	3.30	77	3.41	55	4.31
Goodman Elementary	35	3.62	33	3.57	20	3.29	21	3.73	26	3.62	19	3.60
Grants Office	3	n = 3	1	n = 1	3	n = 3	0	n = 0	0	n = 0	-	-
Guidance and Counseling	47	4.09	9	4.27	10	3.73	7	4.09	15	4.25	-	-
Gunn Junior High	38	3.55	34	3.67	53	3.72	25	3.47	37	3.78	53	3.33
Hale Elementary	34	3.15	52	3.43	59	3.05	57	2.85	52	3.30	55	3.34
Health Services	4	n = 4	12	4.24	6	4.81	14	4.46	11	4.23	17	4.12
Hill Elementary	39	4.22	45	4.46	30	4.53	29	4.17	48	2.96	44	3.42
Homeless Program	-	-	-	-	-	-	-	-	0	n = 0	-	-
Human Resources <sup>2</sup>	10	3.78	10	3.82	8	3.66	7	3.67	9	3.11	7	3.35
Hutcheson Junior High	38	4.32	23	4.21	19	3.93	37	3.92	18	3.52	-	-
Image Processing	-	-	-	-	2	n = 2	2	n = 2	2	n = 2	-	-

<sup>1</sup> Prior to 03/16, means for Core Curriculum and Instruction

<sup>2</sup> Means 2013 for "Personnel"

Continued

School/Department	03/13 n	03/13 Means	12/13 n	12/13 Means	05/14 n	05/14 Means	11/14 n	11/14 Means	04/15 n	04/15 Means	03/16 n	03/16 Means
Information Systems	13	3.19	6	2.88	15	4.20	17	4.42	14	4.29	-	-
Instructional Technology	5	4.63	5	4.09	10	3.16	14	4.36	10	4.29	14	4.40
Internal Auditor	2	n = 2	2	n = 2	1	n = 1	1	n = 1	2	n = 2	-	-
Johns Elementary	45	3.62	57	3.90	40	4.28	49	3.99	64	4.36	75	4.24
Jones Academy	-	-	-	-	-	-	-	-	-	-	20	4.50
Key Elementary	40	4.41	40	4.40	14	4.44	33	4.24	37	3.94	47	4.02
Knox Elementary	51	3.15	19	3.60	26	3.58	40	3.71	24	3.66	49	3.49
Kooken Center	32	4.53	24	3.98	31	3.77	24	4.24	18	4.71	27	4.50
Lamar High School	144	3.30	163	2.75	137	2.93	154	3.84	121	3.66	173	3.88
Language Arts	25	3.09 <sup>1</sup>	21	3.15	20	3.40	21	3.04	23	3.31	-	-
Larson Elementary	58	4.14	38	3.06	45	3.60	40	3.47	39	3.31	44	3.27
Library Services	25	3.09 <sup>1</sup>	5	4.64	3	n = 3	3	n = 3	5	4.77	-	-
Little Elementary	47	4.40	43	4.06	34	4.32	63	3.97	50	4.08	76	4.13
Martin High School	166	3.90	156	3.48	129	3.49	87	3.87	100	3.96	182	4.08
Mathematics	15	3.59	18	3.72	10	2.97	14	3.20	10	3.56	-	-
Miller Elementary	58	4.02	39	3.62	84	3.85	47	3.35	38	2.99	60	3.27
Moore Elementary	38	3.95	37	3.83	16	3.54	38	3.55	26	3.03	53	3.55
Morton Elementary	67	3.54	69	2.78	68	3.38	54	3.68	49	3.29	55	3.26
Network Services	2	n = 2	1	n = 1	8	4.51	2	n = 2	9	4.71	10	4.59
Newcomer Center	20	4.04	22	4.56	19	4.36	11	4.53	28	4.36	36	3.68
Nichols Junior High	54	3.78	74	3.82	50	3.70	51	3.85	44	3.76	61	3.95
Ousley Junior High	41	3.93	95	3.30	49	3.91	40	4.04	33	3.74	75	3.53
Parent and Community Engagement	0	n = 0	12	3.78	9	4.02	8	4.09	7	4.13	9	4.52
Patrick Elementary	-	-	-	-	-	-	-	-	-	-	44	4.01
Payroll	6	4.51	4	n = 4	2	n = 2	2	n = 2	5	4.40	-	-
Pearcy Elementary	46	3.71	30	3.75	43	3.99	16	3.93	28	3.93	43	4.03
Physical Ed/Athletics	5	3.85	5	4.18	5	3.93	4	n = 4	5	4.00	5	4.22
Plant Services	127	3.65	60	3.18	75	3.14	115	3.48	48	3.15	285	3.79
Pope Elementary	47	3.08	51	3.46	11	3.37	20	3.80	30	3.65	21	3.29
Pregnancy Related Services	12	4.18	12	4.10	18	3.80	16	3.83	25	3.92	-	-
PreK	3	n = 3	2	n = 2	3	n = 3	5	3.74	0	n = 0	-	-
Professional Development Center	5	4.44	6	4.38	6	4.68	8	4.68	8	4.71	-	-
Purchasing	6	3.96	7	4.13	3	n = 3	2	n = 2	8	3.92	-	-
Rankin Elementary	55	3.78	57	3.74	38	3.61	42	3.46	44	3.45	58	3.74
Remyse Elementary	54	3.38	106	2.83	38	3.48	34	3.56	30	3.61	41	3.58

<sup>1</sup> Combined responses "Language Arts and Library Services"

Continued

School/Department	03/13 n	03/13 Means	12/13 n	12/13 Means	05/14 n	05/14 Means	11/14 n	11/14 Means	04/15 n	04/15 Means	03/16 n	03/16 Means
Roark Elementary	58	4.31	64	4.24	72	4.38	42	3.98	58	4.02	46	4.12
Roquemore Elementary	48	3.41	36	2.94	11	3.48	39	3.56	27	3.67	42	3.75
Sam Houston High School	161	3.79	165	3.57	105	3.75	153	3.54	128	3.54	220	3.67
Science	9	4.09	10	2.99	4	n = 4	7	4.20	13	3.79	-	-
Secondary Instruction	10	4.02	0	n = 0	0	n = 0	0	n = 0	-	-	-	-
Security	12	3.34	30	3.64	15	3.78	9	3.84	37	3.85	27	3.64
Seguin High School	78	3.79	86	3.84	78	3.61	129	4.05	99	4.16	152	3.93
Shackelford Junior High	31	3.77	49	4.12	45	4.30	22	2.81	51	3.65	69	3.65
Sherrod Elementary	49	4.31	33	4.22	49	4.22	43	4.10	27	4.12	53	3.11
Short Elementary	39	3.61	38	3.91	33	4.19	30	3.94	16	4.32	25	4.21
Social Studies	6	3.79	7	3.32	6	3.77	10	3.08	8	4.0	-	-
South Davis Elementary	36	3.53	29	3.62	25	3.48	44	3.59	34	3.70	34	3.74
Special Ed - CC Able	6	4.08	5	4.16	7	3.10	2	n = 2	2	n = 2	-	-
Special Ed - CC Alt Curr	11	4.02	10	3.90	11	4.08	11	3.49	9	3.34	-	-
Special Ed - CC Elem Diags	10	4.14	10	3.35	23	3.99	11	4.20	12	3.71	-	-
Special Ed - CC Homebound/MHS Net	7	2.94	6	4.22	7	3.67	2	n = 2	2	n = 2	-	-
Special Ed - CC LangArts/AHS Net	1	n = 1	1	n = 1	3	n = 3	3	n = 3	1	n = 1	-	-
Special Ed - CC Math/BHS-JSHS Net	1	n = 1	2	n = 2	2	n = 2	0	n = 0	0	n = 0	-	-
Special Ed - CC SEAS	3	n = 3	2	n = 2	5	2.90	2	n = 2	2	n = 2	-	-
Special Ed - CC Sec Diags	10	4.41	7	4.23	19	4.45	5	3.99	3	n = 3	-	-
Special Ed - CC Trans/SHHS Net	4	n = 4	6	3.33	8	3.56	8	3.93	6	4.58	-	-
Special Ed - CC Voc Ed/LHS Net	0	n = 0	1	n = 1	2	n = 2	0	n = 0	0	n = 0	-	-
Special Ed - Lead Psych	12	3.23	8	3.73	7	4.40	12	3.54	17	3.86	-	-
Special Education Department	49	3.62	32	3.67	47	3.63	34	3.28	47	3.50	-	-
Special Populations	5	4.48	12	4.41	2	n = 2	3	n = 3	2	n = 2	-	-
Speer Elementary	75	4.15	36	3.92	52	4.07	48	3.85	31	3.82	39	3.65
Starrett Elementary	34	4.36	40	4.41	48	4.36	44	4.52	40	4.49	63	4.49
State and Federal Programs	21	3.88	19	3.19	12	3.78	16	3.47	20	3.72	-	-
Student Services	1	n = 1	0	n = 0	3	n = 3	1	n = 1	1	n = 1	11	4.38
Superintendent	5	3.92	7	4.31	8	4.37	4	n = 4	6	4.52	11	4.68
Swift Elementary	37	3.40	34	3.49	38	2.97	33	3.00	35	2.97	50	3.01
Technical Services & Systems Integration	-	-	-	-	-	-	-	-	0	n = 0	21	4.08
Technology & Telecommunication	6	3.85	7	3.99	11	3.85	5	4.30	9	4.25	-	-

Continued

School/Department	03/13 n	03/13 Means	12/13 n	12/13 Means	05/14 n	05/14 Means	11/14 n	11/14 Means	04/15 n	04/15 Means	03/16 n	03/16 Means
Technology Support	18	3.42	10	2.69	15	3.19	8	4.32	8	4.08	16	4.06
Telecommunication	2	n = 2	0	n = 0	0	n = 0	0	n = 0	0	n = 0	-	-
Thornton Elementary	45	3.00	60	3.35	43	3.56	54	3.54	20	3.53	42	3.11
Transformational Learning	0	n = 0	2	n = 2	5	3.18	4	n = 4	1	n = 1	30	4.29
Transportation	71	3.22	49	3.64	72	3.71	54	3.67	21	3.85	53	3.56
Turning Point High School	37	4.05	50	3.31	20	3.64	22	3.45	22	3.92	40	4.11
Turning Point Junior High	27	3.42	18	3.65	13	2.90	26	3.89	23	3.74	33	3.45
Venture High School	55	3.71	49	4.23	47	4.19	42	4.09	53	3.81	51	3.71
Warehouse Services	6	2.92	2	n = 2	2	n = 2	1	n = 1	4	n = 4	-	-
Webb Elementary	58	4.07	50	3.67	36	3.63	48	3.81	45	3.68	67	3.25
West Elementary	39	3.91	44	3.82	39	3.81	55	3.64	34	3.31	49	3.91
Williams Elementary	49	3.19	53	3.17	31	3.30	43	3.42	50	3.18	55	3.37
Wimbish Elementary	40	4.10	49	4.26	35	4.25	23	3.26	29	3.17	43	3.56
Wood Elementary	52	3.96	62	4.21	63	4.31	60	3.84	38	4.08	36	3.87
Workman Junior High	46	3.23	37	3.36	58	3.27	25	3.70	20	3.45	88	2.74
Young Junior High	46	4.07	58	3.91	46	3.74	46	3.71	65	3.74	82	3.86
Area Superintendent – Elementary (Arlington & Sam Houston – South)	-	-	-	-	-	-	-	-	-	-	10	4.41
Area Superintendent – Elementary (Bowie, Seguin, & Sam Houston – North)	-	-	-	-	-	-	-	-	-	-	18	4.12
Area Superintendent – Elementary (Lamar and Martin)	-	-	-	-	-	-	-	-	-	-	12	4.47
Assistant Superintendent of Technology	-	-	-	-	-	-	-	-	-	-	9	3.47
Compensation, Benefits & Substitutes	-	-	-	-	-	-	-	-	-	-	1	n = 1
Educational Support Services	-	-	-	-	-	-	-	-	-	-	137	3.72
Employee Relations & Development	-	-	-	-	-	-	-	-	-	-	5	2.74
HR Customer Service	-	-	-	-	-	-	-	-	-	-	17	3.20
Recruitment & Sourcing	-	-	-	-	-	-	-	-	-	-	7	3.95

**Table 8. Overall Elementary Schools Mean and Item Mean Percentile Ranks**

	Mar 2016	Percentile Rank
1. My principal/supervisor provides me with good processes and resources to do my job.	3.87	11
2. My principal/supervisor provides feedback on my strengths as an employee.	3.70	14
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.69	4
4. My principal/supervisor recognizes good performance.	3.76	7
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.81	4
6. My principal/supervisor makes the best use of available funds.	3.78	6
7. My principal/supervisor consults me on the decisions that affect my job.	3.53	9
8. My principal/supervisor sets clear expectations to judge my performance.	3.80	12
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.73	7
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.79	26
11. The superintendent manages district finances effectively.	3.44	33
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.78	34
13. The superintendent makes decisions in the best interest of the district.	3.51	34
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.40	2
<b>Overall Elementary Schools Mean</b>	<b>3.69</b>	<b>7</b>



**Table 9. Overall Middle Schools Mean and Item Mean Percentile Ranks**

	Mar 2016	Percentile Rank
1. My principal/supervisor provides me with good processes and resources to do my job.	3.83	25
2. My principal/supervisor provides feedback on my strengths as an employee.	3.67	29
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.77	36
4. My principal/supervisor recognizes good performance.	3.79	23
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.80	20
6. My principal/supervisor makes the best use of available funds.	3.80	32
7. My principal/supervisor consults me on the decisions that affect my job.	3.48	31
8. My principal/supervisor sets clear expectations to judge my performance.	3.78	30
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.70	25
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.81	48
11. The superintendent manages district finances effectively.	3.37	33
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.69	29
13. The superintendent makes decisions in the best interest of the district.	3.44	31
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.37	4
<b>Overall Middle Schools Mean</b>	<b>3.66</b>	<b>23</b>

**Table 10. Overall High Schools Mean and Item Mean Percentile Ranks**

	Mar 2016	Percentile Rank
1. My principal/supervisor provides me with good processes and resources to do my job.	3.84	42
2. My principal/supervisor provides feedback on my strengths as an employee.	3.62	29
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.75	39
4. My principal/supervisor recognizes good performance.	3.71	23
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.71	17
6. My principal/supervisor makes the best use of available funds.	3.78	37
7. My principal/supervisor consults me on the decisions that affect my job.	3.34	26
8. My principal/supervisor sets clear expectations to judge my performance.	3.76	47
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.66	29
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.71	48
11. The superintendent manages district finances effectively.	3.28	43
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.63	37
13. The superintendent makes decisions in the best interest of the district.	3.29	32
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.26	5
<b>Overall High Schools Mean</b>	<b>3.60</b>	<b>26</b>

**Table11. Overall District Departments Mean and Item Mean Percentile Ranks**

	Mar 2016	Percentile Rank
1. My principal/supervisor provides me with good processes and resources to do my job.	4.05	32
2. My principal/supervisor provides feedback on my strengths as an employee.	3.92	37
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.91	33
4. My principal/supervisor recognizes good performance.	4.00	32
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.06	28
6. My principal/supervisor makes the best use of available funds.	3.92	24
7. My principal/supervisor consults me on the decisions that affect my job.	3.80	33
8. My principal/supervisor sets clear expectations to judge my performance.	3.88	37
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.94	30
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.90	46
11. The superintendent manages district finances effectively.	3.60	21
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.80	19
13. The superintendent makes decisions in the best interest of the district.	3.74	24
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.69	5
<b>Overall District Departments Mean</b>	<b>3.87</b>	<b>23</b>

## APPENDIX 1

### MEAN BY SCHOOL OR DEPARTMENT

Note

Excludes schools and departments with less than 5 respondents  
Mean calculated using responses from Items 1 – 14 only

Research & Accountability

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	6	12	9	9	9	12
1. My principal/supervisor provides good processes and resources for me to do my job.	4.50	4.08	4.11	4.44	4.56	4.67
2. My principal/supervisor provides feedback on my strengths as an employee.	4.00	3.58	3.89	4.00	4.75	4.67
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.67	3.50	3.89	4.22	4.33	4.58
4. My principal/supervisor recognizes good performance.	4.33	3.75	4.22	4.44	4.56	4.75
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.67	4.33	4.11	4.56	4.56	4.75
6. My principal/supervisor makes the best use of available funds.	4.67	4.25	3.89	4.56	4.56	4.75
7. My principal/supervisor consults me on the decisions that affect my job.	4.00	3.75	4.00	4.22	4.33	4.50
8. My principal/supervisor uses clear expectations to judge my performance.	4.33	3.92	4.22	4.33	4.33	4.58
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.33	3.83	4.11	4.56	4.62	4.50
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.17	3.58	4.22	4.11	4.22	4.50
11. The superintendent manages district finances effectively.	3.83	4.00	3.89	4.22	4.50	4.50
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.17	3.91	3.89	4.00	4.44	4.58
13. The superintendent makes decisions that are in the best interest of the school district.	4.33	4.00	3.78	3.89	4.11	4.50
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.17	3.33	3.00	3.22	3.22	4.33
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.33	3.83	3.33	3.56	4.11	4.42
<b>Overall Mean</b>	<b>4.17</b>	<b>3.84</b>	<b>3.94</b>	<b>4.20</b>	<b>4.36</b>	<b>4.58</b>

Prior to 03/16, means are for Accountability, Planning, and Testing.

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Accounting

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	5	6	2	3	0	-
1. My principal/supervisor provides good processes and resources for me to do my job.	4.40	4.50				
2. My principal/supervisor provides feedback on my strengths as an employee.	4.40	4.50				
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.20	4.50				
4. My principal/supervisor recognizes good performance.	4.40	4.50				
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.40	4.50				
6. My principal/supervisor makes the best use of available funds.	4.00	4.00				
7. My principal/supervisor consults me on the decisions that affect my job.	4.40	4.17				
8. My principal/supervisor uses clear expectations to judge my performance.	4.00	4.33				
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.40	4.50				
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.20	4.33				
11. The superintendent manages district finances effectively.	3.20	2.50				
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.40	2.67				
13. The superintendent makes decisions that are in the best interest of the school district.	3.60	2.83				
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.20	3.20				
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.40	4.00				
<b>Overall Mean</b>	<b>4.04</b>	<b>3.95</b>	<b>n = 2</b>	<b>n = 3</b>	<b>n = 0</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Accounts Payable

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	7	2	0	0	0	-
1. My principal/supervisor provides good processes and resources for me to do my job.	4.43					
2. My principal/supervisor provides feedback on my strengths as an employee.	3.71					
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.00					
4. My principal/supervisor recognizes good performance.	3.71					
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.43					
6. My principal/supervisor makes the best use of available funds.	4.14					
7. My principal/supervisor consults me on the decisions that affect my job.	3.00					
8. My principal/supervisor uses clear expectations to judge my performance.	3.71					
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.86					
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.57					
11. The superintendent manages district finances effectively.	3.29					
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.00					
13. The superintendent makes decisions that are in the best interest of the school district.	4.00					
14. If given a choice, I would recommend that a parent select this district for his or her child.	4.29					
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.14					
<b>Overall Mean</b>	<b>3.89</b>	<b>n = 2</b>	<b>n = 0</b>	<b>n = 0</b>	<b>n = 0</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Adams Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	0	52	40	60	34	78
1. My principal/supervisor provides good processes and resources for me to do my job.		2.81	2.67	2.70	2.50	2.41
2. My principal/supervisor provides feedback on my strengths as an employee.		2.98	2.51	2.68	2.12	2.12
3. Principal/supervisor led staff meetings make efficient use of time and are productive.		2.77	2.41	2.43	2.18	2.13
4. My principal/supervisor recognizes good performance.		3.52	2.73	2.90	2.38	2.27
5. My principal/supervisor demonstrates a genuine concern for my welfare.		3.25	2.45	2.63	2.59	2.22
6. My principal/supervisor makes the best use of available funds.		2.85	2.43	2.66	2.29	2.43
7. My principal/supervisor consults me on the decisions that affect my job.		2.62	2.20	2.40	2.06	2.16
8. My principal/supervisor uses clear expectations to judge my performance.		2.94	2.50	2.68	2.45	2.21
9. My principal/supervisor provides the support needed to accomplish my work objectives.		2.79	2.53	2.61	2.21	2.14
10. My principal/supervisor provides feedback concerning areas for improving my performance.		2.92	2.70	2.63	2.29	2.28
11. The superintendent manages district finances effectively.		3.35	3.40	3.60	3.44	3.36
12. The superintendent uses a variety of methods to promote effective communication throughout the district.		3.77	3.73	3.82	3.68	3.72
13. The superintendent makes decisions that are in the best interest of the school district.		3.60	3.58	3.63	3.38	3.54
14. If given a choice, I would recommend that a parent select this district for his or her child.		3.23	2.77	3.03	2.85	2.61
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.		2.79	2.30	2.60	2.18	2.19
<b>Overall Mean</b>	<b>Not Available</b>	<b>3.08</b>	<b>2.76</b>	<b>2.89</b>	<b>2.60</b>	<b>2.54</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**



## Administration

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	16	8	12	6	11	3
1. My principal/supervisor provides good processes and resources for me to do my job.	3.81	3.75	3.83	4.50	4.55	
2. My principal/supervisor provides feedback on my strengths as an employee.	3.75	3.75	3.58	4.00	4.36	
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.56	4.63	3.75	4.50	4.36	
4. My principal/supervisor recognizes good performance.	3.63	4.25	3.75	3.83	4.55	
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.88	4.25	3.75	4.00	4.36	
6. My principal/supervisor makes the best use of available funds.	3.75	4.38	4.17	4.00	4.30	
7. My principal/supervisor consults me on the decisions that affect my job.	3.69	3.75	3.75	3.83	4.50	
8. My principal/supervisor uses clear expectations to judge my performance.	3.63	4.00	3.42	4.17	4.36	
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.44	3.88	3.42	4.17	4.27	
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.38	3.88	3.83	4.00	4.45	
11. The superintendent manages district finances effectively.	4.00	4.63	3.67	3.83	4.00	
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.44	4.63	4.08	4.00	4.40	
13. The superintendent makes decisions that are in the best interest of the school district.	4.19	4.50	3.83	4.00	4.20	
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.94	4.13	3.83	4.17	4.09	
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.13	4.13	3.67	4.33	4.73	
<b>Overall Mean</b>	<b>3.81</b>	<b>4.17</b>	<b>3.76</b>	<b>4.07</b>	<b>4.34</b>	<b>n = 3</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Advanced Academics

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	1	3	0	1	2	-
1. My principal/supervisor provides good processes and resources for me to do my job.						
2. My principal/supervisor provides feedback on my strengths as an employee.						
3. Principal/supervisor led staff meetings make efficient use of time and are productive.						
4. My principal/supervisor recognizes good performance.						
5. My principal/supervisor demonstrates a genuine concern for my welfare.						
6. My principal/supervisor makes the best use of available funds.						
7. My principal/supervisor consults me on the decisions that affect my job.						
8. My principal/supervisor uses clear expectations to judge my performance.						
9. My principal/supervisor provides the support needed to accomplish my work objectives.						
10. My principal/supervisor provides feedback concerning areas for improving my performance.						
11. The superintendent manages district finances effectively.						
12. The superintendent uses a variety of methods to promote effective communication throughout the district.						
13. The superintendent makes decisions that are in the best interest of the school district.						
14. If given a choice, I would recommend that a parent select this district for his or her child.						
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.						
<b>Overall Mean</b>	<b>n = 1</b>	<b>n = 3</b>	<b>n = 0</b>	<b>n = 1</b>	<b>n = 2</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Amos Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	61	41	27	38	41	53
1. My principal/supervisor provides good processes and resources for me to do my job.	3.10	2.93	4.11	4.19	3.68	3.40
2. My principal/supervisor provides feedback on my strengths as an employee.	3.00	2.98	3.67	3.84	3.27	3.02
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	2.92	2.66	3.85	3.95	3.78	3.08
4. My principal/supervisor recognizes good performance.	3.18	3.00	3.85	3.89	3.41	3.04
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.05	3.10	3.67	4.00	3.59	3.25
6. My principal/supervisor makes the best use of available funds.	3.02	2.63	3.96	3.87	3.54	3.11
7. My principal/supervisor consults me on the decisions that affect my job.	2.85	2.61	3.63	3.76	3.30	2.96
8. My principal/supervisor uses clear expectations to judge my performance.	2.92	2.98	3.89	4.13	3.68	3.26
9. My principal/supervisor provides the support needed to accomplish my work objectives.	2.92	2.88	3.78	3.92	3.56	3.19
10. My principal/supervisor provides feedback concerning areas for improving my performance.	2.97	2.90	3.67	4.03	3.62	3.28
11. The superintendent manages district finances effectively.	3.20	3.45	3.63	3.11	2.88	3.02
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.62	3.71	3.81	3.58	3.63	3.33
13. The superintendent makes decisions that are in the best interest of the school district.	3.54	3.37	3.41	3.16	3.00	3.06
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.08	3.17	3.59	3.47	3.27	2.79
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.12	3.27	3.93	4.00	3.29	2.88
<b>Overall Mean</b>	<b>3.11</b>	<b>3.04</b>	<b>3.75</b>	<b>3.78</b>	<b>3.44</b>	<b>3.13</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Anderson Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	31	59	39	37	22	26
1. My principal/supervisor provides good processes and resources for me to do my job.	4.06	4.25	4.00	3.84	3.64	3.88
2. My principal/supervisor provides feedback on my strengths as an employee.	3.71	4.05	3.77	3.73	3.64	3.77
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.52	4.02	3.77	3.73	3.50	3.85
4. My principal/supervisor recognizes good performance.	3.45	3.88	3.67	3.41	3.59	3.88
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.71	4.14	3.85	3.62	3.77	3.85
6. My principal/supervisor makes the best use of available funds.	3.90	4.14	3.95	3.78	3.68	3.77
7. My principal/supervisor consults me on the decisions that affect my job.	3.48	3.85	3.49	3.51	3.77	3.73
8. My principal/supervisor uses clear expectations to judge my performance.	4.06	4.14	3.77	3.68	3.59	3.58
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.94	3.90	3.82	3.54	3.68	3.69
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.58	4.05	3.64	3.59	3.64	3.62
11. The superintendent manages district finances effectively.	3.81	3.90	3.95	3.75	3.50	3.58
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.19	4.12	3.97	4.16	3.64	3.77
13. The superintendent makes decisions that are in the best interest of the school district.	4.03	4.14	4.05	3.78	3.41	3.65
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.94	4.03	3.92	3.32	3.55	3.46
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.39	3.95	3.64	3.49	3.45	3.69
<b>Overall Mean</b>	<b>3.78</b>	<b>4.03</b>	<b>3.82</b>	<b>3.67</b>	<b>3.61</b>	<b>3.72</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Area Superintendent – Elementary North

Items 1 - 15	03/2013 <sup>1</sup>	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	8	19	13	12	20	-
1. My principal/supervisor provides good processes and resources for me to do my job.	3.75	4.37	4.69	4.17	4.30	
2. My principal/supervisor provides feedback on my strengths as an employee.	3.75	4.32	4.69	4.25	4.15	
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.75	4.16	4.62	4.42	4.35	
4. My principal/supervisor recognizes good performance.	3.25	4.37	4.62	4.25	4.10	
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.25	4.37	4.62	4.50	4.15	
6. My principal/supervisor makes the best use of available funds.	3.25	4.26	4.54	4.42	4.25	
7. My principal/supervisor consults me on the decisions that affect my job.	3.13	4.16	4.62	4.17	4.00	
8. My principal/supervisor uses clear expectations to judge my performance.	3.25	4.11	4.69	4.25	3.90	
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.75	4.33	4.54	4.42	4.20	
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.38	4.21	4.54	4.08	4.00	
11. The superintendent manages district finances effectively.	3.63	4.11	4.23	4.17	4.05	
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.38	4.21	4.23	4.08	4.00	
13. The superintendent makes decisions that are in the best interest of the school district.	3.63	4.21	4.15	4.00	3.95	
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.88	4.00	4.15	3.83	4.05	
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.88	4.11	4.46	4.17	4.20	
<b>Overall Mean</b>	<b>3.59</b>	<b>4.22</b>	<b>4.49</b>	<b>4.21</b>	<b>4.10</b>	<b>-</b>

<sup>1</sup> Represents "Elementary" means

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Area Superintendent - Elementary South

Items 1 - 15	03/2013 <sup>1</sup>	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	-	20	19	8	2	-
1. My principal/supervisor provides good processes and resources for me to do my job.	3.75	3.95	3.89	3.88		
2. My principal/supervisor provides feedback on my strengths as an employee.	3.75	3.80	3.37	3.50		
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.75	3.90	3.53	4.13		
4. My principal/supervisor recognizes good performance.	3.25	3.65	3.42	4.00		
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.25	3.90	3.68	3.88		
6. My principal/supervisor makes the best use of available funds.	3.25	3.35	3.58	3.63		
7. My principal/supervisor consults me on the decisions that affect my job.	3.13	3.55	3.37	3.50		
8. My principal/supervisor uses clear expectations to judge my performance.	3.25	3.65	3.58	3.88		
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.75	3.68	3.63	3.63		
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.38	4.05	3.95	4.00		
11. The superintendent manages district finances effectively.	3.63	3.70	3.79	3.75		
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.38	4.10	3.95	4.50		
13. The superintendent makes decisions that are in the best interest of the school district.	3.63	4.10	3.84	3.75		
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.88	3.95	3.95	4.38		
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.88	3.60	3.95	3.63		
<b>Overall Mean</b>	<b>3.59</b>	<b>3.80</b>	<b>3.68</b>	<b>3.88</b>	<b>n = 2</b>	<b>-</b>

