NationalCenter

for School Leadership

School Climate and Culture Survey

Rockingham County Public Schools - by Location

Oct - 2011

Report prepared by:
National Center for School Leadership

Prepared for:
Rockingham County Public Schools

READING YOUR RESULTS

This report summarizes the responses made by individuals who participated in the survey. The information below outlines how to read the results included in this report.

"PERSPECTIVE" refers to an identifiable group of respondents that have rated a given question.

"ACTUAL" refers to the total number of respondents who provided a *response* to a given question. Due to response variability, counts for "Actuals" across perspectives may not equal the total number of participants.

"No Response(NR)" refers to the number of respondents who left the question blank or provided a Neutral response. For purposes of this report, Neutral are considered the same as a "No Response".

"# of RESPONSES" refers to the number of "Actuals" who responded with a 1, 2, 4, & 5.

"SD" refers to the standard deviation. SD's greater than 1.5 indicate high variability across responses, and should be examined more closely.

"AVG" refers to the average (agreement) rating of all responses for a particular question.

Bar Charts are based on the following scale:

"1" represents *Strongly Disagree*.
"2" represents *Disagree.*
"4" represents *Agree.*
"5" represents *Strongly Agree.*

Please note that respondent who did not answer or provide a "3" Neutral response are included in the **"No Response (NR)"** category.

Sample question output:

			% of Responses							
Perspective	**Actual**	**NR**	**1**	**2**	**3**	**4**	**5**	**S.D**	**Avg.**	**Unfavorable -- Favorable**
District Average	228	--	6	13	19	39	23	1.1	3.60	19 / 19 / 62
School # 1	40	--	3	10	28	40	19	1.0	3.65	13 / 28 / 59
School # 2	58	--	5	12	22	45	16	1.1	3.53	17 / 22 / 61
School # 3	130	--	7	15	15	37	26	1.2	3.61	22 / 15 / 63

READING YOUR RESULTS

Note: Ratings are indicated as a percentage value and graphically represented by a Bar chart.

UNFAVORABLE RATINGS (1's or 2's) are shown as a percentage and represented as a DARK GREY BAR on the accompanying chart.

FAVORABLE RATINGS (4's or 5's) are shown as a percentage and represented as a LIGHT GREY BAR on the accompanying chart.

= % Unfavorable = % Neutral = % Favorable

Depending on the actual results, there may be any combination of these two bars on your reports.

The PREDOMINANT VIEW of each group is represented by the LONGEST BAR. Due to rounding, the combined percentages of these two bars may be slightly above or below 100%.

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Standard Questions

A. SCHOOL PRIDE

Overall Dimension - SCHOOL PRIDE

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	33,265	1,059	3	5	11	34	47	1.0	4.18	8 / 11 / 81
Rockingham County Public Schools - All Responses	1,199	646	1	3	9	33	54	0.9	4.33	4 / 9 / 87
District Offiice	185	154	1	3	12	42	42	0.8	4.21	4 / 12 / 84
School Campus	1,014	492	2	3	9	32	54	0.9	4.35	5 / 9 / 86

1. Considering everything, I am satisfied working at my school / department.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	42,925	1,208	2	6	9	41	42	1.2	4.15	8 / 9 / 83
Rockingham County Public Schools - All Responses	1,543	91	1	4	9	40	46	0.9	4.24	5 / 9 / 86
District Offiice	238	22	--	3	13	45	39	0.8	4.17	3 / 13 / 84
School Campus	1,305	69	2	4	8	39	47	0.9	4.26	6 / 8 / 86

2. I am committed to seeing my school / school district succeed.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	42,916	1,217	2	--	1	19	78	1.0	4.72	2 / 1 / 97
Rockingham County Public Schools - All Responses	1,543	91	1	--	1	20	78	0.6	4.74	1 / 1 / 98
District Offiice	238	22	1	--	3	33	63	0.7	4.55	1 / 3 / 96
School Campus	1,305	69	1	--	1	17	81	0.6	4.77	1 / 1 / 98

3. I plan to be with my school / department two years from now.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	42,871	1,262	4	5	14	28	50	1.3	4.16	8 / 14 / 78
Rockingham County Public Schools - All Responses	1,541	93	2	3	14	28	53	1.0	4.27	5 / 14 / 81
District Offiice	238	22	2	--	11	37	50	0.8	4.32	2 / 11 / 87
School Campus	1,303	71	2	4	15	26	53	1.0	4.26	6 / 15 / 79

4. I would recommend my school / department to a friend seeking employment.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	42,878	1,255	3	6	12	34	46	1.2	4.13	9 / 12 / 80

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4. I would recommend my school / department to a friend seeking employment.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
Rockingham County Public Schools - All Responses	1,541	93	2	4	10	33	51	0.9	4.28	6 / 10 / 84
District Offiice	238	22	1	5	12	45	37	0.9	4.12	6 / 12 / 82
School Campus	1,303	71	2	4	10	30	54	0.9	4.31	6 / 10 / 84

5. I would recommend my school / school district to a family member seeking a school for their children.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	42,888	1,245	4	7	13	31	45	1.3	4.08	11 / 13 / 76
Rockingham County Public Schools - All Responses	1,542	92	1	2	8	32	57	0.8	4.40	3 / 8 / 89
District Offiice	238	22	1	1	9	42	47	0.8	4.32	2 / 9 / 89
School Campus	1,304	70	1	2	8	30	59	0.8	4.42	3 / 8 / 89

6. My school / school district is well regarded in the community.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	42,864	1,269	2	7	15	39	37	1.2	4.03	9 / 15 / 76
Rockingham County Public Schools - All Responses	1,541	93	2	4	10	39	45	0.9	4.24	6 / 10 / 84
District Offiice	238	22	2	4	18	45	31	0.9	3.98	6 / 18 / 76
School Campus	1,303	71	2	4	8	38	48	0.9	4.29	6 / 8 / 86

7. Overall, my school / department does a good job of meeting my needs.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	42,050	2,083	3	7	12	44	35	1.3	4.01	10 / 12 / 78
Rockingham County Public Schools - All Responses	1,541	93	1	5	12	44	38	0.9	4.14	6 / 12 / 82
District Offiice	238	22	1	4	18	47	30	0.9	4.02	5 / 18 / 77
School Campus	1,303	71	1	5	10	43	41	0.9	4.16	6 / 10 / 84

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B. INTERNAL COMMUNICATION

Overall Dimension - INTERNAL COMMUNICATION

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	26,822	1,261	5	12	18	42	23	1.1	3.68	17 / 18 / 65
Rockingham County Public Schools - All Responses	969	781	4	11	19	43	23	1.1	3.70	15 / 19 / 66
District Offiice	148	195	4	9	20	46	21	1.0	3.68	13 / 20 / 67
School Campus	821	586	4	11	19	43	23	1.1	3.70	15 / 19 / 66

