Internal District Performance Survey

1. The Board of Education and senior leaders have developed a clear district mission.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	5.9% (1)	29.4% (5)	58.8% (10)	5.9% (1)	3.65	17

answered question	17
skipped question	0

2. Senior leaders have developed clear district values.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	0.0% (0)	23.5% (4)	58.8% (10)	17.6% (3)	3.94	17

answered question	17
skipped question	0

3. Senior leaders' personal actions reflect a commitment to the district values.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	0.0% (0)	17.6% (3)	70.6% (12)	11.8% (2)	3.94	17

answered question	17
skipped question	0

4. Senior leaders promote a district environment that results in legal and ethical behavior.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	0.0% (0)	5.9% (1)	64.7% (11)	29.4% (5)	4.24	17
						answered question	17
						skipped question	0

5. Senior leaders encourage frank, two-way communication throughout the organization.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	5.9% (1)	11.8% (2)	64.7% (11)	17.6% (3)	3.94	17
						answered question	17
						skipped question	0

6. Senior leaders create a district-wide focus on action to continuously improve performance and attain the mission.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	0.0% (0)	23.5% (4)	52.9% (9)	23.5% (4)	4.00	17
						answered question	17
						skipped question	0

7. The board of education and senior leaders have identified strategic challenges the district will need to confront over the next five years.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	18.8% (3)	37.5% (6)	37.5% (6)	6.3% (1)	3.31	16
					answered question		16
					skipped question		1

8. A clear and actionable district strategic plan is in place that identifies how the strategic challenges will be addressed.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	37.5% (6)	50.0% (8)	12.5% (2)	0.0% (0)	2.75	16
					answered question		16
					skipped question		1

9. All leaders in the district and its schools know what the key strategic objectives and goals are and the timetable for accomplishing them.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	31.3% (5)	56.3% (9)	12.5% (2)	0.0% (0)	2.81	16
					answered question		16
					skipped question		1

10. All leaders in the district and its schools have developed and implemented action plans to achieve the strategic objectives.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	25.0% (4)	56.3% (9)	18.8% (3)	0.0% (0)	2.94	16
					answered question		16
					skipped question		1

11. There are adequate financial and other resources to support the accomplishment of the district's action plans.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	25.0% (4)	37.5% (6)	31.3% (5)	6.3% (1)	0.0% (0)	2.19	16
					answered question		16
					skipped question		1

12. There are clearly defined key performance measures or indicators for tracking progress on action plans and strategic objectives.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	31.3% (5)	56.3% (9)	12.5% (2)	0.0% (0)	2.81	16
					answered question		16
					skipped question		1

13. There are clearly identified methods for listening to students, staff, and other district stakeholders to determine key requirements, needs, and expectations of these groups.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	25.0% (4)	12.5% (2)	62.5% (10)	0.0% (0)	3.38	16
					answered question		16
					skipped question		1

14. Relevant information from current, former, and future students is used to determine student class offerings, facility needs, and services.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	25.0% (4)	37.5% (6)	37.5% (6)	0.0% (0)	3.13	16
					answered question		16
					skipped question		1

15. Schools in the district actively build stakeholder relationships so they can meet or exceed student and parent expectations for learning.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	12.5% (2)	31.3% (5)	56.3% (9)	0.0% (0)	3.44	16
					answered question		16
					skipped question		1

16. There are clearly articulated processes at the district and school levels for soliciting and managing student, staff, and stakeholder complaints.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	18.8% (3)	18.8% (3)	62.5% (10)	0.0% (0)	3.44	16
					answered question		16
					skipped question		1

17. There are clearly defined methods for determining levels of student, staff, and stakeholder satisfaction and dissatisfaction.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	25.0% (4)	37.5% (6)	37.5% (6)	0.0% (0)	3.13	16
					answered question		16
					skipped question		1

18. Information about student, staff, and stakeholder levels of satisfaction and dissatisfaction are systematically used to improve the quality of district and school programs, offerings, and services.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	18.8% (3)	43.8% (7)	37.5% (6)	0.0% (0)	3.19	16
					answered question		16
					skipped question		1

19. There are clearly defined methods for selecting, collecting, aligning, and integrating data and information for tracking daily operations and organizational performance.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	31.3% (5)	31.3% (5)	37.5% (6)	0.0% (0)	3.06	16
					answered question		16
					skipped question		1

20. There is a district culture for using these data and information sources for decision making and promoting innovation.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	12.5% (2)	43.8% (7)	43.8% (7)	0.0% (0)	3.31	16
					answered question		16
					skipped question		1

21. Comparative data and information from other school districts and outside the education community are used in decision making and promoting innovation.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	18.8% (3)	43.8% (7)	31.3% (5)	6.3% (1)	3.25	16
					answered question		16
					skipped question		1

22. Clearly defined methods are used by the district and its schools to translate performance data and findings into priorities for continuous improvement and opportunities for innovation.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	31.3% (5)	31.3% (5)	31.3% (5)	6.3% (1)	3.13	16
					answered question		16
					skipped question		1

