

General Working Conditions and Decision Making

	Strongly Agree	Tend to Agree	Tend to Disagree	Strongly Disagree	Not Applicable	
1. I believe that in my building my input is valued and actually utilized in decision-making at our site.	20% (202)	49% (498)	21% (214)	10% (98)	0% (2)	
2. There is a clear process in my building that allows me to raise issues of concern to me.	20% (206)	49% (499)	21% (214)	9% (92)	0% (2)	
3. Our school has a School Improvement Team or some form of Shared Decision Making Council.	47% (472)	43% (431)	7% (70)	3% (26)	1% (13)	
4. Selection of the School Improvement Team or Shared Decision Making Council is either voluntary and open to anyone or selected in a democratic manner.	39% (390)	36% (358)	14% (142)	8% (81)	3% (35)	
5. The people who serve on the School Improvement Team or Shared Decision Making Council are representative of the entire staff.	30% (305)	42% (423)	18% (182)	6% (62)	4% (36)	

6. I have the opportunity to participate in the development of our school improvement plan.	36% (361)	41% (417)	14% (142)	6% (57)	3% (34)	
7. I have the opportunity to participate in decisions regarding use of the school budget in our building.	12% (118)	37% (375)	29% (297)	19% (192)	3% (28)	
8. I have the opportunity to participate in the decisions regarding use of staffing points in our building.	13% (136)	33% (336)	27% (272)	23% (234)	3% (33)	
9. My school has an effective school discipline plan that sets high expectations for student behavior.	22% (219)	41% (410)	22% (223)	14% (145)	1% (15)	
10. I have the opportunity to participate in the decisions regarding our student discipline plan.	18% (184)	40% (404)	25% (258)	14% (138)	3% (29)	
11. Teachers in my building consistently follow the school discipline plan.	11% (112)	49% (494)	26% (263)	11% (107)	3% (34)	
12. Student behavior is generally good in my building.	17% (170)	55% (557)	19% (193)	8% (78)	1% (13)	
13. I personally feel safe in my building.	38% (387)	49% (491)	9% (95)	4% (37)	0% (2)	
14. Information I	29% (290)	52% (526)	13% (132)	4% (45)	2% (19)	

need about student achievement is shared with me in a timely manner.						
15. Classroom interruptions are held to a minimum in my building.	22% (228)	49% (496)	19% (192)	8% (79)	2% (19)	
16. The textbooks and other materials provided by the District are sufficient to implement the instructional program expected of me.	24% (242)	50% (503)	17% (168)	6% (62)	4% (38)	
17. The classroom/work space available to me is generally adequate.	30% (307)	46% (461)	14% (139)	9% (95)	1% (8)	
18. The learning environment (temperature, air quality, etc.) is generally conducive to student learning in my building.	7% (73)	31% (312)	30% (306)	30% (306)	2% (16)	
19. The building is clean and well maintained, and concerns are addressed in a timely manner.	30% (305)	46% (467)	16% (160)	8% (81)	0% (1)	
Total Respondents						1015
(skipped this question)						28

Working Conditions: Building Meetings and Staff Development

	Strongly Agree	Tend to Agree	Tend to Disagree	Strongly Disagree	Not Applicable	
20. The number of general staff meetings outside of school time that I am expected to attend is a reasonable expectation for a professional.	19% (192)	57% (579)	15% (149)	7% (74)	1% (14)	
21. The length of general staff meetings outside of school time that I am expected to attend is a reasonable expectation for a professional.	21% (209)	58% (585)	15% (151)	5% (49)	1% (13)	
22. Our general staff meetings are productive and have value to me as a professional.	14% (145)	49% (493)	26% (264)	9% (89)	2% (16)	
23. I have the opportunity to participate in the development of the identification, design and delivery of general staff meetings.	9% (88)	32% (322)	38% (381)	18% (180)	3% (34)	
24. Activities	23% (235)	51% (509)	15% (153)	9% (95)	1% (11)	

deemed appropriate for Professional Learning Communities are conducted at the appropriate times designated on the district calendar and have not added to general staff meeting time.						
25. The Professional Learning Communities have allowed me greater ability to collaborate with colleagues in a fashion that is productive to me as a professional.	15% (156)	42% (420)	25% (248)	17% (168)	2% (16)	
26. I have the opportunity to participate in the development of the identification, design and delivery of the Professional Learning Community of which I am a part.	19% (191)	45% (448)	20% (197)	15% (152)	2% (17)	
27. The amount of time allocated for Professional Learning	14% (140)	50% (505)	22% (220)	13% (127)	1% (15)	