8. I am able to share my ideas and opinions with school / department leadership.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	42,121	2,011	4	8	16	42	30	1.3	3.87	12 / 16 / 72
Rockingham County Public Schools - All Responses	1,522	112	3	7	15	44	31	1.0	3.90	10 / 15 / 75
District Offiice	232	28	2	6	19	46	27	0.9	3.89	8 / 19 / 73
School Campus	1,290	84	3	7	15	44	31	1.0	3.90	10 / 15 / 75

9. I am kept up-to-date on school/department level changes in procedure or practice.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	42,182	1,950	3	9	15	46	27	1.3	3.85	12 / 15 / 73
Rockingham County Public Schools - All Responses	1,523	111	2	9	16	47	26	1.0	3.87	11 / 16 / 73
District Offiice	232	28	5	12	17	47	19	1.1	3.65	17 / 17 / 66
School Campus	1,291	83	2	8	15	47	28	1.0	3.91	10 / 15 / 75

10. I get the information I need to perform my job effectively.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	42,173	1,959	2	7	13	49	28	1.2	3.94	9 / 13 / 77
Rockingham County Public Schools - All Responses	1,522	112	1	7	12	51	29	0.9	4.00	8 / 12 / 80
District Offiice	232	28	2	8	15	50	25	0.9	3.88	10 / 15 / 75
School Campus	1,290	84	1	7	11	51	30	0.9	4.02	8 / 11 / 81

11. I have time available during the school / work day to collaborate with my peers regarding curriculum and instruction / best practice.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	42,132	2,000	10	19	21	35	16	1.4	3.28	28 / 21 / 51

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11. I have time available during the school / work day to collaborate with my peers regarding curriculum and instruction / best practice.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
Rockingham County Public Schools - All Responses	1,522	112	6	17	25	37	15	1.1	3.38	23 / 25 / 52
District Offiice	232	28	5	8	25	47	15	1.0	3.59	13 / 25 / 62
School Campus	1,290	84	6	18	25	36	15	1.1	3.34	24 / 25 / 51

12. Information is shared openly throughout my school/department.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	42,158	1,974	4	13	19	42	22	1.3	3.65	17 / 19 / 64
Rockingham County Public Schools - All Responses	1,522	112	4	13	20	43	20	1.1	3.64	17 / 20 / 63
District Offiice	232	28	6	12	23	41	18	1.1	3.53	18 / 23 / 59
School Campus	1,290	84	4	13	19	43	21	1.1	3.66	17 / 19 / 64

13. Overall, school/department information is communicated effectively to me.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	42,173	1,959	3	10	13	47	26	1.3	3.83	13 / 13 / 73
Rockingham County Public Schools - All Responses	1,523	111	3	10	15	48	24	1.0	3.81	13 / 15 / 72
District Offiice	232	28	6	10	14	49	21	1.1	3.71	16 / 14 / 70
School Campus	1,291	83	2	10	16	48	24	1.0	3.82	12 / 16 / 72

14. School-wide / department meetings are a good use of my time.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	42,113	2,019	7	16	30	34	13	1.3	3.31	22 / 30 / 47
Rockingham County Public Schools - All Responses	1,523	111	7	14	33	35	11	1.1	3.30	21 / 33 / 46
District Offiice	233	27	6	9	27	42	16	1.1	3.54	15 / 27 / 58
School Campus	1,290	84	7	15	33	33	12	1.1	3.26	22 / 33 / 45

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C. PARENT CONNECTIONS

Overall Dimension - PARENT CONNECTIONS

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	37,818	6,314	4	15	27	40	14	1.0	3.45	19 / 27 / 54
Rockingham County Public Schools - All Responses	1,274	2,519	2	10	30	45	13	0.9	3.59	12 / 30 / 58
District Offiice	0	1,820	--	--	--	--	--	--	--	Insufficient Responses
School Campus	1,274	699	2	10	30	45	13	0.9	3.59	12 / 30 / 58

15. I communicate frequently with most parents of my students.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	37,798	6,334	2	9	28	40	22	1.6	3.72	10 / 28 / 62
Rockingham County Public Schools - All Responses	1,274	360	1	8	34	35	22	0.9	3.67	9 / 34 / 57
District Offiice	0	260	--	--	--	--	--	--	--	Insufficient Responses
School Campus	1,274	100	1	8	34	35	22	0.9	3.67	9 / 34 / 57

16. Many parents volunteer time to assist in my school.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	37,813	6,319	12	25	25	26	13	1.6	3.04	36 / 25 / 39
Rockingham County Public Schools - All Responses	1,274	360	5	22	26	37	10	1.1	3.27	27 / 26 / 47
District Offiice	0	260	--	--	--	--	--	--	--	Insufficient Responses
School Campus	1,274	100	5	22	26	37	10	1.1	3.27	27 / 26 / 47

17. Parents at my school are very aware of how their student is performing on homework and tests.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	37,812	6,320	2	12	26	44	16	1.5	3.60	14 / 26 / 60
Rockingham County Public Schools - All Responses	1,274	360	--	7	29	50	14	0.8	3.72	7 / 29 / 64
District Offiice	0	260	--	--	--	--	--	--	--	Insufficient Responses
School Campus	1,274	100	--	7	29	50	14	0.8	3.72	7 / 29 / 64

18. Parents at my school are very engaged in the learning of their child.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	37,822	6,310	5	19	30	34	12	1.5	3.29	24 / 30 / 46
Rockingham County Public Schools - All Responses	1,274	360	1	12	37	41	9	0.9	3.43	13 / 37 / 50

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18. Parents at my school are very engaged in the learning of their child.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
District Offiice	0	260	--	--	--	--	--	--	--	Insufficient Responses
School Campus	1,274	100	1	12	37	41	9	0.9	3.43	13 / 37 / 50

19. Teachers at my school are well-supported by the parents with respect to discipline issues.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	37,840	6,292	4	15	30	42	9	1.5	3.39	18 / 30 / 52
Rockingham County Public Schools - All Responses	1,275	359	1	8	32	50	9	0.8	3.61	9 / 32 / 59
District Offiice	0	260	--	--	--	--	--	--	--	Insufficient Responses
School Campus	1,275	99	1	8	32	50	9	0.8	3.61	9 / 32 / 59

20. Teachers at my school have positive relationships with most parents.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	37,832	6,300	1	3	18	61	18	1.5	3.94	3 / 18 / 79
Rockingham County Public Schools - All Responses	1,274	360	--	1	14	64	21	0.6	4.07	1 / 14 / 85
District Offiice	0	260	--	--	--	--	--	--	--	Insufficient Responses
School Campus	1,274	100	--	1	14	64	21	0.6	4.07	1 / 14 / 85

21. The parents at my school are very involved in their child's school life.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	37,809	6,323	6	21	32	30	10	1.5	3.18	27 / 32 / 41
Rockingham County Public Schools - All Responses	1,274	360	2	13	41	37	7	0.9	3.33	15 / 41 / 44
District Offiice	0	260	--	--	--	--	--	--	--	Insufficient Responses
School Campus	1,274	100	2	13	41	37	7	0.9	3.33	15 / 41 / 44