23. District hardware and software are reliable, secure, and user-friendly.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	18.8% (3)	18.8% (3)	56.3% (9)	6.3% (1)	3.50	16
					answered question		16
					skipped question		1

24. The transfer and use of relevant knowledge and best practices from and to staff members and district leaders is effective and managed well.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	6.3% (1)	56.3% (9)	37.5% (6)	0.0% (0)	3.31	16
					answered question		16
					skipped question		1

25. The key factors that affect workforce commitment, performance, and satisfaction have been determined for professional staff, support staff, and administrators.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	18.8% (3)	25.0% (4)	**56.3% (9)**	0.0% (0)	3.38	16
					answered question		16
					skipped question		1

26. The district fosters an organizational culture conducive to high performance and a motivated workforce.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	18.8% (3)	31.3% (5)	**50.0% (8)**	0.0% (0)	3.31	16
					answered question		16
					skipped question		1

27. A workforce performance management system is clearly defined that supports high performance and satisfaction of staff through compensation, reward, recognition, and incentive practices, as appropriate.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	6.3% (1)	**56.3% (9)**	18.8% (3)	12.5% (2)	6.3% (1)	2.56	16
					answered question		16
					skipped question		1

28. A clearly defined staff development and learning system is in place that identifies the needs and desires of different workforce categories and types and delivers education, training, coaching, mentoring, and other experiences that create high levels of work-related satisfaction.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	25.0% (4)	6.3% (1)	68.8% (11)	0.0% (0)	3.44	16
					answered question		16
					skipped question		1

29. There are formal and informal assessment methods and measures across workforce categories and types that are used to determine workforce commitment to high performance and satisfaction with the work environment.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	12.5% (2)	37.5% (6)	**43.8% (7)**	6.3% (1)	3.44	16
					answered question		16
					skipped question		1

30. There are performance measures and improvement goals for ensuring and improving workplace health, safety, and security for different workplace environments.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	0.0% (0)	25.0% (4)	62.5% (10)	12.5% (2)	3.88	16
					answered question		16
					skipped question		1

31. The district has determined which of its core competencies (educational programs, offerings, and services) align with its mission, goals, and action plans.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	12.5% (2)	37.5% (6)	**43.8% (7)**	6.3% (1)	3.44	16
					answered question		16
					skipped question		1

32. Key requirements (what the process needs to produce or accomplish) of all key work processes (curriculum, instruction, assessment, hiring, staff evaluation, and so on) have been determined by incorporating input from students, staff, and stakeholders, as appropriate.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	25.0% (4)	25.0% (4)	**50.0% (8)**	0.0% (0)	3.25	16
					answered question		16
					skipped question		1

33. Specific methods have been developed to design and/or improve key work processes so they meet all stakeholder requirements.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	25.0% (4)	31.3% (5)	**43.8% (7)**	0.0% (0)	3.19	16
					answered question		16
					skipped question		1

34. Cycle time, productivity, cost control, and other efficiency and effectiveness activities are factored into the design and/or innovation of key processes.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	18.8% (3)	25.0% (4)	56.3% (9)	0.0% (0)	3.38	16
					answered question		16
					skipped question		1

35. There are clearly defined performance and in-process measures used for the control and improvement of key work processes.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	12.5% (2)	37.5% (6)	50.0% (8)	0.0% (0)	3.38	16
					answered question		16
					skipped question		1

36. There is a clearly defined disaster and emergency preparedness system that addresses prevention, management, continuity of operations, and recovery.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	0.0% (0)	12.5% (2)	56.3% (9)	31.3% (5)	4.19	16
					answered question		16
					skipped question		1

37. Student learning results meet or exceed district targets and the performance of comparable educational organizations.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	6.3% (1)	31.3% (5)	62.5% (10)	0.0% (0)	3.56	16
					answered question		16
					skipped question		1

38. Student satisfaction with the learning environment meets or exceeds district targets and the performance of comparable educational organizations.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	12.5% (2)	37.5% (6)	50.0% (8)	0.0% (0)	3.38	16
					answered question		16
					skipped question		1

39. Budgetary and financial performance meets or exceeds district targets and the performance of comparable educational organizations and other organizations providing similar programs and services.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	6.3% (1)	18.8% (3)	31.3% (5)	43.8% (7)	0.0% (0)	3.13	16
					answered question		16
					skipped question		1

40. Staff satisfaction results meet or exceed district targets and the performance of comparable educational organizations.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	50.0% (8)	31.3% (5)	18.8% (3)	0.0% (0)	2.69	16
					answered question		16
					skipped question		1

41. The operational performance of key work processes, including productivity, cycle time, and other appropriate measures of process effectiveness, efficiency, and innovation meets or exceeds district targets and the performance of comparable educational organizations.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	12.5% (2)	56.3% (9)	31.3% (5)	0.0% (0)	3.19	16
					answered question		16
					skipped question		1

42. The rate of accomplishment of strategic objectives and action plans meets or exceeds district targets.

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Rating Average	Rating Count
	0.0% (0)	6.3% (1)	62.5% (10)	31.3% (5)	0.0% (0)	3.25	16
					answered question		16
					skipped question		1