Communities activities is appropriate.						
28. General staff meetings as well as Professional learning Community time has not interfered with my contractual amount of plan time.	21% (212)	48% (483)	18% (183)	11% (111)	1% (15)	
29. Team or department meetings are, for the most part, held at appropriate times with a minimum of disruption of my contractual plan time.	22% (217)	58% (579)	11% (107)	6% (64)	4% (36)	
30. IEP and other student-related meetings are, for the most part, held at appropriate times with a minimum of disruption of my contractual plan time.	12% (121)	56% (561)	19% (191)	7% (72)	6% (63)	
31. Meetings other than general staff meetings requested by our principal or their designee are, for the most part, held at appropriate times with a	19% (194)	59% (594)	15% (146)	5% (48)	2% (22)	

minimum of disruption of my contractual plan time.						
Total Respondents						1009
(skipped this question)						34

The Principal

	Strongly Agree	Tend to Agree	Tend to Disagree	Strongly Disagree	Not Applicable	
32. The principal is readily available to me when needed.	36% (358)	48% (485)	12% (121)	3% (31)	1% (10)	
33. I feel free to express my views to the principal in an open fashion.	34% (336)	38% (384)	16% (163)	11% (107)	1% (9)	
34. I feel as though concerns and suggestions I take to the principal are truly listened to and taken into consideration.	31% (310)	41% (412)	17% (172)	9% (90)	2% (15)	
35. I trust and respect my principal.	40% (400)	39% (395)	13% (132)	6% (64)	1% (12)	
36. I feel as though my principal trusts and respects me.	39% (390)	42% (416)	11% (112)	7% (69)	1% (13)	
37. The principal treats staff in a professional manner and promotes a climate that fosters teamwork,	37% (368)	40% (397)	15% (152)	8% (77)	1% (10)	

cooperation, and pride in the school						
38. The principal shares decision-making responsibilities with the staff to the extent possible.	28% (281)	41% (415)	21% (215)	7% (74)	2% (17)	
39. The principal expects and supports staff having high expectations for all students.	46% (461)	42% (424)	8% (77)	3% (32)	1% (8)	
40. The principal is an active and effective participant in supporting and improving instruction in my classroom.	29% (293)	41% (410)	20% (204)	6% (64)	3% (30)	
41. The principal is visible throughout the building on a regular basis.	41% (416)	38% (381)	14% (142)	5% (51)	1% (14)	
42. The principal encourages me to try new and/or different instructional strategies that are appropriate for my students.	31% (311)	44% (445)	14% (136)	4% (39)	7% (70)	
43. The principal consistently follows the procedures outlined in the school discipline	36% (356)	47% (473)	9% (92)	5% (46)	3% (35)	

policy, Professional Agreement, and Personnel Handbook.						
44. When disciplining students, I can expect an objective review of the circumstances by the principal and support from the principal as appropriate.	30% (304)	44% (438)	15% (155)	7% (69)	4% (37)	
45. The principal addresses parent concerns in an objective, fair and expedient manner involving relevant staff members in an appropriate fashion.	33% (327)	48% (478)	10% (95)	5% (46)	5% (51)	
Total Respondents						1006
(skipped this question)						37

The Administrative Team

	Strongly Agree	Tend to Agree	Tend to Disagree	Strongly Disagree	Not Applicable	
46. The administrative team works cooperatively with the School Improvement Team and/or Shared Decision Making Team.	29% (285)	50% (499)	10% (101)	3% (29)	8% (76)	
47. I am comfortable	28% (275)	43% (431)	20% (196)	8% (78)	2% (16)	

taking issues of concern to the Administrative Team.						
48. I feel as though concerns and suggestions I take to the administrative team are truly listened to and taken into consideration.	25% (250)	42% (417)	23% (224)	8% (78)	2% (23)	
49. When changes are made in our building, they occur as a result of collaboration and consensus decision-making by the entire staff.	13% (132)	39% (387)	32% (318)	14% (136)	2% (20)	
50. My evaluator works with me in a collaborative fashion to produce an appraisal that accurately reflects my efforts and contributions.	35% (349)	49% (490)	8% (79)	3% (34)	4% (41)	
51. My evaluator works with me in a collaborative fashion that allows and encourages me to grow.	36% (358)	48% (477)	9% (92)	3% (27)	4% (38)	
52. The Administrative Team collaborates with the staff to create a safe and	31% (312)	50% (495)	12% (122)	5% (54)	1% (14)	

orderly environment in our school.						
53. The Administrative Team is an advocate for staff needs to secure appropriate resources in a timely manner from LPS management.	27% (272)	50% (493)	14% (138)	5% (52)	4% (35)	
Total Respondents						999
(skipped this question)						44