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D. WORK ENVIRONMENT

Overall Dimension - WORK ENVIRONMENT

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	41,198	2,933	2	7	13	47	31	0.9	3.99	9 / 13 / 78
Rockingham County Public Schools - All Responses	1,488	1,022	1	5	12	48	34	0.9	4.10	6 / 12 / 82
District Offiice	227	232	2	6	18	49	25	0.9	3.87	8 / 18 / 74
School Campus	1,261	790	1	4	10	48	37	0.8	4.14	5 / 10 / 85

22. I feel safe at work.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	41,213	2,919	1	3	7	41	48	1.3	4.31	4 / 7 / 89
Rockingham County Public Schools - All Responses	1,489	145	1	2	4	38	55	0.8	4.40	3 / 4 / 93
District Offiice	227	33	2	3	5	48	42	0.8	4.26	5 / 5 / 90
School Campus	1,262	112	1	2	4	37	56	0.8	4.43	3 / 4 / 93

23. I work in a positive, professional work environment.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	41,215	2,917	3	8	13	45	31	1.4	3.93	11 / 13 / 76
Rockingham County Public Schools - All Responses	1,489	145	2	7	13	46	32	1.0	3.99	9 / 13 / 78
District Offiice	227	33	1	8	21	44	26	0.9	3.85	9 / 21 / 70
School Campus	1,262	112	3	6	11	47	33	1.0	4.02	9 / 11 / 80

24. My peers exhibit a strong belief that all students can excel if we all do our jobs well.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	41,190	2,942	1	5	15	51	28	1.3	4.01	6 / 15 / 79
Rockingham County Public Schools - All Responses	1,488	146	1	3	14	54	28	0.8	4.08	4 / 14 / 82
District Offiice	227	33	2	4	22	55	17	0.8	3.85	6 / 22 / 72
School Campus	1,261	113	--	3	12	54	31	0.7	4.12	3 / 12 / 85

25. The people that I work with care about each other on a personal level.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	41,184	2,948	2	5	13	47	34	1.3	4.06	6 / 13 / 80
Rockingham County Public Schools - All Responses	1,487	147	1	3	10	45	41	0.8	4.20	4 / 10 / 86

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25. The people that I work with care about each other on a personal level.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
District Offiice	227	33	2	6	17	52	23	0.9	3.88	8 / 17 / 75
School Campus	1,260	114	1	3	9	44	43	0.8	4.26	4 / 9 / 87

26. The people that I work with cooperate to get the job done.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	41,181	2,951	1	4	11	50	35	1.3	4.13	5 / 11 / 84
Rockingham County Public Schools - All Responses	1,487	147	1	3	8	50	38	0.8	4.23	4 / 8 / 88
District Offiice	227	33	2	3	10	55	30	0.8	4.10	5 / 10 / 85
School Campus	1,260	114	1	3	7	49	40	0.8	4.25	4 / 7 / 89

27. The people that I work with trust and respect each other.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	41,203	2,929	2	8	14	46	29	1.4	3.92	10 / 14 / 76
Rockingham County Public Schools - All Responses	1,488	146	2	7	12	47	32	0.9	4.02	9 / 12 / 79
District Offiice	226	34	4	12	20	42	22	1.1	3.69	16 / 20 / 64
School Campus	1,262	112	1	6	11	48	34	0.9	4.08	7 / 11 / 82

28. The students in my school / school district show respect for our teachers.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	41,204	2,928	4	13	21	49	14	1.3	3.55	17 / 21 / 62
Rockingham County Public Schools - All Responses	1,488	146	1	7	19	58	15	0.8	3.77	8 / 19 / 73
District Offiice	227	33	4	8	31	48	9	0.9	3.50	12 / 31 / 57
School Campus	1,261	113	1	7	17	60	15	0.8	3.82	8 / 17 / 75

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E. ORGANIZATION DYNAMICS

Overall Dimension - ORGANIZATION DYNAMICS

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	40,831	3,300	3	8	15	47	27	1.0	3.86	11 / 15 / 74
Rockingham County Public Schools - All Responses	1,479	1,088	3	8	15	48	26	1.0	3.89	11 / 15 / 74
District Offiice	226	238	3	7	20	47	23	1.0	3.80	10 / 20 / 70
School Campus	1,253	850	3	8	14	48	27	1.0	3.90	11 / 14 / 75

29. I am encouraged to try new ways of doing things.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	40,834	3,298	2	6	15	49	28	1.4	3.94	8 / 15 / 77
Rockingham County Public Schools - All Responses	1,479	155	1	6	18	51	24	0.9	3.90	7 / 18 / 75
District Offiice	226	34	2	11	27	42	18	1.0	3.62	13 / 27 / 60
School Campus	1,253	121	1	5	16	53	25	0.9	3.95	6 / 16 / 78

30. I am given a fair opportunity to succeed in my school / department.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	40,828	3,304	2	4	13	49	32	1.4	4.05	6 / 13 / 81
Rockingham County Public Schools - All Responses	1,479	155	1	3	15	49	32	0.8	4.06	4 / 15 / 81
District Offiice	226	34	3	4	25	46	22	0.9	3.83	7 / 25 / 68
School Campus	1,253	121	1	3	13	50	33	0.8	4.11	4 / 13 / 83

31. I am involved in the decisions that affect my work.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	40,844	3,288	5	14	21	43	17	1.4	3.55	19 / 21 / 60
Rockingham County Public Schools - All Responses	1,479	155	4	13	23	44	16	1.0	3.57	17 / 23 / 60
District Offiice	226	34	3	12	25	44	16	1.0	3.58	15 / 25 / 60
School Campus	1,253	121	4	13	22	44	17	1.0	3.56	17 / 22 / 61

32. I feel comfortable sharing my ideas and opinions.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	40,843	3,289	3	9	15	47	26	1.4	3.84	12 / 15 / 73
Rockingham County Public Schools - All Responses	1,479	155	4	11	15	46	24	1.1	3.75	15 / 15 / 70

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32. I feel comfortable sharing my ideas and opinions.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
District Offiice	226	34	5	11	18	46	20	1.1	3.66	16 / 18 / 66
School Campus	1,253	121	4	11	15	46	24	1.1	3.77	15 / 15 / 70

33. I feel the amount of work required of me is reasonable.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	40,821	3,311	7	16	16	44	17	1.4	3.50	22 / 16 / 62
Rockingham County Public Schools - All Responses	1,478	156	5	13	16	47	19	1.1	3.65	18 / 16 / 66
District Offiice	226	34	3	5	15	55	22	0.9	3.88	8 / 15 / 77
School Campus	1,252	122	5	14	16	46	19	1.1	3.60	19 / 16 / 65

34. I have the freedom I need to do my job.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	40,826	3,306	3	7	12	45	33	1.4	3.98	10 / 12 / 78
Rockingham County Public Schools - All Responses	1,478	156	2	5	13	46	34	0.9	4.04	7 / 13 / 80
District Offiice	226	34	3	4	14	49	30	0.9	4.00	7 / 14 / 79
School Campus	1,252	122	2	6	13	45	34	0.9	4.05	8 / 13 / 79