<sup>1</sup> Represents "Elementary" means

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Area Superintendent - Secondary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	3	19	16	14	14	16
1. My principal/supervisor provides good processes and resources for me to do my job.		3.95	3.81	4.00	3.71	4.31
2. My principal/supervisor provides feedback on my strengths as an employee.		3.84	3.81	4.21	3.57	4.50
3. Principal/supervisor led staff meetings make efficient use of time and are productive.		3.95	3.69	3.79	3.50	4.19
4. My principal/supervisor recognizes good performance.		3.74	3.69	4.14	3.36	4.19
5. My principal/supervisor demonstrates a genuine concern for my welfare.		3.53	3.69	4.00	3.36	4.44
6. My principal/supervisor makes the best use of available funds.		4.11	3.94	4.29	3.79	4.31
7. My principal/supervisor consults me on the decisions that affect my job.		3.37	3.44	3.86	3.21	3.81
8. My principal/supervisor uses clear expectations to judge my performance.		3.84	3.69	4.14	3.86	4.38
9. My principal/supervisor provides the support needed to accomplish my work objectives.		3.53	3.81	3.93	3.54	4.38
10. My principal/supervisor provides feedback concerning areas for improving my performance.		3.89	3.88	4.14	3.71	4.50
11. The superintendent manages district finances effectively.		4.21	4.00	4.07	3.79	3.81
12. The superintendent uses a variety of methods to promote effective communication throughout the district.		4.26	3.94	4.00	3.86	4.38
13. The superintendent makes decisions that are in the best interest of the school district.		4.00	3.94	3.79	3.50	4.06
14. If given a choice, I would recommend that a parent select this district for his or her child.		4.11	3.81	3.93	3.86	4.19
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.		3.74	3.56	3.50	3.29	4.00
<b>Overall Mean</b>	<b>n = 3</b>	<b>3.87</b>	<b>3.79</b>	<b>4.02</b>	<b>3.62</b>	<b>4.25</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Arlington Collegiate High School

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	-	-	-	5	6	18
1. My principal/supervisor provides good processes and resources for me to do my job.				4.60	4.00	4.72
2. My principal/supervisor provides feedback on my strengths as an employee.				4.40	3.67	4.61
3. Principal/supervisor led staff meetings make efficient use of time and are productive.				4.80	3.83	4.24
4. My principal/supervisor recognizes good performance.				4.20	3.50	4.44
5. My principal/supervisor demonstrates a genuine concern for my welfare.				4.60	4.40	4.72
6. My principal/supervisor makes the best use of available funds.				4.60	4.67	4.76
7. My principal/supervisor consults me on the decisions that affect my job.				4.40	4.00	4.56
8. My principal/supervisor uses clear expectations to judge my performance.				4.60	4.00	4.65
9. My principal/supervisor provides the support needed to accomplish my work objectives.				4.40	4.17	4.61
10. My principal/supervisor provides feedback concerning areas for improving my performance.				4.80	3.67	4.72
11. The superintendent manages district finances effectively.				3.40	4.50	3.76
12. The superintendent uses a variety of methods to promote effective communication throughout the district.				3.00	4.33	4.33
13. The superintendent makes decisions that are in the best interest of the school district.				3.00	4.17	4.18
14. If given a choice, I would recommend that a parent select this district for his or her child.				4.00	4.33	4.06
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.				4.40	4.33	4.78
<b>Overall Mean</b>				<b>4.20</b>	<b>4.08</b>	<b>4.46</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**



Arlington High School

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	144	143	120	148	151	236
1. My principal/supervisor provides good processes and resources for me to do my job.	4.65	4.50	4.61	3.39	3.40	3.55
2. My principal/supervisor provides feedback on my strengths as an employee.	4.40	4.27	4.47	2.99	2.90	3.31
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.64	4.68	4.73	3.29	3.46	3.69
4. My principal/supervisor recognizes good performance.	4.51	4.57	4.55	3.07	3.07	3.47
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.54	4.53	4.60	3.01	2.97	3.31
6. My principal/supervisor makes the best use of available funds.	4.60	4.52	4.63	3.22	3.35	3.54
7. My principal/supervisor consults me on the decisions that affect my job.	4.32	4.16	4.29	2.76	2.91	3.04
8. My principal/supervisor uses clear expectations to judge my performance.	4.51	4.39	4.52	3.23	3.09	3.48
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.53	4.42	4.55	3.18	3.14	3.44
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.41	4.29	4.42	3.17	3.09	3.51
11. The superintendent manages district finances effectively.	3.85	3.58	3.88	3.05	3.04	3.10
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.24	3.97	4.18	3.27	3.38	3.64
13. The superintendent makes decisions that are in the best interest of the school district.	4.05	3.75	4.03	2.83	2.89	3.10
14. If given a choice, I would recommend that a parent select this district for his or her child.	4.25	3.96	4.17	3.20	3.19	3.28
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.24	3.87	3.96	3.03	3.12	3.38
<b>Overall Mean</b>	<b>4.38</b>	<b>4.22</b>	<b>4.40</b>	<b>3.12</b>	<b>3.13</b>	<b>3.39</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Ashworth Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	46	47	24	44	22	57
1. My principal/supervisor provides good processes and resources for me to do my job.	4.39	4.70	4.63	4.52	4.82	4.49
2. My principal/supervisor provides feedback on my strengths as an employee.	4.35	4.51	4.54	4.48	4.73	4.46
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.09	4.66	4.54	4.36	4.64	4.42
4. My principal/supervisor recognizes good performance.	4.33	4.55	4.50	4.41	4.73	4.35
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.30	4.60	4.63	4.57	4.68	4.47
6. My principal/supervisor makes the best use of available funds.	4.30	4.68	4.63	4.57	4.64	4.42
7. My principal/supervisor consults me on the decisions that affect my job.	4.13	4.40	4.58	4.34	4.73	4.07
8. My principal/supervisor uses clear expectations to judge my performance.	4.26	4.60	4.54	4.61	4.71	4.50
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.24	4.70	4.63	4.55	4.77	4.42
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.26	4.45	4.58	4.45	4.64	4.45
11. The superintendent manages district finances effectively.	3.98	3.74	3.88	3.70	3.91	3.79
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.29	4.11	4.33	4.05	4.50	4.27
13. The superintendent makes decisions that are in the best interest of the school district.	4.07	3.85	4.04	3.70	4.00	4.04
14. If given a choice, I would recommend that a parent select this district for his or her child.	4.13	4.06	4.21	3.95	4.23	4.14
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.16	4.60	4.50	4.41	4.73	4.18
<b>Overall Mean</b>	<b>4.22</b>	<b>4.42</b>	<b>4.45</b>	<b>4.31</b>	<b>4.55</b>	<b>4.31</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Atherton Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	86	24	41	14	21	33
1. My principal/supervisor provides good processes and resources for me to do my job.	3.07	4.13	4.27	4.62	3.81	4.06
2. My principal/supervisor provides feedback on my strengths as an employee.	2.64	3.96	4.12	4.54	3.81	4.31
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	2.77	4.33	4.56	4.69	3.95	3.97
4. My principal/supervisor recognizes good performance.	2.53	4.21	4.39	4.62	3.76	4.09
5. My principal/supervisor demonstrates a genuine concern for my welfare.	2.54	4.38	4.44	4.69	3.86	4.41
6. My principal/supervisor makes the best use of available funds.	2.86	4.13	4.34	4.58	3.76	3.74
7. My principal/supervisor consults me on the decisions that affect my job.	2.81	4.21	4.22	4.69	3.55	4.37
8. My principal/supervisor uses clear expectations to judge my performance.	3.23	4.08	4.33	4.69	3.75	4.13
9. My principal/supervisor provides the support needed to accomplish my work objectives.	2.63	4.17	4.34	4.46	3.75	3.93
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.01	3.88	4.24	4.46	3.76	4.17
11. The superintendent manages district finances effectively.	3.47	3.58	3.61	3.36	3.25	3.10
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.94	4.08	3.76	3.14	3.20	3.52
13. The superintendent makes decisions that are in the best interest of the school district.	3.83	3.79	3.61	2.93	3.15	3.13
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.43	3.75	3.80	3.71	3.47	3.13
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.04	3.75	3.98	4.64	3.71	3.48
<b>Overall Mean</b>	<b>3.05</b>	<b>4.03</b>	<b>4.15</b>	<b>4.10</b>	<b>3.64</b>	<b>3.86</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Bailey Junior High

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	48	41	71	81	62	82
1. My principal/supervisor provides good processes and resources for me to do my job.	4.75	4.66	4.68	4.62	4.59	4.60
2. My principal/supervisor provides feedback on my strengths as an employee.	4.46	4.41	4.54	4.28	4.23	4.13
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.77	4.78	4.82	4.63	4.62	4.77
4. My principal/supervisor recognizes good performance.	4.65	4.59	4.68	4.37	4.48	4.28
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.69	4.71	4.72	4.43	4.53	4.56
6. My principal/supervisor makes the best use of available funds.	4.71	4.73	4.75	4.64	4.68	4.66
7. My principal/supervisor consults me on the decisions that affect my job.	4.40	4.56	4.49	4.35	4.34	4.32
8. My principal/supervisor uses clear expectations to judge my performance.	4.69	4.73	4.70	4.49	4.60	4.49
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.60	4.60	4.68	4.47	4.60	4.54
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.53	4.56	4.59	4.41	4.39	4.42
11. The superintendent manages district finances effectively.	4.04	4.00	4.13	3.86	3.85	3.40
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.38	4.12	4.15	4.21	4.13	3.86
13. The superintendent makes decisions that are in the best interest of the school district.	4.06	4.02	4.16	3.89	3.79	3.59
14. If given a choice, I would recommend that a parent select this district for his or her child.	4.31	4.34	4.25	4.01	3.95	3.88
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.77	4.73	4.80	4.64	4.63	4.58
<b>Overall Mean</b>	<b>4.52</b>	<b>4.50</b>	<b>4.52</b>	<b>4.33</b>	<b>4.34</b>	<b>4.25</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Barnett Junior High

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	39	82	30	83	87	100
1. My principal/supervisor provides good processes and resources for me to do my job.	3.24	3.89	3.30	3.81	3.58	3.19
2. My principal/supervisor provides feedback on my strengths as an employee.	3.15	3.38	2.70	3.28	2.95	2.95
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.28	3.50	2.53	3.30	3.15	2.99
4. My principal/supervisor recognizes good performance.	3.18	3.73	2.93	3.40	3.09	3.11
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.10	3.65	2.87	3.64	3.45	3.07
6. My principal/supervisor makes the best use of available funds.	2.69	3.74	3.17	3.92	3.85	3.07
7. My principal/supervisor consults me on the decisions that affect my job.	2.79	3.38	2.73	3.32	3.10	2.93
8. My principal/supervisor uses clear expectations to judge my performance.	3.23	3.88	3.07	3.67	3.20	3.15
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.21	3.80	3.00	3.60	3.36	3.03
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.21	3.62	2.83	3.48	3.14	3.23
11. The superintendent manages district finances effectively.	3.45	3.68	3.80	3.83	3.79	3.88
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.87	3.82	4.13	3.93	4.06	4.10
13. The superintendent makes decisions that are in the best interest of the school district.	3.72	3.84	4.17	3.83	3.95	3.99
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.15	3.80	3.80	3.60	3.67	3.62
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.18	3.83	3.00	3.60	3.62	3.62
<b>Overall Mean</b>	<b>3.23</b>	<b>3.70</b>	<b>3.22</b>	<b>3.61</b>	<b>3.45</b>	<b>3.31</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Bebensee Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	48	41	24	34	43	49
1. My principal/supervisor provides good processes and resources for me to do my job.	4.42	4.59	4.38	4.41	4.60	4.39
2. My principal/supervisor provides feedback on my strengths as an employee.	4.11	4.46	4.33	4.32	4.33	4.08
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.51	4.66	4.67	4.56	4.60	4.33
4. My principal/supervisor recognizes good performance.	4.36	4.63	4.25	4.29	4.40	4.14
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.40	4.76	4.46	4.68	4.67	4.51
6. My principal/supervisor makes the best use of available funds.	4.34	4.48	4.21	4.18	4.19	4.14
7. My principal/supervisor consults me on the decisions that affect my job.	4.31	4.49	4.25	4.15	4.37	4.12
8. My principal/supervisor uses clear expectations to judge my performance.	4.34	4.54	4.33	4.42	4.56	4.31
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.28	4.54	4.25	4.24	4.62	4.31
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.09	4.29	4.25	4.18	4.35	4.00
11. The superintendent manages district finances effectively.	3.67	3.73	3.92	3.38	3.58	3.47
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.00	4.13	4.21	3.94	4.09	3.80
13. The superintendent makes decisions that are in the best interest of the school district.	3.85	3.85	4.04	3.47	3.56	3.63
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.81	3.85	3.83	3.74	3.93	3.65
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.04	4.13	3.91	4.12	4.29	3.55
<b>Overall Mean</b>	<b>4.18</b>	<b>4.34</b>	<b>4.24</b>	<b>4.14</b>	<b>4.28</b>	<b>4.06</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Beckham Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	45	33	22	31	29	43
1. My principal/supervisor provides good processes and resources for me to do my job.	4.62	4.88	4.73	4.55	4.69	4.58
2. My principal/supervisor provides feedback on my strengths as an employee.	4.36	4.70	4.32	4.58	4.59	4.42
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.49	4.70	4.41	4.45	4.48	4.44
4. My principal/supervisor recognizes good performance.	4.60	4.73	4.27	4.39	4.59	4.58
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.42	4.63	4.32	4.48	4.62	4.51
6. My principal/supervisor makes the best use of available funds.	4.32	4.58	4.18	4.32	4.55	4.42
7. My principal/supervisor consults me on the decisions that affect my job.	4.31	4.48	3.68	4.19	4.52	4.14
8. My principal/supervisor uses clear expectations to judge my performance.	4.53	4.64	4.41	4.61	4.66	4.42
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.49	4.48	4.41	4.48	4.55	4.47
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.36	4.52	4.18	4.48	4.52	4.42
11. The superintendent manages district finances effectively.	3.72	3.73	3.48	3.39	3.66	3.57
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.22	4.16	3.82	3.77	4.00	3.88
13. The superintendent makes decisions that are in the best interest of the school district.	3.89	3.66	3.27	3.32	3.48	3.45
14. If given a choice, I would recommend that a parent select this district for his or her child.	4.22	3.84	3.59	3.61	3.89	3.83
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.38	4.36	4.23	4.23	4.55	4.26
<b>Overall Mean</b>	<b>4.33</b>	<b>4.41</b>	<b>4.07</b>	<b>4.19</b>	<b>4.34</b>	<b>4.23</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Berry Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	45	46	49	34	35	58
1. My principal/supervisor provides good processes and resources for me to do my job.	3.66	3.82	3.86	3.21	3.83	2.84
2. My principal/supervisor provides feedback on my strengths as an employee.	3.07	3.85	3.37	2.97	3.43	3.16
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.84	3.70	3.73	2.97	3.51	2.69
4. My principal/supervisor recognizes good performance.	3.07	3.89	3.51	3.09	3.53	3.00
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.22	3.78	3.53	2.94	3.63	2.97
6. My principal/supervisor makes the best use of available funds.	3.80	3.70	3.76	3.44	3.54	2.91
7. My principal/supervisor consults me on the decisions that affect my job.	3.13	3.33	3.16	2.58	3.06	2.53
8. My principal/supervisor uses clear expectations to judge my performance.	3.58	3.89	3.51	3.24	3.60	2.95
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.44	3.85	3.43	3.03	3.40	2.63
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.68	3.63	3.44	3.09	3.37	3.25
11. The superintendent manages district finances effectively.	3.42	3.35	3.39	3.03	3.09	3.07
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.79	3.74	3.85	3.29	3.40	3.37
13. The superintendent makes decisions that are in the best interest of the school district.	3.64	3.49	3.56	3.09	3.09	2.96
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.38	3.64	3.24	2.91	3.14	2.74
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.58	3.72	3.33	2.97	3.37	2.44
<b>Overall Mean</b>	<b>3.48</b>	<b>3.69</b>	<b>3.52</b>	<b>3.07</b>	<b>3.40</b>	<b>2.93</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**



Bilingual/ESOL/LOTE

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	6	8	19	15	11	-
1. My principal/supervisor provides good processes and resources for me to do my job.	4.17	4.00	3.68	4.53	3.36	
2. My principal/supervisor provides feedback on my strengths as an employee.	3.83	2.50	2.95	4.33	2.36	
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.83	3.63	3.61	4.60	3.18	
4. My principal/supervisor recognizes good performance.	3.67	2.75	2.84	4.53	2.36	
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.33	3.88	3.79	4.60	3.27	
6. My principal/supervisor makes the best use of available funds.	4.17	4.38	4.21	4.60	4.09	
7. My principal/supervisor consults me on the decisions that affect my job.	3.33	2.75	3.21	4.40	3.00	
8. My principal/supervisor uses clear expectations to judge my performance.	3.83	2.63	2.95	4.47	2.64	
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.00	3.13	3.26	4.60	2.91	
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.67	2.63	3.00	4.53	2.91	
11. The superintendent manages district finances effectively.	4.17	4.63	3.95	4.20	4.18	
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.17	4.63	4.16	4.20	4.27	
13. The superintendent makes decisions that are in the best interest of the school district.	4.33	4.88	4.21	4.27	4.18	
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.67	2.50	3.47	3.87	3.55	
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.50	2.88	3.37	4.00	3.36	
<b>Overall Mean</b>	<b>3.91</b>	<b>3.45</b>	<b>3.52</b>	<b>4.41</b>	<b>3.31</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Blanton Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	61	66	50	54	57	61
1. My principal/supervisor provides good processes and resources for me to do my job.	3.89	3.30	3.58	3.26	3.04	3.56
2. My principal/supervisor provides feedback on my strengths as an employee.	3.84	3.29	3.46	3.28	3.07	3.67
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.07	3.11	3.26	3.17	3.02	3.10
4. My principal/supervisor recognizes good performance.	3.83	3.44	3.44	3.24	2.93	3.49
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.88	3.62	3.52	3.52	3.19	3.72
6. My principal/supervisor makes the best use of available funds.	3.83	3.00	3.36	3.13	2.75	3.17
7. My principal/supervisor consults me on the decisions that affect my job.	3.75	2.97	3.18	3.02	2.74	3.20
8. My principal/supervisor uses clear expectations to judge my performance.	3.83	3.52	3.48	3.28	3.02	3.65
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.90	3.36	3.45	3.17	2.84	3.43
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.75	3.39	3.46	3.38	3.04	3.60
11. The superintendent manages district finances effectively.	3.73	3.68	3.61	3.48	3.34	3.30
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.02	3.82	3.88	3.61	3.68	3.55
13. The superintendent makes decisions that are in the best interest of the school district.	3.90	3.85	3.88	3.53	3.44	3.58
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.92	3.73	3.86	3.50	3.72	3.47
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.70	3.70	3.64	3.56	3.16	3.50
<b>Overall Mean</b>	<b>3.86</b>	<b>3.45</b>	<b>3.53</b>	<b>3.32</b>	<b>3.13</b>	<b>3.46</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Boles Junior High

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	49	48	26	47	43	61
1. My principal/supervisor provides good processes and resources for me to do my job.	4.39	4.46	4.58	4.51	4.60	4.64
2. My principal/supervisor provides feedback on my strengths as an employee.	4.16	4.38	4.27	4.23	4.35	4.43
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.35	4.42	4.62	4.47	4.65	4.67
4. My principal/supervisor recognizes good performance.	4.33	4.50	4.46	4.32	4.49	4.45
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.47	4.46	4.54	4.51	4.56	4.62
6. My principal/supervisor makes the best use of available funds.	4.25	4.27	4.44	4.49	4.58	4.48
7. My principal/supervisor consults me on the decisions that affect my job.	4.04	4.15	4.15	4.11	4.30	4.22
8. My principal/supervisor uses clear expectations to judge my performance.	4.31	4.19	4.42	4.38	4.42	4.38
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.31	4.31	4.42	4.38	4.49	4.47
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.14	4.23	4.31	4.28	4.44	4.42
11. The superintendent manages district finances effectively.	3.51	3.73	3.50	3.67	3.42	3.30
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.92	4.00	4.08	3.91	3.83	3.61
13. The superintendent makes decisions that are in the best interest of the school district.	3.80	3.77	3.58	3.79	3.51	3.38
14. If given a choice, I would recommend that a parent select this district for his or her child.	4.04	4.00	3.73	3.81	3.77	3.55
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.10	4.17	4.35	4.00	4.33	3.87
<b>Overall Mean</b>	<b>4.14</b>	<b>4.20</b>	<b>4.22</b>	<b>4.20</b>	<b>4.24</b>	<b>4.19</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Bowie High School

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	136	167	160	152	168	248
1. My principal/supervisor provides good processes and resources for me to do my job.	3.83	3.65	3.06	3.01	2.62	2.96
2. My principal/supervisor provides feedback on my strengths as an employee.	3.58	3.50	2.71	2.62	2.38	2.70
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.80	3.56	2.99	2.88	2.59	2.75
4. My principal/supervisor recognizes good performance.	3.76	3.52	2.78	2.78	2.54	2.70
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.81	3.53	2.93	2.79	2.62	2.72
6. My principal/supervisor makes the best use of available funds.	3.59	3.41	3.03	2.93	2.68	2.93
7. My principal/supervisor consults me on the decisions that affect my job.	3.26	3.10	2.53	2.47	2.27	2.47
8. My principal/supervisor uses clear expectations to judge my performance.	3.70	3.67	2.96	2.88	2.67	2.83
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.66	3.47	2.94	2.86	2.54	2.74
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.62	3.67	2.97	2.79	2.54	2.73
11. The superintendent manages district finances effectively.	3.34	3.38	3.35	2.89	2.67	2.87
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.96	3.72	3.60	3.19	3.19	3.13
13. The superintendent makes decisions that are in the best interest of the school district.	3.79	3.64	3.59	3.03	2.76	2.86
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.60	3.47	3.10	2.74	2.51	2.60
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.33	3.26	2.63	2.64	2.33	2.52
<b>Overall Mean</b>	<b>3.64</b>	<b>3.51</b>	<b>3.04</b>	<b>2.85</b>	<b>2.61</b>	<b>2.78</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Bryant Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	51	76	38	54	45	67
1. My principal/supervisor provides good processes and resources for me to do my job.	4.69	4.71	4.37	4.83	4.73	4.31
2. My principal/supervisor provides feedback on my strengths as an employee.	4.24	4.08	3.55	4.61	4.44	3.88
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.67	4.72	4.37	4.81	4.82	4.21
4. My principal/supervisor recognizes good performance.	4.27	4.28	3.76	4.65	4.58	3.78
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.28	4.41	3.79	4.67	4.73	3.94
6. My principal/supervisor makes the best use of available funds.	4.57	4.50	4.11	4.67	4.67	4.15
7. My principal/supervisor consults me on the decisions that affect my job.	4.16	4.41	3.71	4.54	4.67	4.01
8. My principal/supervisor uses clear expectations to judge my performance.	4.57	4.46	4.21	4.70	4.80	4.09
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.54	4.57	4.24	4.69	4.67	4.09
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.29	4.28	3.76	4.59	4.62	3.94
11. The superintendent manages district finances effectively.	3.60	3.51	3.39	3.46	3.57	3.30
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.94	3.78	3.68	3.75	3.93	3.67
13. The superintendent makes decisions that are in the best interest of the school district.	3.59	3.54	3.18	3.40	3.16	3.19
14. If given a choice, I would recommend that a parent select this district for his or her child.	4.14	3.93	3.39	3.96	3.71	3.34
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.43	4.54	4.11	4.52	4.60	3.99
<b>Overall Mean</b>	<b>4.26</b>	<b>4.25</b>	<b>3.82</b>	<b>4.39</b>	<b>4.37</b>	<b>3.85</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Burgin Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	46	52	51	46	29	72
1. My principal/supervisor provides good processes and resources for me to do my job.	3.70	3.75	4.33	4.20	4.10	3.90
2. My principal/supervisor provides feedback on my strengths as an employee.	3.76	3.44	4.14	4.15	4.00	3.97
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.42	3.33	4.10	4.22	4.07	3.41
4. My principal/supervisor recognizes good performance.	3.70	3.60	3.94	4.22	4.07	4.01
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.85	3.65	4.06	4.39	4.07	4.01
6. My principal/supervisor makes the best use of available funds.	3.52	3.18	3.90	4.28	4.25	3.66
7. My principal/supervisor consults me on the decisions that affect my job.	3.43	3.24	3.92	4.09	3.86	3.72
8. My principal/supervisor uses clear expectations to judge my performance.	3.80	3.69	4.24	4.24	4.38	4.06
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.74	3.61	4.18	4.15	4.17	3.92
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.65	3.47	4.04	4.00	3.90	3.99
11. The superintendent manages district finances effectively.	3.37	3.25	3.46	3.52	2.86	3.14
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.78	3.53	3.74	3.83	3.57	3.70
13. The superintendent makes decisions that are in the best interest of the school district.	3.67	3.25	3.40	3.39	3.04	3.19
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.46	3.31	3.78	3.37	3.62	3.25
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.24	3.36	3.82	4.07	3.45	3.83
<b>Overall Mean</b>	<b>3.61</b>	<b>3.40</b>	<b>3.95</b>	<b>4.00</b>	<b>3.86</b>	<b>3.71</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Butler Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	29	47	39	34	30	57
1. My principal/supervisor provides good processes and resources for me to do my job.	4.34	3.68	4.90	4.76	4.30	4.65
2. My principal/supervisor provides feedback on my strengths as an employee.	4.31	3.43	4.68	4.79	4.17	4.60
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.41	3.54	4.79	4.76	4.38	4.84
4. My principal/supervisor recognizes good performance.	4.24	3.65	4.79	4.79	4.43	4.68
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.24	3.35	4.72	4.71	4.33	4.49
6. My principal/supervisor makes the best use of available funds.	4.21	3.98	4.82	4.74	4.30	4.71
7. My principal/supervisor consults me on the decisions that affect my job.	4.00	3.35	4.68	4.65	4.07	4.39
8. My principal/supervisor uses clear expectations to judge my performance.	4.24	3.78	4.76	4.76	4.27	4.66
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.34	3.83	4.77	4.74	4.27	4.68
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.11	3.61	4.63	4.71	4.23	4.54
11. The superintendent manages district finances effectively.	4.00	3.33	4.44	4.13	3.70	3.86
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.28	3.85	4.54	4.24	4.17	4.33
13. The superintendent makes decisions that are in the best interest of the school district.	4.18	3.39	4.51	4.06	3.93	4.00
14. If given a choice, I would recommend that a parent select this district for his or her child.	4.10	3.00	4.41	3.94	3.67	3.56
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.07	3.43	4.82	4.79	4.27	4.56
<b>Overall Mean</b>	<b>4.20</b>	<b>3.58</b>	<b>4.68</b>	<b>4.56</b>	<b>4.16</b>	<b>4.43</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

## Career and Technical Education

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	15	13	6	9	14	-
1. My principal/supervisor provides good processes and resources for me to do my job.	2.67	4.54	4.83	4.67	4.57	
2. My principal/supervisor provides feedback on my strengths as an employee.	3.13	4.46	4.67	4.22	4.29	
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.13	4.31	4.83	4.33	4.29	
4. My principal/supervisor recognizes good performance.	3.13	4.62	4.83	4.44	4.50	
5. My principal/supervisor demonstrates a genuine concern for my welfare.	2.60	4.46	5.00	4.67	4.71	
6. My principal/supervisor makes the best use of available funds.	2.67	4.54	4.83	4.56	4.79	
7. My principal/supervisor consults me on the decisions that affect my job.	2.60	4.31	4.67	4.33	4.64	
8. My principal/supervisor uses clear expectations to judge my performance.	3.40	4.46	4.83	4.33	4.57	
9. My principal/supervisor provides the support needed to accomplish my work objectives.	2.60	4.54	4.83	4.22	4.29	
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.33	4.31	4.83	4.44	4.36	
11. The superintendent manages district finances effectively.	3.93	4.54	4.83	4.22	4.21	
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.47	4.69	4.67	4.11	4.21	
13. The superintendent makes decisions that are in the best interest of the school district.	4.13	4.54	4.83	4.11	4.14	
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.73	4.54	4.67	4.22	4.14	
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	2.67	4.38	4.83	4.44	4.50	
<b>Overall Mean</b>	<b>3.21</b>	<b>4.48</b>	<b>4.80</b>	<b>4.35</b>	<b>4.41</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**



Carter Junior High

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	70	73	52	72	58	92
1. My principal/supervisor provides good processes and resources for me to do my job.	4.20	2.96	3.24	4.45	4.40	4.30
2. My principal/supervisor provides feedback on my strengths as an employee.	3.94	2.86	3.17	4.36	4.35	4.12
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.27	2.90	3.12	4.42	4.65	4.49
4. My principal/supervisor recognizes good performance.	3.93	3.31	3.46	4.46	4.49	4.28
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.99	3.43	3.69	4.46	4.56	4.35
6. My principal/supervisor makes the best use of available funds.	4.24	3.18	3.40	4.22	4.58	4.23
7. My principal/supervisor consults me on the decisions that affect my job.	3.64	2.90	3.00	4.17	4.19	4.04
8. My principal/supervisor uses clear expectations to judge my performance.	4.11	3.04	3.19	4.38	4.43	4.19
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.97	3.11	3.19	4.43	4.40	4.20
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.22	2.87	3.24	4.31	4.19	4.18
11. The superintendent manages district finances effectively.	3.64	3.56	3.54	3.62	3.64	3.57
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.10	3.94	3.79	3.96	4.00	3.94
13. The superintendent makes decisions that are in the best interest of the school district.	4.06	3.85	3.81	3.83	3.74	3.78
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.75	3.58	3.48	3.83	3.84	3.49
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.77	3.10	3.29	4.26	4.34	3.91
<b>Overall Mean</b>	<b>3.99</b>	<b>3.23</b>	<b>3.38</b>	<b>4.21</b>	<b>4.22</b>	<b>4.09</b>

What is working well in the school district?

