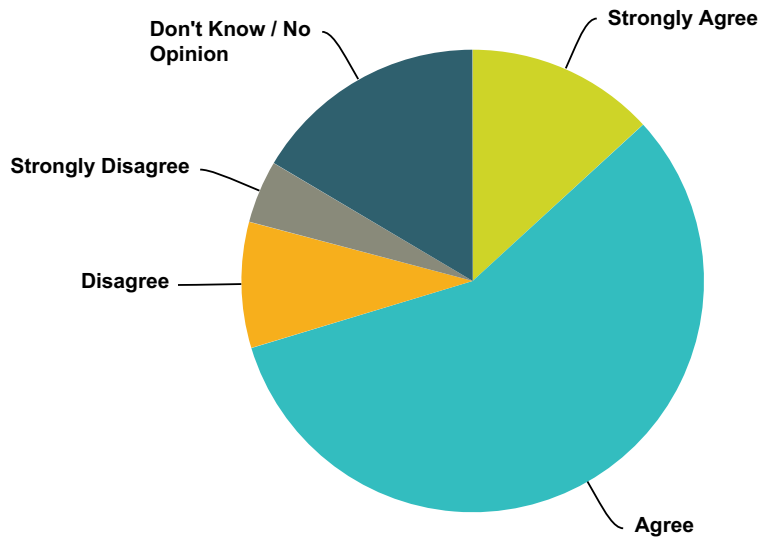


### Q1 The school board promotes the success of all students.

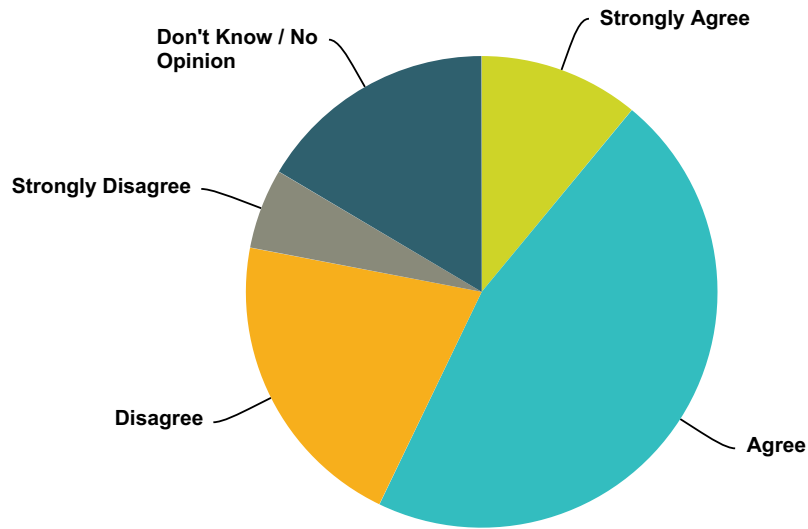
Answered: 91 Skipped: 1



| Answer Choices          | Responses |           |
|-------------------------|-----------|-----------|
| Strongly Agree          | 13.19%    | 12        |
| Agree                   | 57.14%    | 52        |
| Disagree                | 8.79%     | 8         |
| Strongly Disagree       | 4.40%     | 4         |
| Don't Know / No Opinion | 16.48%    | 15        |
| <b>Total</b>            |           | <b>91</b> |

### Q2 The school board treats all people with dignity and respect.

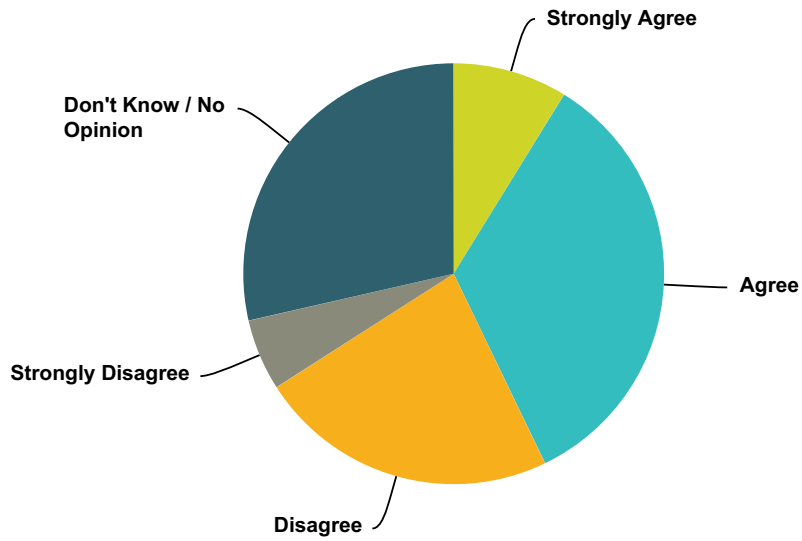
Answered: 91 Skipped: 1



| Answer Choices          | Responses |           |
|-------------------------|-----------|-----------|
| Strongly Agree          | 10.99%    | 10        |
| Agree                   | 46.15%    | 42        |
| Disagree                | 20.88%    | 19        |
| Strongly Disagree       | 5.49%     | 5         |
| Don't Know / No Opinion | 16.48%    | 15        |
| <b>Total</b>            |           | <b>91</b> |

### Q3 The school board manages resources responsibly.

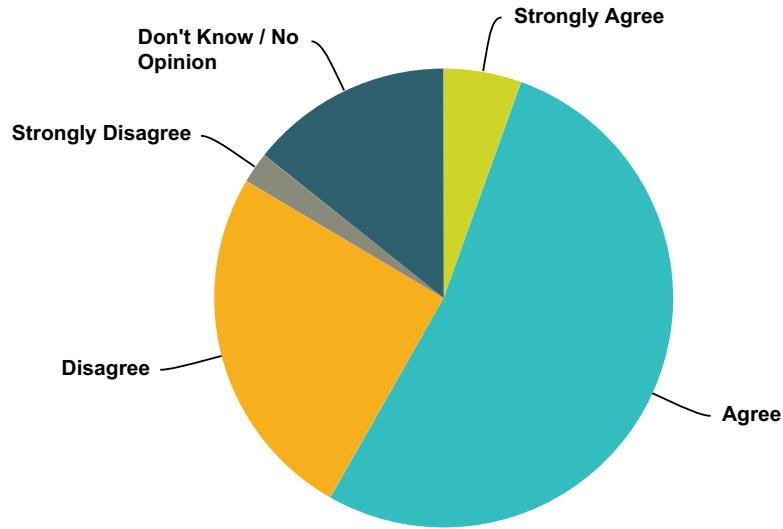
Answered: 91 Skipped: 1



| Answer Choices          | Responses |           |
|-------------------------|-----------|-----------|
| Strongly Agree          | 8.79%     | 8         |
| Agree                   | 34.07%    | 31        |
| Disagree                | 23.08%    | 21        |
| Strongly Disagree       | 5.49%     | 5         |
| Don't Know / No Opinion | 28.57%    | 26        |
| <b>Total</b>            |           | <b>91</b> |