35. The people I work with care a great deal about the quality of their work.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	40,823	3,309	1	3	10	50	36	1.3	4.17	4 / 10 / 86
Rockingham County Public Schools - All Responses	1,478	156	--	2	8	50	40	0.7	4.26	2 / 8 / 90
District Offiice	226	34	1	5	15	46	33	0.9	4.05	6 / 15 / 79
School Campus	1,252	122	--	1	7	51	41	0.7	4.29	1 / 7 / 92

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F. ACCOUNTABILITY

Overall Dimension - ACCOUNTABILITY

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable	--	Favorable
National Results - All Responses	31,489	2,835	3	7	16	44	30	1.0	3.92	10	16	74
Rockingham County Public Schools - All Responses	1,145	1,132	2	6	17	46	29	0.9	3.97	8	17	75
District Offiice	173	259	3	7	20	48	22	1.0	3.81	10	20	70
School Campus	972	873	2	5	16	45	32	0.9	4.00	7	16	77

36. I am clear about how my performance will be evaluated.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable	--	Favorable
National Results - All Responses	40,498	3,634	2	7	13	48	30	1.4	3.97	9	13	78
Rockingham County Public Schools - All Responses	1,473	161	1	8	12	50	29	0.9	3.99	9	12	79
District Offiice	223	37	2	6	12	56	24	0.9	3.93	8	12	80
School Campus	1,250	124	1	8	12	49	30	0.9	4.00	9	12	79

37. I am given adequate feedback on the work I do.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable	--	Favorable
National Results - All Responses	40,503	3,629	3	10	17	47	24	1.4	3.80	12	17	71
Rockingham County Public Schools - All Responses	1,473	161	2	9	15	49	25	0.9	3.88	11	15	74
District Offiice	223	37	3	8	23	46	20	1.0	3.74	11	23	66
School Campus	1,250	124	1	9	14	50	26	0.9	3.90	10	14	76

38. I am satisfied with the level of supervision I receive.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable	--	Favorable
National Results - All Responses	40,494	3,638	2	5	11	47	35	1.4	4.09	7	11	82
Rockingham County Public Schools - All Responses	1,473	161	1	4	10	48	37	0.9	4.16	5	10	85
District Offiice	223	37	2	4	11	54	29	0.9	4.04	6	11	83
School Campus	1,250	124	1	4	9	47	39	0.8	4.18	5	9	86

39. I know precisely how my / our students performed last year on standardized tests compared to other students in the school, district and state.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable	--	Favorable
National Results - All Responses	40,468	3,664	2	7	32	35	24	1.4	3.70	10	32	59

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39. I know precisely how my / our students performed last year on standardized tests compared to other students in the school, district and state.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
Rockingham County Public Schools - All Responses	1,471	163	2	6	38	30	24	1.0	3.68	8 / 38 / 54
District Offiice	223	37	4	13	51	22	10	0.9	3.20	17 / 51 / 32
School Campus	1,248	126	2	4	35	32	27	1.0	3.77	6 / 35 / 59

40. I know what is expected of me at work.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	40,506	3,626	1	2	5	51	41	1.4	4.29	3 / 5 / 92
Rockingham County Public Schools - All Responses	1,473	161	1	2	5	51	41	0.7	4.31	3 / 5 / 92
District Offiice	223	37	1	2	5	53	39	0.7	4.27	3 / 5 / 92
School Campus	1,250	124	1	2	5	50	42	0.7	4.31	3 / 5 / 92

41. My principal / department head has a good understanding of my strengths and weaknesses.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	40,468	3,664	4	7	16	40	32	1.5	3.88	12 / 16 / 72
Rockingham County Public Schools - All Responses	1,471	163	3	5	14	45	33	1.0	4.00	8 / 14 / 78
District Offiice	223	37	3	5	15	52	25	0.9	3.89	8 / 15 / 77
School Campus	1,248	126	3	5	14	44	34	1.0	4.02	8 / 14 / 78

42. My school / department does a good job of holding people accountable for results.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	40,469	3,663	4	10	22	43	21	1.4	3.68	14 / 22 / 64
Rockingham County Public Schools - All Responses	1,472	162	3	7	22	47	21	0.9	3.79	10 / 22 / 68
District Offiice	223	37	4	8	22	51	15	1.0	3.64	12 / 22 / 66
School Campus	1,249	125	2	6	23	46	23	0.9	3.81	8 / 23 / 69

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G. MEETING STUDENT NEEDS

Overall Dimension - MEETING STUDENT NEEDS

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	38,924	5,207	1	6	21	44	28	0.9	3.92	7 / 21 / 72
Rockingham County Public Schools - All Responses	1,391	1,700	1	4	23	44	28	0.9	3.94	5 / 23 / 72
District Offiice	157	720	1	3	36	49	11	0.8	3.66	4 / 36 / 60
School Campus	1,234	980	1	4	22	44	29	0.9	3.98	5 / 22 / 73

43. I am able to immediately access useful student achievement data that is specific to my students.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	36,313	7,819	1	6	26	38	29	1.7	3.88	7 / 26 / 67
Rockingham County Public Schools - All Responses	1,233	401	1	4	31	37	27	0.9	3.85	5 / 31 / 64
District Offiice	0	260	--	--	--	--	--	--	--	Insufficient Responses
School Campus	1,233	141	1	4	31	37	27	0.9	3.85	5 / 31 / 64

44. I have ready access to student achievement data for my students.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	36,325	7,807	1	4	22	39	34	1.7	4.01	5 / 22 / 73
Rockingham County Public Schools - All Responses	1,235	399	1	2	29	38	30	0.9	3.96	3 / 29 / 68
District Offiice	0	260	--	--	--	--	--	--	--	Insufficient Responses
School Campus	1,235	139	1	2	29	38	30	0.9	3.96	3 / 29 / 68

45. My school / district does a good job of addressing the academic needs of most students.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	39,954	4,178	1	4	15	52	28	1.4	4.03	5 / 15 / 80
Rockingham County Public Schools - All Responses	1,453	181	1	2	15	52	30	0.8	4.10	3 / 15 / 82
District Offiice	220	40	1	1	30	54	14	0.7	3.78	2 / 30 / 68
School Campus	1,233	141	1	2	12	51	34	0.8	4.15	3 / 12 / 85

46. My school / district makes meeting student needs its highest priority.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	40,000	4,132	1	5	13	44	36	1.5	4.09	6 / 13 / 80
Rockingham County Public Schools - All Responses	1,456	178	1	4	14	45	36	0.9	4.12	5 / 14 / 81

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46. My school / district makes meeting student needs its highest priority.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
District Offiice	220	40	3	3	29	50	15	0.9	3.73	6 / 29 / 65
School Campus	1,236	138	1	4	11	44	40	0.8	4.18	5 / 11 / 84