What areas in the school district could be improved?

Is there anyone in the school district that you would like to recognize for good work?

Chief Academic Officer

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	2	4	6	1	3	9
1. My principal/supervisor provides good processes and resources for me to do my job.			4.33			4.00
2. My principal/supervisor provides feedback on my strengths as an employee.			4.83			3.89
3. Principal/supervisor led staff meetings make efficient use of time and are productive.			4.33			4.00
4. My principal/supervisor recognizes good performance.			5.00			4.11
5. My principal/supervisor demonstrates a genuine concern for my welfare.			5.00			4.11
6. My principal/supervisor makes the best use of available funds.			5.00			4.22
7. My principal/supervisor consults me on the decisions that affect my job.			4.83			3.56
8. My principal/supervisor uses clear expectations to judge my performance.			4.67			3.89
9. My principal/supervisor provides the support needed to accomplish my work objectives.			4.67			4.11
10. My principal/supervisor provides feedback concerning areas for improving my performance.			4.67			4.33
11. The superintendent manages district finances effectively.			4.50			4.33
12. The superintendent uses a variety of methods to promote effective communication throughout the district.			4.50			4.22
13. The superintendent makes decisions that are in the best interest of the school district.			4.17			4.11
14. If given a choice, I would recommend that a parent select this district for his or her child.			4.33			4.44
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.			4.33			4.33
<b>Overall Mean</b>	<b>n = 2</b>	<b>n = 4</b>	<b>4.63</b>	<b>n = 1</b>	<b>n = 3</b>	<b>4.10</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Chief Financial Officer

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	-	-	3	1	1	4
1. My principal/supervisor provides good processes and resources for me to do my job.						
2. My principal/supervisor provides feedback on my strengths as an employee.						
3. Principal/supervisor led staff meetings make efficient use of time and are productive.						
4. My principal/supervisor recognizes good performance.						
5. My principal/supervisor demonstrates a genuine concern for my welfare.						
6. My principal/supervisor makes the best use of available funds.						
7. My principal/supervisor consults me on the decisions that affect my job.						
8. My principal/supervisor uses clear expectations to judge my performance.						
9. My principal/supervisor provides the support needed to accomplish my work objectives.						
10. My principal/supervisor provides feedback concerning areas for improving my performance.						
11. The superintendent manages district finances effectively.						
12. The superintendent uses a variety of methods to promote effective communication throughout the district.						
13. The superintendent makes decisions that are in the best interest of the school district.						
14. If given a choice, I would recommend that a parent select this district for his or her child.						
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.						
<b>Overall Mean</b>	<b>Not Available</b>	<b>Not Available</b>	<b>n = 3</b>	<b>n = 1</b>	<b>n = 1</b>	<b>n = 4</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

## Communications

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	2	3	3	2	2	3
1. My principal/supervisor provides good processes and resources for me to do my job.						
2. My principal/supervisor provides feedback on my strengths as an employee.						
3. Principal/supervisor led staff meetings make efficient use of time and are productive.						
4. My principal/supervisor recognizes good performance.						
5. My principal/supervisor demonstrates a genuine concern for my welfare.						
6. My principal/supervisor makes the best use of available funds.						
7. My principal/supervisor consults me on the decisions that affect my job.						
8. My principal/supervisor uses clear expectations to judge my performance.						
9. My principal/supervisor provides the support needed to accomplish my work objectives.						
10. My principal/supervisor provides feedback concerning areas for improving my performance.						
11. The superintendent manages district finances effectively.						
12. The superintendent uses a variety of methods to promote effective communication throughout the district.						
13. The superintendent makes decisions that are in the best interest of the school district.						
14. If given a choice, I would recommend that a parent select this district for his or her child.						
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.						
<b>Overall Mean</b>	<b>n = 2</b>	<b>n = 3</b>	<b>n = 3</b>	<b>n = 2</b>	<b>n = 2</b>	<b>n = 3</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Community Based Program

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	9	9	10	6	14	13
1. My principal/supervisor provides good processes and resources for me to do my job.	4.11	4.67	4.50	4.67	4.86	4.77
2. My principal/supervisor provides feedback on my strengths as an employee.	3.33	4.22	4.60	4.50	4.71	4.62
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.56	4.44	4.60	4.83	4.79	4.92
4. My principal/supervisor recognizes good performance.	3.44	4.33	4.70	4.00	4.64	4.62
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.22	4.44	4.50	4.33	4.86	4.54
6. My principal/supervisor makes the best use of available funds.	4.11	4.00	4.30	4.50	4.86	4.42
7. My principal/supervisor consults me on the decisions that affect my job.	3.33	4.11	4.40	3.50	4.64	4.50
8. My principal/supervisor uses clear expectations to judge my performance.	3.22	4.33	4.60	4.50	4.93	4.75
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.56	4.33	4.70	4.67	4.93	4.75
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.00	4.33	4.60	4.00	4.79	4.83
11. The superintendent manages district finances effectively.	3.56	3.67	4.10	4.00	4.36	4.08
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.22	4.11	4.40	4.17	4.43	4.50
13. The superintendent makes decisions that are in the best interest of the school district.	3.89	3.67	4.10	4.17	4.29	4.50
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.78	3.78	4.30	4.17	4.50	4.58
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.67	4.33	4.70	4.83	4.79	4.67
<b>Overall Mean</b>	<b>3.67</b>	<b>4.19</b>	<b>4.46</b>	<b>4.29</b>	<b>4.68</b>	<b>4.60</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

## Teaching & Learning

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	-	-	9	11	11	38
1. My principal/supervisor provides good processes and resources for me to do my job.			2.78	3.09	3.73	3.74
2. My principal/supervisor provides feedback on my strengths as an employee.			1.89	3.00	3.55	3.53
3. Principal/supervisor led staff meetings make efficient use of time and are productive.			2.67	2.36	3.82	3.66
4. My principal/supervisor recognizes good performance.			2.67	3.18	3.50	3.87
5. My principal/supervisor demonstrates a genuine concern for my welfare.			2.78	3.27	3.82	4.13
6. My principal/supervisor makes the best use of available funds.			3.00	3.64	4.00	3.97
7. My principal/supervisor consults me on the decisions that affect my job.			2.56	2.91	3.73	3.45
8. My principal/supervisor uses clear expectations to judge my performance.			2.44	2.82	3.45	3.47
9. My principal/supervisor provides the support needed to accomplish my work objectives.			2.44	2.73	3.45	3.53
10. My principal/supervisor provides feedback concerning areas for improving my performance.			2.22	3.00	3.64	3.42
11. The superintendent manages district finances effectively.			3.33	3.45	3.82	3.47
12. The superintendent uses a variety of methods to promote effective communication throughout the district.			2.89	2.70	3.64	3.89
13. The superintendent makes decisions that are in the best interest of the school district.			3.22	2.73	3.36	3.39
14. If given a choice, I would recommend that a parent select this district for his or her child.			2.78	2.64	3.20	3.32
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.			2.33	3.00	3.36	3.21
<b>Overall Mean</b>	<b>Not Available</b>	<b>Not Available</b>	<b>2.69</b>	<b>2.96</b>	<b>3.62</b>	<b>3.63</b>

Prior to 03/16, means are for Core Curriculum and Instruction

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Corey Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	47	36	17	36	13	57
1. My principal/supervisor provides good processes and resources for me to do my job.	4.43	4.42	4.47	4.53	4.23	4.72
2. My principal/supervisor provides feedback on my strengths as an employee.	4.15	4.29	4.47	4.28	4.00	4.56
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.80	3.77	3.94	4.08	4.08	4.58
4. My principal/supervisor recognizes good performance.	4.21	4.17	4.35	4.31	4.08	4.56
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.51	4.51	4.59	4.50	4.08	4.56
6. My principal/supervisor makes the best use of available funds.	4.38	4.34	4.35	4.56	4.00	4.45
7. My principal/supervisor consults me on the decisions that affect my job.	4.11	4.03	4.06	4.19	3.85	4.32
8. My principal/supervisor uses clear expectations to judge my performance.	4.33	4.17	4.41	4.36	3.92	4.50
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.19	4.20	4.71	4.43	4.08	4.59
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.13	4.11	4.35	4.28	4.00	4.47
11. The superintendent manages district finances effectively.	3.70	3.83	3.81	3.58	3.15	3.66
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.34	4.00	4.06	3.56	2.85	4.05
13. The superintendent makes decisions that are in the best interest of the school district.	4.04	3.94	3.65	3.19	3.00	3.82
14. If given a choice, I would recommend that a parent select this district for his or her child.	4.02	3.69	3.65	3.44	2.85	4.14
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.28	4.11	4.35	4.22	3.92	4.45
<b>Overall Mean</b>	<b>4.18</b>	<b>4.13</b>	<b>4.21</b>	<b>4.09</b>	<b>3.73</b>	<b>4.36</b>

What is working well in the school district?

What areas in the school district could be improved?

Is there anyone in the school district that you would like to recognize for good work?

Crouch Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	56	45	41	38	50	52
1. My principal/supervisor provides good processes and resources for me to do my job.	3.96	3.82	3.95	3.84	4.10	3.94
2. My principal/supervisor provides feedback on my strengths as an employee.	3.50	3.80	3.88	3.76	3.94	3.61
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.11	3.64	4.00	3.47	3.76	3.80
4. My principal/supervisor recognizes good performance.	3.59	4.24	4.12	3.97	3.94	3.73
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.88	3.91	4.02	3.74	3.90	3.78
6. My principal/supervisor makes the best use of available funds.	3.91	3.78	3.76	3.73	3.88	3.94
7. My principal/supervisor consults me on the decisions that affect my job.	3.64	3.71	3.71	3.50	3.60	3.40
8. My principal/supervisor uses clear expectations to judge my performance.	4.04	3.80	3.95	3.89	4.04	3.77
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.84	3.82	3.85	3.78	3.90	3.77
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.71	3.79	3.98	3.82	3.96	3.87
11. The superintendent manages district finances effectively.	3.62	3.62	3.85	3.63	3.68	3.60
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.00	3.82	4.07	3.84	3.82	3.96
13. The superintendent makes decisions that are in the best interest of the school district.	3.95	3.75	3.95	3.68	3.78	3.88
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.79	3.64	3.78	3.53	3.69	3.80
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.53	3.36	3.34	3.46	3.32	3.42
<b>Overall Mean</b>	<b>3.80</b>	<b>3.77</b>	<b>3.92</b>	<b>3.73</b>	<b>3.86</b>	<b>3.78</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**



Crow Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	42	27	11	28	54	36
1. My principal/supervisor provides good processes and resources for me to do my job.	4.00	4.04	4.00	3.75	4.37	3.64
2. My principal/supervisor provides feedback on my strengths as an employee.	3.81	4.00	3.82	3.68	4.33	3.75
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.21	4.30	4.27	3.93	4.54	3.08
4. My principal/supervisor recognizes good performance.	3.79	4.07	3.73	4.11	4.39	3.53
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.79	3.93	3.55	3.86	4.61	3.67
6. My principal/supervisor makes the best use of available funds.	4.14	4.26	3.82	3.79	4.33	3.43
7. My principal/supervisor consults me on the decisions that affect my job.	3.98	3.78	3.64	3.50	4.41	3.37
8. My principal/supervisor uses clear expectations to judge my performance.	3.86	4.07	3.64	3.71	4.20	3.57
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.02	4.11	3.82	3.89	4.39	3.51
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.74	4.07	3.82	3.61	4.22	3.74
11. The superintendent manages district finances effectively.	3.76	3.74	3.82	3.29	3.69	3.40
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.14	3.70	3.82	3.50	4.00	3.80
13. The superintendent makes decisions that are in the best interest of the school district.	4.14	3.78	3.91	3.37	3.78	3.37
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.81	3.63	3.27	3.14	3.87	3.31
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.98	3.77	3.45	3.61	4.28	3.49
<b>Overall Mean</b>	<b>3.94</b>	<b>3.95</b>	<b>3.78</b>	<b>3.65</b>	<b>4.22</b>	<b>3.51</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

## Custodial Services

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	26	6	26	45	140	-
1. My principal/supervisor provides good processes and resources for me to do my job.	4.60	3.67	4.42	4.11	4.16	
2. My principal/supervisor provides feedback on my strengths as an employee.	3.91	3.75	4.35	4.07	3.92	
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.00	4.17	4.44	4.02	4.00	
4. My principal/supervisor recognizes good performance.	4.17	3.33	4.36	4.12	3.97	
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.15	4.00	4.12	4.00	3.85	
6. My principal/supervisor makes the best use of available funds.	4.23	3.80	4.19	3.98	3.91	
7. My principal/supervisor consults me on the decisions that affect my job.	4.35	3.67	4.24	4.00	3.91	
8. My principal/supervisor uses clear expectations to judge my performance.	4.48	4.17	4.27	4.11	3.99	
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.40	3.83	4.42	4.07	3.93	
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.08	4.00	4.35	4.12	3.93	
11. The superintendent manages district finances effectively.	3.58	3.80	4.04	3.78	3.88	
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.92	4.00	4.24	3.91	3.93	
13. The superintendent makes decisions that are in the best interest of the school district.	3.88	4.17	4.33	3.95	4.05	
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.88	4.17	4.29	3.95	4.08	
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.84	4.00	4.20	4.21	4.05	
<b>Overall Mean</b>	<b>4.09</b>	<b>3.92</b>	<b>4.30</b>	<b>4.00</b>	<b>3.97</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Ditto Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	47	46	40	47	55	58
1. My principal/supervisor provides good processes and resources for me to do my job.	4.32	4.37	3.68	3.52	3.56	3.53
2. My principal/supervisor provides feedback on my strengths as an employee.	4.04	4.33	3.69	3.46	3.47	3.40
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.98	4.52	3.62	3.50	3.78	3.77
4. My principal/supervisor recognizes good performance.	4.17	4.37	3.72	3.48	3.72	3.47
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.30	4.50	3.72	3.57	3.75	3.47
6. My principal/supervisor makes the best use of available funds.	4.00	4.18	3.77	3.64	3.76	3.60
7. My principal/supervisor consults me on the decisions that affect my job.	3.96	4.11	3.23	3.26	3.30	3.36
8. My principal/supervisor uses clear expectations to judge my performance.	4.26	4.36	3.68	3.57	3.73	3.50
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.04	4.38	3.64	3.53	3.59	3.60
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.21	4.27	3.63	3.64	3.71	3.78
11. The superintendent manages district finances effectively.	3.78	3.57	3.20	3.11	2.82	3.31
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.15	3.72	3.60	3.35	3.45	3.66
13. The superintendent makes decisions that are in the best interest of the school district.	4.04	3.78	3.38	3.09	2.96	3.36
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.89	3.96	3.33	3.17	3.07	3.38
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.23	4.41	3.80	3.53	3.84	3.60
<b>Overall Mean</b>	<b>4.09</b>	<b>4.18</b>	<b>3.56</b>	<b>3.40</b>	<b>3.48</b>	<b>3.51</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

## Dropout Prevention

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	9	5	11	11	5	-
1. My principal/supervisor provides good processes and resources for me to do my job.	4.00	3.60	4.18	4.55	4.40	
2. My principal/supervisor provides feedback on my strengths as an employee.	3.78	4.00	3.64	4.45	4.20	
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.67	4.00	4.00	4.36	4.40	
4. My principal/supervisor recognizes good performance.	4.11	4.00	3.82	4.45	4.20	
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.33	4.00	3.91	4.64	4.20	
6. My principal/supervisor makes the best use of available funds.	3.67	4.00	4.18	4.55	4.40	
7. My principal/supervisor consults me on the decisions that affect my job.	3.67	4.00	4.00	4.55	4.20	
8. My principal/supervisor uses clear expectations to judge my performance.	3.56	3.40	4.00	4.55	4.40	
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.67	4.00	4.00	4.64	4.60	
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.67	3.40	4.45	4.64	4.40	
11. The superintendent manages district finances effectively.	3.50	3.80	4.00	3.91	3.60	
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.00	4.00	4.27	4.09	4.00	
13. The superintendent makes decisions that are in the best interest of the school district.	3.75	4.00	4.27	3.91	3.60	
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.50	3.80	3.70	4.09	4.20	
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.88	3.60	3.64	4.36	4.40	
<b>Overall Mean</b>	<b>3.76</b>	<b>3.84</b>	<b>4.03</b>	<b>4.38</b>	<b>4.20</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Duff Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	38	59	13	34	36	54
1. My principal/supervisor provides good processes and resources for me to do my job.	4.49	4.29	4.77	4.44	4.33	4.57
2. My principal/supervisor provides feedback on my strengths as an employee.	4.24	4.05	4.62	4.26	4.14	4.38
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.35	4.02	4.23	4.29	4.39	4.49
4. My principal/supervisor recognizes good performance.	4.24	4.20	4.54	4.44	4.39	4.43
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.38	4.47	4.85	4.76	4.64	4.58
6. My principal/supervisor makes the best use of available funds.	4.30	4.14	4.69	4.44	4.31	4.54
7. My principal/supervisor consults me on the decisions that affect my job.	4.11	3.69	4.31	4.00	3.89	4.06
8. My principal/supervisor uses clear expectations to judge my performance.	4.41	4.31	4.69	4.44	4.36	4.50
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.39	4.27	4.54	4.32	4.31	4.46
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.30	4.03	4.54	4.26	4.28	4.37
11. The superintendent manages district finances effectively.	3.73	3.54	3.62	3.79	3.31	3.49
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.14	3.93	4.00	3.91	3.81	4.00
13. The superintendent makes decisions that are in the best interest of the school district.	3.95	3.76	3.69	3.74	3.42	3.77
14. If given a choice, I would recommend that a parent select this district for his or her child.	4.11	3.93	4.15	4.12	3.64	3.91
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.44	4.17	4.38	4.38	4.22	4.43
<b>Overall Mean</b>	<b>4.16</b>	<b>4.06</b>	<b>4.37</b>	<b>4.23</b>	<b>4.09</b>	<b>4.26</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Dunn Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	57	48	47	39	46	52
1. My principal/supervisor provides good processes and resources for me to do my job.	3.75	4.08	3.62	3.49	4.00	3.81
2. My principal/supervisor provides feedback on my strengths as an employee.	3.63	3.94	3.19	3.59	3.83	3.90
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.37	4.10	3.81	3.54	3.91	3.88
4. My principal/supervisor recognizes good performance.	3.82	4.13	3.38	3.62	3.93	3.94
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.68	4.06	3.23	3.62	3.93	3.88
6. My principal/supervisor makes the best use of available funds.	3.71	3.92	3.62	3.62	4.11	3.88
7. My principal/supervisor consults me on the decisions that affect my job.	3.33	3.65	2.83	2.97	3.43	3.61
8. My principal/supervisor uses clear expectations to judge my performance.	3.37	3.98	3.13	3.46	3.93	3.90
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.53	4.02	3.19	3.39	3.83	3.73
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.33	4.00	3.28	3.51	3.73	3.80
11. The superintendent manages district finances effectively.	3.51	3.71	3.55	2.79	2.93	3.43
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.05	4.08	4.09	3.23	3.53	3.84
13. The superintendent makes decisions that are in the best interest of the school district.	3.74	3.73	3.57	2.72	2.67	3.31
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.74	3.88	3.55	3.08	3.20	3.32
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.16	3.87	2.72	3.05	3.37	3.63
<b>Overall Mean</b>	<b>3.58</b>	<b>3.94</b>	<b>3.43</b>	<b>3.33</b>	<b>3.64</b>	<b>3.73</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Elementary Instruction

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	14	9	9	2	2	-
1. My principal/supervisor provides good processes and resources for me to do my job.	4.21	3.67	3.89			
2. My principal/supervisor provides feedback on my strengths as an employee.	4.00	3.25	3.67			
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.77	3.50	3.78			
4. My principal/supervisor recognizes good performance.	4.00	3.50	3.78			
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.43	4.11	4.22			
6. My principal/supervisor makes the best use of available funds.	4.21	3.89	3.89			
7. My principal/supervisor consults me on the decisions that affect my job.	4.00	3.56	3.44			
8. My principal/supervisor uses clear expectations to judge my performance.	3.79	3.25	3.56			
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.86	3.67	4.11			
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.93	2.88	3.67			
11. The superintendent manages district finances effectively.	4.00	3.67	3.67			
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.29	3.50	3.67			
13. The superintendent makes decisions that are in the best interest of the school district.	4.43	3.50	3.67			
14. If given a choice, I would recommend that a parent select this district for his or her child.	4.15	3.25	3.44			
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.93	3.63	3.56			
<b>Overall Mean</b>	<b>4.06</b>	<b>3.62</b>	<b>3.75</b>	<b>n = 2</b>	<b>n = 2</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Ellis Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	51	60	64	37	46	71
1. My principal/supervisor provides good processes and resources for me to do my job.	3.75	4.53	4.51	2.62	2.20	2.23
2. My principal/supervisor provides feedback on my strengths as an employee.	3.39	4.75	4.55	2.51	1.91	2.21
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.35	4.64	4.58	2.32	1.89	2.10
4. My principal/supervisor recognizes good performance.	3.59	4.78	4.55	2.73	2.00	2.28
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.51	4.83	4.59	2.73	2.07	2.47
6. My principal/supervisor makes the best use of available funds.	3.63	4.59	4.42	2.46	2.07	2.35
7. My principal/supervisor consults me on the decisions that affect my job.	3.27	4.54	4.47	2.38	1.98	2.03
8. My principal/supervisor uses clear expectations to judge my performance.	3.73	4.63	4.56	2.69	2.22	2.13
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.57	4.56	4.44	2.41	2.09	2.06
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.80	4.58	4.49	2.57	2.26	2.13
11. The superintendent manages district finances effectively.	3.42	3.68	3.39	3.16	2.71	3.16
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.67	3.83	3.67	3.46	2.93	3.66
13. The superintendent makes decisions that are in the best interest of the school district.	3.57	3.62	3.36	3.05	2.55	3.19
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.16	3.50	3.17	2.49	2.20	2.51
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.12	3.87	3.86	2.35	1.98	2.13
<b>Overall Mean</b>	<b>3.50</b>	<b>4.33</b>	<b>4.20</b>	<b>2.69</b>	<b>2.22</b>	<b>2.46</b>

What is working well in the school district?

What areas in the school district could be improved?

Is there anyone in the school district that you would like to recognize for good work?



Farrell Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	45	41	44	39	51	53
1. My principal/supervisor provides good processes and resources for me to do my job.	4.09	4.20	4.09	4.03	4.22	3.94
2. My principal/supervisor provides feedback on my strengths as an employee.	3.91	4.15	3.80	4.00	4.20	3.87
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.02	4.13	3.86	3.76	3.90	3.72
4. My principal/supervisor recognizes good performance.	4.18	4.29	3.93	3.92	4.29	3.89
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.04	4.15	3.91	4.00	4.18	3.77
6. My principal/supervisor makes the best use of available funds.	3.91	4.05	4.14	4.03	4.22	3.77
7. My principal/supervisor consults me on the decisions that affect my job.	3.98	4.05	3.82	3.56	4.04	3.42
8. My principal/supervisor uses clear expectations to judge my performance.	3.93	4.34	3.89	3.87	4.16	3.83
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.09	4.12	3.86	3.79	4.08	3.74
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.91	4.39	4.16	4.00	4.22	4.15
11. The superintendent manages district finances effectively.	3.73	3.83	4.05	3.58	3.73	3.42
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.07	4.02	4.36	3.82	3.82	3.92
13. The superintendent makes decisions that are in the best interest of the school district.	3.89	3.83	4.09	3.32	3.41	3.49
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.89	3.85	3.84	3.55	3.51	3.32
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.07	4.15	3.73	3.68	3.76	3.21
<b>Overall Mean</b>	<b>3.98</b>	<b>4.10</b>	<b>3.98</b>	<b>3.80</b>	<b>4.00</b>	<b>3.73</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Ferguson Junior High

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	41	34	24	41	22	-
1. My principal/supervisor provides good processes and resources for me to do my job.	3.95	4.26	3.79	4.73	3.50	
2. My principal/supervisor provides feedback on my strengths as an employee.	3.73	3.82	3.71	4.68	3.50	
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.12	4.35	3.75	4.80	3.50	
4. My principal/supervisor recognizes good performance.	3.93	4.18	3.58	4.85	3.50	
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.83	4.38	3.63	4.76	3.27	
6. My principal/supervisor makes the best use of available funds.	4.05	3.94	3.50	4.68	3.36	
7. My principal/supervisor consults me on the decisions that affect my job.	3.78	3.88	3.17	4.58	3.27	
8. My principal/supervisor uses clear expectations to judge my performance.	3.83	3.97	3.58	4.76	3.36	
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.85	4.18	3.46	4.73	3.45	
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.93	4.18	3.83	4.73	3.36	
11. The superintendent manages district finances effectively.	3.88	3.76	2.71	3.37	3.23	
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.29	4.09	2.67	3.49	3.68	
13. The superintendent makes decisions that are in the best interest of the school district.	4.17	3.91	2.58	2.93	3.23	
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.83	3.85	2.88	3.68	3.23	
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.80	3.82	3.29	4.73	3.55	
<b>Overall Mean</b>	<b>3.93</b>	<b>4.04</b>	<b>3.35</b>	<b>4.34</b>	<b>3.39</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

## Finance

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	3	2	5	0	3	17
1. My principal/supervisor provides good processes and resources for me to do my job.			4.80			3.94
2. My principal/supervisor provides feedback on my strengths as an employee.			4.60			3.69
3. Principal/supervisor led staff meetings make efficient use of time and are productive.			4.60			3.56
4. My principal/supervisor recognizes good performance.			4.40			3.88
5. My principal/supervisor demonstrates a genuine concern for my welfare.			4.60			4.06
6. My principal/supervisor makes the best use of available funds.			4.60			3.94
7. My principal/supervisor consults me on the decisions that affect my job.			4.80			3.69
8. My principal/supervisor uses clear expectations to judge my performance.			4.60			3.62
9. My principal/supervisor provides the support needed to accomplish my work objectives.			4.40			3.75
10. My principal/supervisor provides feedback concerning areas for improving my performance.			4.40			3.69
11. The superintendent manages district finances effectively.			4.60			3.65
12. The superintendent uses a variety of methods to promote effective communication throughout the district.			4.60			3.65
13. The superintendent makes decisions that are in the best interest of the school district.			4.60			3.65
14. If given a choice, I would recommend that a parent select this district for his or her child.			4.20			3.12
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.			4.40			3.59
<b>Overall Mean</b>	<b>n = 3</b>	<b>n = 2</b>	<b>4.56</b>	<b>n = 0</b>	<b>n = 3</b>	<b>3.70</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Fine Arts

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	5	4	6	10	5	-
1. My principal/supervisor provides good processes and resources for me to do my job.	4.60		4.17	4.00	4.40	
2. My principal/supervisor provides feedback on my strengths as an employee.	4.60		3.60	3.70	4.20	
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.80		4.00	4.20	4.60	
4. My principal/supervisor recognizes good performance.	4.80		3.80	4.10	4.20	
5. My principal/supervisor demonstrates a genuine concern for my welfare.	5.00		4.40	4.20	4.40	
6. My principal/supervisor makes the best use of available funds.	4.80		3.80	4.00	4.80	
7. My principal/supervisor consults me on the decisions that affect my job.	4.60		4.20	3.70	4.00	
8. My principal/supervisor uses clear expectations to judge my performance.	4.80		3.80	4.20	4.40	
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.60		4.40	4.30	4.40	
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.80		3.60	4.00	4.00	
11. The superintendent manages district finances effectively.	4.00		4.40	3.80	4.40	
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.20		4.20	4.10	4.40	
13. The superintendent makes decisions that are in the best interest of the school district.	4.40		4.20	4.20	4.40	
14. If given a choice, I would recommend that a parent select this district for his or her child.	2.60		4.20	4.00	4.80	
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.40		4.00	3.80	4.80	
<b>Overall Mean</b>	<b>4.47</b>	<b>n = 4</b>	<b>4.19</b>	<b>4.04</b>	<b>4.39</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Fitzgerald Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	34	32	21	20	33	36
1. My principal/supervisor provides good processes and resources for me to do my job.	3.35	3.53	3.55	3.45	4.06	4.39
2. My principal/supervisor provides feedback on my strengths as an employee.	3.53	3.72	3.57	3.45	4.15	4.22
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.15	3.25	3.05	3.25	3.91	4.54
4. My principal/supervisor recognizes good performance.	3.56	3.72	3.62	3.30	4.09	4.58
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.91	4.13	4.33	3.90	4.42	4.39
6. My principal/supervisor makes the best use of available funds.	2.91	3.44	3.57	3.20	3.82	4.23
7. My principal/supervisor consults me on the decisions that affect my job.	3.26	3.48	3.50	3.25	3.73	3.86
8. My principal/supervisor uses clear expectations to judge my performance.	3.68	3.88	3.71	3.65	4.09	4.11
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.15	3.47	3.65	3.35	4.09	4.11
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.29	3.69	3.67	3.50	4.03	4.03
11. The superintendent manages district finances effectively.	3.34	3.53	3.76	3.30	3.82	3.77
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.91	3.97	4.00	3.90	4.24	4.17
13. The superintendent makes decisions that are in the best interest of the school district.	3.76	3.74	3.76	3.45	3.97	4.00
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.32	3.72	3.67	3.30	3.91	4.11
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.18	3.44	3.30	2.90	3.61	4.14
<b>Overall Mean</b>	<b>3.42</b>	<b>3.65</b>	<b>3.68</b>	<b>3.45</b>	<b>4.02</b>	<b>4.18</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