**Q4 The school board is committed to excellence by setting high expectations for all SHUSD staff and students.**

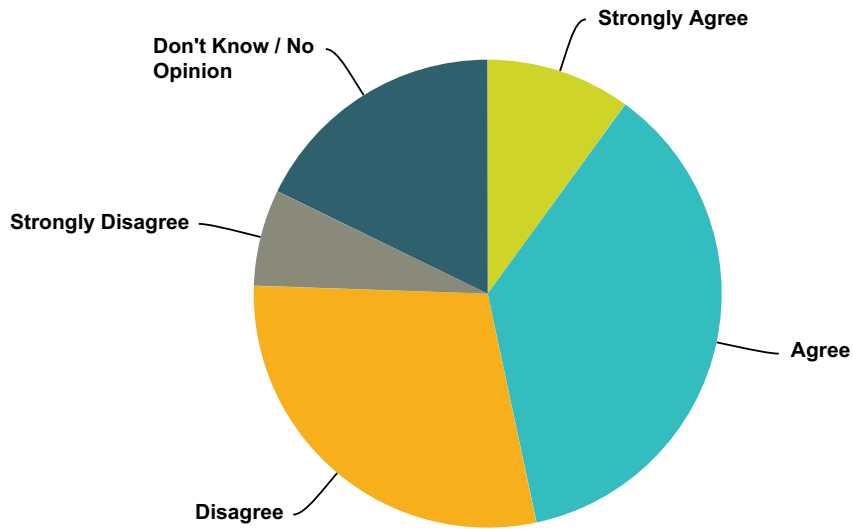
Answered: 91 Skipped: 1



| Answer Choices          | Responses |           |
|-------------------------|-----------|-----------|
| Strongly Agree          | 5.49%     | 5         |
| Agree                   | 52.75%    | 48        |
| Disagree                | 25.27%    | 23        |
| Strongly Disagree       | 2.20%     | 2         |
| Don't Know / No Opinion | 14.29%    | 13        |
| <b>Total</b>            |           | <b>91</b> |

### Q5 The school board creates a safe and supportive culture.

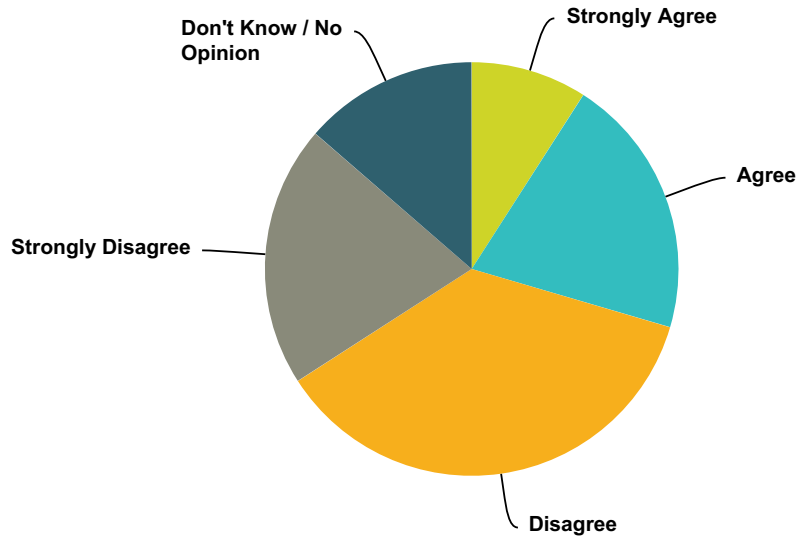
Answered: 90 Skipped: 2



| Answer Choices          | Responses |           |
|-------------------------|-----------|-----------|
| Strongly Agree          | 10.00%    | 9         |
| Agree                   | 36.67%    | 33        |
| Disagree                | 28.89%    | 26        |
| Strongly Disagree       | 6.67%     | 6         |
| Don't Know / No Opinion | 17.78%    | 16        |
| <b>Total</b>            |           | <b>90</b> |

### Q6 The school board seeks input from employees regarding decisions that affect staff.

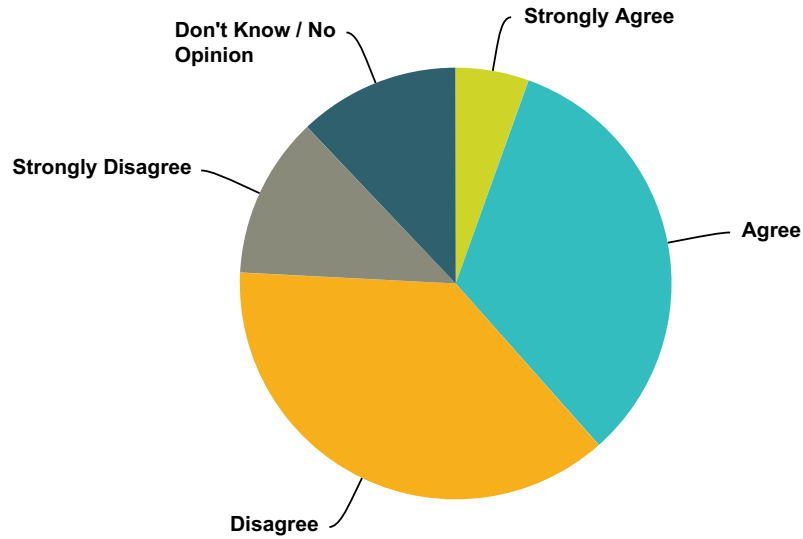
Answered: 88 Skipped: 4



| Answer Choices          | Responses |           |
|-------------------------|-----------|-----------|
| Strongly Agree          | 9.09%     | 8         |
| Agree                   | 20.45%    | 18        |
| Disagree                | 36.36%    | 32        |
| Strongly Disagree       | 20.45%    | 18        |
| Don't Know / No Opinion | 13.64%    | 12        |
| <b>Total</b>            |           | <b>88</b> |

