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Demographic data, which is used for summary analysis, will not be reported if individuals can be identified.

I am a(n):
 classroom teacher
 instructional assistant
 certificated staff (other than a classroom teacher)
 classified staff (other than an instructional assistant)

Items for teachers only:

I teach:
 pre-kindergarten
 primary grades
 upper elementary grades
 middle school grades
 high school grades 9-10
 high school grades 11-12

I have been teaching:
 1-3 years
 4-6 years
 7-10 years
 11 or more years

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I feel:					
like I belong at this school	①	②	③	④	⑤
that the staff cares about me	①	②	③	④	⑤
that learning can be fun	①	②	③	④	⑤
that learning is fun at this school	①	②	③	④	⑤
recognized for good work	①	②	③	④	⑤
intrinsically rewarded for doing my job well	①	②	③	④	⑤
clear about what my job is at this school	①	②	③	④	⑤
that others are clear about what my job is at this school	①	②	③	④	⑤
I work with people who:					
treat me with respect	①	②	③	④	⑤
listen if I have ideas about doing things better	①	②	③	④	⑤
My administrators:					
treat me with respect	①	②	③	④	⑤
are effective instructional leaders	①	②	③	④	⑤
facilitate communication effectively	①	②	③	④	⑤
support me in my work with students	①	②	③	④	⑤
support shared decision making	①	②	③	④	⑤
allow me to be an effective instructional leader	①	②	③	④	⑤
are effective in helping us reach our vision	①	②	③	④	⑤
I have the opportunity to:					
develop my skills	①	②	③	④	⑤
think for myself, not just carry out instructions	①	②	③	④	⑤
I believe student achievement can increase through:					
differentiating instruction	①	②	③	④	⑤
effective professional development related to our vision	①	②	③	④	⑤
integrating instruction across the curriculum	①	②	③	④	⑤
teaching to the state standards	①	②	③	④	⑤
the use of computers	①	②	③	④	⑤
the use of varied technologies	①	②	③	④	⑤
providing a threat-free environment	①	②	③	④	⑤
close personal relationships between students and teachers	①	②	③	④	⑤
addressing student learning styles	①	②	③	④	⑤
effective parent involvement	①	②	③	④	⑤
using ongoing student assessments related to state standards	①	②	③	④	⑤
student self-assessments	①	②	③	④	⑤
teacher use of student achievement data	①	②	③	④	⑤
I love:					
working at this school	①	②	③	④	⑤
seeing the results of my work with students	①	②	③	④	⑤

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
<i>I believe:</i>					
every student can learn	①	②	③	④	⑤
the instructional program at this school is challenging	①	②	③	④	⑤
this school provides an atmosphere where every student can succeed	①	②	③	④	⑤
quality work is expected of all students at this school	①	②	③	④	⑤
quality work is expected of me	①	②	③	④	⑤
quality work is expected of all the adults working at this school	①	②	③	④	⑤
the vision for this school is clear	①	②	③	④	⑤
the vision for this school is shared	①	②	③	④	⑤
we have an action plan in place which can get us to our vision	①	②	③	④	⑤
this school has a good public image	①	②	③	④	⑤
it is important to communicate often with parents	①	②	③	④	⑤
I communicate with parents often about their child's progress	①	②	③	④	⑤
I communicate with parents often about class activities	①	②	③	④	⑤
<i>I work effectively with:</i>					
special education students	①	②	③	④	⑤
English learners	①	②	③	④	⑤
ethnically/racially diverse students	①	②	③	④	⑤
students who live in poverty	①	②	③	④	⑤
low-achieving students	①	②	③	④	⑤
<i>Morale is high on the part of:</i>					
teachers	①	②	③	④	⑤
students	①	②	③	④	⑤
support staff	①	②	③	④	⑤
administrators	①	②	③	④	⑤
<i>Items for teachers and instructional assistants only:</i>					
Student outcomes for my class(es) are clear to me	①	②	③	④	⑤
Student outcomes for my class(es) are clear to my students	①	②	③	④	⑤
Teachers in this school communicate with each other to make student learning consistent across grades	①	②	③	④	⑤
I know the state standards	①	②	③	④	⑤
I teach to the state standards	①	②	③	④	⑤
Learning is fun in my classroom	①	②	③	④	⑤
I love to teach	①	②	③	④	⑤

What are the strengths of this school?

What needs to be improved?