47. School / district procedures and practices support student achievement.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	39,987	4,145	1	5	14	48	32	1.4	4.03	6 / 14 / 79
Rockingham County Public Schools - All Responses	1,455	179	1	3	16	48	32	0.8	4.06	4 / 16 / 80
District Offiice	220	40	--	4	30	52	14	0.8	3.74	4 / 30 / 66
School Campus	1,235	139	1	3	14	47	35	0.8	4.11	4 / 14 / 82

48. Teachers actively use student achievement data in collaboration with peers on a regular basis.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	39,944	4,188	2	8	34	38	18	1.4	3.63	9 / 34 / 56
Rockingham County Public Schools - All Responses	1,453	181	1	6	40	38	15	0.8	3.60	7 / 40 / 53
District Offiice	220	40	1	2	55	36	6	0.7	3.44	3 / 55 / 42
School Campus	1,233	141	1	7	38	38	16	0.9	3.63	8 / 38 / 54

49. Teachers at my school / district are well-prepared to deal with the needs of all students.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	39,949	4,183	1	8	22	48	20	1.4	3.78	10 / 22 / 69
Rockingham County Public Schools - All Responses	1,453	181	1	5	20	51	23	0.8	3.91	6 / 20 / 74
District Offiice	220	40	--	5	35	52	8	0.7	3.62	5 / 35 / 60
School Campus	1,233	141	1	5	17	51	26	0.8	3.96	6 / 17 / 77

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H. READINESS FOR CHANGE

Overall Dimension - READINESS FOR CHANGE

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	39,531	4,600	3	9	26	42	20	1.0	3.68	12 / 26 / 62
Rockingham County Public Schools - All Responses	1,436	1,389	2	8	30	42	18	0.9	3.66	10 / 30 / 60
District Offiice	214	321	3	7	40	42	8	0.8	3.46	10 / 40 / 50
School Campus	1,221	1,068	2	8	28	42	20	0.9	3.70	10 / 28 / 62

50. I am satisfied with the professional development opportunities that are available to me.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	39,523	4,609	5	15	25	38	16	1.5	3.44	20 / 25 / 54
Rockingham County Public Schools - All Responses	1,435	199	5	14	29	38	14	1.0	3.39	19 / 29 / 52
District Offiice	214	46	5	13	29	44	9	1.0	3.40	18 / 29 / 53
School Campus	1,221	153	5	15	29	37	14	1.1	3.39	20 / 29 / 51

51. I believe that my school / department changes practices as needed in order to improve student achievement

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	39,551	4,581	1	6	20	49	24	1.5	3.87	7 / 20 / 73
Rockingham County Public Schools - All Responses	1,437	197	1	4	21	51	23	0.8	3.92	5 / 21 / 74
District Offiice	214	46	1	4	35	50	10	0.8	3.66	5 / 35 / 60
School Campus	1,223	151	1	4	18	51	26	0.8	3.97	5 / 18 / 77

52. My school / department has a highly effective school / department improvement planning process.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	39,547	4,585	2	8	30	40	20	1.4	3.68	10 / 30 / 60
Rockingham County Public Schools - All Responses	1,436	198	1	6	31	43	19	0.9	3.71	7 / 31 / 62
District Offiice	214	46	2	8	38	43	9	0.8	3.45	10 / 38 / 52
School Campus	1,222	152	1	6	30	42	21	0.9	3.75	7 / 30 / 63

53. My school / district is actively engaged in improving instructional practices in a meaningful way.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	39,527	4,605	1	5	22	48	24	1.4	3.89	6 / 22 / 72
Rockingham County Public Schools - All Responses	1,436	198	1	4	26	47	22	0.8	3.84	5 / 26 / 69

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53. My school / district is actively engaged in improving instructional practices in a meaningful way.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
District Offiice	215	45	1	3	40	47	9	0.7	3.59	4 / 40 / 56
School Campus	1,221	153	1	4	24	47	24	0.9	3.89	5 / 24 / 71

54. My school / district uses student achievement data to drive instruction in the classroom.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	39,517	4,615	1	3	28	44	24	1.4	3.87	4 / 28 / 68
Rockingham County Public Schools - All Responses	1,435	199	--	2	34	43	21	0.8	3.81	2 / 34 / 64
District Offiice	214	46	1	2	57	35	5	0.7	3.41	3 / 57 / 40
School Campus	1,221	153	--	2	30	44	24	0.8	3.88	2 / 30 / 68

55. Our school / district improvement planning process is inclusive and considers feedback from a wide group of teachers/ employees within our school / district.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	39,532	4,600	3	10	31	38	18	1.4	3.58	13 / 31 / 56
Rockingham County Public Schools - All Responses	1,435	199	3	8	34	37	18	1.0	3.60	11 / 34 / 55
District Offiice	214	46	5	13	41	34	7	0.9	3.28	18 / 41 / 41
School Campus	1,221	153	2	7	33	38	20	0.9	3.65	9 / 33 / 58

56. Staff development opportunities at my school / district are very relevant to my work

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	39,524	4,608	6	14	29	36	16	1.5	3.42	20 / 29 / 51
Rockingham County Public Schools - All Responses	1,435	199	4	14	35	36	11	1.0	3.36	18 / 35 / 47
District Offiice	214	46	3	9	42	38	8	0.9	3.40	12 / 42 / 46
School Campus	1,221	153	4	15	33	35	13	1.0	3.36	19 / 33 / 48

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I. DIRECTION OF THE ORGANIZATION

Overall Dimension - DIRECTION OF THE ORGANIZATION

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	39,034	4,880	2	6	26	41	25	0.9	3.82	8 / 26 / 66
Rockingham County Public Schools - All Responses	1,429	1,438	1	5	28	41	25	0.9	3.84	6 / 28 / 66
District Offiice	213	329	1	6	42	39	12	0.8	3.55	7 / 42 / 51
School Campus	1,216	1,109	1	5	26	42	26	0.9	3.89	6 / 26 / 68

57. I am confident my school / district will deal successfully with future educational challenges.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	39,223	4,909	1	4	20	47	28	1.5	3.95	6 / 20 / 75
Rockingham County Public Schools - All Responses	1,428	206	1	4	20	49	26	0.8	3.96	5 / 20 / 75
District Offiice	213	47	1	5	31	50	13	0.8	3.70	6 / 31 / 63
School Campus	1,215	159	1	4	18	48	29	0.8	4.01	5 / 18 / 77

58. I believe student achievement in my school / district will improve significantly over the next 3 years.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	37,795	4,819	2	7	32	39	20	1.5	3.68	9 / 32 / 59
Rockingham County Public Schools - All Responses	1,429	205	1	7	40	37	15	0.9	3.57	8 / 40 / 52
District Offiice	213	47	1	8	51	33	7	0.8	3.38	9 / 51 / 40
School Campus	1,216	158	1	7	38	38	16	0.9	3.60	8 / 38 / 54