**Q7 The school board communicates effectively about important issues that affect students and staff.**

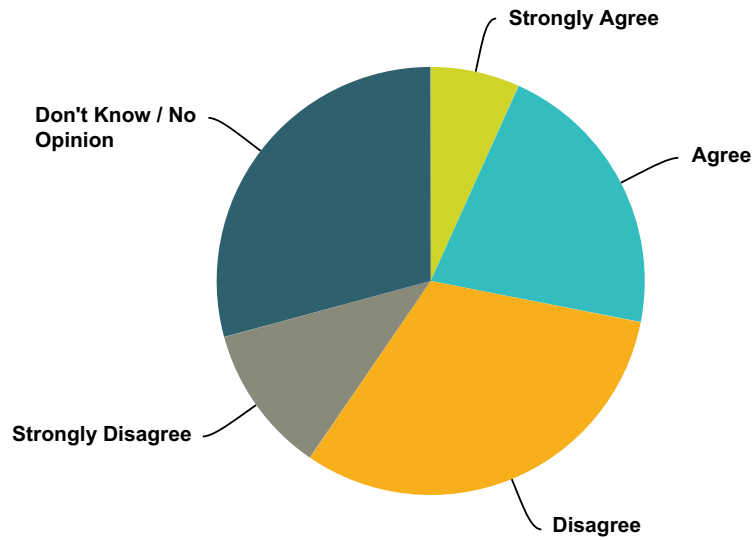
Answered: 91 Skipped: 1



| Answer Choices          | Responses |           |
|-------------------------|-----------|-----------|
| Strongly Agree          | 5.49%     | 5         |
| Agree                   | 32.97%    | 30        |
| Disagree                | 37.36%    | 34        |
| Strongly Disagree       | 12.09%    | 11        |
| Don't Know / No Opinion | 12.09%    | 11        |
| <b>Total</b>            |           | <b>91</b> |

### Q8 The school board values and supports innovation and risk-taking.

Answered: 89 Skipped: 3

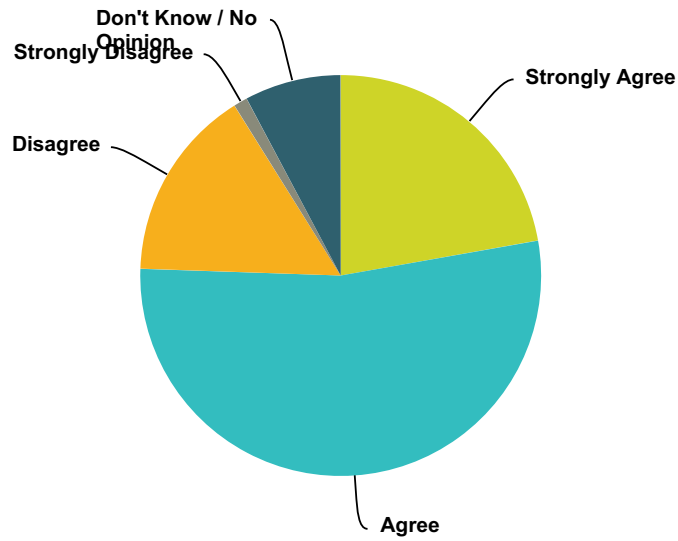


| Answer Choices          | Responses |           |
|-------------------------|-----------|-----------|
| Strongly Agree          | 6.74%     | 6         |
| Agree                   | 21.35%    | 19        |
| Disagree                | 31.46%    | 28        |
| Strongly Disagree       | 11.24%    | 10        |
| Don't Know / No Opinion | 29.21%    | 26        |
| <b>Total</b>            |           | <b>89</b> |



### Q9 The superintendent promotes the success of all students.

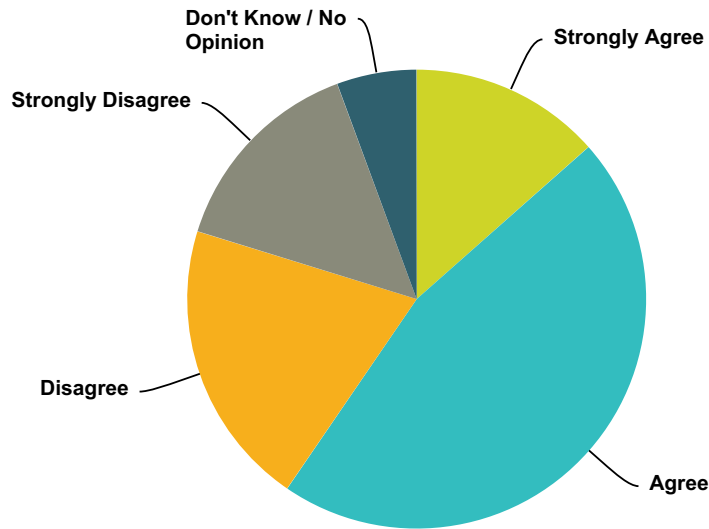
Answered: 90 Skipped: 2



| Answer Choices          | Responses |           |
|-------------------------|-----------|-----------|
| Strongly Agree          | 22.22%    | 20        |
| Agree                   | 53.33%    | 48        |
| Disagree                | 15.56%    | 14        |
| Strongly Disagree       | 1.11%     | 1         |
| Don't Know / No Opinion | 7.78%     | 7         |
| <b>Total</b>            |           | <b>90</b> |

### Q10 The superintendent treats all people with dignity and respect.

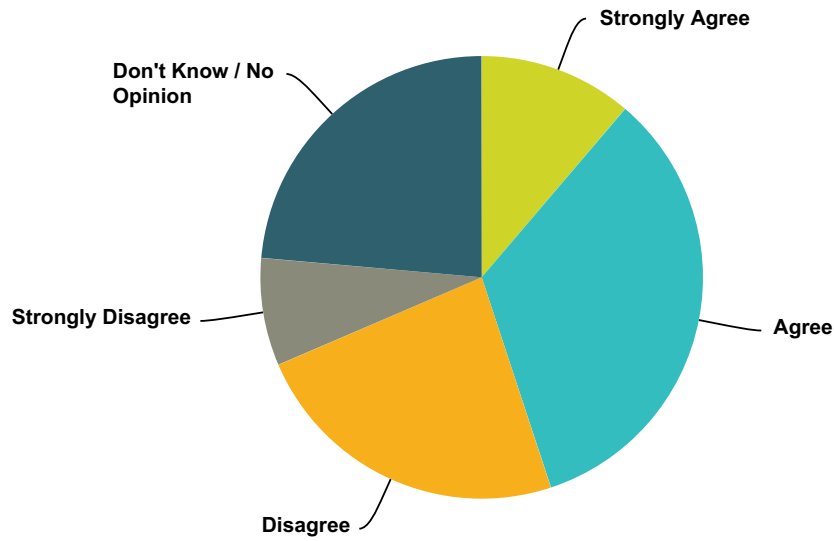
Answered: 89 Skipped: 3



| Answer Choices          | Responses |           |
|-------------------------|-----------|-----------|
| Strongly Agree          | 13.48%    | 12        |
| Agree                   | 46.07%    | 41        |
| Disagree                | 20.22%    | 18        |
| Strongly Disagree       | 14.61%    | 13        |
| Don't Know / No Opinion | 5.62%     | 5         |
| <b>Total</b>            |           | <b>89</b> |