## Food and Nutrition Services

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	32	14	9	36	28	23
1. My principal/supervisor provides good processes and resources for me to do my job.	3.66	3.71	4.33	4.42	4.21	4.17
2. My principal/supervisor provides feedback on my strengths as an employee.	3.75	3.62	4.00	4.00	3.89	3.96
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.56	3.77	3.89	4.06	4.14	4.30
4. My principal/supervisor recognizes good performance.	3.63	4.00	3.67	4.11	3.68	3.96
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.59	4.15	3.89	4.08	3.82	4.22
6. My principal/supervisor makes the best use of available funds.	3.66	4.08	4.33	4.00	4.32	3.96
7. My principal/supervisor consults me on the decisions that affect my job.	3.47	3.77	3.89	3.81	3.68	3.57
8. My principal/supervisor uses clear expectations to judge my performance.	3.78	4.15	3.89	3.83	3.86	3.91
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.47	4.00	4.11	3.94	3.93	3.96
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.63	4.00	4.00	4.06	3.93	4.30
11. The superintendent manages district finances effectively.	3.62	3.92	4.00	4.00	3.82	4.00
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.84	4.00	4.22	4.19	4.22	4.26
13. The superintendent makes decisions that are in the best interest of the school district.	3.83	4.15	4.11	4.20	4.11	4.04
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.73	4.15	4.11	4.31	3.86	3.91
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.81	3.64	4.00	3.58	4.18	3.83
<b>Overall Mean</b>	<b>3.67</b>	<b>3.76</b>	<b>4.03</b>	<b>4.07</b>	<b>3.96</b>	<b>4.04</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Foster Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	61	23	37	23	77	55
1. My principal/supervisor provides good processes and resources for me to do my job.	3.52	3.78	4.00	3.57	3.57	4.58
2. My principal/supervisor provides feedback on my strengths as an employee.	3.41	3.17	3.35	2.96	2.97	4.44
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.59	3.74	3.56	3.22	3.33	4.44
4. My principal/supervisor recognizes good performance.	3.31	3.22	3.43	2.96	3.08	4.49
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.52	3.52	3.54	3.26	3.19	4.61
6. My principal/supervisor makes the best use of available funds.	3.93	3.83	3.86	3.43	3.78	4.38
7. My principal/supervisor consults me on the decisions that affect my job.	3.22	3.26	3.71	3.17	3.13	4.34
8. My principal/supervisor uses clear expectations to judge my performance.	3.53	3.43	3.59	3.26	3.07	4.45
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.43	3.39	3.59	3.30	3.36	4.45
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.57	3.78	3.73	3.13	3.26	4.33
11. The superintendent manages district finances effectively.	3.62	3.61	3.51	3.30	3.58	3.81
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.00	3.74	3.65	3.65	3.86	4.11
13. The superintendent makes decisions that are in the best interest of the school district.	3.85	3.74	3.57	3.35	3.74	3.87
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.68	3.78	3.35	3.61	3.86	3.94
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.40	3.35	3.59	3.43	3.36	3.94
<b>Overall Mean</b>	<b>3.58</b>	<b>3.56</b>	<b>3.60</b>	<b>3.30</b>	<b>3.41</b>	<b>4.31</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Goodman Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	35	33	20	21	26	19
1. My principal/supervisor provides good processes and resources for me to do my job.	4.00	3.90	3.40	3.95	3.69	3.68
2. My principal/supervisor provides feedback on my strengths as an employee.	3.74	3.27	3.25	3.86	3.77	3.53
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.09	3.03	2.84	3.00	3.12	2.68
4. My principal/supervisor recognizes good performance.	3.80	3.67	3.30	3.90	3.62	3.79
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.80	3.83	3.50	4.24	4.00	4.26
6. My principal/supervisor makes the best use of available funds.	3.57	3.81	3.40	3.76	3.69	3.47
7. My principal/supervisor consults me on the decisions that affect my job.	3.43	3.00	2.85	3.38	3.38	3.32
8. My principal/supervisor uses clear expectations to judge my performance.	3.89	3.84	3.50	4.10	3.96	3.95
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.66	3.77	3.15	3.79	3.73	3.79
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.60	3.70	3.35	4.14	3.73	4.00
11. The superintendent manages district finances effectively.	3.38	3.39	3.42	3.35	3.38	3.32
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.54	3.71	3.79	3.90	3.65	3.84
13. The superintendent makes decisions that are in the best interest of the school district.	3.43	3.60	3.53	3.57	3.58	3.47
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.60	3.39	2.85	3.29	3.35	3.32
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.76	3.90	3.53	3.95	3.88	4.05
<b>Overall Mean</b>	<b>3.62</b>	<b>3.57</b>	<b>3.29</b>	<b>3.73</b>	<b>3.62</b>	<b>3.60</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**



Guidance and Counseling

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	47	9	10	7	15	-
1. My principal/supervisor provides good processes and resources for me to do my job.	4.36	4.78	4.30	4.43	4.80	
2. My principal/supervisor provides feedback on my strengths as an employee.	3.72	4.22	3.70	3.86	4.33	
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.43	4.78	3.80	4.71	4.73	
4. My principal/supervisor recognizes good performance.	4.00	4.33	3.60	4.00	4.40	
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.32	4.44	4.00	4.57	4.73	
6. My principal/supervisor makes the best use of available funds.	4.48	4.78	4.20	4.57	4.53	
7. My principal/supervisor consults me on the decisions that affect my job.	3.98	4.22	3.60	4.14	4.47	
8. My principal/supervisor uses clear expectations to judge my performance.	3.66	4.22	3.50	4.14	4.20	
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.17	4.38	3.70	4.43	4.60	
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.72	4.11	3.60	4.29	4.07	
11. The superintendent manages district finances effectively.	3.89	3.89	3.50	3.14	3.43	
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.22	4.00	3.40	4.00	3.86	
13. The superintendent makes decisions that are in the best interest of the school district.	4.09	3.89	3.50	3.29	3.23	
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.98	3.78	3.80	3.67	3.93	
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.31	4.22	3.80	4.29	4.14	
<b>Overall Mean</b>	<b>4.09</b>	<b>4.27</b>	<b>3.73</b>	<b>4.09</b>	<b>4.25</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Gunn Junior High

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	38	34	53	25	37	53
1. My principal/supervisor provides good processes and resources for me to do my job.	3.82	3.82	3.91	3.56	3.95	3.30
2. My principal/supervisor provides feedback on my strengths as an employee.	3.47	3.74	3.74	3.40	3.70	3.32
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.00	4.18	4.13	3.32	3.22	2.64
4. My principal/supervisor recognizes good performance.	3.61	3.76	3.57	3.60	3.95	3.45
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.58	3.68	3.72	3.72	4.19	3.70
6. My principal/supervisor makes the best use of available funds.	3.24	3.76	3.75	3.56	4.27	3.43
7. My principal/supervisor consults me on the decisions that affect my job.	3.16	3.21	3.33	3.20	3.62	2.87
8. My principal/supervisor uses clear expectations to judge my performance.	3.65	3.61	3.53	3.36	3.73	3.15
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.63	3.69	3.66	3.56	3.86	3.34
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.29	3.53	3.73	3.40	3.57	3.30
11. The superintendent manages district finances effectively.	3.50	3.52	3.55	3.32	3.70	3.52
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.82	3.79	3.96	3.64	3.94	3.56
13. The superintendent makes decisions that are in the best interest of the school district.	3.53	3.64	3.74	3.28	3.43	3.62
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.42	3.64	3.85	3.68	3.73	3.42
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.63	3.55	4.00	3.64	3.76	3.33
<b>Overall Mean</b>	<b>3.55</b>	<b>3.67</b>	<b>3.72</b>	<b>3.47</b>	<b>3.78</b>	<b>3.33</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Hale Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	34	52	59	57	52	55
1. My principal/supervisor provides good processes and resources for me to do my job.	3.30	3.79	3.12	2.88	3.50	3.78
2. My principal/supervisor provides feedback on my strengths as an employee.	3.18	3.62	2.80	2.89	3.44	3.64
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	2.21	3.85	3.25	3.05	3.73	3.44
4. My principal/supervisor recognizes good performance.	3.29	3.56	2.90	2.79	3.50	3.55
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.06	3.73	3.03	3.02	3.80	3.53
6. My principal/supervisor makes the best use of available funds.	2.91	3.67	3.21	3.00	3.60	2.98
7. My principal/supervisor consults me on the decisions that affect my job.	2.88	3.32	2.76	2.70	3.19	3.15
8. My principal/supervisor uses clear expectations to judge my performance.	3.06	3.55	2.97	2.80	3.23	3.59
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.00	3.60	2.97	2.95	3.31	3.65
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.12	3.38	3.00	3.31	3.58	3.81
11. The superintendent manages district finances effectively.	3.35	3.08	3.29	2.87	2.81	2.94
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.82	3.25	3.29	2.94	3.15	3.11
13. The superintendent makes decisions that are in the best interest of the school district.	3.64	2.90	3.07	2.64	2.67	2.89
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.21	3.00	3.08	2.18	2.65	2.72
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.09	3.12	2.64	2.67	3.23	3.34
<b>Overall Mean</b>	<b>3.15</b>	<b>3.43</b>	<b>3.05</b>	<b>2.85</b>	<b>3.30</b>	<b>3.34</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

## Health Services

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	4	12	6	14	11	17
1. My principal/supervisor provides good processes and resources for me to do my job.		4.50	4.83	4.64	4.64	4.47
2. My principal/supervisor provides feedback on my strengths as an employee.		4.50	5.00	4.50	4.55	4.00
3. Principal/supervisor led staff meetings make efficient use of time and are productive.		4.42	4.83	4.71	4.55	4.47
4. My principal/supervisor recognizes good performance.		4.33	5.00	4.64	4.55	4.12
5. My principal/supervisor demonstrates a genuine concern for my welfare.		4.50	5.00	4.57	4.55	4.29
6. My principal/supervisor makes the best use of available funds.		4.33	4.83	4.50	4.36	4.41
7. My principal/supervisor consults me on the decisions that affect my job.		4.33	4.83	4.50	4.45	3.88
8. My principal/supervisor uses clear expectations to judge my performance.		4.33	5.00	4.50	4.55	4.29
9. My principal/supervisor provides the support needed to accomplish my work objectives.		4.42	4.83	4.71	4.55	4.35
10. My principal/supervisor provides feedback concerning areas for improving my performance.		4.25	4.83	4.50	4.45	4.18
11. The superintendent manages district finances effectively.		3.64	4.40	4.00	3.50	3.35
12. The superintendent uses a variety of methods to promote effective communication throughout the district.		4.00	4.60	4.21	3.90	4.24
13. The superintendent makes decisions that are in the best interest of the school district.		3.64	4.40	4.14	3.20	3.76
14. If given a choice, I would recommend that a parent select this district for his or her child.		3.75	4.60	4.36	3.10	3.82
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.		4.42	4.40	4.50	4.20	4.24
<b>Overall Mean</b>	<b>n = 4</b>	<b>4.24</b>	<b>4.81</b>	<b>4.46</b>	<b>4.23</b>	<b>4.12</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Hill Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	39	45	30	29	48	44
1. My principal/supervisor provides good processes and resources for me to do my job.	4.44	4.71	4.80	4.59	3.31	3.68
2. My principal/supervisor provides feedback on my strengths as an employee.	4.51	4.78	4.83	4.55	3.31	3.59
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.23	4.51	4.70	4.48	3.27	3.50
4. My principal/supervisor recognizes good performance.	4.41	4.76	4.93	4.66	3.38	3.77
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.46	4.91	5.00	4.59	3.33	3.70
6. My principal/supervisor makes the best use of available funds.	4.36	4.68	4.93	4.59	3.35	3.30
7. My principal/supervisor consults me on the decisions that affect my job.	4.18	4.67	4.77	4.31	3.19	3.48
8. My principal/supervisor uses clear expectations to judge my performance.	4.46	4.91	4.93	4.55	3.21	3.50
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.44	4.86	4.80	4.48	3.23	3.59
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.36	4.80	4.77	4.52	3.15	3.41
11. The superintendent manages district finances effectively.	3.63	3.67	3.77	3.28	2.42	2.95
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.03	3.86	4.10	3.41	2.06	3.48
13. The superintendent makes decisions that are in the best interest of the school district.	3.79	3.66	3.43	3.21	1.92	2.93
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.90	3.81	3.67	3.10	2.31	3.05
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.13	4.34	4.27	4.10	2.62	3.41
<b>Overall Mean</b>	<b>4.22</b>	<b>4.46</b>	<b>4.53</b>	<b>4.17</b>	<b>2.96</b>	<b>3.42</b>

What is working well in the school district?

What areas in the school district could be improved?

Is there anyone in the school district that you would like to recognize for good work?

Hutcheson Junior High

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	38	23	19	37	18	-
1. My principal/supervisor provides good processes and resources for me to do my job.	4.61	4.48	4.21	3.97	3.67	
2. My principal/supervisor provides feedback on my strengths as an employee.	4.24	4.13	4.05	3.95	3.67	
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.68	4.52	4.05	3.89	3.39	
4. My principal/supervisor recognizes good performance.	4.53	4.22	4.21	4.16	3.33	
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.37	4.17	4.05	4.08	3.56	
6. My principal/supervisor makes the best use of available funds.	4.58	4.04	3.79	4.05	3.89	
7. My principal/supervisor consults me on the decisions that affect my job.	4.00	4.04	3.89	3.92	3.44	
8. My principal/supervisor uses clear expectations to judge my performance.	4.53	4.39	4.22	4.11	3.72	
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.54	4.39	4.05	3.92	3.61	
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.32	4.39	4.05	4.05	3.50	
11. The superintendent manages district finances effectively.	3.76	3.91	3.32	3.65	3.33	
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.11	4.17	3.74	3.95	3.50	
13. The superintendent makes decisions that are in the best interest of the school district.	4.03	4.13	3.47	3.65	3.44	
14. If given a choice, I would recommend that a parent select this district for his or her child.	4.05	3.78	3.89	3.54	3.22	
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.42	4.30	4.32	4.05	3.50	
<b>Overall Mean</b>	<b>4.32</b>	<b>4.21</b>	<b>3.93</b>	<b>3.92</b>	<b>3.52</b>	-

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

## Information Systems

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	13	6	15	17	14	-
1. My principal/supervisor provides good processes and resources for me to do my job.	3.38	2.33	4.67	4.71	4.57	
2. My principal/supervisor provides feedback on my strengths as an employee.	3.46	2.67	4.00	4.29	4.21	
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.38	2.67	4.20	4.59	4.43	
4. My principal/supervisor recognizes good performance.	3.08	2.33	4.13	4.59	4.43	
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.23	2.17	4.40	4.59	4.57	
6. My principal/supervisor makes the best use of available funds.	3.46	3.00	4.60	4.53	4.43	
7. My principal/supervisor consults me on the decisions that affect my job.	3.15	2.50	4.33	4.53	4.21	
8. My principal/supervisor uses clear expectations to judge my performance.	2.85	2.17	4.00	4.35	4.29	
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.42	2.33	4.27	4.53	4.36	
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.83	2.33	4.07	4.41	4.07	
11. The superintendent manages district finances effectively.	3.00	3.50	4.07	4.00	4.00	
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.42	4.00	4.13	4.29	4.29	
13. The superintendent makes decisions that are in the best interest of the school district.	3.25	4.00	4.13	4.21	4.36	
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.00	3.83	3.80	4.00	3.79	
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	2.67	3.33	4.00	4.31	4.36	
<b>Overall Mean</b>	<b>3.19</b>	<b>2.88</b>	<b>4.20</b>	<b>4.42</b>	<b>4.29</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

## Instructional Technology

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	5	5	10	14	10	14
1. My principal/supervisor provides good processes and resources for me to do my job.	4.80	4.20	3.20	4.71	4.50	4.71
2. My principal/supervisor provides feedback on my strengths as an employee.	4.80	4.20	2.60	4.86	4.70	4.64
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.60	4.20	2.50	4.57	4.30	4.50
4. My principal/supervisor recognizes good performance.	4.60	4.40	3.33	4.86	4.70	4.64
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.80	4.20	3.50	5.00	4.90	4.79
6. My principal/supervisor makes the best use of available funds.	4.80	4.20	3.60	4.64	4.78	4.50
7. My principal/supervisor consults me on the decisions that affect my job.	4.40	4.20	2.50	4.86	4.70	4.29
8. My principal/supervisor uses clear expectations to judge my performance.	4.40	4.00	2.30	4.64	4.80	4.64
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.80	4.00	2.90	4.71	4.70	4.57
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.20	3.80	2.30	4.57	4.50	4.71
11. The superintendent manages district finances effectively.	4.80	3.80	3.90	3.86	3.60	3.79
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.80	4.40	4.10	3.29	3.70	4.14
13. The superintendent makes decisions that are in the best interest of the school district.	4.60	4.00	3.90	3.29	3.00	3.93
14. If given a choice, I would recommend that a parent select this district for his or her child.	4.40	3.80	3.50	3.21	3.20	3.79
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.60	4.00	2.50	4.57	4.30	3.86
<b>Overall Mean</b>	<b>4.63</b>	<b>4.09</b>	<b>3.16</b>	<b>4.36</b>	<b>4.29</b>	<b>4.40</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**



Johns Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	45	57	40	49	64	75
1. My principal/supervisor provides good processes and resources for me to do my job.	3.76	4.25	4.54	4.18	4.52	4.43
2. My principal/supervisor provides feedback on my strengths as an employee.	3.89	4.04	4.38	3.96	4.50	4.24
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.18	3.75	4.20	3.61	4.34	4.03
4. My principal/supervisor recognizes good performance.	3.80	3.95	4.43	4.00	4.39	4.24
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.98	3.98	4.50	4.27	4.56	4.55
6. My principal/supervisor makes the best use of available funds.	3.42	4.07	4.43	4.14	4.44	4.39
7. My principal/supervisor consults me on the decisions that affect my job.	3.36	3.84	4.15	3.85	4.25	4.15
8. My principal/supervisor uses clear expectations to judge my performance.	3.76	3.89	4.15	3.90	4.33	4.14
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.58	4.00	4.28	3.96	4.38	4.19
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.76	4.05	4.28	4.04	4.53	4.19
11. The superintendent manages district finances effectively.	3.56	3.64	4.13	3.84	4.12	4.17
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.91	3.84	4.23	4.20	4.33	4.35
13. The superintendent makes decisions that are in the best interest of the school district.	3.70	3.80	4.13	3.92	4.11	4.20
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.56	3.86	4.21	3.96	4.27	4.03
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.11	3.93	4.20	4.11	4.52	4.34
<b>Overall Mean</b>	<b>3.62</b>	<b>3.90</b>	<b>4.28</b>	<b>3.99</b>	<b>4.36</b>	<b>4.24</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Jones Academy

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	-	-	-	-	-	20
1. My principal/supervisor provides good processes and resources for me to do my job.						4.50
2. My principal/supervisor provides feedback on my strengths as an employee.						4.60
3. Principal/supervisor led staff meetings make efficient use of time and are productive.						4.65
4. My principal/supervisor recognizes good performance.						4.75
5. My principal/supervisor demonstrates a genuine concern for my welfare.						4.75
6. My principal/supervisor makes the best use of available funds.						4.45
7. My principal/supervisor consults me on the decisions that affect my job.						4.45
8. My principal/supervisor uses clear expectations to judge my performance.						4.50
9. My principal/supervisor provides the support needed to accomplish my work objectives.						4.60
10. My principal/supervisor provides feedback concerning areas for improving my performance.						4.45
11. The superintendent manages district finances effectively.						4.15
12. The superintendent uses a variety of methods to promote effective communication throughout the district.						4.45
13. The superintendent makes decisions that are in the best interest of the school district.						4.30
14. If given a choice, I would recommend that a parent select this district for his or her child.						4.40
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.						4.50
<b>Overall Mean</b>	-	-	-	-	-	<b>4.50</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Key Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	40	40	14	33	37	47
1. My principal/supervisor provides good processes and resources for me to do my job.	4.47	4.50	4.57	4.41	4.32	4.17
2. My principal/supervisor provides feedback on my strengths as an employee.	4.45	4.35	4.43	4.36	4.27	4.15
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.60	4.65	4.57	4.75	4.51	4.47
4. My principal/supervisor recognizes good performance.	4.49	4.55	4.57	4.48	4.38	4.34
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.44	4.53	4.36	4.55	4.35	4.00
6. My principal/supervisor makes the best use of available funds.	4.41	4.58	4.50	4.52	4.43	4.27
7. My principal/supervisor consults me on the decisions that affect my job.	4.44	4.33	4.07	4.13	4.11	4.20
8. My principal/supervisor uses clear expectations to judge my performance.	4.51	4.48	4.50	4.42	4.24	4.47
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.49	4.45	4.57	4.58	4.24	4.29
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.32	4.33	4.36	4.42	4.25	4.33
11. The superintendent manages district finances effectively.	3.92	3.98	4.36	3.72	3.22	3.31
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.47	4.40	4.50	3.87	3.28	3.58
13. The superintendent makes decisions that are in the best interest of the school district.	4.21	4.28	4.36	3.69	2.75	3.41
14. If given a choice, I would recommend that a parent select this district for his or her child.	4.13	4.13	4.43	3.28	2.64	3.18
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.39	4.48	4.21	4.31	4.33	4.13
<b>Overall Mean</b>	<b>4.41</b>	<b>4.40</b>	<b>4.44</b>	<b>4.24</b>	<b>3.94</b>	<b>4.02</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Knox Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	51	19	26	40	24	49
1. My principal/supervisor provides good processes and resources for me to do my job.	3.29	3.63	3.42	3.75	3.70	3.57
2. My principal/supervisor provides feedback on my strengths as an employee.	2.84	3.42	3.35	3.55	3.54	3.31
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	2.98	3.32	3.08	3.65	3.88	3.39
4. My principal/supervisor recognizes good performance.	3.10	3.79	3.58	3.83	3.71	3.49
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.02	3.95	3.84	3.83	3.58	3.47
6. My principal/supervisor makes the best use of available funds.	3.35	3.68	4.00	3.75	3.65	3.73
7. My principal/supervisor consults me on the decisions that affect my job.	2.76	3.47	3.23	3.62	3.67	3.25
8. My principal/supervisor uses clear expectations to judge my performance.	3.18	3.79	3.65	3.77	3.75	3.62
9. My principal/supervisor provides the support needed to accomplish my work objectives.	2.94	3.63	3.69	3.69	3.50	3.54
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.18	3.79	3.64	3.90	4.00	3.67
11. The superintendent manages district finances effectively.	3.38	3.42	3.54	3.53	3.50	3.42
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.80	3.79	3.84	3.87	3.83	3.66
13. The superintendent makes decisions that are in the best interest of the school district.	3.27	3.47	3.72	3.74	3.58	3.46
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.22	3.26	3.46	3.37	3.42	3.21
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	2.88	3.53	3.35	3.85	3.96	3.35
<b>Overall Mean</b>	<b>3.15</b>	<b>3.60</b>	<b>3.58</b>	<b>3.71</b>	<b>3.66</b>	<b>3.49</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Kooken Center

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	32	24	31	24	18	27
1. My principal/supervisor provides good processes and resources for me to do my job.	4.69	4.39	3.58	4.54	4.94	4.63
2. My principal/supervisor provides feedback on my strengths as an employee.	4.59	4.00	3.52	4.08	4.72	4.58
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.41	3.58	3.42	4.21	4.78	4.65
4. My principal/supervisor recognizes good performance.	4.47	4.04	3.42	3.83	4.72	4.50
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.53	4.09	3.48	4.13	4.67	4.50
6. My principal/supervisor makes the best use of available funds.	4.69	4.43	4.03	4.42	4.94	4.62
7. My principal/supervisor consults me on the decisions that affect my job.	4.53	4.04	3.37	3.96	4.61	4.42
8. My principal/supervisor uses clear expectations to judge my performance.	4.63	4.09	3.58	4.21	4.72	4.58
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.66	4.13	3.55	4.46	4.83	4.58
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.47	3.96	3.58	4.29	4.78	4.58
11. The superintendent manages district finances effectively.	4.33	3.87	4.26	4.17	4.56	4.19
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.52	4.22	4.52	4.54	4.56	4.46
13. The superintendent makes decisions that are in the best interest of the school district.	4.45	4.26	4.52	4.33	4.61	4.46
14. If given a choice, I would recommend that a parent select this district for his or her child.	4.39	4.09	3.90	4.21	4.44	4.23
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.58	4.30	4.43	4.38	4.89	4.72
<b>Overall Mean</b>	<b>4.53</b>	<b>3.98</b>	<b>3.77</b>	<b>4.24</b>	<b>4.71</b>	<b>4.50</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Lamar High School

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	144	163	137	154	121	173
1. My principal/supervisor provides good processes and resources for me to do my job.	3.49	2.78	3.03	4.12	3.98	4.20
2. My principal/supervisor provides feedback on my strengths as an employee.	3.13	2.69	2.74	4.03	3.71	4.16
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.33	2.60	2.73	3.98	4.00	4.13
4. My principal/supervisor recognizes good performance.	3.54	2.79	2.78	4.14	3.88	4.21
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.31	2.59	2.65	4.25	3.97	4.29
6. My principal/supervisor makes the best use of available funds.	3.40	3.09	2.99	3.85	3.75	4.00
7. My principal/supervisor consults me on the decisions that affect my job.	2.85	2.15	2.61	3.75	3.61	3.75
8. My principal/supervisor uses clear expectations to judge my performance.	3.40	2.65	2.83	4.07	3.91	4.17
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.25	2.70	2.84	4.01	3.77	3.91
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.20	2.64	2.78	3.94	3.82	4.11
11. The superintendent manages district finances effectively.	3.17	3.03	3.22	3.29	3.14	3.32
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.66	3.01	3.45	3.59	3.54	3.65
13. The superintendent makes decisions that are in the best interest of the school district.	3.42	2.99	3.40	3.39	3.12	3.32
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.15	2.65	3.01	3.36	3.07	3.06
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.30	2.77	2.90	3.87	3.59	3.70
<b>Overall Mean</b>	<b>3.30</b>	<b>2.75</b>	<b>2.93</b>	<b>3.84</b>	<b>3.66</b>	<b>3.88</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

## Language Arts

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	25	21	20	21	23	-
1. My principal/supervisor provides good processes and resources for me to do my job.	2.80	2.90	3.50	3.14	3.30	
2. My principal/supervisor provides feedback on my strengths as an employee.	2.54	3.05	3.15	3.05	3.09	
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	2.60	2.71	3.25	2.71	3.17	
4. My principal/supervisor recognizes good performance.	2.96	3.05	3.45	3.19	3.48	
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.71	4.19	3.80	3.33	3.87	
6. My principal/supervisor makes the best use of available funds.	3.36	3.62	3.85	3.19	3.70	
7. My principal/supervisor consults me on the decisions that affect my job.	2.75	3.00	3.05	2.71	3.00	
8. My principal/supervisor uses clear expectations to judge my performance.	2.50	3.14	3.30	3.14	3.26	
9. My principal/supervisor provides the support needed to accomplish my work objectives.	2.71	3.10	3.30	2.95	3.26	
10. My principal/supervisor provides feedback concerning areas for improving my performance.	2.75	3.00	3.20	2.86	3.30	
11. The superintendent manages district finances effectively.	3.50	3.15	3.45	3.14	3.45	
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.04	3.52	3.80	3.20	3.26	
13. The superintendent makes decisions that are in the best interest of the school district.	3.92	3.38	3.70	3.24	3.30	
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.45	2.76	2.85	2.76	2.83	
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	2.50	2.62	2.90	2.90	2.96	
<b>Overall Mean</b>	<b>3.09<sup>1</sup></b>	<b>3.15</b>	<b>3.40</b>	<b>3.04</b>	<b>3.31</b>	<b>-</b>

<sup>1</sup> 3/2013 mean represents "Language Arts and Library Services"

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

## Library Services

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	25	5	3	3	5	-
1. My principal/supervisor provides good processes and resources for me to do my job.	2.80	4.80			5.00	
2. My principal/supervisor provides feedback on my strengths as an employee.	2.54	4.80			4.80	
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	2.60	5.00			5.00	
4. My principal/supervisor recognizes good performance.	2.96	5.00			5.00	
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.71	4.80			5.00	
6. My principal/supervisor makes the best use of available funds.	3.36	4.60			5.00	
7. My principal/supervisor consults me on the decisions that affect my job.	2.75	4.80			5.00	
8. My principal/supervisor uses clear expectations to judge my performance.	2.50	4.80			5.00	
9. My principal/supervisor provides the support needed to accomplish my work objectives.	2.71	4.80			5.00	
10. My principal/supervisor provides feedback concerning areas for improving my performance.	2.75	4.60			5.00	
11. The superintendent manages district finances effectively.	3.50	4.00			4.20	
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.04	4.60			4.60	
13. The superintendent makes decisions that are in the best interest of the school district.	3.92	4.20			4.40	
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.45	4.20			3.80	
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	2.50	4.60			4.60	
<b>Overall Mean</b>	<b>3.09<sup>1</sup></b>	<b>4.64</b>	<b>n = 3</b>	<b>n = 3</b>	<b>4.77</b>	<b>-</b>

<sup>1</sup> 3/2013 administration combines "Language Arts and Library Services"