59. I consider my school / district to be an excellent school / district.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	39,260	4,872	1	6	14	39	40	1.6	4.10	7 / 14 / 79
Rockingham County Public Schools - All Responses	1,429	205	1	2	11	40	46	0.8	4.29	3 / 11 / 86
District Offiice	213	47	--	4	17	49	30	0.8	4.04	4 / 17 / 79
School Campus	1,216	158	1	2	10	38	49	0.8	4.34	3 / 10 / 87

60. I know the specifics of how my school / district intends to improve student achievement in the coming year.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	39,245	4,887	2	13	31	37	17	1.5	3.53	15 / 31 / 54
Rockingham County Public Schools - All Responses	1,429	205	1	10	35	36	18	0.9	3.60	11 / 35 / 54

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60. I know the specifics of how my school / district intends to improve student achievement in the coming year.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
District Offiice	213	47	2	16	51	24	7	0.8	3.17	18 / 51 / 31
School Campus	1,216	158	1	9	32	38	20	0.9	3.68	10 / 32 / 58

61. My school / district has a high-quality plan for improving student achievement over the next 3 years.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	39,229	4,903	2	6	40	36	17	1.4	3.61	7 / 40 / 53
Rockingham County Public Schools - All Responses	1,428	206	1	5	45	35	14	0.8	3.57	6 / 45 / 49
District Offiice	213	47	1	5	62	25	7	0.7	3.32	6 / 62 / 32
School Campus	1,215	159	1	5	41	36	17	0.8	3.61	6 / 41 / 53

62. My school / district is headed in the right direction in terms of improving student achievement.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	39,235	4,897	2	5	24	44	25	1.5	3.85	7 / 24 / 69
Rockingham County Public Schools - All Responses	1,429	205	1	4	27	44	24	0.9	3.86	5 / 27 / 68
District Offiice	213	47	1	4	45	41	9	0.8	3.52	5 / 45 / 50
School Campus	1,216	158	1	4	24	44	27	0.9	3.92	5 / 24 / 71

63. My school / district readily addresses academic challenges in order to constantly improve.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	39,253	4,879	1	4	19	48	28	1.5	3.98	5 / 19 / 76
Rockingham County Public Schools - All Responses	1,428	206	1	3	21	48	27	0.8	4.00	4 / 21 / 75
District Offiice	213	47	--	3	35	49	13	0.7	3.70	3 / 35 / 62
School Campus	1,215	159	1	3	19	48	29	0.8	4.05	4 / 19 / 77

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J. LEADERSHIP DYNAMICS

Overall Dimension - LEADERSHIP DYNAMICS

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	19,280	2,568	5	9	17	40	29	1.1	3.82	14 / 17 / 69
Rockingham County Public Schools - All Responses	709	1,516	4	8	17	41	30	1.1	3.88	12 / 17 / 71
District Offiice	106	336	4	8	21	43	24	1.0	3.77	12 / 21 / 67
School Campus	603	1,180	4	8	16	41	31	1.1	3.90	12 / 16 / 72

64. I have trust and confidence in our school / department leadership.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	37,545	5,069	5	9	16	39	32	1.6	3.84	14 / 16 / 71
Rockingham County Public Schools - All Responses	1,418	216	4	8	14	40	34	1.1	3.92	12 / 14 / 74
District Offiice	212	48	3	8	17	45	27	1.0	3.83	11 / 17 / 72
School Campus	1,206	168	4	8	13	40	35	1.1	3.94	12 / 13 / 75

65. School / department leadership acts consistently; they do as they say.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	38,960	5,172	6	11	20	37	25	1.6	3.63	18 / 20 / 62
Rockingham County Public Schools - All Responses	1,417	217	5	9	20	40	26	1.1	3.73	14 / 20 / 66
District Offiice	212	48	5	8	27	38	22	1.1	3.64	13 / 27 / 60
School Campus	1,205	169	5	9	18	40	28	1.1	3.75	14 / 18 / 68

66. School / department leadership encourages us to share ideas and opinions.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	38,977	5,155	4	8	16	41	31	1.6	3.86	12 / 16 / 72
Rockingham County Public Schools - All Responses	1,417	217	4	8	16	40	32	1.1	3.91	12 / 16 / 72
District Offiice	212	48	3	8	24	39	26	1.0	3.75	11 / 24 / 65
School Campus	1,205	169	4	8	15	40	33	1.1	3.93	12 / 15 / 73

67. School / department leadership is accessible.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	38,959	5,173	3	6	15	42	34	1.6	3.97	9 / 15 / 76
Rockingham County Public Schools - All Responses	1,417	217	3	5	15	43	34	1.0	4.00	8 / 15 / 77

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67. School / department leadership is accessible.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
District Offiice	212	48	3	4	17	49	27	0.9	3.94	7 / 17 / 76
School Campus	1,205	169	3	6	15	42	34	1.0	4.01	9 / 15 / 76

68. School / department leadership is effective.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	38,985	5,147	5	9	16	41	30	1.6	3.82	14 / 16 / 71
Rockingham County Public Schools - All Responses	1,419	215	4	8	15	43	30	1.0	3.90	12 / 15 / 73
District Offiice	212	48	3	8	18	50	21	1.0	3.81	11 / 18 / 71
School Campus	1,207	167	4	8	14	42	32	1.0	3.92	12 / 14 / 74

69. School / department leadership keeps me well informed about what is going on.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	37,524	5,090	4	10	19	41	25	1.6	3.73	14 / 19 / 66
Rockingham County Public Schools - All Responses	1,417	217	4	9	21	40	26	1.1	3.73	13 / 21 / 66
District Offiice	212	48	6	12	24	38	20	1.1	3.52	18 / 24 / 58
School Campus	1,205	169	4	9	20	41	26	1.1	3.76	13 / 20 / 67

70. School / department leadership listens to my concerns.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	38,976	5,156	5	8	17	39	32	1.6	3.86	12 / 17 / 71
Rockingham County Public Schools - All Responses	1,417	217	3	7	16	39	35	1.0	3.95	10 / 16 / 74
District Offiice	212	48	2	8	19	42	29	1.0	3.88	10 / 19 / 71
School Campus	1,205	169	3	7	15	39	36	1.0	3.96	10 / 15 / 75

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K. CUSTOM QUESTIONS

Overall Dimension - CUSTOM QUESTIONS

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
Rockingham County Public Schools - All Responses	100	1,744	5	13	25	42	15	1.1	3.47	18 / 25 / 57
District Offiice	15	392	4	9	31	44	12	1.0	3.52	13 / 31 / 56
School Campus	85	1,352	6	14	24	42	14	1.1	3.47	20 / 24 / 56

71. I have a clear understanding of the school division`s mission and purpose.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	1,416	273	2	7	23	51	17	1.6	3.73	9 / 23 / 68
Rockingham County Public Schools - All Responses	1,416	218	2	7	23	51	17	0.9	3.73	9 / 23 / 68
District Offiice	211	49	3	5	33	48	11	0.9	3.59	8 / 33 / 59
School Campus	1,205	169	2	7	21	52	18	0.9	3.76	9 / 21 / 70