### Q11 The superintendent manages resources responsibly.

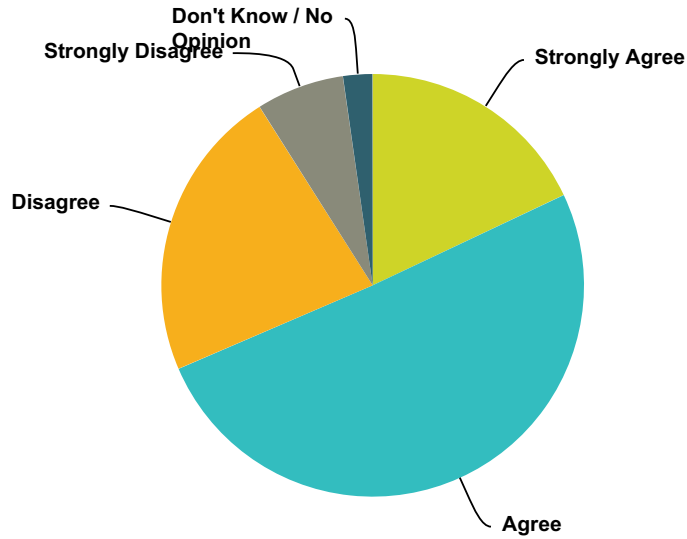
Answered: 89 Skipped: 3



| Answer Choices          | Responses |           |
|-------------------------|-----------|-----------|
| Strongly Agree          | 11.24%    | 10        |
| Agree                   | 33.71%    | 30        |
| Disagree                | 23.60%    | 21        |
| Strongly Disagree       | 7.87%     | 7         |
| Don't Know / No Opinion | 23.60%    | 21        |
| <b>Total</b>            |           | <b>89</b> |

**Q12 The superintendent is committed to excellence by setting high expectations for all SHUSD staff and students.**

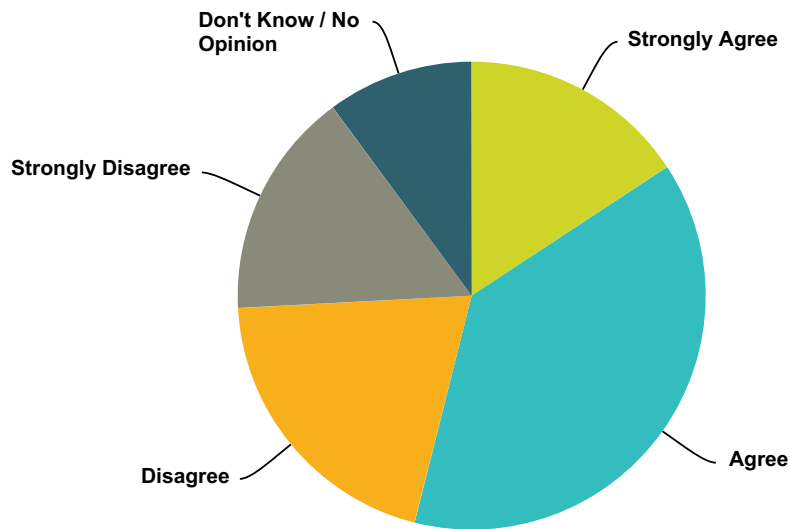
Answered: 89 Skipped: 3



| Answer Choices          | Responses |           |
|-------------------------|-----------|-----------|
| Strongly Agree          | 17.98%    | 16        |
| Agree                   | 50.56%    | 45        |
| Disagree                | 22.47%    | 20        |
| Strongly Disagree       | 6.74%     | 6         |
| Don't Know / No Opinion | 2.25%     | 2         |
| <b>Total</b>            |           | <b>89</b> |

### Q13 The superintendent creates a safe and supportive culture.

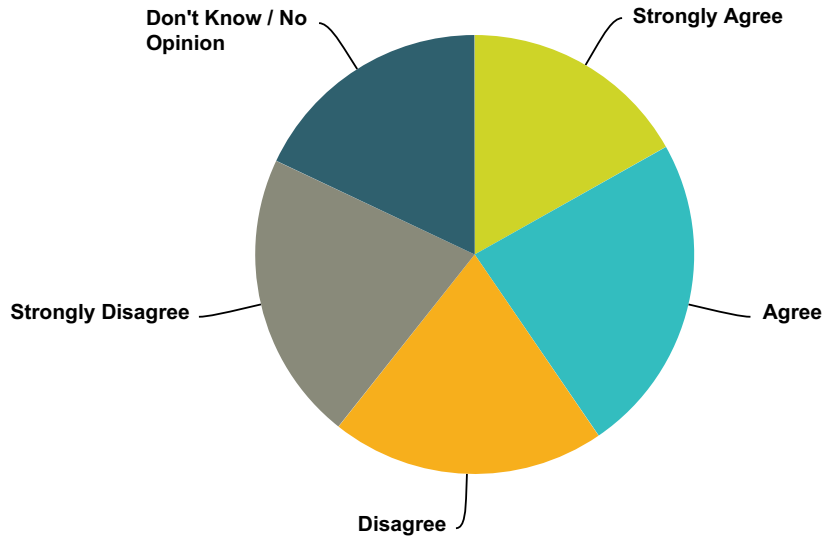
Answered: 89 Skipped: 3



| Answer Choices          | Responses |           |
|-------------------------|-----------|-----------|
| Strongly Agree          | 15.73%    | 14        |
| Agree                   | 38.20%    | 34        |
| Disagree                | 20.22%    | 18        |
| Strongly Disagree       | 15.73%    | 14        |
| Don't Know / No Opinion | 10.11%    | 9         |
| <b>Total</b>            |           | <b>89</b> |

### Q14 The superintendent seeks input from employees regarding decisions that affect staff.

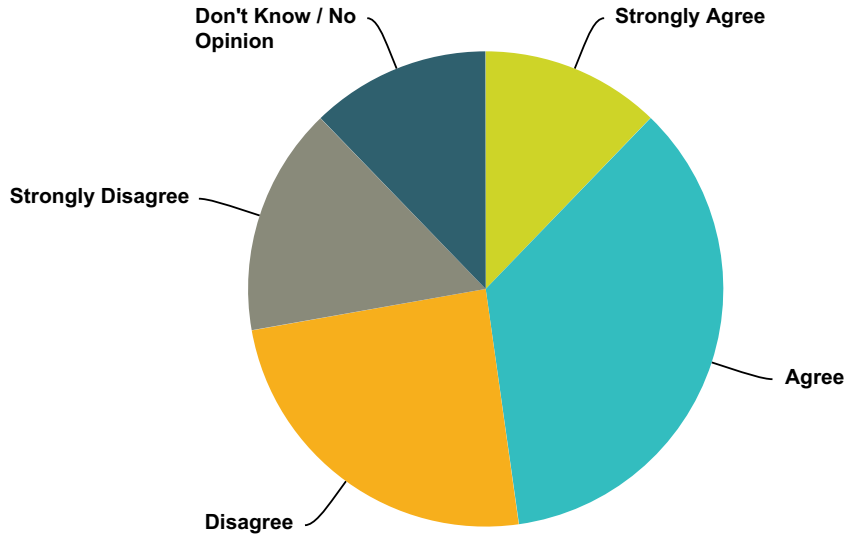
Answered: 89 Skipped: 3



| Answer Choices          | Responses |           |
|-------------------------|-----------|-----------|
| Strongly Agree          | 16.85%    | 15        |
| Agree                   | 23.60%    | 21        |
| Disagree                | 20.22%    | 18        |
| Strongly Disagree       | 21.35%    | 19        |
| Don't Know / No Opinion | 17.98%    | 16        |
| <b>Total</b>            |           | <b>89</b> |