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**



Larson Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	58	38	45	40	39	44
1. My principal/supervisor provides good processes and resources for me to do my job.	4.51	3.03	3.67	3.58	3.46	3.43
2. My principal/supervisor provides feedback on my strengths as an employee.	4.00	2.68	3.58	3.44	3.26	3.20
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.14	2.66	3.29	3.30	3.31	3.05
4. My principal/supervisor recognizes good performance.	4.21	3.11	3.71	3.83	3.33	3.34
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.09	3.08	3.78	3.70	3.51	3.20
6. My principal/supervisor makes the best use of available funds.	4.47	3.03	3.60	3.60	3.21	3.43
7. My principal/supervisor consults me on the decisions that affect my job.	3.95	2.86	3.58	3.48	3.18	2.95
8. My principal/supervisor uses clear expectations to judge my performance.	4.38	3.16	3.72	3.70	3.54	3.45
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.26	2.97	3.84	3.63	3.23	3.16
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.07	2.76	3.58	3.56	3.41	3.45
11. The superintendent manages district finances effectively.	3.72	3.32	3.36	3.23	3.13	3.34
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.11	3.68	3.78	3.43	3.59	3.60
13. The superintendent makes decisions that are in the best interest of the school district.	4.05	3.50	3.51	3.15	3.13	3.27
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.93	3.21	3.38	3.03	3.1	2.93
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.33	2.89	3.60	3.21	3.13	3.00
<b>Overall Mean</b>	<b>4.14</b>	<b>3.06</b>	<b>3.60</b>	<b>3.47</b>	<b>3.31</b>	<b>3.27</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Little Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	47	43	34	63	50	76
1. My principal/supervisor provides good processes and resources for me to do my job.	4.74	4.47	4.62	4.41	4.52	4.53
2. My principal/supervisor provides feedback on my strengths as an employee.	4.51	4.05	4.50	4.06	4.12	4.30
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.55	3.95	4.38	4.18	4.36	4.24
4. My principal/supervisor recognizes good performance.	4.55	4.14	4.53	4.10	4.32	4.34
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.68	4.21	4.56	4.27	4.44	4.47
6. My principal/supervisor makes the best use of available funds.	4.68	4.58	4.59	4.34	4.54	4.61
7. My principal/supervisor consults me on the decisions that affect my job.	4.32	3.76	4.18	3.81	4.02	4.24
8. My principal/supervisor uses clear expectations to judge my performance.	4.62	4.36	4.47	4.27	4.38	4.39
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.55	4.28	4.62	4.13	4.48	4.34
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.38	4.02	4.36	4.19	4.24	4.33
11. The superintendent manages district finances effectively.	3.51	3.51	3.79	3.37	3.26	3.30
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.26	3.91	4.09	3.81	3.88	3.84
13. The superintendent makes decisions that are in the best interest of the school district.	3.94	3.51	3.85	3.11	3.06	3.29
14. If given a choice, I would recommend that a parent select this district for his or her child.	4.26	3.77	3.91	3.60	3.53	3.59
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.49	4.33	4.50	3.92	4.34	4.32
<b>Overall Mean</b>	<b>4.40</b>	<b>4.06</b>	<b>4.32</b>	<b>3.97</b>	<b>4.08</b>	<b>4.13</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Martin High School

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	166	156	129	87	100	182
1. My principal/supervisor provides good processes and resources for me to do my job.	4.23	3.76	3.69	4.15	4.26	4.45
2. My principal/supervisor provides feedback on my strengths as an employee.	3.90	3.43	3.40	3.83	3.87	4.08
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.14	3.32	3.60	4.09	4.24	4.41
4. My principal/supervisor recognizes good performance.	3.94	3.55	3.51	4.05	4.09	4.23
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.01	3.66	3.52	4.02	4.01	4.32
6. My principal/supervisor makes the best use of available funds.	4.12	3.75	3.71	4.13	4.22	4.28
7. My principal/supervisor consults me on the decisions that affect my job.	3.58	3.05	3.20	3.76	3.80	3.87
8. My principal/supervisor uses clear expectations to judge my performance.	4.13	3.72	3.64	4.14	4.30	4.29
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.03	3.40	3.38	4.05	4.17	4.27
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.91	3.62	3.60	4.00	4.09	4.16
11. The superintendent manages district finances effectively.	3.42	3.23	3.33	3.23	3.50	3.42
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.82	3.49	3.57	3.82	3.85	3.96
13. The superintendent makes decisions that are in the best interest of the school district.	3.55	3.25	3.34	3.44	3.45	3.58
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.83	3.54	3.33	3.55	3.66	3.79
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.93	3.47	3.27	3.82	3.93	4.06
<b>Overall Mean</b>	<b>3.90</b>	<b>3.48</b>	<b>3.49</b>	<b>3.87</b>	<b>3.96</b>	<b>4.08</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Mathematics

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	15	18	10	14	10	-
1. My principal/supervisor provides good processes and resources for me to do my job.	3.33	3.89	2.90	3.36	4.00	
2. My principal/supervisor provides feedback on my strengths as an employee.	3.67	3.61	2.60	3.29	3.50	
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.27	3.61	2.70	3.43	3.80	
4. My principal/supervisor recognizes good performance.	3.33	3.61	3.10	3.50	3.80	
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.60	3.67	2.60	3.64	3.90	
6. My principal/supervisor makes the best use of available funds.	3.67	3.61	3.10	3.14	3.80	
7. My principal/supervisor consults me on the decisions that affect my job.	3.33	3.61	3.10	3.21	3.80	
8. My principal/supervisor uses clear expectations to judge my performance.	3.21	3.61	2.60	3.29	3.70	
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.27	3.56	2.70	3.36	3.90	
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.73	3.71	2.70	3.50	3.44	
11. The superintendent manages district finances effectively.	3.53	3.67	3.60	2.64	3.30	
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.33	4.00	4.00	3.00	2.70	
13. The superintendent makes decisions that are in the best interest of the school district.	3.93	4.06	3.20	2.71	3.00	
14. If given a choice, I would recommend that a parent select this district for his or her child.	4.00	3.83	2.70	2.71	3.20	
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.60	3.72	2.80	2.77	3.40	
<b>Overall Mean</b>	<b>3.59</b>	<b>3.72</b>	<b>2.97</b>	<b>3.20</b>	<b>3.56</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Miller Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	58	39	84	47	38	60
1. My principal/supervisor provides good processes and resources for me to do my job.	4.26	3.85	4.04	3.55	3.29	3.60
2. My principal/supervisor provides feedback on my strengths as an employee.	3.83	3.31	3.79	3.09	2.68	3.22
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.38	4.05	4.08	3.06	2.71	2.85
4. My principal/supervisor recognizes good performance.	4.18	3.64	3.96	3.41	3.05	3.63
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.07	3.84	3.99	3.91	3.57	3.81
6. My principal/supervisor makes the best use of available funds.	3.97	3.89	4.02	3.67	3.55	3.49
7. My principal/supervisor consults me on the decisions that affect my job.	3.72	3.45	3.71	3.34	2.84	3.24
8. My principal/supervisor uses clear expectations to judge my performance.	4.09	3.63	3.93	3.43	2.92	3.49
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.10	3.71	3.86	3.50	3.05	3.53
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.91	3.63	3.81	3.13	2.66	3.39
11. The superintendent manages district finances effectively.	3.66	3.42	3.63	3.11	2.89	2.92
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.16	3.47	3.80	3.45	3.16	3.00
13. The superintendent makes decisions that are in the best interest of the school district.	3.88	3.41	3.69	3.11	2.71	2.71
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.93	3.55	3.55	3.15	2.74	2.86
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.16	3.34	3.58	3.28	2.39	3.14
<b>Overall Mean</b>	<b>4.02</b>	<b>3.62</b>	<b>3.85</b>	<b>3.35</b>	<b>2.99</b>	<b>3.27</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Moore Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	38	37	16	38	26	53
1. My principal/supervisor provides good processes and resources for me to do my job.	4.16	4.22	4.06	3.82	3.62	3.83
2. My principal/supervisor provides feedback on my strengths as an employee.	3.92	3.86	3.25	3.37	3.15	3.25
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.87	3.67	3.31	3.42	2.69	3.94
4. My principal/supervisor recognizes good performance.	4.08	3.89	3.38	3.57	2.73	3.49
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.32	4.22	3.94	3.26	2.50	3.55
6. My principal/supervisor makes the best use of available funds.	4.03	4.06	3.81	4.00	3.69	3.92
7. My principal/supervisor consults me on the decisions that affect my job.	3.55	3.61	2.75	3.21	2.24	3.37
8. My principal/supervisor uses clear expectations to judge my performance.	4.08	3.86	3.63	3.68	3.35	3.56
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.05	3.97	3.31	3.63	3.08	3.50
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.68	3.72	3.25	3.51	3.15	3.23
11. The superintendent manages district finances effectively.	3.71	3.67	3.50	3.58	3.19	3.46
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.24	4.03	4.06	3.74	3.31	3.83
13. The superintendent makes decisions that are in the best interest of the school district.	3.97	3.92	3.63	3.45	2.69	3.38
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.92	3.75	3.63	3.45	3.04	3.44
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.66	3.75	3.00	3.29	3.00	3.15
<b>Overall Mean</b>	<b>3.95</b>	<b>3.83</b>	<b>3.54</b>	<b>3.55</b>	<b>3.03</b>	<b>3.55</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Morton Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	67	69	68	54	49	55
1. My principal/supervisor provides good processes and resources for me to do my job.	3.76	2.71	3.45	3.81	3.47	3.27
2. My principal/supervisor provides feedback on my strengths as an employee.	3.60	2.41	3.22	3.65	3.06	3.02
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.27	2.53	3.24	3.45	3.04	3.16
4. My principal/supervisor recognizes good performance.	3.40	2.68	3.21	3.87	3.04	2.98
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.28	2.78	3.35	3.78	3.13	3.16
6. My principal/supervisor makes the best use of available funds.	3.67	2.81	3.59	3.85	3.65	3.55
7. My principal/supervisor consults me on the decisions that affect my job.	3.37	2.29	3.03	3.56	2.24	3.07
8. My principal/supervisor uses clear expectations to judge my performance.	3.64	2.82	3.34	3.76	3.35	3.20
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.41	2.62	3.18	3.67	3.08	3.16
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.61	2.61	3.25	3.76	3.15	3.18
11. The superintendent manages district finances effectively.	3.64	3.40	3.61	3.66	3.19	3.60
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.06	3.56	3.87	3.76	3.31	3.73
13. The superintendent makes decisions that are in the best interest of the school district.	3.85	3.39	3.75	3.61	2.69	3.53
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.26	2.57	3.21	3.30	3.04	3.05
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.24	2.34	3.00	3.52	3.04	2.78
<b>Overall Mean</b>	<b>3.54</b>	<b>2.78</b>	<b>3.38</b>	<b>3.68</b>	<b>3.29</b>	<b>3.26</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

## Network Services

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	2	1	8	2	9	10
1. My principal/supervisor provides good processes and resources for me to do my job.			4.75		5.00	4.40
2. My principal/supervisor provides feedback on my strengths as an employee.			4.38		4.78	4.50
3. Principal/supervisor led staff meetings make efficient use of time and are productive.			4.63		5.00	4.40
4. My principal/supervisor recognizes good performance.			4.75		4.89	4.50
5. My principal/supervisor demonstrates a genuine concern for my welfare.			4.75		4.89	4.40
6. My principal/supervisor makes the best use of available funds.			4.75		4.89	4.90
7. My principal/supervisor consults me on the decisions that affect my job.			4.63		4.89	4.50
8. My principal/supervisor uses clear expectations to judge my performance.			4.50		4.89	4.80
9. My principal/supervisor provides the support needed to accomplish my work objectives.			4.63		4.89	4.80
10. My principal/supervisor provides feedback concerning areas for improving my performance.			4.38		4.78	4.80
11. The superintendent manages district finances effectively.			4.38		4.22	4.50
12. The superintendent uses a variety of methods to promote effective communication throughout the district.			4.25		4.22	4.60
13. The superintendent makes decisions that are in the best interest of the school district.			4.38		4.44	4.60
14. If given a choice, I would recommend that a parent select this district for his or her child.			4.00		4.11	4.50
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.			4.50		4.78	4.60
<b>Overall Mean</b>	<b>n = 2</b>	<b>n = 1</b>	<b>4.51</b>	<b>n = 2</b>	<b>4.71</b>	<b>4.59</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**



Newcomer Center

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	20	22	19	11	28	36
1. My principal/supervisor provides good processes and resources for me to do my job.	4.15	4.82	4.63	4.91	4.61	3.97
2. My principal/supervisor provides feedback on my strengths as an employee.	4.45	4.73	4.63	4.91	4.64	3.69
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.60	4.86	4.74	4.91	4.57	3.42
4. My principal/supervisor recognizes good performance.	4.30	4.68	4.58	4.82	4.57	3.58
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.10	4.77	4.53	4.82	4.68	3.92
6. My principal/supervisor makes the best use of available funds.	3.95	4.73	4.47	4.82	4.50	4.00
7. My principal/supervisor consults me on the decisions that affect my job.	3.80	4.64	4.21	4.45	4.36	3.39
8. My principal/supervisor uses clear expectations to judge my performance.	4.15	4.82	4.58	4.73	4.68	3.92
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.15	4.77	4.47	4.82	4.68	3.92
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.40	4.73	4.53	4.82	4.57	4.17
11. The superintendent manages district finances effectively.	3.30	3.91	3.84	3.82	3.86	3.40
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.85	4.18	3.84	3.91	3.86	3.66
13. The superintendent makes decisions that are in the best interest of the school district.	3.50	4.00	3.95	3.91	3.64	3.26
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.90	4.05	4.00	3.73	3.85	3.23
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.00	4.73	4.47	4.73	4.18	3.38
<b>Overall Mean</b>	<b>4.04</b>	<b>4.56</b>	<b>4.36</b>	<b>4.53</b>	<b>4.36</b>	<b>3.68</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Nichols Junior High

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	54	74	50	51	44	61
1. My principal/supervisor provides good processes and resources for me to do my job.	3.94	4.01	3.72	4.02	3.75	4.12
2. My principal/supervisor provides feedback on my strengths as an employee.	3.66	3.55	3.54	3.49	3.55	3.98
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.98	3.96	3.88	4.06	4.11	4.10
4. My principal/supervisor recognizes good performance.	3.87	3.92	3.70	3.88	3.70	4.05
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.91	4.08	3.78	3.90	3.84	4.20
6. My principal/supervisor makes the best use of available funds.	3.79	3.81	3.70	3.90	3.80	4.03
7. My principal/supervisor consults me on the decisions that affect my job.	3.45	3.62	3.32	3.45	3.14	3.53
8. My principal/supervisor uses clear expectations to judge my performance.	3.77	3.93	3.60	4.00	3.73	4.12
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.68	3.85	3.74	3.76	3.60	3.87
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.77	3.54	3.48	3.69	3.70	4.03
11. The superintendent manages district finances effectively.	3.70	3.67	3.70	3.90	3.89	3.68
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.13	3.93	3.88	4.02	4.02	3.90
13. The superintendent makes decisions that are in the best interest of the school district.	4.12	3.93	4.00	3.94	4.05	3.86
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.77	3.62	3.74	3.88	3.70	3.83
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.06	3.85	3.86	3.96	3.91	3.88
<b>Overall Mean</b>	<b>3.78</b>	<b>3.82</b>	<b>3.70</b>	<b>3.85</b>	<b>3.76</b>	<b>3.95</b>

What is working well in the school district?

What areas in the school district could be improved?

Is there anyone in the school district that you would like to recognize for good work?

Ousley Junior High

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	41	95	49	40	33	75
1. My principal/supervisor provides good processes and resources for me to do my job.	3.95	3.46	4.14	4.38	4.18	3.95
2. My principal/supervisor provides feedback on my strengths as an employee.	3.83	3.29	3.98	4.23	3.82	3.71
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.15	3.42	4.27	4.44	3.94	4.04
4. My principal/supervisor recognizes good performance.	3.98	3.43	4.20	4.38	4.00	3.80
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.93	3.33	4.06	4.33	3.97	3.64
6. My principal/supervisor makes the best use of available funds.	4.29	3.59	4.04	4.30	4.03	3.86
7. My principal/supervisor consults me on the decisions that affect my job.	3.61	3.12	3.78	4.10	3.58	3.51
8. My principal/supervisor uses clear expectations to judge my performance.	4.02	3.32	4.10	4.30	3.97	3.86
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.98	3.27	4.14	4.23	4.06	3.76
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.20	3.48	4.22	4.35	3.91	3.84
11. The superintendent manages district finances effectively.	3.46	3.12	3.29	3.43	3.00	2.73
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.02	3.51	3.63	3.68	3.42	3.32
13. The superintendent makes decisions that are in the best interest of the school district.	3.83	2.92	3.35	3.13	2.88	2.65
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.88	3.06	3.59	3.41	3.55	2.77
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.85	2.96	3.15	4.15	3.88	3.80
<b>Overall Mean</b>	<b>3.93</b>	<b>3.30</b>	<b>3.91</b>	<b>4.04</b>	<b>3.74</b>	<b>3.53</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Parent and Community Engagement

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	0	12	9	8	7	9
1. My principal/supervisor provides good processes and resources for me to do my job.		3.82	4.11	4.00	4.29	4.67
2. My principal/supervisor provides feedback on my strengths as an employee.		3.50	3.78	4.00	3.71	4.33
3. Principal/supervisor led staff meetings make efficient use of time and are productive.		3.92	4.11	3.75	4.00	4.56
4. My principal/supervisor recognizes good performance.		3.58	4.00	4.25	4.29	4.56
5. My principal/supervisor demonstrates a genuine concern for my welfare.		3.73	4.11	4.00	4.14	4.67
6. My principal/supervisor makes the best use of available funds.		4.09	4.33	4.50	4.29	4.67
7. My principal/supervisor consults me on the decisions that affect my job.		3.50	3.44	3.75	3.71	4.33
8. My principal/supervisor uses clear expectations to judge my performance.		3.50	3.78	4.25	4.00	4.67
9. My principal/supervisor provides the support needed to accomplish my work objectives.		3.67	3.89	4.13	4.00	4.67
10. My principal/supervisor provides feedback concerning areas for improving my performance.		3.58	4.00	3.88	3.86	4.67
11. The superintendent manages district finances effectively.		4.08	4.11	4.25	4.57	4.33
12. The superintendent uses a variety of methods to promote effective communication throughout the district.		4.17	4.33	4.50	4.43	4.44
13. The superintendent makes decisions that are in the best interest of the school district.		4.08	4.44	4.25	4.71	4.33
14. If given a choice, I would recommend that a parent select this district for his or her child.		3.67	3.89	3.75	3.86	4.33
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.		4.00	4.00	4.25	4.00	4.56
<b>Overall Mean</b>	<b>n = 0</b>	<b>3.78</b>	<b>4.02</b>	<b>4.09</b>	<b>4.13</b>	<b>4.52</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Patrick Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	-	-	-	-	-	44
1. My principal/supervisor provides good processes and resources for me to do my job.						4.25
2. My principal/supervisor provides feedback on my strengths as an employee.						4.09
3. Principal/supervisor led staff meetings make efficient use of time and are productive.						3.89
4. My principal/supervisor recognizes good performance.						4.09
5. My principal/supervisor demonstrates a genuine concern for my welfare.						3.95
6. My principal/supervisor makes the best use of available funds.						4.23
7. My principal/supervisor consults me on the decisions that affect my job.						3.81
8. My principal/supervisor uses clear expectations to judge my performance.						4.09
9. My principal/supervisor provides the support needed to accomplish my work objectives.						3.88
10. My principal/supervisor provides feedback concerning areas for improving my performance.						4.14
11. The superintendent manages district finances effectively.						3.77
12. The superintendent uses a variety of methods to promote effective communication throughout the district.						4.07
13. The superintendent makes decisions that are in the best interest of the school district.						4.02
14. If given a choice, I would recommend that a parent select this district for his or her child.						3.79
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.						3.95
<b>Overall Mean</b>	-	-	-	-	-	<b>4.01</b>

What is working well in the school district?

What areas in the school district could be improved?

Is there anyone in the school district that you would like to recognize for good work?

Payroll

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	6	4	2	2	5	-
1. My principal/supervisor provides good processes and resources for me to do my job.	4.83				4.80	
2. My principal/supervisor provides feedback on my strengths as an employee.	4.67				4.80	
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.50				4.20	
4. My principal/supervisor recognizes good performance.	4.67				4.80	
5. My principal/supervisor demonstrates a genuine concern for my welfare.	5.00				4.80	
6. My principal/supervisor makes the best use of available funds.	5.00				4.60	
7. My principal/supervisor consults me on the decisions that affect my job.	4.50				4.00	
8. My principal/supervisor uses clear expectations to judge my performance.	4.50				4.80	
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.67				4.60	
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.50				4.80	
11. The superintendent manages district finances effectively.	3.83				4.00	
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.50				3.80	
13. The superintendent makes decisions that are in the best interest of the school district.	4.17				4.00	
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.83				3.60	
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.50				4.60	
<b>Overall Mean</b>	<b>4.51</b>	<b>n = 4</b>	<b>n = 2</b>	<b>n = 2</b>	<b>4.40</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Pearcy Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	46	30	43	16	28	43
1. My principal/supervisor provides good processes and resources for me to do my job.	3.96	3.83	4.16	3.81	4.07	4.14
2. My principal/supervisor provides feedback on my strengths as an employee.	3.74	3.70	3.91	4.06	3.93	4.02
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.67	3.33	3.91	3.81	3.86	3.95
4. My principal/supervisor recognizes good performance.	3.65	3.57	4.10	4.13	3.96	3.95
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.80	3.63	4.07	4.13	4.25	4.12
6. My principal/supervisor makes the best use of available funds.	3.61	3.70	4.14	4.13	4.11	4.05
7. My principal/supervisor consults me on the decisions that affect my job.	3.30	3.20	3.60	3.50	3.54	3.76
8. My principal/supervisor uses clear expectations to judge my performance.	3.76	3.90	3.88	3.88	4.00	4.24
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.67	3.47	4.05	3.81	3.79	3.92
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.65	3.87	4.02	4.25	4.07	4.23
11. The superintendent manages district finances effectively.	3.63	4.00	3.95	3.94	3.82	3.85
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.84	4.30	4.12	4.00	4.00	4.18
13. The superintendent makes decisions that are in the best interest of the school district.	3.83	4.00	3.98	3.75	3.70	4.08
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.74	4.20	4.05	3.94	3.89	3.95
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.78	3.53	4.02	4.13	4.00	3.90
<b>Overall Mean</b>	<b>3.71</b>	<b>3.75</b>	<b>3.99</b>	<b>3.93</b>	<b>3.93</b>	<b>4.03</b>

What is working well in the school district?

What areas in the school district could be improved?

Is there anyone in the school district that you would like to recognize for good work?

Human Resources (renamed from “Personnel” in 5/2014)

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	10	10	8	7	9	7
1. My principal/supervisor provides good processes and resources for me to do my job.	4.00	4.30	3.50	3.71	2.89	3.14
2. My principal/supervisor provides feedback on my strengths as an employee.	3.50	3.60	3.38	3.43	3.00	3.14
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.40	3.70	3.88	3.43	3.11	3.57
4. My principal/supervisor recognizes good performance.	3.60	3.60	3.63	3.71	3.11	3.43
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.10	4.30	3.75	3.86	3.00	3.14
6. My principal/supervisor makes the best use of available funds.	3.89	3.90	3.75	3.29	3.00	3.00
7. My principal/supervisor consults me on the decisions that affect my job.	4.00	3.70	3.75	3.57	2.89	3.14
8. My principal/supervisor uses clear expectations to judge my performance.	3.90	3.67	3.38	3.57	2.89	3.29
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.80	3.70	3.50	3.71	2.67	3.14
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.40	3.60	2.88	3.71	2.89	3.43
11. The superintendent manages district finances effectively.	3.30	3.70	3.75	3.71	3.44	3.29
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.90	3.90	4.38	3.71	3.89	4.14
13. The superintendent makes decisions that are in the best interest of the school district.	4.20	3.70	4.13	4.00	3.67	3.29
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.70	3.80	3.63	4.00	3.12	3.71
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.10	4.20	3.88	3.57	2.78	3.29
<b>Overall Mean</b>	<b>3.78</b>	<b>3.82</b>	<b>3.66</b>	<b>3.67</b>	<b>3.11</b>	<b>3.35</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**



Physical Education / Athletics

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	5	5	5	4	5	5
1. My principal/supervisor provides good processes and resources for me to do my job.	3.80	4.60	4.00		4.00	4.20
2. My principal/supervisor provides feedback on my strengths as an employee.	3.60	4.00	3.80		3.60	4.20
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.40	4.60	3.80		4.00	4.20
4. My principal/supervisor recognizes good performance.	4.00	4.00	3.80		3.60	4.20
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.00	4.00	4.00		3.60	4.00
6. My principal/supervisor makes the best use of available funds.	4.00	4.20	4.60		4.00	4.20
7. My principal/supervisor consults me on the decisions that affect my job.	3.60	4.20	3.60		3.60	4.20
8. My principal/supervisor uses clear expectations to judge my performance.	3.80	4.40	4.00		4.20	4.20
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.00	4.00	4.00		3.80	4.20
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.00	4.20	4.00		3.80	4.20
11. The superintendent manages district finances effectively.	3.80	4.00	4.00		4.60	4.40
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.80	4.20	4.00		4.40	4.40
13. The superintendent makes decisions that are in the best interest of the school district.	4.20	4.20	4.00		4.40	4.40
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.00	4.20	3.40		4.40	4.00
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.80	3.80	3.40		4.40	4.50
<b>Overall Mean</b>	<b>3.85</b>	<b>4.18</b>	<b>3.93</b>	<b>n = 4</b>	<b>4.00</b>	<b>4.22</b>

What is working well in the school district?

What areas in the school district could be improved?

Is there anyone in the school district that you would like to recognize for good work?

Plant Services

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	127	60	75	115	48	285
1. My principal/supervisor provides good processes and resources for me to do my job.	3.65	3.10	3.32	3.63	3.23	3.98
2. My principal/supervisor provides feedback on my strengths as an employee.	3.64	3.00	3.15	3.42	3.17	3.87
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.70	3.07	3.01	3.49	3.25	3.78
4. My principal/supervisor recognizes good performance.	3.83	3.07	3.09	3.50	3.04	3.90
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.65	2.95	2.93	3.40	3.15	3.82
6. My principal/supervisor makes the best use of available funds.	3.71	3.30	3.23	3.55	3.26	3.70
7. My principal/supervisor consults me on the decisions that affect my job.	3.57	3.07	2.95	3.46	3.10	3.74
8. My principal/supervisor uses clear expectations to judge my performance.	3.70	3.00	2.96	3.50	3.12	3.78
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.65	3.13	3.20	3.49	3.17	3.82
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.74	3.10	3.05	3.44	3.00	3.84
11. The superintendent manages district finances effectively.	3.42	3.39	3.12	3.40	3.19	3.59
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.57	3.47	3.25	3.51	3.17	3.67
13. The superintendent makes decisions that are in the best interest of the school district.	3.64	3.58	3.36	3.51	3.27	3.77
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.69	3.38	3.22	3.52	3.04	3.77
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.52	3.13	3.00	3.50	3.17	3.84
<b>Overall Mean</b>	<b>3.65</b>	<b>3.18</b>	<b>3.14</b>	<b>3.48</b>	<b>3.15</b>	<b>3.79</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Pope Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	47	51	11	20	30	21
1. My principal/supervisor provides good processes and resources for me to do my job.	3.17	3.55	3.55	4.05	3.60	3.33
2. My principal/supervisor provides feedback on my strengths as an employee.	3.04	3.37	3.36	3.90	3.60	3.05
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	2.74	3.41	3.55	4.05	3.53	3.10
4. My principal/supervisor recognizes good performance.	2.91	3.22	3.09	3.90	3.43	3.29
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.19	3.82	3.45	3.85	3.80	3.43
6. My principal/supervisor makes the best use of available funds.	3.18	3.53	3.09	4.05	3.90	3.67
7. My principal/supervisor consults me on the decisions that affect my job.	2.49	3.20	3.00	3.55	3.24	2.62
8. My principal/supervisor uses clear expectations to judge my performance.	3.30	3.59	3.45	4.10	3.77	3.33
9. My principal/supervisor provides the support needed to accomplish my work objectives.	2.91	3.45	3.00	3.85	3.40	3.00
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.30	3.59	3.36	4.10	4.00	3.62
11. The superintendent manages district finances effectively.	3.11	3.32	3.64	3.40	3.50	3.38
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.67	3.69	3.91	3.60	4.00	3.43
13. The superintendent makes decisions that are in the best interest of the school district.	3.48	3.61	3.73	3.40	3.67	3.62
14. If given a choice, I would recommend that a parent select this district for his or her child.	2.89	3.27	3.00	3.40	3.67	3.19
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	2.80	3.41	3.36	3.85	3.60	2.57
<b>Overall Mean</b>	<b>3.08</b>	<b>3.46</b>	<b>3.37</b>	<b>3.80</b>	<b>3.65</b>	<b>3.29</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Pregnancy Related Services

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	12	12	18	16	25	-
1. My principal/supervisor provides good processes and resources for me to do my job.	4.25	4.25	4.06	4.13	4.08	
2. My principal/supervisor provides feedback on my strengths as an employee.	4.17	4.33	4.06	4.00	3.96	
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.92	3.92	3.89	3.81	4.20	
4. My principal/supervisor recognizes good performance.	4.33	4.25	3.89	4.00	4.32	
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.33	4.55	3.94	4.06	4.16	
6. My principal/supervisor makes the best use of available funds.	4.33	4.42	3.83	4.06	4.20	
7. My principal/supervisor consults me on the decisions that affect my job.	4.33	3.83	3.82	3.69	3.92	
8. My principal/supervisor uses clear expectations to judge my performance.	4.42	4.08	3.78	3.69	3.92	
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.25	3.92	3.89	4.00	4.04	
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.42	4.08	3.78	3.75	4.04	
11. The superintendent manages district finances effectively.	3.92	4.17	3.78	3.63	3.56	
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.17	4.33	3.78	3.81	3.68	
13. The superintendent makes decisions that are in the best interest of the school district.	4.33	4.00	3.67	3.44	3.56	
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.50	3.67	3.17	3.50	3.28	
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.00	4.00	3.50	3.94	3.83	
<b>Overall Mean</b>	<b>4.18</b>	<b>4.10</b>	<b>3.80</b>	<b>3.83</b>	<b>3.92</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

PreK

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	3	2	3	5	0	-
1. My principal/supervisor provides good processes and resources for me to do my job.				4.60		
2. My principal/supervisor provides feedback on my strengths as an employee.				3.60		
3. Principal/supervisor led staff meetings make efficient use of time and are productive.				3.00		
4. My principal/supervisor recognizes good performance.				3.60		
5. My principal/supervisor demonstrates a genuine concern for my welfare.				4.00		
6. My principal/supervisor makes the best use of available funds.				3.80		
7. My principal/supervisor consults me on the decisions that affect my job.				3.40		
8. My principal/supervisor uses clear expectations to judge my performance.				4.00		
9. My principal/supervisor provides the support needed to accomplish my work objectives.				4.20		
10. My principal/supervisor provides feedback concerning areas for improving my performance.				4.00		
11. The superintendent manages district finances effectively.				3.40		
12. The superintendent uses a variety of methods to promote effective communication throughout the district.				3.40		
13. The superintendent makes decisions that are in the best interest of the school district.				3.40		
14. If given a choice, I would recommend that a parent select this district for his or her child.				4.00		
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.				3.40		
<b>Overall Mean</b>	<b>n = 3</b>	<b>n = 2</b>	<b>n = 3</b>	<b>3.74</b>	<b>n = 0</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Professional Development Center

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	5	6	6	8	8	-
1. My principal/supervisor provides good processes and resources for me to do my job.	4.80	4.50	4.83	4.75	4.88	
2. My principal/supervisor provides feedback on my strengths as an employee.	4.40	4.33	4.83	5.00	4.88	
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.60	4.33	4.67	4.75	4.75	
4. My principal/supervisor recognizes good performance.	4.80	4.67	4.67	5.00	5.00	
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.80	4.50	4.83	4.88	4.88	
6. My principal/supervisor makes the best use of available funds.	4.80	4.33	4.83	4.63	4.88	
7. My principal/supervisor consults me on the decisions that affect my job.	4.40	4.67	4.50	4.88	4.75	
8. My principal/supervisor uses clear expectations to judge my performance.	4.40	4.17	4.67	4.75	4.88	
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.80	4.50	4.67	4.88	4.75	
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.20	4.33	4.67	4.71	4.75	
11. The superintendent manages district finances effectively.	3.60	4.33	4.50	4.25	4.62	
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.40	4.33	4.50	4.38	4.00	
13. The superintendent makes decisions that are in the best interest of the school district.	4.00	4.33	4.67	4.25	4.50	
14. If given a choice, I would recommend that a parent select this district for his or her child.	4.20	3.83	4.67	4.38	4.38	
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.40	4.50	4.83	4.38	4.38	
<b>Overall Mean</b>	<b>4.44</b>	<b>4.38</b>	<b>4.68</b>	<b>4.68</b>	<b>4.71</b>	<b>-</b>

What is working well in the school district?