72. I feel central office leaders/departments provide support to employees.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	1,416	273	6	13	28	41	12	1.6	3.39	20 / 28 / 53
Rockingham County Public Schools - All Responses	1,416	218	6	13	28	41	12	1.1	3.39	19 / 28 / 53
District Offiice	211	49	7	12	22	44	15	1.1	3.47	19 / 22 / 59
School Campus	1,205	169	6	13	29	40	12	1.1	3.37	19 / 29 / 52

73. I feel central office leaders/departments are knowledgeable and work for best school practices.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	1,416	273	5	11	30	41	12	1.6	3.45	16 / 30 / 53
Rockingham County Public Schools - All Responses	1,416	218	5	11	30	41	13	1.0	3.45	16 / 30 / 54
District Offiice	211	49	4	8	29	45	14	1.0	3.59	12 / 29 / 59
School Campus	1,205	169	5	12	31	40	12	1.0	3.42	17 / 31 / 52

74. I feel well supported by the administrator(s) at my school with respect to student discipline issues.

Perspective	Actual	NR	% of Responses 1	2	3	4	5	S.D	Avg.	Unfavorable -- Favorable
National Results - All Responses	1,416	273	2	5	20	42	31	1.7	3.93	8 / 20 / 73
Rockingham County Public Schools - All Responses	1,416	218	2	5	20	42	31	1.0	3.93	7 / 20 / 73
District Offiice	211	49	3	4	38	42	13	0.9	3.60	7 / 38 / 55

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74. I feel well supported by the administrator(s) at my school with respect to student discipline issues.

Perspective	Actual	NR	1	2	3	4	5	S.D	Avg.	Unfavorable	--	Favorable
			% of Responses									
School Campus	1,205	169	2	6	16	42	34	1.0	3.99	8	16	76

75. The division provides a sufficient number of extra-curricular activities to students.

Perspective	Actual	NR	1	2	3	4	5	S.D	Avg.	Unfavorable	--	Favorable
			% of Responses									
National Results - All Responses	1,416	273	1	3	20	53	23	1.6	3.94	4	20	76
Rockingham County Public Schools - All Responses	1,416	218	1	3	20	53	23	0.8	3.94	4	20	76
District Offiice	211	49	1	2	30	51	16	0.8	3.79	3	30	67
School Campus	1,205	169	1	4	19	54	22	0.8	3.96	5	19	76

76. The student-teacher ratios in our schools are acceptable.

Perspective	Actual	NR	1	2	3	4	5	S.D	Avg.	Unfavorable	--	Favorable
			% of Responses									
National Results - All Responses	1,416	273	8	21	27	37	7	1.5	3.15	29	27	45
Rockingham County Public Schools - All Responses	1,416	218	8	21	27	37	7	1.1	3.15	29	27	44
District Offiice	211	49	3	9	46	36	6	0.8	3.32	12	46	42
School Campus	1,205	169	9	23	23	38	7	1.1	3.13	32	23	45

77. I am satisfied with the benefits package provided by the school division.

Perspective	Actual	NR	1	2	3	4	5	S.D	Avg.	Unfavorable	--	Favorable
			% of Responses									
National Results - All Responses	1,416	273	4	13	29	45	9	1.5	3.42	17	29	54
Rockingham County Public Schools - All Responses	1,416	218	4	13	29	45	9	1.0	3.42	17	29	54
District Offiice	211	49	3	9	25	53	10	0.9	3.58	12	25	63
School Campus	1,205	169	4	14	30	44	8	1.0	3.40	18	30	52

78. I am fairly compensated for my work.

Perspective	Actual	NR	1	2	3	4	5	S.D	Avg.	Unfavorable	--	Favorable
			% of Responses									
National Results - All Responses	1,416	273	15	32	21	26	7	1.5	2.78	46	21	32
Rockingham County Public Schools - All Responses	1,416	218	15	32	21	26	6	1.2	2.78	47	21	32
District Offiice	211	49	9	22	25	32	12	1.2	3.18	31	25	44
School Campus	1,205	169	16	34	20	25	5	1.2	2.71	50	20	30

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Non-standard Questions

L. DEMOGRAPHIC QUESTIONS

79. What is your ethnic background? [optional]

1. **African-American**
2. **Asian**
3. **Caucasian**
4. **Hispanic**
5. **Native American**
6. **Multi-Racial or Other**
7. **No Response**

Perspective	Actual	NR	1	2	3	4	5	6	7
			% of Responses						
National Results - All Responses	38,544	3,610	5	1	63	5	1	1	25
Rockingham County Public Schools - All Responses	1,371	263	1	--	83	--	1	--	15
District Offiice	201	59	2	--	80	--	4	--	13
School Campus	1,170	204	--	--	83	--	1	--	15

80. What is your gender? [optional]

1. **Male**
2. **Female**
3. **No Response**

Perspective	Actual	NR	1	2	3
			% of Responses		
National Results - All Responses	38,872	3,742	15	61	24
Rockingham County Public Schools - All Responses	1,371	263	18	64	18
District Offiice	201	59	33	50	16
School Campus	1,170	204	15	66	19

81. How long have you been with this school district?

1. **1 Year or Less**
2. **2 - 3 Years**
3. **4 - 5 Years**
4. **6 - 10 Years**
5. **11 - 15 Years**
6. **>15 Years**
7. **No Response**

Perspective	Actual	NR	1	2	3	4	5	6	7
			% of Responses						
National Results - All Responses	40,306	3,826	6	13	13	22	14	20	10
Rockingham County Public Schools - All Responses	1,371	263	6	9	11	21	16	28	9
District Offiice	201	59	6	11	9	17	16	30	11
School Campus	1,170	204	6	9	12	21	16	28	8

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82. What is your position?

1. **Certified Employee**
2. **Classified Employee**
3. **Professional Non-Certified**
4. **Administrator**
5. **No Response**

Perspective	Actual	NR	1	2	3	4	5	% of Responses
National Results - All Responses	38,866	3,748	66	14	9	4	7	
Rockingham County Public Schools - All Responses	1,369	265	59	33	3	5	--	
District Offiice	200	60	18	67	5	11	--	
School Campus	1,169	205	66	27	3	4	--	

83. Do you live within the school district boundaries?

1. **Yes**
2. **No**

Perspective	Actual	NR	1	2	% of Responses
National Results - All Responses	36,255	6,359	52	48	
Rockingham County Public Schools - All Responses	1,371	263	74	26	
District Offiice	201	59	79	21	
School Campus	1,170	204	73	27	

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Highest Rated Questions - National Results - All Responses