### Q15 The superintendent communicates effectively about important issues that affect students and staff.

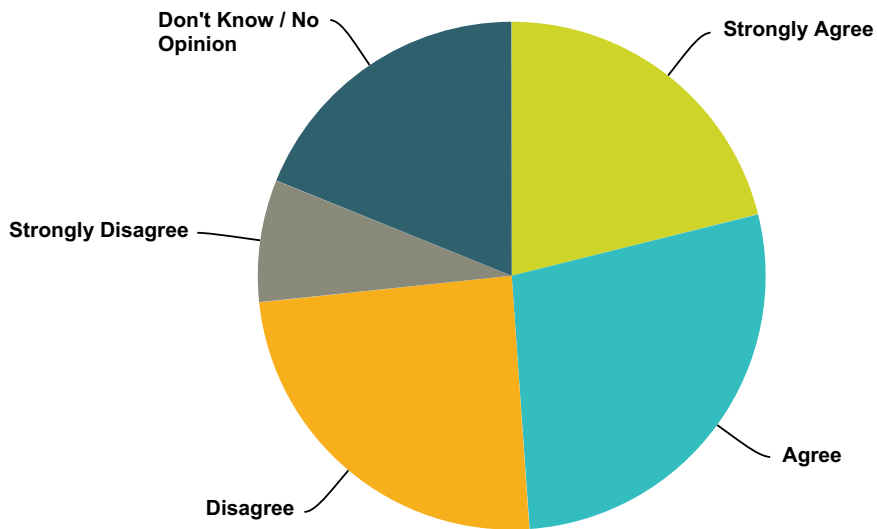
Answered: 90 Skipped: 2



| Answer Choices          | Responses |           |
|-------------------------|-----------|-----------|
| Strongly Agree          | 12.22%    | 11        |
| Agree                   | 35.56%    | 32        |
| Disagree                | 24.44%    | 22        |
| Strongly Disagree       | 15.56%    | 14        |
| Don't Know / No Opinion | 12.22%    | 11        |
| <b>Total</b>            |           | <b>90</b> |

### Q16 The superintendent values and supports innovation and risk-taking.

Answered: 90 Skipped: 2

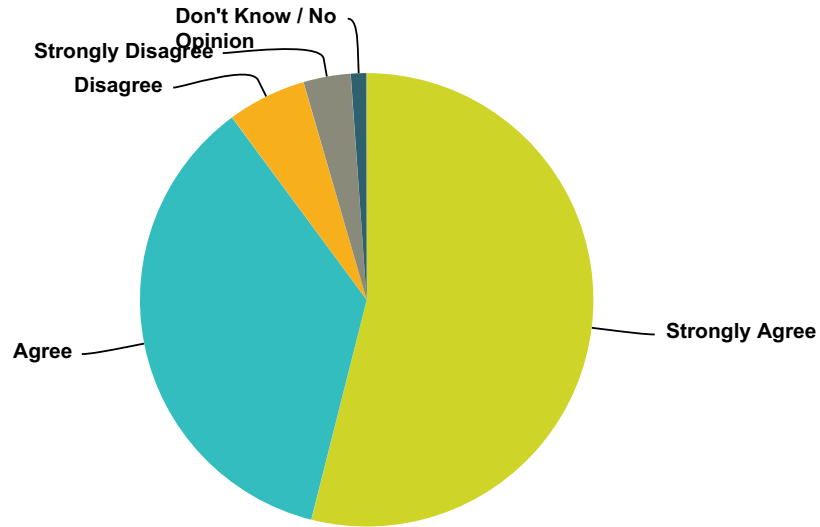


| Answer Choices          | Responses |           |
|-------------------------|-----------|-----------|
| Strongly Agree          | 21.11%    | 19        |
| Agree                   | 27.78%    | 25        |
| Disagree                | 24.44%    | 22        |
| Strongly Disagree       | 7.78%     | 7         |
| Don't Know / No Opinion | 18.89%    | 17        |
| <b>Total</b>            |           | <b>90</b> |



### Q17 My principal or direct supervisor allows me to make decisions about how to do my work.

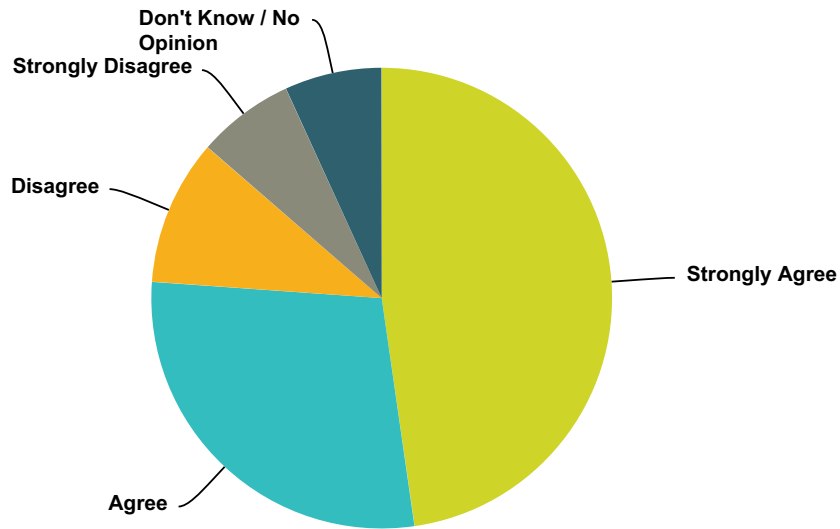
Answered: 89 Skipped: 3



| Answer Choices          | Responses |           |
|-------------------------|-----------|-----------|
| Strongly Agree          | 53.93%    | 48        |
| Agree                   | 35.96%    | 32        |
| Disagree                | 5.62%     | 5         |
| Strongly Disagree       | 3.37%     | 3         |
| Don't Know / No Opinion | 1.12%     | 1         |
| <b>Total</b>            |           | <b>89</b> |