What areas in the school district could be improved?

Is there anyone in the school district that you would like to recognize for good work?

Purchasing

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	6	7	3	2	8	-
1. My principal/supervisor provides good processes and resources for me to do my job.	4.17	4.43			4.12	
2. My principal/supervisor provides feedback on my strengths as an employee.	4.17	4.00			4.25	
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.00	4.43			4.12	
4. My principal/supervisor recognizes good performance.	4.17	4.29			4.25	
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.00	4.14			4.25	
6. My principal/supervisor makes the best use of available funds.	4.00	4.29			4.00	
7. My principal/supervisor consults me on the decisions that affect my job.	4.00	4.14			4.12	
8. My principal/supervisor uses clear expectations to judge my performance.	4.00	4.29			4.12	
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.20	4.29			4.12	
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.83	3.86			3.88	
11. The superintendent manages district finances effectively.	3.50	3.71			3.38	
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.83	4.00			3.38	
13. The superintendent makes decisions that are in the best interest of the school district.	3.83	4.14			3.38	
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.67	3.71			3.50	
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.17	4.29			4.00	
<b>Overall Mean</b>	<b>3.96</b>	<b>4.13</b>	<b>n = 3</b>	<b>n = 2</b>	<b>3.92</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Rankin Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	55	57	38	42	44	58
1. My principal/supervisor provides good processes and resources for me to do my job.	3.85	3.84	3.71	3.48	3.61	3.98
2. My principal/supervisor provides feedback on my strengths as an employee.	3.55	3.42	3.42	3.41	3.18	3.54
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.04	3.77	3.87	3.52	3.50	3.86
4. My principal/supervisor recognizes good performance.	3.58	3.39	3.24	3.31	3.16	3.67
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.62	3.44	3.08	3.46	3.43	3.74
6. My principal/supervisor makes the best use of available funds.	3.78	4.02	3.66	3.38	3.48	3.91
7. My principal/supervisor consults me on the decisions that affect my job.	3.61	3.46	3.16	3.12	3.23	3.72
8. My principal/supervisor uses clear expectations to judge my performance.	3.96	3.79	3.46	3.51	3.61	3.81
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.83	3.77	3.47	3.26	3.32	3.79
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.75	3.75	3.55	3.57	3.59	3.81
11. The superintendent manages district finances effectively.	3.69	3.89	3.92	3.68	3.44	3.48
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.05	4.11	4.14	3.69	3.81	3.84
13. The superintendent makes decisions that are in the best interest of the school district.	4.02	3.89	4.05	3.64	3.68	3.76
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.81	3.81	3.86	3.48	3.25	3.52
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.69	3.75	3.19	3.39	3.26	3.48
<b>Overall Mean</b>	<b>3.78</b>	<b>3.74</b>	<b>3.61</b>	<b>3.46</b>	<b>3.45</b>	<b>3.74</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**



Remynse Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	54	106	38	34	30	41
1. My principal/supervisor provides good processes and resources for me to do my job.	3.41	2.92	3.76	3.76	4.07	3.73
2. My principal/supervisor provides feedback on my strengths as an employee.	3.31	2.75	3.50	3.71	3.83	3.41
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.23	2.67	3.53	3.50	3.57	3.24
4. My principal/supervisor recognizes good performance.	3.17	2.73	3.29	3.71	3.97	3.61
5. My principal/supervisor demonstrates a genuine concern for my welfare.	2.94	2.51	3.21	3.56	4.00	4.07
6. My principal/supervisor makes the best use of available funds.	3.30	2.66	3.50	3.82	3.90	3.80
7. My principal/supervisor consults me on the decisions that affect my job.	2.98	2.51	3.11	3.53	3.40	3.61
8. My principal/supervisor uses clear expectations to judge my performance.	3.44	2.78	3.68	3.79	4.00	3.76
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.26	2.72	3.53	3.59	3.87	3.60
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.53	2.89	3.68	3.91	3.62	3.66
11. The superintendent manages district finances effectively.	3.60	3.13	3.47	3.45	2.93	3.48
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.96	3.31	3.62	3.41	3.43	3.58
13. The superintendent makes decisions that are in the best interest of the school district.	3.89	3.21	3.65	3.21	3.17	3.48
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.44	2.91	3.26	2.97	2.87	3.05
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.30	2.80	3.55	3.50	3.83	3.42
<b>Overall Mean</b>	<b>3.38</b>	<b>2.83</b>	<b>3.48</b>	<b>3.56</b>	<b>3.61</b>	<b>3.58</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Roark Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	58	64	72	42	58	46
1. My principal/supervisor provides good processes and resources for me to do my job.	4.52	4.52	4.63	4.14	4.22	4.37
2. My principal/supervisor provides feedback on my strengths as an employee.	4.19	4.14	4.39	3.95	4.05	4.02
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.21	4.17	4.44	4.14	4.40	4.37
4. My principal/supervisor recognizes good performance.	4.30	4.30	4.38	4.07	4.16	4.11
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.59	4.53	4.60	4.05	3.93	3.91
6. My principal/supervisor makes the best use of available funds.	4.67	4.58	4.65	3.83	3.91	4.20
7. My principal/supervisor consults me on the decisions that affect my job.	4.26	4.22	4.38	3.76	3.84	3.91
8. My principal/supervisor uses clear expectations to judge my performance.	4.34	4.33	4.56	4.05	4.14	4.15
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.45	4.44	4.57	4.02	4.09	4.17
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.36	4.27	4.35	3.98	4.03	4.17
11. The superintendent manages district finances effectively.	3.91	3.92	3.99	3.83	3.62	3.91
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.19	3.98	4.17	3.98	4.00	4.11
13. The superintendent makes decisions that are in the best interest of the school district.	4.12	3.97	4.04	3.95	3.86	4.15
14. If given a choice, I would recommend that a parent select this district for his or her child.	4.14	3.86	4.16	3.90	3.98	4.17
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.43	4.37	4.40	3.93	4.18	4.24
<b>Overall Mean</b>	<b>4.31</b>	<b>4.24</b>	<b>4.38</b>	<b>3.98</b>	<b>4.02</b>	<b>4.12</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Roquemore Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	48	36	11	39	27	42
1. My principal/supervisor provides good processes and resources for me to do my job.	3.58	2.75	3.27	3.77	3.67	3.90
2. My principal/supervisor provides feedback on my strengths as an employee.	3.31	2.53	3.73	3.46	3.52	3.69
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.38	2.83	3.00	3.62	3.44	3.71
4. My principal/supervisor recognizes good performance.	3.38	3.03	3.70	3.59	3.56	3.88
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.31	2.86	3.64	3.82	4.04	3.76
6. My principal/supervisor makes the best use of available funds.	3.60	3.08	3.45	3.49	3.63	3.66
7. My principal/supervisor consults me on the decisions that affect my job.	2.98	2.19	3.18	3.23	3.65	3.76
8. My principal/supervisor uses clear expectations to judge my performance.	3.46	3.00	3.27	3.49	3.59	3.95
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.44	2.78	3.27	3.37	3.59	3.68
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.31	3.08	3.55	3.44	3.67	4.02
11. The superintendent manages district finances effectively.	3.45	3.42	3.64	3.62	3.78	3.42
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.85	3.47	4.00	3.92	4.04	3.74
13. The superintendent makes decisions that are in the best interest of the school district.	3.79	3.50	3.73	3.79	3.89	3.66
14. If given a choice, I would recommend that a parent select this district for his or her child.	2.96	2.81	3.45	3.18	3.217	3.56
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.23	2.72	2.82	3.77	3.78	3.72
<b>Overall Mean</b>	<b>3.41</b>	<b>2.94</b>	<b>3.48</b>	<b>3.56</b>	<b>3.67</b>	<b>3.75</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Sam Houston High School

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	161	165	105	153	128	220
1. My principal/supervisor provides good processes and resources for me to do my job.	4.02	3.82	4.00	3.77	3.79	3.91
2. My principal/supervisor provides feedback on my strengths as an employee.	3.83	3.45	3.56	3.42	3.35	3.60
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.06	3.95	4.00	3.72	3.91	3.73
4. My principal/supervisor recognizes good performance.	3.98	3.65	3.90	3.56	3.63	3.81
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.86	3.69	3.73	3.61	3.61	3.78
6. My principal/supervisor makes the best use of available funds.	4.07	3.86	4.02	3.69	3.88	3.84
7. My principal/supervisor consults me on the decisions that affect my job.	3.41	3.18	3.28	3.02	3.08	3.25
8. My principal/supervisor uses clear expectations to judge my performance.	3.86	3.55	3.64	3.58	3.48	3.80
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.83	3.60	3.72	3.44	3.54	3.73
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.76	3.53	3.66	3.65	3.48	3.68
11. The superintendent manages district finances effectively.	3.48	3.49	3.70	3.48	3.38	3.50
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.81	3.71	3.98	3.65	3.66	3.75
13. The superintendent makes decisions that are in the best interest of the school district.	3.69	3.71	3.86	3.61	3.48	3.53
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.59	3.34	3.50	3.38	3.23	3.47
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.54	3.21	3.52	3.34	3.34	3.51
<b>Overall Mean</b>	<b>3.79</b>	<b>3.57</b>	<b>3.75</b>	<b>3.54</b>	<b>3.54</b>	<b>3.67</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Science

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	9	10	4	7	13	-
1. My principal/supervisor provides good processes and resources for me to do my job.	4.56	3.20		4.29	4.15	
2. My principal/supervisor provides feedback on my strengths as an employee.	4.33	2.90		4.29	3.77	
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.00	2.80		4.57	4.00	
4. My principal/supervisor recognizes good performance.	4.33	2.70		4.57	3.77	
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.56	2.70		4.29	3.85	
6. My principal/supervisor makes the best use of available funds.	4.44	3.10		4.29	4.08	
7. My principal/supervisor consults me on the decisions that affect my job.	4.44	2.80		4.14	3.62	
8. My principal/supervisor uses clear expectations to judge my performance.	3.56	2.80		4.17	3.85	
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.22	3.00		4.43	3.92	
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.78	3.00		4.00	4.08	
11. The superintendent manages district finances effectively.	3.67	3.40		3.71	3.62	
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.78	3.67		3.71	3.31	
13. The superintendent makes decisions that are in the best interest of the school district.	3.67	3.60		4.00	3.46	
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.89	2.60		4.29	3.54	
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.11	2.70		4.29	3.77	
<b>Overall Mean</b>	<b>4.09</b>	<b>2.99</b>	<b>n = 4</b>	<b>4.20</b>	<b>3.79</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Secondary Instruction

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	10	0	0	0	-	-
1. My principal/supervisor provides good processes and resources for me to do my job.	3.80					
2. My principal/supervisor provides feedback on my strengths as an employee.	4.10					
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.10					
4. My principal/supervisor recognizes good performance.	4.20					
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.20					
6. My principal/supervisor makes the best use of available funds.	4.10					
7. My principal/supervisor consults me on the decisions that affect my job.	4.00					
8. My principal/supervisor uses clear expectations to judge my performance.	3.50					
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.50					
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.44					
11. The superintendent manages district finances effectively.	4.10					
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.40					
13. The superintendent makes decisions that are in the best interest of the school district.	4.30					
14. If given a choice, I would recommend that a parent select this district for his or her child.	4.30					
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.11					
<b>Overall Mean</b>	<b>4.02</b>	<b>n = 0</b>	<b>n = 0</b>	<b>n = 0</b>	<b>-</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

## Security

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	12	30	15	9	37	27
1. My principal/supervisor provides good processes and resources for me to do my job.	3.67	3.90	4.07	3.89	4.16	3.85
2. My principal/supervisor provides feedback on my strengths as an employee.	3.33	3.57	3.67	3.78	3.92	3.59
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.36	3.60	3.73	3.89	3.97	3.56
4. My principal/supervisor recognizes good performance.	3.17	3.57	4.00	3.89	3.84	3.67
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.25	3.87	3.80	3.67	3.95	3.70
6. My principal/supervisor makes the best use of available funds.	3.50	3.57	3.80	3.56	3.83	3.56
7. My principal/supervisor consults me on the decisions that affect my job.	3.58	3.40	3.87	3.67	3.84	3.41
8. My principal/supervisor uses clear expectations to judge my performance.	3.58	3.60	3.80	3.89	4.05	3.48
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.33	3.83	3.87	4.00	3.89	3.63
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.25	3.70	3.67	3.78	3.95	3.37
11. The superintendent manages district finances effectively.	3.25	3.57	3.36	3.89	3.64	3.81
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.58	3.53	3.67	4.11	3.65	3.85
13. The superintendent makes decisions that are in the best interest of the school district.	3.50	3.77	3.80	4.11	3.51	3.77
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.09	3.57	3.80	3.67	3.70	3.73
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	2.67	3.60	4.07	3.78	3.76	3.35
<b>Overall Mean</b>	<b>3.34</b>	<b>3.64</b>	<b>3.78</b>	<b>3.84</b>	<b>3.85</b>	<b>3.64</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Seguin High School

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	78	86	78	129	99	152
1. My principal/supervisor provides good processes and resources for me to do my job.	4.09	3.91	3.65	4.19	4.32	4.05
2. My principal/supervisor provides feedback on my strengths as an employee.	3.63	3.85	3.67	4.16	4.25	4.01
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.94	3.97	3.76	4.14	4.31	3.96
4. My principal/supervisor recognizes good performance.	3.78	4.16	3.64	4.20	4.40	4.06
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.92	3.73	3.35	4.04	4.20	3.95
6. My principal/supervisor makes the best use of available funds.	3.96	3.71	3.81	4.02	4.12	4.04
7. My principal/supervisor consults me on the decisions that affect my job.	3.55	3.29	3.19	3.71	3.89	3.65
8. My principal/supervisor uses clear expectations to judge my performance.	3.81	4.02	3.64	4.33	4.42	4.09
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.97	3.86	3.51	4.11	4.23	3.94
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.74	4.09	3.74	4.42	4.37	4.17
11. The superintendent manages district finances effectively.	3.46	3.71	3.53	3.72	3.77	3.74
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.96	3.84	3.88	3.98	4.13	3.91
13. The superintendent makes decisions that are in the best interest of the school district.	3.77	3.79	3.79	3.81	3.89	3.73
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.62	3.57	3.44	3.81	3.87	3.69
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.65	4.02	3.50	3.88	4.17	3.82
<b>Overall Mean</b>	<b>3.79</b>	<b>3.84</b>	<b>3.61</b>	<b>4.05</b>	<b>4.16</b>	<b>3.93</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**



Shackelford Junior High

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	31	49	45	22	51	69
1. My principal/supervisor provides good processes and resources for me to do my job.	4.00	4.43	4.42	2.73	3.88	3.93
2. My principal/supervisor provides feedback on my strengths as an employee.	4.00	4.33	4.50	2.73	3.63	3.71
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.97	4.43	4.60	2.68	3.73	3.78
4. My principal/supervisor recognizes good performance.	3.90	4.33	4.58	3.09	4.00	4.04
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.06	4.47	4.71	2.95	3.69	3.77
6. My principal/supervisor makes the best use of available funds.	3.71	4.14	4.36	2.82	3.82	3.71
7. My principal/supervisor consults me on the decisions that affect my job.	3.52	3.76	4.02	2.64	3.43	3.46
8. My principal/supervisor uses clear expectations to judge my performance.	4.10	4.35	4.67	2.86	3.75	3.87
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.84	4.22	4.47	2.64	3.71	3.69
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.90	4.25	4.56	2.86	3.63	4.00
11. The superintendent manages district finances effectively.	3.55	3.69	3.71	3.00	3.47	3.12
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.90	3.90	4.16	3.14	3.61	3.49
13. The superintendent makes decisions that are in the best interest of the school district.	3.65	3.86	3.98	2.86	3.49	3.22
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.13	3.67	3.53	2.43	3.31	3.26
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.26	3.96	4.02	2.27	3.42	3.50
<b>Overall Mean</b>	<b>3.77</b>	<b>4.12</b>	<b>4.30</b>	<b>2.81</b>	<b>3.65</b>	<b>3.65</b>

What is working well in the school district?

What areas in the school district could be improved?

Is there anyone in the school district that you would like to recognize for good work?

Sherrod Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	49	33	49	43	27	53
1. My principal/supervisor provides good processes and resources for me to do my job.	4.65	4.45	4.65	4.44	4.52	3.25
2. My principal/supervisor provides feedback on my strengths as an employee.	4.31	4.21	4.31	4.30	4.22	3.13
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.55	4.33	4.45	4.26	4.26	3.19
4. My principal/supervisor recognizes good performance.	4.41	4.44	4.47	4.33	4.30	3.26
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.58	4.45	4.54	4.40	4.44	3.23
6. My principal/supervisor makes the best use of available funds.	4.43	4.45	4.51	4.21	4.33	2.77
7. My principal/supervisor consults me on the decisions that affect my job.	4.20	4.06	4.08	3.95	3.85	2.73
8. My principal/supervisor uses clear expectations to judge my performance.	4.43	4.48	4.39	4.42	4.37	3.19
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.63	4.39	4.48	4.28	4.37	3.27
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.41	4.36	4.29	4.53	4.31	3.06
11. The superintendent manages district finances effectively.	3.69	3.63	3.57	3.44	3.41	3.04
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.06	3.91	3.89	3.67	3.89	3.44
13. The superintendent makes decisions that are in the best interest of the school district.	3.94	3.85	3.76	3.51	3.56	3.13
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.92	3.79	3.65	3.70	3.89	2.90
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.47	4.39	4.41	4.30	4.37	2.81
<b>Overall Mean</b>	<b>4.31</b>	<b>4.22</b>	<b>4.22</b>	<b>4.10</b>	<b>4.12</b>	<b>3.11</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Short Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	39	38	33	30	16	25
1. My principal/supervisor provides good processes and resources for me to do my job.	3.87	4.18	4.58	4.23	4.62	4.40
2. My principal/supervisor provides feedback on my strengths as an employee.	3.72	3.89	4.27	4.10	4.38	4.40
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.36	3.92	4.06	4.10	4.25	4.20
4. My principal/supervisor recognizes good performance.	3.90	4.08	4.33	4.23	4.44	4.40
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.08	4.37	4.61	4.20	4.69	4.52
6. My principal/supervisor makes the best use of available funds.	3.82	4.05	4.48	4.17	4.56	4.28
7. My principal/supervisor consults me on the decisions that affect my job.	3.62	3.74	4.00	4.00	4.31	4.20
8. My principal/supervisor uses clear expectations to judge my performance.	3.97	4.08	4.30	4.30	4.69	4.48
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.69	4.03	4.39	4.17	4.38	4.28
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.72	3.89	4.18	4.07	4.31	4.40
11. The superintendent manages district finances effectively.	3.21	3.55	3.73	3.30	3.81	3.67
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.72	3.89	4.12	3.63	4.31	4.08
13. The superintendent makes decisions that are in the best interest of the school district.	3.44	3.76	3.91	3.27	3.69	3.75
14. If given a choice, I would recommend that a parent select this district for his or her child.	2.95	3.42	3.70	3.43	4.00	3.79
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.03	3.84	3.88	4.27	4.62	4.12
<b>Overall Mean</b>	<b>3.61</b>	<b>3.91</b>	<b>4.19</b>	<b>3.94</b>	<b>4.32</b>	<b>4.21</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Social Studies

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	6	7	6	10	8	-
1. My principal/supervisor provides good processes and resources for me to do my job.	4.17	3.57	4.17	3.22	4.00	
2. My principal/supervisor provides feedback on my strengths as an employee.	3.83	3.14	3.83	2.80	4.62	
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.17	3.57	3.67	3.10	3.88	
4. My principal/supervisor recognizes good performance.	4.00	3.29	4.00	3.00	4.62	
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.33	3.43	4.17	2.67	4.62	
6. My principal/supervisor makes the best use of available funds.	4.00	3.57	4.00	3.33	4.50	
7. My principal/supervisor consults me on the decisions that affect my job.	3.83	3.00	3.33	2.89	4.38	
8. My principal/supervisor uses clear expectations to judge my performance.	3.50	3.14	3.67	3.00	4.50	
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.83	3.57	3.50	2.89	4.50	
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.50	3.43	3.67	3.44	4.62	
11. The superintendent manages district finances effectively.	3.50	3.14	4.00	3.44	2.88	
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.00	3.29	3.33	3.11	3.00	
13. The superintendent makes decisions that are in the best interest of the school district.	3.50	3.14	3.67	3.11	2.75	
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.17	3.57	3.83	3.22	3.12	
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.50	3.00	3.00	2.89	3.75	
<b>Overall Mean</b>	<b>3.79</b>	<b>3.32</b>	<b>3.77</b>	<b>3.08</b>	<b>4.00</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

South Davis Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	36	29	25	44	34	34
1. My principal/supervisor provides good processes and resources for me to do my job.	3.64	3.79	3.68	3.80	3.91	3.91
2. My principal/supervisor provides feedback on my strengths as an employee.	3.83	3.69	3.44	3.50	3.65	3.68
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.00	3.52	3.36	3.43	3.41	3.82
4. My principal/supervisor recognizes good performance.	3.53	3.55	3.38	3.50	3.62	3.82
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.67	3.83	3.44	3.77	3.85	3.76
6. My principal/supervisor makes the best use of available funds.	3.31	3.41	3.38	3.61	3.85	3.73
7. My principal/supervisor consults me on the decisions that affect my job.	3.19	3.28	3.40	3.52	3.47	3.33
8. My principal/supervisor uses clear expectations to judge my performance.	3.92	4.00	3.64	3.81	4.06	3.94
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.42	3.86	3.48	3.57	3.79	3.76
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.92	3.83	3.60	3.82	3.97	3.91
11. The superintendent manages district finances effectively.	3.26	3.41	3.24	3.34	3.56	3.39
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.89	3.72	3.80	3.67	3.79	3.87
13. The superintendent makes decisions that are in the best interest of the school district.	3.57	3.59	3.48	3.43	3.30	3.77
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.42	3.31	3.40	3.50	3.56	3.68
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.42	3.50	3.48	3.84	3.88	4.00
<b>Overall Mean</b>	<b>3.53</b>	<b>3.62</b>	<b>3.48</b>	<b>3.59</b>	<b>3.70</b>	<b>3.74</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Special Ed – CC Able

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	6	5	7	2	2	-
1. My principal/supervisor provides good processes and resources for me to do my job.	4.67	4.60	2.71			
2. My principal/supervisor provides feedback on my strengths as an employee.	4.50	4.60	2.71			
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.67	4.20	2.86			
4. My principal/supervisor recognizes good performance.	4.50	4.60	3.29			
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.50	4.60	2.71			
6. My principal/supervisor makes the best use of available funds.	4.50	4.60	3.57			
7. My principal/supervisor consults me on the decisions that affect my job.	4.33	3.60	2.71			
8. My principal/supervisor uses clear expectations to judge my performance.	4.00	4.60	2.57			
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.67	4.20	3.00			
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.33	4.60	3.14			
11. The superintendent manages district finances effectively.	3.17	3.60	3.86			
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.17	3.80	4.00			
13. The superintendent makes decisions that are in the best interest of the school district.	3.83	3.40	4.00			
14. If given a choice, I would recommend that a parent select this district for his or her child.	2.50	3.40	2.29			
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	2.83	4.00	3.00			
<b>Overall Mean</b>	<b>4.08</b>	<b>4.16</b>	<b>3.10</b>	<b>n = 2</b>	<b>n = 2</b>	<b>-</b>

What is working well in the school district?

What areas in the school district could be improved?

Is there anyone in the school district that you would like to recognize for good work?

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	11	10	11	11	9	-
1. My principal/supervisor provides good processes and resources for me to do my job.	3.91	4.10	4.27	3.36	3.33	
2. My principal/supervisor provides feedback on my strengths as an employee.	4.18	4.20	4.18	3.27	3.22	
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.27	4.20	4.09	3.45	3.44	
4. My principal/supervisor recognizes good performance.	4.36	4.20	4.09	3.55	3.22	
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.36	3.20	4.00	3.64	3.22	
6. My principal/supervisor makes the best use of available funds.	4.09	3.80	4.09	3.73	3.33	
7. My principal/supervisor consults me on the decisions that affect my job.	4.00	3.80	3.82	3.18	3.11	
8. My principal/supervisor uses clear expectations to judge my performance.	4.09	4.30	4.18	3.27	3.56	
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.09	3.70	4.18	3.36	3.22	
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.82	4.00	4.09	3.64	3.22	
11. The superintendent manages district finances effectively.	3.36	3.70	3.64	3.73	3.11	
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.18	4.00	4.27	3.45	3.67	
13. The superintendent makes decisions that are in the best interest of the school district.	3.73	3.90	4.00	3.64	3.44	
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.91	3.80	4.27	3.55	3.62	
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.91	3.60	4.09	4.10	3.38	
<b>Overall Mean</b>	<b>4.02</b>	<b>3.90</b>	<b>4.08</b>	<b>3.49</b>	<b>3.34</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Special Ed – CC Elem Diags

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	10	10	23	11	12	-
1. My principal/supervisor provides good processes and resources for me to do my job.	4.20	3.10	3.78	4.36	3.58	
2. My principal/supervisor provides feedback on my strengths as an employee.	4.20	3.50	4.04	4.09	3.50	
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.40	3.50	4.17	4.55	4.00	
4. My principal/supervisor recognizes good performance.	4.30	3.50	4.09	4.36	3.92	
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.20	2.70	3.91	4.45	4.00	
6. My principal/supervisor makes the best use of available funds.	4.30	3.40	4.00	4.18	4.00	
7. My principal/supervisor consults me on the decisions that affect my job.	4.00	2.50	3.65	4.27	3.50	
8. My principal/supervisor uses clear expectations to judge my performance.	4.40	4.10	4.22	4.36	4.00	
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.00	2.80	3.83	4.27	3.58	
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.89	3.30	4.17	4.18	3.67	
11. The superintendent manages district finances effectively.	3.89	3.70	4.00	3.73	3.33	
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.10	4.20	4.30	4.00	3.83	
13. The superintendent makes decisions that are in the best interest of the school district.	4.20	4.30	4.09	4.00	3.58	
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.70	3.00	3.57	4.00	3.42	
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.20	2.70	3.83	4.36	3.58	
<b>Overall Mean</b>	<b>4.14</b>	<b>3.35</b>	<b>3.99</b>	<b>4.20</b>	<b>3.71</b>	<b>-</b>

What is working well in the school district?

What areas in the school district could be improved?

Is there anyone in the school district that you would like to recognize for good work?