Dimension		Question	Favorable Percent
School Pride	2	I am committed to seeing my school / school district succeed.	97%
Accountability	40	I know what is expected of me at work.	92%
Work Environment	22	I feel safe at work.	89%
Organization Dynamics	35	The people I work with care a great deal about the quality of their work.	86%
Work Environment	26	The people that I work with cooperate to get the job done.	85%
School Pride	1	Considering everything, I am satisfied working at my school / department.	83%
Accountability	38	I am satisfied with the level of supervision I receive.	82%
Work Environment	25	The people that I work with care about each other on a personal level.	81%
Organization Dynamics	30	I am given a fair opportunity to succeed in my school / department.	81%
School Pride	4	I would recommend my school / department to a friend seeking employment.	80%

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Rockingham County Public Schools - by Location

Highest Rated Questions - Rockingham County Public Schools - All Responses

Dimension		Question	Favorable Percent
School Pride	2	I am committed to seeing my school / school district succeed.	98%
Work Environment	22	I feel safe at work.	93%
Accountability	40	I know what is expected of me at work.	92%
Organization Dynamics	35	The people I work with care a great deal about the quality of their work.	90%
School Pride	5	I would recommend my school / school district to a family member seeking a school for their children.	89%
Work Environment	26	The people that I work with cooperate to get the job done.	88%
School Pride	1	Considering everything, I am satisfied working at my school / department.	86%
Work Environment	25	The people that I work with care about each other on a personal level.	86%
Direction of the Organization	59	I consider my school / district to be an excellent school / district.	86%
Parent Connections	20	Teachers at my school have positive relationships with most parents.	85%

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Rockingham - School Climate and Culture Survey

Rockingham County Public Schools - by Location

Highest Rated Questions - District Offiice

Dimension		Question	Favorable Percent
School Pride	2	I am committed to seeing my school / school district succeed.	96%
Accountability	40	I know what is expected of me at work.	92%
Work Environment	22	I feel safe at work.	90%
School Pride	5	I would recommend my school / school district to a family member seeking a school for their children.	89%
School Pride	3	I plan to be with my school / department two years from now.	87%
Work Environment	26	The people that I work with cooperate to get the job done.	85%
School Pride	1	Considering everything, I am satisfied working at my school / department.	84%
Accountability	38	I am satisfied with the level of supervision I receive.	83%
School Pride	4	I would recommend my school / department to a friend seeking employment.	82%
Accountability	36	I am clear about how my performance will be evaluated.	80%

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Rockingham - School Climate and Culture Survey

Rockingham County Public Schools - by Location

Highest Rated Questions - School Campus

Dimension		Question	Favorable Percent
School Pride	2	I am committed to seeing my school / school district succeed.	98%
Work Environment	22	I feel safe at work.	93%
Organization Dynamics	35	The people I work with care a great deal about the quality of their work.	92%
Accountability	40	I know what is expected of me at work.	92%
School Pride	5	I would recommend my school / school district to a family member seeking a school for their children.	89%
Work Environment	26	The people that I work with cooperate to get the job done.	89%
Work Environment	25	The people that I work with care about each other on a personal level.	87%
Direction of the Organization	59	I consider my school / district to be an excellent school / district.	87%
School Pride	1	Considering everything, I am satisfied working at my school / department.	86%
School Pride	6	My school / school district is well regarded in the community.	86%

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Rockingham County Public Schools - by Location

Lowest Rated Questions - National Results - All Responses

Dimension		Question	Unfavorable Percent
Parent Connections	16	Many parents volunteer time to assist in my school.	37%
Internal Communication	11	I have time available during the school / work day to collaborate with my peers regarding curriculum and instruction / best practice.	29%
Parent Connections	21	The parents at my school are very involved in their child's school life.	27%
Parent Connections	18	Parents at my school are very engaged in the learning of their child.	24%
Internal Communication	14	School-wide / department meetings are a good use of my time.	23%
Organization Dynamics	33	I feel the amount of work required of me is reasonable.	23%
Readiness for Change	50	I am satisfied with the professional development opportunities that are available to me.	20%
Readiness for Change	56	Staff development opportunities at my school / district are very relevant to my work	20%
Parent Connections	19	Teachers at my school are well-supported by the parents with respect to discipline issues.	19%
Organization Dynamics	31	I am involved in the decisions that affect my work.	19%

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Rockingham County Public Schools - by Location

Lowest Rated Questions - Rockingham County Public Schools - All Responses

Dimension		Question	Unfavorable Percent
Parent Connections	16	Many parents volunteer time to assist in my school.	27%
Internal Communication	11	I have time available during the school / work day to collaborate with my peers regarding curriculum and instruction / best practice.	23%
Internal Communication	14	School-wide / department meetings are a good use of my time.	21%
Readiness for Change	50	I am satisfied with the professional development opportunities that are available to me.	19%
Organization Dynamics	33	I feel the amount of work required of me is reasonable.	18%
Readiness for Change	56	Staff development opportunities at my school / district are very relevant to my work	18%
Internal Communication	12	Information is shared openly throughout my school/department.	17%
Organization Dynamics	31	I am involved in the decisions that affect my work.	17%
Parent Connections	21	The parents at my school are very involved in their child's school life.	15%
Organization Dynamics	32	I feel comfortable sharing my ideas and opinions.	15%

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Rockingham County Public Schools - by Location

Lowest Rated Questions - District Offiice

Dimension		Question	Unfavorable Percent
Internal Communication	12	Information is shared openly throughout my school/department.	18%
Readiness for Change	50	I am satisfied with the professional development opportunities that are available to me.	18%
Readiness for Change	55	Our school / district improvement planning process is inclusive and considers feedback from a wide group of teachers/ employees within our school / district.	18%
Direction of the Organization	60	I know the specifics of how my school / district intends to improve student achievement in the coming year.	18%
Leadership Dynamics	69	School / department leadership keeps me well informed about what is going on.	18%
Internal Communication	9	I am kept up-to-date on school/department level changes in procedure or practice.	17%
Accountability	39	I know precisely how my / our students performed last year on standardized tests compared to other students in the school, district and state.	17%
Internal Communication	13	Overall, school/department information is communicated effectively to me.	16%
Work Environment	27	The people that I work with trust and respect each other.	16%
Organization Dynamics	32	I feel comfortable sharing my ideas and opinions.	16%

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Rockingham - School Climate and Culture Survey

Rockingham County Public Schools - by Location

Lowest Rated Questions - School Campus

Dimension		Question	Unfavorable Percent
Parent Connections	16	Many parents volunteer time to assist in my school.	27%
Internal Communication	11	I have time available during the school / work day to collaborate with my peers regarding curriculum and instruction / best practice.	24%
Internal Communication	14	School-wide / department meetings are a good use of my time.	22%
Readiness for Change	50	I am satisfied with the professional development opportunities that are available to me.	20%
Organization Dynamics	33	I feel the amount of work required of me is reasonable.	19%
Readiness for Change	56	Staff development opportunities at my school / district are very relevant to my work	19%
Internal Communication	12	Information is shared openly throughout my school/department.	17%
Organization Dynamics	31	I am involved in the decisions that affect my work.	17%
Parent Connections	21	The parents at my school are very involved in their child's school life.	15%
Organization Dynamics	32	I feel comfortable sharing my ideas and opinions.	15%

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