### Q18 My principal or direct supervisor encourages me to collaborate with colleagues at my school or in my department.

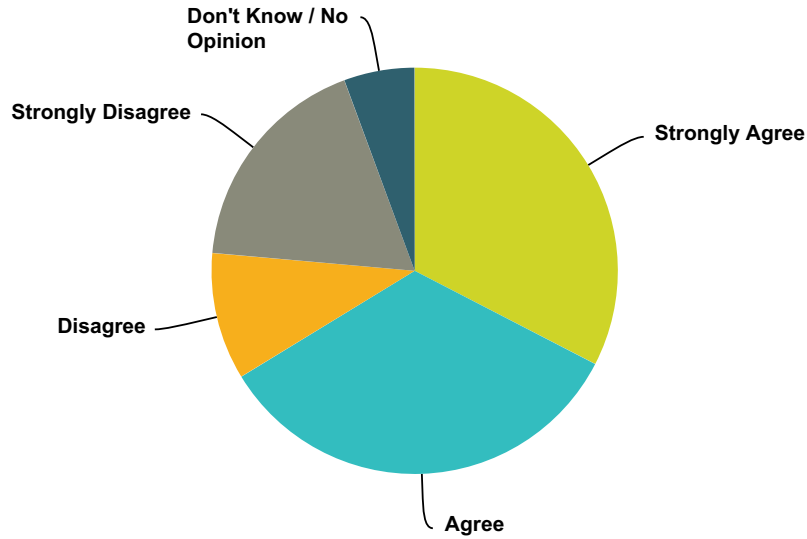
Answered: 88 Skipped: 4



| Answer Choices          | Responses |           |
|-------------------------|-----------|-----------|
| Strongly Agree          | 47.73%    | 42        |
| Agree                   | 28.41%    | 25        |
| Disagree                | 10.23%    | 9         |
| Strongly Disagree       | 6.82%     | 6         |
| Don't Know / No Opinion | 6.82%     | 6         |
| <b>Total</b>            |           | <b>88</b> |

### Q19 My principal or direct supervisor implements policies fairly at my school or in my department.

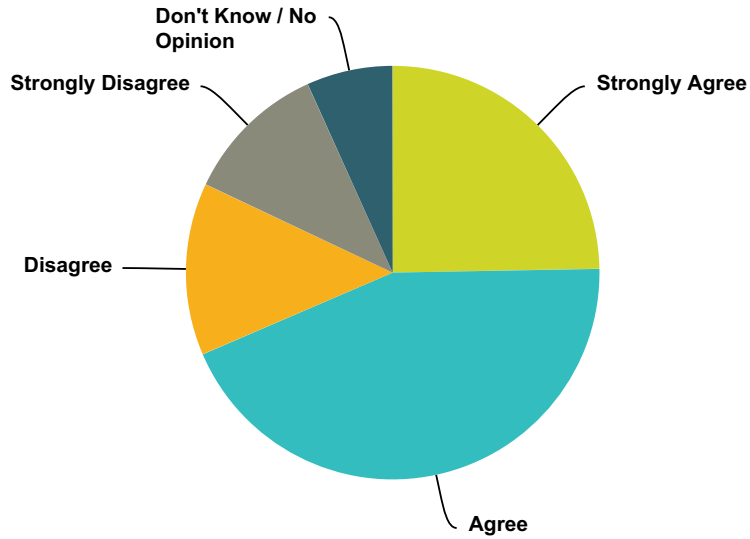
Answered: 89 Skipped: 3



| Answer Choices          | Responses |           |
|-------------------------|-----------|-----------|
| Strongly Agree          | 32.58%    | 29        |
| Agree                   | 33.71%    | 30        |
| Disagree                | 10.11%    | 9         |
| Strongly Disagree       | 17.98%    | 16        |
| Don't Know / No Opinion | 5.62%     | 5         |
| <b>Total</b>            |           | <b>89</b> |

### Q20 My principal or direct supervisor provides useful feedback about how I perform at work.

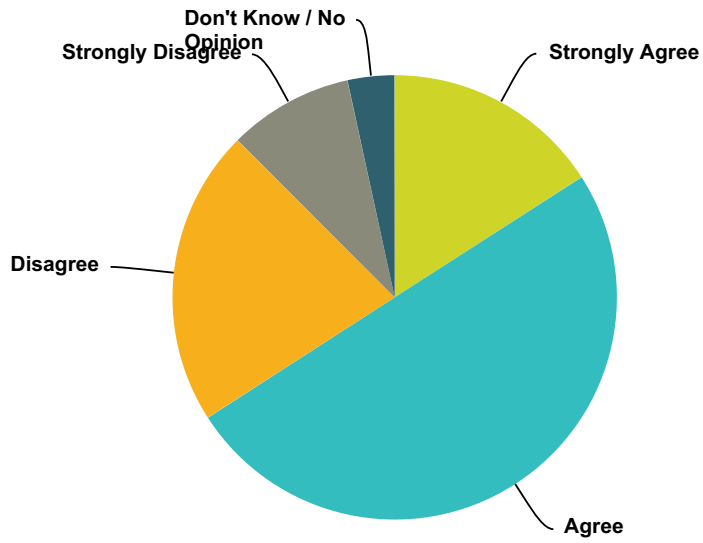
Answered: 89 Skipped: 3



| Answer Choices          | Responses |           |
|-------------------------|-----------|-----------|
| Strongly Agree          | 24.72%    | 22        |
| Agree                   | 43.82%    | 39        |
| Disagree                | 13.48%    | 12        |
| Strongly Disagree       | 11.24%    | 10        |
| Don't Know / No Opinion | 6.74%     | 6         |
| <b>Total</b>            |           | <b>89</b> |

### Q21 I have the tools I need to do my job.

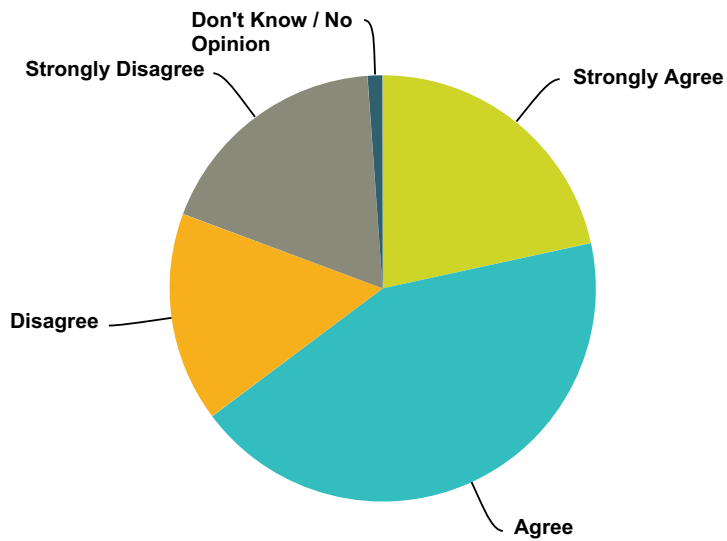
Answered: 88 Skipped: 4



| Answer Choices          | Responses |           |
|-------------------------|-----------|-----------|
| Strongly Agree          | 15.91%    | 14        |
| Agree                   | 50.00%    | 44        |
| Disagree                | 21.59%    | 19        |
| Strongly Disagree       | 9.09%     | 8         |
| Don't Know / No Opinion | 3.41%     | 3         |
| <b>Total</b>            |           | <b>88</b> |