Special Ed – CC Homebound/MHS Net

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	7	6	7	2	2	-
1. My principal/supervisor provides good processes and resources for me to do my job.	2.71	4.00	3.57			
2. My principal/supervisor provides feedback on my strengths as an employee.	3.00	4.33	3.86			
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	2.86	4.17	3.29			
4. My principal/supervisor recognizes good performance.	2.86	4.33	4.14			
5. My principal/supervisor demonstrates a genuine concern for my welfare.	2.29	4.50	3.71			
6. My principal/supervisor makes the best use of available funds.	3.29	4.50	4.14			
7. My principal/supervisor consults me on the decisions that affect my job.	2.14	4.33	3.43			
8. My principal/supervisor uses clear expectations to judge my performance.	2.71	4.17	3.57			
9. My principal/supervisor provides the support needed to accomplish my work objectives.	2.86	4.67	3.43			
10. My principal/supervisor provides feedback concerning areas for improving my performance.	2.57	4.33	3.86			
11. The superintendent manages district finances effectively.	3.43	4.00	3.29			
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.86	4.00	4.00			
13. The superintendent makes decisions that are in the best interest of the school district.	3.71	3.83	4.00			
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.00	4.17	3.14			
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	2.86	4.17	4.29			
<b>Overall Mean</b>	<b>2.94</b>	<b>4.22</b>	<b>3.67</b>	<b>n = 2</b>	<b>n = 2</b>	<b>-</b>

What is working well in the school district?

What areas in the school district could be improved?

Is there anyone in the school district that you would like to recognize for good work?

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	1	1	3	3	1	-
1. My principal/supervisor provides good processes and resources for me to do my job.						
2. My principal/supervisor provides feedback on my strengths as an employee.						
3. Principal/supervisor led staff meetings make efficient use of time and are productive.						
4. My principal/supervisor recognizes good performance.						
5. My principal/supervisor demonstrates a genuine concern for my welfare.						
6. My principal/supervisor makes the best use of available funds.						
7. My principal/supervisor consults me on the decisions that affect my job.						
8. My principal/supervisor uses clear expectations to judge my performance.						
9. My principal/supervisor provides the support needed to accomplish my work objectives.						
10. My principal/supervisor provides feedback concerning areas for improving my performance.						
11. The superintendent manages district finances effectively.						
12. The superintendent uses a variety of methods to promote effective communication throughout the district.						
13. The superintendent makes decisions that are in the best interest of the school district.						
14. If given a choice, I would recommend that a parent select this district for his or her child.						
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.						
<b>Overall Mean</b>	<b>n = 1</b>	<b>n = 1</b>	<b>n = 3</b>	<b>n = 3</b>	<b>n = 1</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	1	2	2	0	0	-
1. My principal/supervisor provides good processes and resources for me to do my job.						
2. My principal/supervisor provides feedback on my strengths as an employee.						
3. Principal/supervisor led staff meetings make efficient use of time and are productive.						
4. My principal/supervisor recognizes good performance.						
5. My principal/supervisor demonstrates a genuine concern for my welfare.						
6. My principal/supervisor makes the best use of available funds.						
7. My principal/supervisor consults me on the decisions that affect my job.						
8. My principal/supervisor uses clear expectations to judge my performance.						
9. My principal/supervisor provides the support needed to accomplish my work objectives.						
10. My principal/supervisor provides feedback concerning areas for improving my performance.						
11. The superintendent manages district finances effectively.						
12. The superintendent uses a variety of methods to promote effective communication throughout the district.						
13. The superintendent makes decisions that are in the best interest of the school district.						
14. If given a choice, I would recommend that a parent select this district for his or her child.						
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.						
<b>Overall Mean</b>	<b>n = 1</b>	<b>n = 2</b>	<b>n = 2</b>	<b>n = 0</b>	<b>n = 0</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Special Ed – CC SEAS

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	3	2	5	2	2	-
1. My principal/supervisor provides good processes and resources for me to do my job.			2.80			
2. My principal/supervisor provides feedback on my strengths as an employee.			2.80			
3. Principal/supervisor led staff meetings make efficient use of time and are productive.			2.80			
4. My principal/supervisor recognizes good performance.			3.00			
5. My principal/supervisor demonstrates a genuine concern for my welfare.			3.00			
6. My principal/supervisor makes the best use of available funds.			3.40			
7. My principal/supervisor consults me on the decisions that affect my job.			2.60			
8. My principal/supervisor uses clear expectations to judge my performance.			2.60			
9. My principal/supervisor provides the support needed to accomplish my work objectives.			2.60			
10. My principal/supervisor provides feedback concerning areas for improving my performance.			2.40			
11. The superintendent manages district finances effectively.			3.20			
12. The superintendent uses a variety of methods to promote effective communication throughout the district.			3.60			
13. The superintendent makes decisions that are in the best interest of the school district.			3.20			
14. If given a choice, I would recommend that a parent select this district for his or her child.			2.60			
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.			3.60			
<b>Overall Mean</b>	<b>n = 3</b>	<b>n = 2</b>	<b>2.90</b>	<b>n = 2</b>	<b>n = 2</b>	<b>-</b>

What is working well in the school district?

What areas in the school district could be improved?

Is there anyone in the school district that you would like to recognize for good work?

Special Ed – CC Sec Diags

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	10	7	19	5	3	-
1. My principal/supervisor provides good processes and resources for me to do my job.	4.70	4.57	4.42	4.40		
2. My principal/supervisor provides feedback on my strengths as an employee.	4.50	4.43	4.68	4.20		
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.60	4.86	4.74	4.00		
4. My principal/supervisor recognizes good performance.	4.50	4.57	4.68	4.20		
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.60	4.71	4.68	4.00		
6. My principal/supervisor makes the best use of available funds.	4.50	4.14	4.47	4.20		
7. My principal/supervisor consults me on the decisions that affect my job.	4.40	3.86	4.32	3.80		
8. My principal/supervisor uses clear expectations to judge my performance.	4.60	4.00	4.58	4.00		
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.70	4.29	4.58	4.20		
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.20	4.43	4.37	4.00		
11. The superintendent manages district finances effectively.	4.20	3.57	4.11	3.60		
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.20	4.14	4.16	3.80		
13. The superintendent makes decisions that are in the best interest of the school district.	4.30	4.14	4.37	3.60		
14. If given a choice, I would recommend that a parent select this district for his or her child.	4.30	3.86	4.11	3.80		
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.80	3.86	4.16	4.40		
<b>Overall Mean</b>	<b>4.41</b>	<b>4.23</b>	<b>4.45</b>	<b>3.99</b>	<b>n = 3</b>	<b>-</b>

What is working well in the school district?

What areas in the school district could be improved?

Is there anyone in the school district that you would like to recognize for good work?

Special Ed – CC Trans/SHHS Net

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	4	6	8	8	6	-
1. My principal/supervisor provides good processes and resources for me to do my job.		3.67	3.50	4.38	4.83	
2. My principal/supervisor provides feedback on my strengths as an employee.		3.50	3.50	4.25	4.67	
3. Principal/supervisor led staff meetings make efficient use of time and are productive.		3.83	3.50	4.13	4.83	
4. My principal/supervisor recognizes good performance.		3.67	3.50	4.25	4.67	
5. My principal/supervisor demonstrates a genuine concern for my welfare.		4.33	3.38	4.38	4.83	
6. My principal/supervisor makes the best use of available funds.		3.17	4.13	4.00	4.83	
7. My principal/supervisor consults me on the decisions that affect my job.		3.83	3.38	4.00	4.50	
8. My principal/supervisor uses clear expectations to judge my performance.		3.67	3.38	4.00	4.67	
9. My principal/supervisor provides the support needed to accomplish my work objectives.		3.33	3.38	4.00	4.50	
10. My principal/supervisor provides feedback concerning areas for improving my performance.		3.50	3.50	4.25	4.67	
11. The superintendent manages district finances effectively.		2.67	3.63	3.00	4.17	
12. The superintendent uses a variety of methods to promote effective communication throughout the district.		2.33	3.88	3.50	4.50	
13. The superintendent makes decisions that are in the best interest of the school district.		2.50	4.00	3.50	4.33	
14. If given a choice, I would recommend that a parent select this district for his or her child.		2.83	3.25	3.38	4.17	
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.		3.17	3.38	3.88	4.50	
<b>Overall Mean</b>	<b>n = 4</b>	<b>3.33</b>	<b>3.56</b>	<b>3.93</b>	<b>4.58</b>	<b>-</b>

What is working well in the school district?

What areas in the school district could be improved?

Is there anyone in the school district that you would like to recognize for good work?

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	0	1	2	0	0	-
1. My principal/supervisor provides good processes and resources for me to do my job.						
2. My principal/supervisor provides feedback on my strengths as an employee.						
3. Principal/supervisor led staff meetings make efficient use of time and are productive.						
4. My principal/supervisor recognizes good performance.						
5. My principal/supervisor demonstrates a genuine concern for my welfare.						
6. My principal/supervisor makes the best use of available funds.						
7. My principal/supervisor consults me on the decisions that affect my job.						
8. My principal/supervisor uses clear expectations to judge my performance.						
9. My principal/supervisor provides the support needed to accomplish my work objectives.						
10. My principal/supervisor provides feedback concerning areas for improving my performance.						
11. The superintendent manages district finances effectively.						
12. The superintendent uses a variety of methods to promote effective communication throughout the district.						
13. The superintendent makes decisions that are in the best interest of the school district.						
14. If given a choice, I would recommend that a parent select this district for his or her child.						
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.						
<b>Overall Mean</b>	<b>n = 0</b>	<b>n = 1</b>	<b>n = 2</b>	<b>n = 0</b>	<b>n = 0</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Special Ed – Lead Psych

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	12	8	7	12	17	-
1. My principal/supervisor provides good processes and resources for me to do my job.	3.17	4.00	4.57	3.58	3.94	
2. My principal/supervisor provides feedback on my strengths as an employee.	3.58	3.75	4.71	3.25	4.12	
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.42	3.88	4.57	3.17	3.88	
4. My principal/supervisor recognizes good performance.	3.67	4.00	4.86	3.67	4.29	
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.42	4.00	4.57	3.75	4.35	
6. My principal/supervisor makes the best use of available funds.	3.25	4.00	4.29	3.83	4.18	
7. My principal/supervisor consults me on the decisions that affect my job.	2.58	3.63	4.71	3.75	4.29	
8. My principal/supervisor uses clear expectations to judge my performance.	3.00	3.63	4.86	3.42	3.94	
9. My principal/supervisor provides the support needed to accomplish my work objectives.	2.83	4.00	4.71	3.58	4.12	
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.17	3.75	4.57	3.67	4.00	
11. The superintendent manages district finances effectively.	3.33	3.25	3.71	3.42	3.12	
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.92	3.63	4.00	3.58	3.65	
13. The superintendent makes decisions that are in the best interest of the school district.	3.67	3.75	4.00	3.58	3.06	
14. If given a choice, I would recommend that a parent select this district for his or her child.	2.92	3.25	3.43	3.33	3.06	
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	2.58	3.50	3.71	3.25	3.18	
<b>Overall Mean</b>	<b>3.23</b>	<b>3.73</b>	<b>4.40</b>	<b>3.54</b>	<b>3.86</b>	<b>-</b>

What is working well in the school district?

What areas in the school district could be improved?

Is there anyone in the school district that you would like to recognize for good work?



Special Education Department

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	49	32	47	34	47	-
1. My principal/supervisor provides good processes and resources for me to do my job.	3.69	3.72	3.68	3.38	3.47	
2. My principal/supervisor provides feedback on my strengths as an employee.	3.60	3.72	3.57	3.24	3.49	
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.58	3.75	3.70	3.18	3.38	
4. My principal/supervisor recognizes good performance.	3.54	3.78	3.72	3.56	3.65	
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.60	3.75	3.53	3.59	3.70	
6. My principal/supervisor makes the best use of available funds.	3.65	3.56	3.74	3.36	3.72	
7. My principal/supervisor consults me on the decisions that affect my job.	3.25	3.41	3.17	2.94	3.19	
8. My principal/supervisor uses clear expectations to judge my performance.	3.56	3.69	3.55	3.45	3.53	
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.58	3.75	3.47	3.21	3.47	
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.58	3.69	3.68	3.24	3.51	
11. The superintendent manages district finances effectively.	3.75	3.41	3.55	3.13	3.36	
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.96	4.00	4.02	3.55	3.51	
13. The superintendent makes decisions that are in the best interest of the school district.	3.90	3.90	4.00	3.36	3.48	
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.56	3.47	3.46	2.79	3.53	
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.38	3.52	3.49	3.15	3.43	
<b>Overall Mean</b>	<b>3.62</b>	<b>3.67</b>	<b>3.63</b>	<b>3.28</b>	<b>3.50</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

## Special Populations

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	5	12	2	3	2	-
1. My principal/supervisor provides good processes and resources for me to do my job.	4.60	4.42				
2. My principal/supervisor provides feedback on my strengths as an employee.	4.80	4.42				
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.60	4.58				
4. My principal/supervisor recognizes good performance.	4.80	4.58				
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.60	4.92				
6. My principal/supervisor makes the best use of available funds.	4.60	4.75				
7. My principal/supervisor consults me on the decisions that affect my job.	4.40	4.42				
8. My principal/supervisor uses clear expectations to judge my performance.	4.20	4.58				
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.60	4.58				
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.40	4.36				
11. The superintendent manages district finances effectively.	4.40	4.17				
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.40	3.83				
13. The superintendent makes decisions that are in the best interest of the school district.	4.40	4.25				
14. If given a choice, I would recommend that a parent select this district for his or her child.	4.00	4.08				
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.40	4.17				
<b>Overall Mean</b>	<b>4.48</b>	<b>4.41</b>	<b>n = 2</b>	<b>n = 3</b>	<b>n = 2</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Speer Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	75	36	52	48	31	39
1. My principal/supervisor provides good processes and resources for me to do my job.	4.25	4.11	4.27	4.04	4.26	3.92
2. My principal/supervisor provides feedback on my strengths as an employee.	4.12	3.92	4.13	3.90	3.77	3.51
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.28	4.11	4.10	4.00	4.06	3.85
4. My principal/supervisor recognizes good performance.	4.31	4.09	4.08	3.96	3.94	3.59
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.32	3.97	4.25	4.15	3.94	3.79
6. My principal/supervisor makes the best use of available funds.	4.40	4.09	4.24	3.96	3.97	3.64
7. My principal/supervisor consults me on the decisions that affect my job.	4.08	3.81	4.04	3.83	3.81	3.44
8. My principal/supervisor uses clear expectations to judge my performance.	4.20	4.06	4.35	4.00	3.90	3.90
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.33	4.03	4.15	3.81	3.94	3.82
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.09	3.89	4.00	3.88	3.81	3.59
11. The superintendent manages district finances effectively.	3.85	3.83	3.69	3.48	3.61	3.45
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.16	3.89	3.98	3.83	3.65	3.42
13. The superintendent makes decisions that are in the best interest of the school district.	4.16	3.86	3.83	3.69	3.39	3.50
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.70	3.56	3.83	3.44	3.52	3.63
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.95	3.67	4.00	3.28	3.74	3.39
<b>Overall Mean</b>	<b>4.15</b>	<b>3.92</b>	<b>4.07</b>	<b>3.85</b>	<b>3.82</b>	<b>3.65</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Starrett Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	34	40	48	44	40	63
1. My principal/supervisor provides good processes and resources for me to do my job.	4.65	4.65	4.71	4.75	4.78	4.76
2. My principal/supervisor provides feedback on my strengths as an employee.	4.50	4.53	4.52	4.66	4.60	4.63
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.35	4.55	4.46	4.68	4.78	4.76
4. My principal/supervisor recognizes good performance.	4.39	4.58	4.58	4.58	4.55	4.58
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.62	4.83	4.65	4.75	4.90	4.69
6. My principal/supervisor makes the best use of available funds.	4.56	4.73	4.63	4.75	4.85	4.63
7. My principal/supervisor consults me on the decisions that affect my job.	4.50	4.50	4.42	4.45	4.70	4.60
8. My principal/supervisor uses clear expectations to judge my performance.	4.65	4.73	4.65	4.68	4.78	4.73
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.50	4.68	4.58	4.64	4.75	4.66
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.35	4.55	4.46	4.73	4.65	4.66
11. The superintendent manages district finances effectively.	3.76	3.75	3.81	4.09	3.88	3.95
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.21	3.80	3.96	4.25	4.02	4.39
13. The superintendent makes decisions that are in the best interest of the school district.	3.91	3.65	3.73	4.14	3.65	3.89
14. If given a choice, I would recommend that a parent select this district for his or her child.	4.00	4.08	3.90	4.09	4.00	3.90
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.39	4.63	4.54	4.75	4.70	4.69
<b>Overall Mean</b>	<b>4.36</b>	<b>4.41</b>	<b>4.36</b>	<b>4.52</b>	<b>4.49</b>	<b>4.49</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

State and Federal Programs

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	21	19	12	16	20	-
1. My principal/supervisor provides good processes and resources for me to do my job.	4.05	3.26	3.83	3.81	4.00	
2. My principal/supervisor provides feedback on my strengths as an employee.	3.67	2.95	3.67	3.13	3.45	
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.57	2.84	3.67	3.06	3.61	
4. My principal/supervisor recognizes good performance.	3.71	3.11	3.92	3.38	3.70	
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.67	3.39	4.00	3.63	3.95	
6. My principal/supervisor makes the best use of available funds.	4.33	3.37	4.17	3.94	3.85	
7. My principal/supervisor consults me on the decisions that affect my job.	3.67	2.95	3.42	2.94	3.30	
8. My principal/supervisor uses clear expectations to judge my performance.	3.57	2.79	3.67	3.38	3.75	
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.95	3.26	3.82	3.44	3.75	
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.67	2.68	3.58	3.25	3.80	
11. The superintendent manages district finances effectively.	4.14	3.58	3.83	3.63	3.80	
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.38	3.79	4.00	3.73	3.89	
13. The superintendent makes decisions that are in the best interest of the school district.	4.14	3.79	4.00	3.69	3.80	
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.85	3.21	3.42	3.63	3.45	
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.76	2.95	3.67	3.56	3.40	
<b>Overall Mean</b>	<b>3.88</b>	<b>3.19</b>	<b>3.78</b>	<b>3.47</b>	<b>3.72</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Student Services

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	1	0	3	1	1	11
1. My principal/supervisor provides good processes and resources for me to do my job.						4.64
2. My principal/supervisor provides feedback on my strengths as an employee.						4.45
3. Principal/supervisor led staff meetings make efficient use of time and are productive.						4.45
4. My principal/supervisor recognizes good performance.						4.64
5. My principal/supervisor demonstrates a genuine concern for my welfare.						4.73
6. My principal/supervisor makes the best use of available funds.						4.36
7. My principal/supervisor consults me on the decisions that affect my job.						4.45
8. My principal/supervisor uses clear expectations to judge my performance.						4.64
9. My principal/supervisor provides the support needed to accomplish my work objectives.						4.73
10. My principal/supervisor provides feedback concerning areas for improving my performance.						4.36
11. The superintendent manages district finances effectively.						3.60
12. The superintendent uses a variety of methods to promote effective communication throughout the district.						4.20
13. The superintendent makes decisions that are in the best interest of the school district.						4.10
14. If given a choice, I would recommend that a parent select this district for his or her child.						3.80
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.						3.50
<b>Overall Mean</b>	<b>n = 1</b>	<b>n = 0</b>	<b>n = 3</b>	<b>n = 1</b>	<b>n = 1</b>	<b>4.38</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

## Superintendent

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	5	7	8	4	6	11
1. My principal/supervisor provides good processes and resources for me to do my job.	3.60	4.43	4.38		4.50	4.91
2. My principal/supervisor provides feedback on my strengths as an employee.	4.20	4.29	4.13		4.50	4.55
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.00	3.71	4.25		4.50	4.73
4. My principal/supervisor recognizes good performance.	4.20	4.57	4.50		4.50	4.64
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.60	4.29	4.13		4.67	4.73
6. My principal/supervisor makes the best use of available funds.	4.00	4.14	4.75		4.50	4.91
7. My principal/supervisor consults me on the decisions that affect my job.	3.80	4.29	4.00		4.50	4.82
8. My principal/supervisor uses clear expectations to judge my performance.	4.20	4.57	4.00		4.33	4.36
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.80	4.43	4.38		4.50	4.73
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.80	4.00	3.88		4.33	4.27
11. The superintendent manages district finances effectively.	4.00	4.43	4.88		4.50	4.82
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.20	4.57	4.50		4.50	4.73
13. The superintendent makes decisions that are in the best interest of the school district.	4.00	4.43	4.75		4.67	4.91
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.60	4.29	4.63		4.83	4.45
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.80	4.29	4.50		4.67	4.64
<b>Overall Mean</b>	<b>3.92</b>	<b>4.31</b>	<b>4.37</b>	<b>n = 4</b>	<b>4.52</b>	<b>4.68</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Swift Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	37	34	38	33	35	50
1. My principal/supervisor provides good processes and resources for me to do my job.	3.57	3.53	3.18	3.33	3.29	3.10
2. My principal/supervisor provides feedback on my strengths as an employee.	3.69	3.32	2.95	2.88	2.91	2.74
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.22	3.50	2.76	3.06	2.86	2.76
4. My principal/supervisor recognizes good performance.	3.78	3.50	3.05	3.36	3.40	2.96
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.22	3.65	3.03	3.06	3.26	2.88
6. My principal/supervisor makes the best use of available funds.	2.62	3.58	3.05	2.88	3.11	3.00
7. My principal/supervisor consults me on the decisions that affect my job.	3.17	3.21	2.32	2.42	2.63	2.47
8. My principal/supervisor uses clear expectations to judge my performance.	3.51	3.56	2.84	3.24	3.03	3.17
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.27	3.47	2.92	3.06	2.86	2.96
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.59	3.41	2.79	3.06	2.91	3.15
11. The superintendent manages district finances effectively.	3.22	3.53	3.18	2.84	2.86	3.18
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.89	3.76	3.18	3.15	2.91	3.35
13. The superintendent makes decisions that are in the best interest of the school district.	3.62	3.64	3.32	2.76	2.51	3.27
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.46	3.45	3.00	2.94	2.97	3.20
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.22	3.21	2.42	2.85	3.00	2.67
<b>Overall Mean</b>	<b>3.40</b>	<b>3.49</b>	<b>2.97</b>	<b>3.00</b>	<b>2.97</b>	<b>3.01</b>

What is working well in the school district?

What areas in the school district could be improved?

Is there anyone in the school district that you would like to recognize for good work?



Technical Services & System Integration

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	-	-	-	-	0	21
1. My principal/supervisor provides good processes and resources for me to do my job.						4.38
2. My principal/supervisor provides feedback on my strengths as an employee.						3.71
3. Principal/supervisor led staff meetings make efficient use of time and are productive.						4.38
4. My principal/supervisor recognizes good performance.						4.00
5. My principal/supervisor demonstrates a genuine concern for my welfare.						4.00
6. My principal/supervisor makes the best use of available funds.						4.48
7. My principal/supervisor consults me on the decisions that affect my job.						4.19
8. My principal/supervisor uses clear expectations to judge my performance.						3.95
9. My principal/supervisor provides the support needed to accomplish my work objectives.						4.19
10. My principal/supervisor provides feedback concerning areas for improving my performance.						4.00
11. The superintendent manages district finances effectively.						3.95
12. The superintendent uses a variety of methods to promote effective communication throughout the district.						4.10
13. The superintendent makes decisions that are in the best interest of the school district.						4.00
14. If given a choice, I would recommend that a parent select this district for his or her child.						3.75
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.						4.05
<b>Overall Mean</b>	-	-	-	-	n = 0	<b>4.08</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Technology & Telecommunications

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	6	7	11	5	9	-
1. My principal/supervisor provides good processes and resources for me to do my job.	4.00	4.14	4.18	4.00	4.50	
2. My principal/supervisor provides feedback on my strengths as an employee.	3.67	3.71	3.55	4.20	4.11	
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.83	3.71	3.64	4.60	4.56	
4. My principal/supervisor recognizes good performance.	3.50	4.00	3.82	4.40	4.00	
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.67	4.14	4.00	4.80	4.33	
6. My principal/supervisor makes the best use of available funds.	4.00	4.29	4.09	4.80	4.67	
7. My principal/supervisor consults me on the decisions that affect my job.	4.17	4.29	3.91	4.40	4.56	
8. My principal/supervisor uses clear expectations to judge my performance.	4.00	3.71	3.55	4.40	4.25	
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.83	4.29	3.82	4.60	4.56	
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.17	3.71	3.55	4.20	3.88	
11. The superintendent manages district finances effectively.	3.67	3.57	4.18	4.00	3.75	
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.17	4.14	3.91	3.40	4.22	
13. The superintendent makes decisions that are in the best interest of the school district.	3.83	3.86	3.91	4.00	4.33	
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.80	4.00	3.82	4.40	3.78	
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.80	4.29	4.09	4.20	4.56	
<b>Overall Mean</b>	<b>3.85</b>	<b>3.99</b>	<b>3.85</b>	<b>4.30</b>	<b>4.25</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

## Technology Support

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	18	10	15	8	8	16
1. My principal/supervisor provides good processes and resources for me to do my job.	3.83	3.30	3.67	4.38	4.62	4.75
2. My principal/supervisor provides feedback on my strengths as an employee.	3.72	2.90	3.13	4.50	4.25	4.50
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.06	2.20	3.27	4.13	4.00	4.62
4. My principal/supervisor recognizes good performance.	3.50	2.30	3.20	4.50	4.25	4.62
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.44	2.70	3.40	4.50	3.88	4.38
6. My principal/supervisor makes the best use of available funds.	3.61	2.60	3.27	4.38	4.25	4.25
7. My principal/supervisor consults me on the decisions that affect my job.	3.56	2.70	2.87	4.38	4.12	4.12
8. My principal/supervisor uses clear expectations to judge my performance.	3.61	2.60	2.93	4.50	4.38	4.44
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.50	3.00	3.73	4.50	4.38	4.62
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.67	2.80	2.80	4.50	4.50	4.31
11. The superintendent manages district finances effectively.	3.24	2.60	2.80	4.00	3.50	2.69
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.61	2.70	3.47	4.43	4.38	3.62
13. The superintendent makes decisions that are in the best interest of the school district.	3.39	3.00	3.13	4.00	3.25	2.88
14. If given a choice, I would recommend that a parent select this district for his or her child.	2.94	2.50	2.93	3.75	3.38	3.00
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	2.72	2.40	3.07	4.38	4.12	4.00
<b>Overall Mean</b>	<b>3.42</b>	<b>2.69</b>	<b>3.19</b>	<b>4.32</b>	<b>4.08</b>	<b>4.06</b>

What is working well in the school district?

What areas in the school district could be improved?

Is there anyone in the school district that you would like to recognize for good work?