### Q22 I feel safe voicing concerns or disagreements.

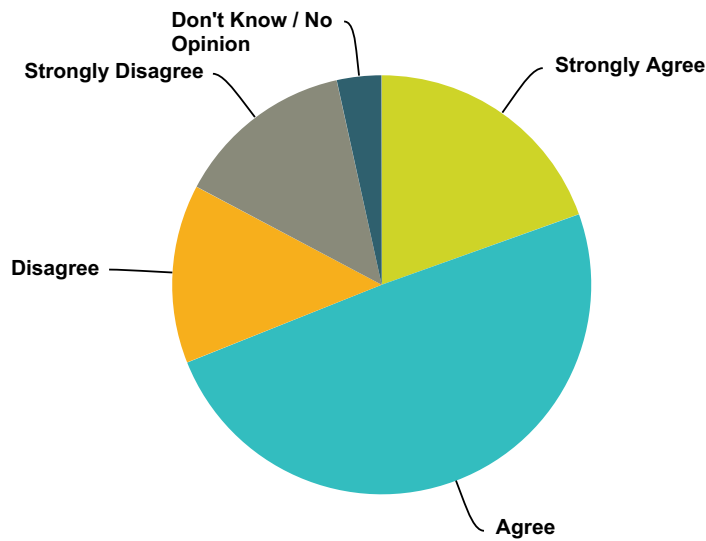
Answered: 88 Skipped: 4



| Answer Choices          | Responses |           |
|-------------------------|-----------|-----------|
| Strongly Agree          | 21.59%    | 19        |
| Agree                   | 43.18%    | 38        |
| Disagree                | 15.91%    | 14        |
| Strongly Disagree       | 18.18%    | 16        |
| Don't Know / No Opinion | 1.14%     | 1         |
| <b>Total</b>            |           | <b>88</b> |

### Q23 I believe I can influence decisions at my school or in my department.

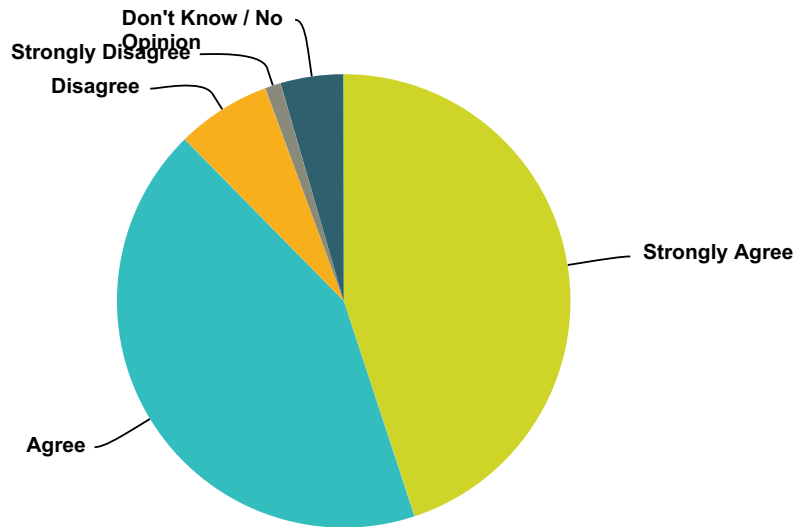
Answered: 87 Skipped: 5



| Answer Choices          | Responses |           |
|-------------------------|-----------|-----------|
| Strongly Agree          | 19.54%    | 17        |
| Agree                   | 49.43%    | 43        |
| Disagree                | 13.79%    | 12        |
| Strongly Disagree       | 13.79%    | 12        |
| Don't Know / No Opinion | 3.45%     | 3         |
| <b>Total</b>            |           | <b>87</b> |

### Q24 I believe my colleagues are dedicated to excellence.

Answered: 89 Skipped: 3

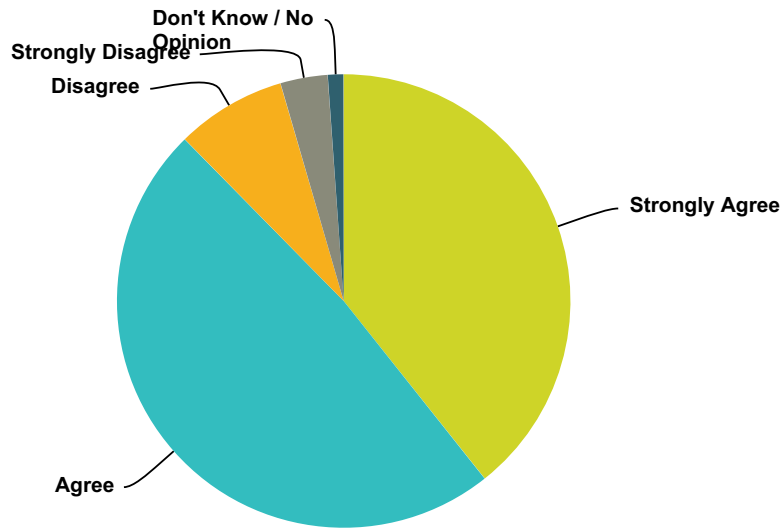


| Answer Choices          | Responses |           |
|-------------------------|-----------|-----------|
| Strongly Agree          | 44.94%    | 40        |
| Agree                   | 42.70%    | 38        |
| Disagree                | 6.74%     | 6         |
| Strongly Disagree       | 1.12%     | 1         |
| Don't Know / No Opinion | 4.49%     | 4         |
| <b>Total</b>            |           | <b>89</b> |



### Q25 I feel supported by my colleagues.

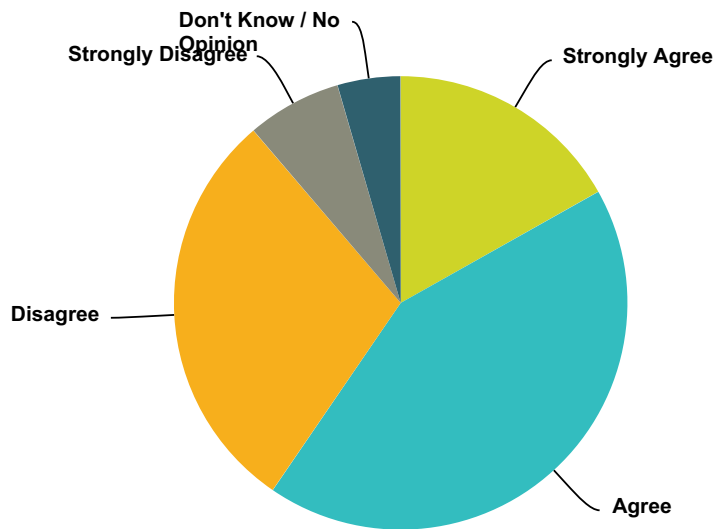
Answered: 89 Skipped: 3



| Answer Choices          | Responses |           |
|-------------------------|-----------|-----------|
| Strongly Agree          | 39.33%    | 35        |
| Agree                   | 48.31%    | 43        |
| Disagree                | 7.87%     | 7         |
| Strongly Disagree       | 3.37%     | 3         |
| Don't Know / No Opinion | 1.12%     | 1         |
| <b>Total</b>            |           | <b>89</b> |

**Q26 I believe all SHUSD employees work together to promote students' success.**

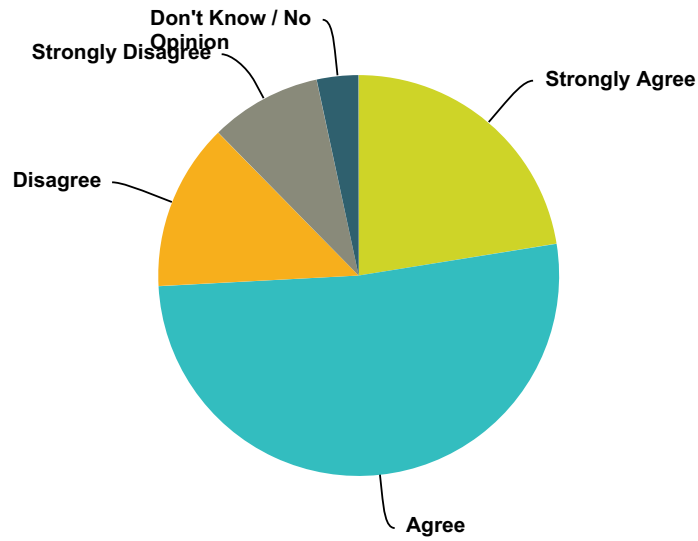
Answered: 89 Skipped: 3



| Answer Choices          | Responses |
|-------------------------|-----------|
| Strongly Agree          | 16.85% 15 |
| Agree                   | 42.70% 38 |
| Disagree                | 29.21% 26 |
| Strongly Disagree       | 6.74% 6   |
| Don't Know / No Opinion | 4.49% 4   |
| <b>Total</b>            | <b>89</b> |

### Q27 Overall, I am satisfied with my work environment.

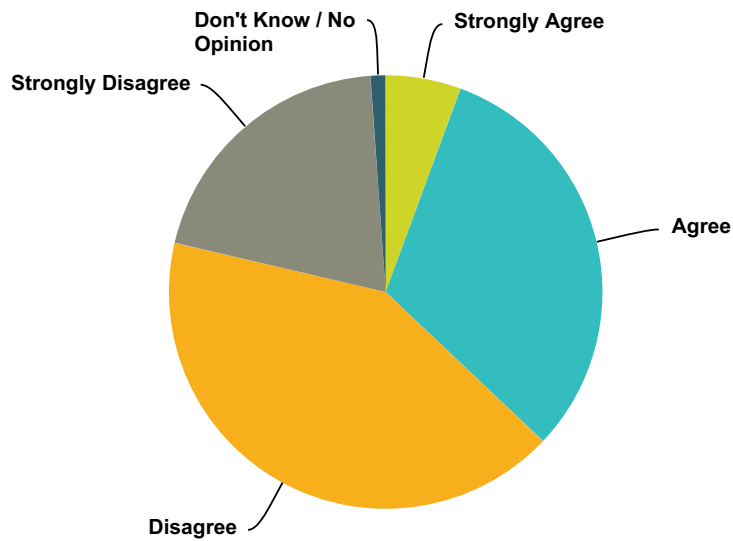
Answered: 89 Skipped: 3



| Answer Choices          | Responses |           |
|-------------------------|-----------|-----------|
| Strongly Agree          | 22.47%    | 20        |
| Agree                   | 51.69%    | 46        |
| Disagree                | 13.48%    | 12        |
| Strongly Disagree       | 8.99%     | 8         |
| Don't Know / No Opinion | 3.37%     | 3         |
| <b>Total</b>            |           | <b>89</b> |

### Q28 The district's total salary and benefits package meets my needs.

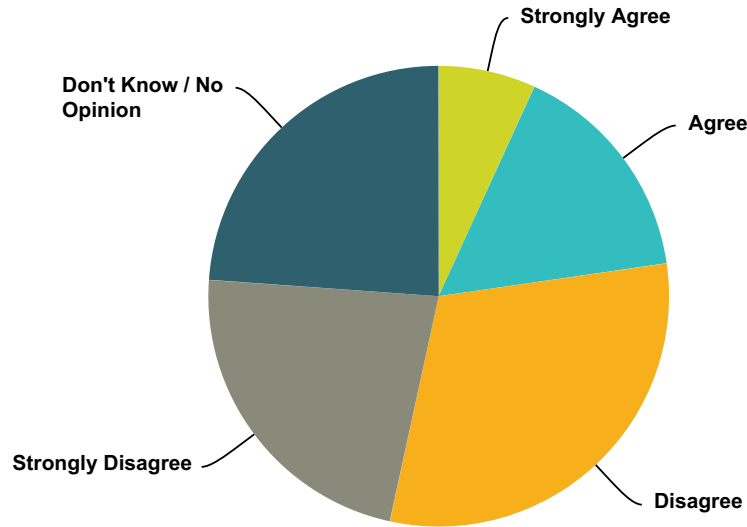
Answered: 89 Skipped: 3



| Answer Choices          | Responses |           |
|-------------------------|-----------|-----------|
| Strongly Agree          | 5.62%     | 5         |
| Agree                   | 31.46%    | 28        |
| Disagree                | 41.57%    | 37        |
| Strongly Disagree       | 20.22%    | 18        |
| Don't Know / No Opinion | 1.12%     | 1         |
| <b>Total</b>            |           | <b>89</b> |

### Q29 The district's salary and benefits package is fair and competitive with other districts.

Answered: 88 Skipped: 4



| Answer Choices          | Responses |           |
|-------------------------|-----------|-----------|
| Strongly Agree          | 6.82%     | 6         |
| Agree                   | 15.91%    | 14        |
| Disagree                | 30.68%    | 27        |
| Strongly Disagree       | 22.73%    | 20        |
| Don't Know / No Opinion | 23.86%    | 21        |
| <b>Total</b>            |           | <b>88</b> |

**Q30 How can we improve the district? What steps would you recommend to start the process?**

Answered: 55 Skipped: 37