Telecommunication

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	2	0	0	0	0	-
1. My principal/supervisor provides good processes and resources for me to do my job.						
2. My principal/supervisor provides feedback on my strengths as an employee.						
3. Principal/supervisor led staff meetings make efficient use of time and are productive.						
4. My principal/supervisor recognizes good performance.						
5. My principal/supervisor demonstrates a genuine concern for my welfare.						
6. My principal/supervisor makes the best use of available funds.						
7. My principal/supervisor consults me on the decisions that affect my job.						
8. My principal/supervisor uses clear expectations to judge my performance.						
9. My principal/supervisor provides the support needed to accomplish my work objectives.						
10. My principal/supervisor provides feedback concerning areas for improving my performance.						
11. The superintendent manages district finances effectively.						
12. The superintendent uses a variety of methods to promote effective communication throughout the district.						
13. The superintendent makes decisions that are in the best interest of the school district.						
14. If given a choice, I would recommend that a parent select this district for his or her child.						
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.						
<b>Overall Mean</b>	<b>n = 2</b>	<b>n = 0</b>	<b>n = 0</b>	<b>n = 0</b>	<b>n = 0</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Thornton Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	45	60	43	54	20	42
1. My principal/supervisor provides good processes and resources for me to do my job.	3.20	3.38	3.85	3.70	3.85	3.48
2. My principal/supervisor provides feedback on my strengths as an employee.	2.40	3.37	3.52	3.27	3.15	2.74
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	2.73	3.30	3.33	3.55	3.30	2.83
4. My principal/supervisor recognizes good performance.	2.64	3.32	3.60	3.54	3.15	2.83
5. My principal/supervisor demonstrates a genuine concern for my welfare.	2.20	2.90	3.33	3.15	3.25	2.55
6. My principal/supervisor makes the best use of available funds.	3.68	3.78	4.02	3.93	4.00	3.60
7. My principal/supervisor consults me on the decisions that affect my job.	2.36	2.77	3.02	3.00	3.16	2.62
8. My principal/supervisor uses clear expectations to judge my performance.	2.73	3.42	3.63	3.52	3.45	2.95
9. My principal/supervisor provides the support needed to accomplish my work objectives.	2.51	3.27	3.53	3.48	3.45	2.90
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.02	3.33	3.60	3.52	3.55	3.12
11. The superintendent manages district finances effectively.	3.91	3.69	3.58	3.74	3.85	3.50
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.27	3.93	3.74	3.81	4.55	3.75
13. The superintendent makes decisions that are in the best interest of the school district.	4.07	3.76	3.71	3.78	3.70	3.60
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.09	3.34	3.43	3.61	3.55	3.12
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	2.20	2.71	3.07	3.44	2.95	2.82
<b>Overall Mean</b>	<b>3.00</b>	<b>3.35</b>	<b>3.56</b>	<b>3.54</b>	<b>3.53</b>	<b>3.11</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

## Transformational Learning

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	0	2	5	4	1	30
1. My principal/supervisor provides good processes and resources for me to do my job.			2.60			4.40
2. My principal/supervisor provides feedback on my strengths as an employee.			2.60			4.37
3. Principal/supervisor led staff meetings make efficient use of time and are productive.			3.60			4.43
4. My principal/supervisor recognizes good performance.			3.40			4.43
5. My principal/supervisor demonstrates a genuine concern for my welfare.			3.80			4.60
6. My principal/supervisor makes the best use of available funds.			3.40			4.67
7. My principal/supervisor consults me on the decisions that affect my job.			3.20			4.53
8. My principal/supervisor uses clear expectations to judge my performance.			2.60			4.07
9. My principal/supervisor provides the support needed to accomplish my work objectives.			2.50			4.33
10. My principal/supervisor provides feedback concerning areas for improving my performance.			3.80			4.20
11. The superintendent manages district finances effectively.			3.00			3.90
12. The superintendent uses a variety of methods to promote effective communication throughout the district.			3.20			4.10
13. The superintendent makes decisions that are in the best interest of the school district.			3.00			4.00
14. If given a choice, I would recommend that a parent select this district for his or her child.			3.60			3.97
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.			2.80			4.03
<b>Overall Mean</b>	<b>n = 0</b>	<b>n = 2</b>	<b>3.18</b>	<b>n = 4</b>	<b>n = 1</b>	<b>4.29</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

## Transportation

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	71	49	72	54	21	53
1. My principal/supervisor provides good processes and resources for me to do my job.	3.41	3.96	4.11	4.00	4.10	3.83
2. My principal/supervisor provides feedback on my strengths as an employee.	3.21	3.65	3.82	3.62	3.86	3.77
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.26	3.76	3.93	3.56	3.76	3.59
4. My principal/supervisor recognizes good performance.	3.28	3.82	3.78	3.70	.90	3.78
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.13	3.58	3.60	3.72	4.05	3.80
6. My principal/supervisor makes the best use of available funds.	3.06	3.42	3.49	3.59	3.80	3.33
7. My principal/supervisor consults me on the decisions that affect my job.	3.00	3.49	3.54	3.52	3.95	3.60
8. My principal/supervisor uses clear expectations to judge my performance.	3.44	3.78	3.97	3.93	4.19	3.98
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.33	3.58	3.89	3.96	4.00	3.81
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.13	3.52	3.69	3.80	4.00	3.75
11. The superintendent manages district finances effectively.	3.01	3.49	3.31	3.36	3.50	2.92
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.14	3.36	3.37	3.32	3.25	3.00
13. The superintendent makes decisions that are in the best interest of the school district.	3.17	3.60	3.60	3.45	3.52	3.20
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.38	3.85	3.64	3.83	3.90	3.47
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.23	3.70	3.69	3.72	3.90	3.46
<b>Overall Mean</b>	<b>3.22</b>	<b>3.64</b>	<b>3.71</b>	<b>3.67</b>	<b>3.85</b>	<b>3.56</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Turning Point High School

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	37	50	20	22	22	40
1. My principal/supervisor provides good processes and resources for me to do my job.	4.22	3.40	3.95	3.55	4.45	4.52
2. My principal/supervisor provides feedback on my strengths as an employee.	4.11	3.22	3.55	3.55	3.95	4.22
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.22	3.12	3.25	2.73	4.59	4.59
4. My principal/supervisor recognizes good performance.	4.11	3.24	3.50	3.36	4.18	4.35
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.95	3.54	3.75	3.55	4.23	4.35
6. My principal/supervisor makes the best use of available funds.	3.97	4.38	4.15	4.27	4.14	4.52
7. My principal/supervisor consults me on the decisions that affect my job.	3.68	2.84	3.45	3.18	4.09	4.32
8. My principal/supervisor uses clear expectations to judge my performance.	4.08	3.04	3.35	3.59	4.09	4.45
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.06	3.20	3.60	3.45	4.14	4.28
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.11	3.12	3.30	3.50	3.95	4.40
11. The superintendent manages district finances effectively.	3.86	3.36	4.05	3.50	3.19	3.52
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.33	3.61	4.00	3.71	3.73	3.58
13. The superintendent makes decisions that are in the best interest of the school district.	4.19	3.49	3.68	3.18	3.14	3.32
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.81	2.88	3.40	3.18	3.00	3.10
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.03	3.33	3.05	3.59	4.10	4.20
<b>Overall Mean</b>	<b>4.05</b>	<b>3.31</b>	<b>3.64</b>	<b>3.45</b>	<b>3.92</b>	<b>4.11</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**



Turning Point Junior High

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	27	18	13	26	23	33
1. My principal/supervisor provides good processes and resources for me to do my job.	3.33	3.89	2.92	3.92	3.96	3.52
2. My principal/supervisor provides feedback on my strengths as an employee.	3.30	3.56	2.62	4.00	4.00	3.67
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.52	3.78	3.00	4.15	4.05	3.61
4. My principal/supervisor recognizes good performance.	3.26	3.50	2.62	4.00	3.83	3.58
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.52	3.83	2.62	4.04	4.17	3.67
6. My principal/supervisor makes the best use of available funds.	3.48	3.78	3.31	4.12	3.61	3.76
7. My principal/supervisor consults me on the decisions that affect my job.	3.23	3.61	2.77	4.04	3.78	3.64
8. My principal/supervisor uses clear expectations to judge my performance.	3.30	3.71	2.62	4.00	3.78	3.61
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.35	3.78	2.62	4.04	4.04	3.55
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.33	3.82	2.69	4.04	4.09	3.64
11. The superintendent manages district finances effectively.	3.33	3.50	3.23	3.69	3.22	3.00
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.63	3.56	3.54	3.65	3.39	3.28
13. The superintendent makes decisions that are in the best interest of the school district.	3.48	3.67	3.23	3.58	3.17	2.94
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.65	3.33	3.00	3.15	3.30	2.78
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.59	3.61	2.69	4.00	3.82	3.41
<b>Overall Mean</b>	<b>3.42</b>	<b>3.65</b>	<b>2.90</b>	<b>3.89</b>	<b>3.74</b>	<b>3.45</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Venture High School

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	55	49	47	42	53	51
1. My principal/supervisor provides good processes and resources for me to do my job.	3.91	4.35	4.47	4.40	4.45	4.22
2. My principal/supervisor provides feedback on my strengths as an employee.	3.56	4.31	4.36	4.21	4.21	3.96
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.98	4.59	4.43	4.48	4.49	4.14
4. My principal/supervisor recognizes good performance.	3.76	4.42	4.40	4.43	4.40	3.96
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.69	4.52	4.43	4.26	4.40	4.18
6. My principal/supervisor makes the best use of available funds.	3.76	4.24	4.38	4.36	4.34	4.27
7. My principal/supervisor consults me on the decisions that affect my job.	3.47	4.15	4.06	4.07	4.17	3.80
8. My principal/supervisor uses clear expectations to judge my performance.	3.74	4.40	4.37	4.29	4.40	4.10
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.76	4.34	4.49	4.43	4.38	4.06
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.59	4.28	4.36	4.29	4.21	4.08
11. The superintendent manages district finances effectively.	3.39	3.71	3.53	3.36	2.45	2.56
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.02	4.09	4.00	3.74	2.40	3.20
13. The superintendent makes decisions that are in the best interest of the school district.	3.75	3.74	3.60	3.38	2.25	2.48
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.59	3.90	3.83	3.57	2.83	2.80
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.54	4.33	4.35	4.26	4.32	3.68
<b>Overall Mean</b>	<b>3.71</b>	<b>4.23</b>	<b>4.19</b>	<b>4.09</b>	<b>3.81</b>	<b>3.71</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Warehouse Services

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	6	2	2	1	4	-
1. My principal/supervisor provides good processes and resources for me to do my job.	3.50					
2. My principal/supervisor provides feedback on my strengths as an employee.	2.83					
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	1.83					
4. My principal/supervisor recognizes good performance.	3.00					
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.00					
6. My principal/supervisor makes the best use of available funds.	2.83					
7. My principal/supervisor consults me on the decisions that affect my job.	2.17					
8. My principal/supervisor uses clear expectations to judge my performance.	2.83					
9. My principal/supervisor provides the support needed to accomplish my work objectives.	2.83					
10. My principal/supervisor provides feedback concerning areas for improving my performance.	2.83					
11. The superintendent manages district finances effectively.	2.67					
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.33					
13. The superintendent makes decisions that are in the best interest of the school district.	3.17					
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.83					
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.17					
<b>Overall Mean</b>	<b>2.92</b>	<b>n = 2</b>	<b>n = 2</b>	<b>n = 1</b>	<b>n = 4</b>	<b>-</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Webb Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	58	50	36	48	45	67
1. My principal/supervisor provides good processes and resources for me to do my job.	4.18	3.94	3.81	3.96	3.69	3.28
2. My principal/supervisor provides feedback on my strengths as an employee.	3.98	3.54	3.50	3.75	3.62	3.10
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.36	3.66	3.81	3.83	3.78	3.03
4. My principal/supervisor recognizes good performance.	4.26	3.98	3.61	3.89	3.58	3.10
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.31	4.12	3.83	4.23	4.02	3.21
6. My principal/supervisor makes the best use of available funds.	3.95	3.68	3.56	3.81	3.69	3.52
7. My principal/supervisor consults me on the decisions that affect my job.	4.04	3.50	3.44	3.60	3.60	2.97
8. My principal/supervisor uses clear expectations to judge my performance.	4.07	3.61	3.58	3.88	3.66	3.22
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.05	3.71	3.69	3.83	3.67	3.17
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.02	3.77	3.42	3.75	3.60	3.26
11. The superintendent manages district finances effectively.	3.81	3.50	3.67	3.69	3.59	3.40
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.24	3.73	4.03	3.85	3.89	3.60
13. The superintendent makes decisions that are in the best interest of the school district.	4.10	3.79	3.61	3.71	3.73	3.42
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.67	3.25	3.23	3.50	3.36	3.23
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.02	3.60	3.44	3.72	3.52	2.89
<b>Overall Mean</b>	<b>4.07</b>	<b>3.67</b>	<b>3.63</b>	<b>3.81</b>	<b>3.68</b>	<b>3.25</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

West Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	39	44	39	55	34	49
1. My principal/supervisor provides good processes and resources for me to do my job.	4.18	4.05	4.18	3.95	3.47	4.27
2. My principal/supervisor provides feedback on my strengths as an employee.	3.85	3.89	4.05	3.76	3.32	4.22
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.92	3.89	4.00	3.95	3.76	4.33
4. My principal/supervisor recognizes good performance.	3.95	4.05	4.10	4.00	3.65	4.50
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.56	4.79	4.49	3.96	3.59	4.46
6. My principal/supervisor makes the best use of available funds.	4.13	4.26	4.32	3.96	3.82	3.94
7. My principal/supervisor consults me on the decisions that affect my job.	4.13	4.30	4.23	3.64	3.18	4.23
8. My principal/supervisor uses clear expectations to judge my performance.	4.03	3.93	4.18	3.87	3.53	4.15
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.15	3.98	4.23	3.98	3.41	4.29
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.87	3.73	3.92	3.93	3.29	4.10
11. The superintendent manages district finances effectively.	3.00	2.70	2.82	2.89	2.50	2.82
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.59	3.37	3.15	3.27	3.42	3.76
13. The superintendent makes decisions that are in the best interest of the school district.	3.31	3.02	2.74	2.74	2.62	2.69
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.82	3.45	3.00	2.98	2.85	3.06
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.13	3.60	3.87	3.64	3.29	4.08
<b>Overall Mean</b>	<b>3.91</b>	<b>3.82</b>	<b>3.81</b>	<b>3.64</b>	<b>3.31</b>	<b>3.91</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Williams Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	49	53	31	43	50	55
1. My principal/supervisor provides good processes and resources for me to do my job.	3.41	3.30	3.55	3.65	3.30	3.53
2. My principal/supervisor provides feedback on my strengths as an employee.	2.76	3.04	3.29	3.35	2.92	3.22
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	2.86	2.92	3.26	3.28	2.94	3.04
4. My principal/supervisor recognizes good performance.	3.06	3.19	3.35	3.49	2.82	3.24
5. My principal/supervisor demonstrates a genuine concern for my welfare.	2.98	3.19	3.55	3.56	3.00	3.18
6. My principal/supervisor makes the best use of available funds.	3.49	3.30	3.68	3.63	3.40	3.56
7. My principal/supervisor consults me on the decisions that affect my job.	2.94	2.79	2.94	2.84	2.58	2.89
8. My principal/supervisor uses clear expectations to judge my performance.	3.14	3.25	3.52	3.42	3.12	3.41
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.22	3.15	3.35	3.33	2.98	3.15
10. My principal/supervisor provides feedback concerning areas for improving my performance.	2.94	3.09	3.26	3.44	3.22	3.70
11. The superintendent manages district finances effectively.	3.47	3.25	3.19	3.58	3.62	3.63
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.80	3.31	3.32	3.63	3.74	3.69
13. The superintendent makes decisions that are in the best interest of the school district.	3.57	3.32	3.16	3.47	3.56	3.59
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.08	3.04	2.84	3.15	3.38	3.37
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.10	3.44	3.55	3.58	3.12	3.35
<b>Overall Mean</b>	<b>3.19</b>	<b>3.17</b>	<b>3.30</b>	<b>3.42</b>	<b>3.18</b>	<b>3.37</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Wimbish Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	40	49	35	23	29	43
1. My principal/supervisor provides good processes and resources for me to do my job.	4.48	4.65	4.63	3.48	3.55	3.93
2. My principal/supervisor provides feedback on my strengths as an employee.	4.03	4.27	4.34	3.43	3.41	3.77
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.25	4.55	4.69	3.17	3.38	3.84
4. My principal/supervisor recognizes good performance.	3.98	4.24	4.26	3.30	3.34	3.91
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.00	4.35	4.37	3.39	3.52	4.02
6. My principal/supervisor makes the best use of available funds.	4.35	4.65	4.54	3.13	3.4	3.64
7. My principal/supervisor consults me on the decisions that affect my job.	3.93	4.06	4.11	2.96	3.38	3.24
8. My principal/supervisor uses clear expectations to judge my performance.	4.48	4.44	4.37	3.61	3.45	3.76
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.23	4.53	4.46	3.48	3.28	3.62
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.05	4.31	4.29	3.35	3.34	3.71
11. The superintendent manages district finances effectively.	3.73	3.88	3.86	3.13	2.6	3.17
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.05	3.90	4.09	3.39	2.93	3.27
13. The superintendent makes decisions that are in the best interest of the school district.	3.90	3.90	4.00	3.00	2.45	3.07
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.75	3.60	3.57	2.86	2.14	2.80
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.25	4.48	4.17	3.26	2.96	3.34
<b>Overall Mean</b>	<b>4.10</b>	<b>4.26</b>	<b>4.25</b>	<b>3.26</b>	<b>3.17</b>	<b>3.56</b>

What is working well in the school district?

What areas in the school district could be improved?

Is there anyone in the school district that you would like to recognize for good work?

Wood Elementary

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	52	62	63	60	38	36
1. My principal/supervisor provides good processes and resources for me to do my job.	4.12	4.52	4.59	4.20	4.49	4.23
2. My principal/supervisor provides feedback on my strengths as an employee.	4.10	4.03	4.25	3.70	4.22	4.09
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.12	4.61	4.73	4.20	4.54	4.31
4. My principal/supervisor recognizes good performance.	4.23	4.48	4.40	3.93	4.37	4.15
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.42	4.10	4.14	3.57	4.03	4.06
6. My principal/supervisor makes the best use of available funds.	4.00	4.50	4.65	4.28	4.51	4.14
7. My principal/supervisor consults me on the decisions that affect my job.	3.90	4.03	4.03	3.32	3.82	3.74
8. My principal/supervisor uses clear expectations to judge my performance.	4.10	4.34	4.37	4.03	4.41	4.11
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.12	4.35	4.48	3.85	4.25	4.06
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.73	4.02	4.25	3.87	4.13	3.97
11. The superintendent manages district finances effectively.	3.54	3.80	3.98	3.53	3.61	3.06
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.19	4.13	4.26	3.93	3.66	3.74
13. The superintendent makes decisions that are in the best interest of the school district.	3.88	3.90	4.03	3.66	3.25	3.12
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.54	3.79	4.17	3.68	3.74	3.32
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	3.52	4.51	4.38	3.83	3.93	3.35
<b>Overall Mean</b>	<b>3.96</b>	<b>4.21</b>	<b>4.31</b>	<b>3.84</b>	<b>4.08</b>	<b>3.87</b>

What is working well in the school district?

What areas in the school district could be improved?

Is there anyone in the school district that you would like to recognize for good work?



Workman Junior High

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	46	37	58	25	20	88
1. My principal/supervisor provides good processes and resources for me to do my job.	3.30	3.67	3.12	3.79	3.50	2.60
2. My principal/supervisor provides feedback on my strengths as an employee.	2.91	3.03	2.98	3.56	3.05	2.67
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	3.41	3.70	3.48	4.08	3.68	2.69
4. My principal/supervisor recognizes good performance.	3.11	3.14	2.97	3.52	3.15	2.69
5. My principal/supervisor demonstrates a genuine concern for my welfare.	3.00	3.27	3.05	3.40	3.45	2.62
6. My principal/supervisor makes the best use of available funds.	3.31	3.43	3.22	3.68	3.32	2.87
7. My principal/supervisor consults me on the decisions that affect my job.	3.15	2.95	2.71	3.20	3.11	2.27
8. My principal/supervisor uses clear expectations to judge my performance.	3.48	3.61	3.34	3.92	3.37	2.91
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.33	3.27	3.16	3.76	3.47	2.41
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.41	3.68	3.43	3.88	3.16	2.84
11. The superintendent manages district finances effectively.	3.27	3.41	3.45	3.72	3.61	3.11
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.66	3.65	3.97	3.84	3.95	3.31
13. The superintendent makes decisions that are in the best interest of the school district.	3.30	3.54	3.74	3.80	3.85	2.96
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.19	3.05	3.16	3.68	3.65	2.42
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	2.67	3.11	2.47	3.44	3.45	2.20
<b>Overall Mean</b>	<b>3.23</b>	<b>3.36</b>	<b>3.27</b>	<b>3.70</b>	<b>3.45</b>	<b>2.74</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Young Junior High

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	46	58	46	46	65	82
1. My principal/supervisor provides good processes and resources for me to do my job.	4.28	4.24	3.93	3.89	3.77	4.11
2. My principal/supervisor provides feedback on my strengths as an employee.	4.11	4.07	3.74	3.78	3.78	3.98
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.13	3.84	3.57	3.54	3.49	3.68
4. My principal/supervisor recognizes good performance.	4.28	4.05	3.83	3.83	3.94	4.13
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.24	4.12	3.78	3.72	3.86	3.98
6. My principal/supervisor makes the best use of available funds.	4.13	4.22	4.17	3.78	3.85	3.95
7. My principal/supervisor consults me on the decisions that affect my job.	4.02	3.97	3.56	3.41	3.55	3.65
8. My principal/supervisor uses clear expectations to judge my performance.	4.24	3.93	3.48	3.72	3.75	3.94
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.22	3.95	3.74	3.67	3.80	4.00
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.18	4.14	3.83	3.78	3.85	4.10
11. The superintendent manages district finances effectively.	3.50	3.50	3.63	3.57	3.54	3.44
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.02	3.66	3.87	3.89	3.77	3.77
13. The superintendent makes decisions that are in the best interest of the school district.	3.74	3.53	3.62	3.70	3.58	3.51
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.91	3.47	3.54	3.70	3.84	3.79
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.	4.04	3.90	3.80	3.98	3.86	3.89
<b>Overall Mean</b>	<b>4.07</b>	<b>3.91</b>	<b>3.74</b>	<b>3.71</b>	<b>3.74</b>	<b>3.86</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Area Superintendent – Elementary (Arlington & Sam Houston – South)

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	-	-	-	-	-	10
1. My principal/supervisor provides good processes and resources for me to do my job.						4.40
2. My principal/supervisor provides feedback on my strengths as an employee.						4.20
3. Principal/supervisor led staff meetings make efficient use of time and are productive.						4.60
4. My principal/supervisor recognizes good performance.						4.20
5. My principal/supervisor demonstrates a genuine concern for my welfare.						4.60
6. My principal/supervisor makes the best use of available funds.						4.60
7. My principal/supervisor consults me on the decisions that affect my job.						4.10
8. My principal/supervisor uses clear expectations to judge my performance.						4.40
9. My principal/supervisor provides the support needed to accomplish my work objectives.						4.30
10. My principal/supervisor provides feedback concerning areas for improving my performance.						4.40
11. The superintendent manages district finances effectively.						4.40
12. The superintendent uses a variety of methods to promote effective communication throughout the district.						4.40
13. The superintendent makes decisions that are in the best interest of the school district.						4.50
14. If given a choice, I would recommend that a parent select this district for his or her child.						4.70
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.						4.50
<b>Overall Mean</b>	-	-	-	-	-	<b>4.41</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Area Superintendent – Elementary (Bowie, Seguin, & Sam Houston – North)

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	-	-	-	-	-	18
1. My principal/supervisor provides good processes and resources for me to do my job.						4.39
2. My principal/supervisor provides feedback on my strengths as an employee.						4.17
3. Principal/supervisor led staff meetings make efficient use of time and are productive.						4.28
4. My principal/supervisor recognizes good performance.						4.28
5. My principal/supervisor demonstrates a genuine concern for my welfare.						4.11
6. My principal/supervisor makes the best use of available funds.						3.44
7. My principal/supervisor consults me on the decisions that affect my job.						3.78
8. My principal/supervisor uses clear expectations to judge my performance.						4.11
9. My principal/supervisor provides the support needed to accomplish my work objectives.						4.06
10. My principal/supervisor provides feedback concerning areas for improving my performance.						4.06
11. The superintendent manages district finances effectively.						4.00
12. The superintendent uses a variety of methods to promote effective communication throughout the district.						4.44
13. The superintendent makes decisions that are in the best interest of the school district.						4.28
14. If given a choice, I would recommend that a parent select this district for his or her child.						4.22
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.						4.06
<b>Overall Mean</b>	-	-	-	-	-	<b>4.12</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Area Superintendent – Elementary (Lamar & Martin)

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	-	-	-	-	-	12
1. My principal/supervisor provides good processes and resources for me to do my job.						4.64
2. My principal/supervisor provides feedback on my strengths as an employee.						4.18
3. Principal/supervisor led staff meetings make efficient use of time and are productive.						4.18
4. My principal/supervisor recognizes good performance.						4.45
5. My principal/supervisor demonstrates a genuine concern for my welfare.						4.64
6. My principal/supervisor makes the best use of available funds.						4.55
7. My principal/supervisor consults me on the decisions that affect my job.						4.36
8. My principal/supervisor uses clear expectations to judge my performance.						4.45
9. My principal/supervisor provides the support needed to accomplish my work objectives.						4.64
10. My principal/supervisor provides feedback concerning areas for improving my performance.						4.45
11. The superintendent manages district finances effectively.						4.45
12. The superintendent uses a variety of methods to promote effective communication throughout the district.						4.55
13. The superintendent makes decisions that are in the best interest of the school district.						4.50
14. If given a choice, I would recommend that a parent select this district for his or her child.						4.55
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.						4.64
<b>Overall Mean</b>	-	-	-	-	-	<b>4.47</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Assistant Superintendent of Technology

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	-	-	-	-	-	9
1. My principal/supervisor provides good processes and resources for me to do my job.						3.56
2. My principal/supervisor provides feedback on my strengths as an employee.						3.22
3. Principal/supervisor led staff meetings make efficient use of time and are productive.						3.67
4. My principal/supervisor recognizes good performance.						3.67
5. My principal/supervisor demonstrates a genuine concern for my welfare.						3.56
6. My principal/supervisor makes the best use of available funds.						3.44
7. My principal/supervisor consults me on the decisions that affect my job.						3.44
8. My principal/supervisor uses clear expectations to judge my performance.						3.33
9. My principal/supervisor provides the support needed to accomplish my work objectives.						3.44
10. My principal/supervisor provides feedback concerning areas for improving my performance.						3.33
11. The superintendent manages district finances effectively.						3.62
12. The superintendent uses a variety of methods to promote effective communication throughout the district.						3.25
13. The superintendent makes decisions that are in the best interest of the school district.						3.12
14. If given a choice, I would recommend that a parent select this district for his or her child.						3.88
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.						3.62
<b>Overall Mean</b>	-	-	-	-	-	<b>3.47</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Compensation, Benefits, & Substitutes

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	-	-	-	-	-	1
1. My principal/supervisor provides good processes and resources for me to do my job.						
2. My principal/supervisor provides feedback on my strengths as an employee.						
3. Principal/supervisor led staff meetings make efficient use of time and are productive.						
4. My principal/supervisor recognizes good performance.						
5. My principal/supervisor demonstrates a genuine concern for my welfare.						
6. My principal/supervisor makes the best use of available funds.						
7. My principal/supervisor consults me on the decisions that affect my job.						
8. My principal/supervisor uses clear expectations to judge my performance.						
9. My principal/supervisor provides the support needed to accomplish my work objectives.						
10. My principal/supervisor provides feedback concerning areas for improving my performance.						
11. The superintendent manages district finances effectively.						
12. The superintendent uses a variety of methods to promote effective communication throughout the district.						
13. The superintendent makes decisions that are in the best interest of the school district.						
14. If given a choice, I would recommend that a parent select this district for his or her child.						
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.						
<b>Overall Mean</b>	-	-	-	-	-	n = 1

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

Educational Support Services

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	-	-	-	-	-	137
1. My principal/supervisor provides good processes and resources for me to do my job.						3.85
2. My principal/supervisor provides feedback on my strengths as an employee.						3.85
3. Principal/supervisor led staff meetings make efficient use of time and are productive.						3.73
4. My principal/supervisor recognizes good performance.						3.96
5. My principal/supervisor demonstrates a genuine concern for my welfare.						4.15
6. My principal/supervisor makes the best use of available funds.						3.93
7. My principal/supervisor consults me on the decisions that affect my job.						3.67
8. My principal/supervisor uses clear expectations to judge my performance.						3.75
9. My principal/supervisor provides the support needed to accomplish my work objectives.						3.84
10. My principal/supervisor provides feedback concerning areas for improving my performance.						3.80
11. The superintendent manages district finances effectively.						3.27
12. The superintendent uses a variety of methods to promote effective communication throughout the district.						3.55
13. The superintendent makes decisions that are in the best interest of the school district.						3.45
14. If given a choice, I would recommend that a parent select this district for his or her child.						3.20
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.						3.38
<b>Overall Mean</b>	-	-	-	-	-	<b>3.72</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**



## Employee Relations & Development

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	-	-	-	-	-	5
1. My principal/supervisor provides good processes and resources for me to do my job.						2.00
2. My principal/supervisor provides feedback on my strengths as an employee.						2.80
3. Principal/supervisor led staff meetings make efficient use of time and are productive.						1.80
4. My principal/supervisor recognizes good performance.						3.00
5. My principal/supervisor demonstrates a genuine concern for my welfare.						3.00
6. My principal/supervisor makes the best use of available funds.						2.60
7. My principal/supervisor consults me on the decisions that affect my job.						2.40
8. My principal/supervisor uses clear expectations to judge my performance.						2.40
9. My principal/supervisor provides the support needed to accomplish my work objectives.						2.20
10. My principal/supervisor provides feedback concerning areas for improving my performance.						2.40
11. The superintendent manages district finances effectively.						3.40
12. The superintendent uses a variety of methods to promote effective communication throughout the district.						3.40
13. The superintendent makes decisions that are in the best interest of the school district.						3.60
14. If given a choice, I would recommend that a parent select this district for his or her child.						3.40
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.						2.60
<b>Overall Mean</b>	-	-	-	-	-	<b>2.74</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**

HR Customer Service

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	-	-	-	-	-	17
1. My principal/supervisor provides good processes and resources for me to do my job.						3.56
2. My principal/supervisor provides feedback on my strengths as an employee.						3.06
3. Principal/supervisor led staff meetings make efficient use of time and are productive.						3.19
4. My principal/supervisor recognizes good performance.						3.19
5. My principal/supervisor demonstrates a genuine concern for my welfare.						3.62
6. My principal/supervisor makes the best use of available funds.						3.19
7. My principal/supervisor consults me on the decisions that affect my job.						3.25
8. My principal/supervisor uses clear expectations to judge my performance.						2.94
9. My principal/supervisor provides the support needed to accomplish my work objectives.						3.38
10. My principal/supervisor provides feedback concerning areas for improving my performance.						3.12
11. The superintendent manages district finances effectively.						2.71
12. The superintendent uses a variety of methods to promote effective communication throughout the district.						3.41
13. The superintendent makes decisions that are in the best interest of the school district.						3.18
14. If given a choice, I would recommend that a parent select this district for his or her child.						3.00
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.						3.12
<b>Overall Mean</b>	-	-	-	-	-	<b>3.20</b>

What is working well in the school district?

What areas in the school district could be improved?

Is there anyone in the school district that you would like to recognize for good work?

## Recruitment & Sourcing

Items 1 - 15	03/2013	12/2013	05/2014	11/2014	04/2015	03/2016
<b>Number of Respondents</b>	-	-	-	-	-	7
1. My principal/supervisor provides good processes and resources for me to do my job.						4.00
2. My principal/supervisor provides feedback on my strengths as an employee.						3.71
3. Principal/supervisor led staff meetings make efficient use of time and are productive.						4.14
4. My principal/supervisor recognizes good performance.						4.14
5. My principal/supervisor demonstrates a genuine concern for my welfare.						4.14
6. My principal/supervisor makes the best use of available funds.						4.00
7. My principal/supervisor consults me on the decisions that affect my job.						4.14
8. My principal/supervisor uses clear expectations to judge my performance.						3.57
9. My principal/supervisor provides the support needed to accomplish my work objectives.						3.71
10. My principal/supervisor provides feedback concerning areas for improving my performance.						3.57
11. The superintendent manages district finances effectively.						3.86
12. The superintendent uses a variety of methods to promote effective communication throughout the district.						4.00
13. The superintendent makes decisions that are in the best interest of the school district.						4.00
14. If given a choice, I would recommend that a parent select this district for his or her child.						4.29
15. I am confident that the administrative team (including assistant principals, assistant directors, assistant managers) in the school or department where I work has the leadership skills necessary for our school or department to achieve excellence.						4.29
<b>Overall Mean</b>	-	-	-	-	-	<b>3.95</b>

**What is working well in the school district?**

**What areas in the school district could be improved?**

**Is there anyone in the school district that you would like to recognize for good work?**