



**NationalCenter**  
**f o r S c h o o l L e a d e r s h i p**

**School Climate and Culture Survey**

***Rockingham County Public Schools - by Position Type***

**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:

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5			Unfavorable	Neutral	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%.

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

Selection Criteria: What is your position?

### Standard Questions

#### A. SCHOOL PRIDE

##### Overall Dimension - SCHOOL PRIDE

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	629	--	2	3	9	32	54	0.9	4.34	5	9	86
Classified Employee	350	--	1	2	8	36	53	0.8	4.40	3	8	89
Professional Non-Certified	33	--	1	6	9	48	36	0.9	4.11	7	9	84
Administrator	52	--	1	1	4	23	71	0.7	4.61	2	4	94

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	2	4	9	40	45	0.9	4.22	6	9	85
Classified Employee	450	--	--	2	8	41	49	0.7	4.35	2	8	90
Professional Non-Certified	43	--	--	12	7	53	28	0.9	3.98	12	7	81
Administrator	67	--	--	1	1	31	67	0.6	4.61	1	1	98

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	1	--	1	15	83	0.5	4.80	1	1	98
Classified Employee	450	--	--	--	1	26	73	0.5	4.69	0	1	99
Professional Non-Certified	43	--	--	--	--	37	63	0.5	4.63	0	1	100
Administrator	67	--	3	--	--	3	94	0.7	4.85	3	0	97

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
National Results - All Responses	42,871	1,262	4	5	14	28	50	1.3	4.16	8	14	78

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
Rockingham County Public Schools - All Responses	1,541	93	2	3	14	28	53	1.0	4.27	5	14	81
Certified Employee	809	--	2	3	15	25	55	1.0	4.27	5	15	80
Classified Employee	450	--	1	2	11	33	53	0.8	4.38	3	11	86
Professional Non-Certified	43	--	--	2	14	51	33	0.7	4.14	2	14	84
Administrator	67	--	3	3	12	24	58	1.0	4.31	6	12	82

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
National Results - All Responses	42,878	1,255	3	6	12	34	46	1.2	4.13	9	12	80
Rockingham County Public Schools - All Responses	1,541	93	2	4	10	33	51	0.9	4.28	6	10	84
Certified Employee	809	--	2	5	9	31	53	0.9	4.29	7	9	84
Classified Employee	450	--	--	3	9	35	53	0.8	4.36	3	9	88
Professional Non-Certified	43	--	--	7	16	47	30	0.9	4.00	7	16	77
Administrator	67	--	--	--	3	30	67	0.5	4.64	0	3	97

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	1	2	8	31	58	0.8	4.42	3	8	89
Classified Employee	450	--	1	1	7	34	57	0.8	4.45	2	7	91
Professional Non-Certified	43	--	2	9	12	35	42	1.1	4.05	11	12	77
Administrator	67	--	--	--	3	16	81	0.5	4.78	0	3	97

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	2	4	8	40	46	0.9	4.24	6	8	86
Classified Employee	450	--	1	2	12	36	49	0.8	4.30	3	12	85

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
Professional Non-Certified	43	--	2	7	9	47	35	1.0	4.05	9	9	82
Administrator	67	--	--	1	6	27	66	0.7	4.57	6		93

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	2	5	12	44	37	0.9	4.12	7	12	81
Classified Employee	450	--	--	3	11	45	41	0.8	4.24	3	11	86
Professional Non-Certified	43	--	2	7	7	63	21	0.9	3.93	9	7	84
Administrator	67	--	--	4	4	28	64	0.8	4.49	4	4	92

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

#### **B. INTERNAL COMMUNICATION**

##### Overall Dimension - INTERNAL COMMUNICATION

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	515	--	4	12	16	44	24	1.1	3.70	16	16	68
Classified Employee	286	--	2	9	25	45	19	1.0	3.70	11	25	64
Professional Non-Certified	27	--	4	10	18	51	17	1.0	3.65	14	18	68
Administrator	43	--	2	6	9	34	49	0.9	4.25	8	9	83

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	5	8	14	43	30	1.1	3.88	13	14	73
Classified Employee	450	--	1	5	20	47	27	0.9	3.92	6	20	74
Professional Non-Certified	43	--	7	--	16	53	24	1.0	3.86	7	16	77
Administrator	67	--	--	4	3	30	63	0.8	4.51	4	3	93

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	2	9	12	46	31	1.0	3.92	11	12	77
Classified Employee	450	--	2	8	19	50	21	0.9	3.80	10	19	71
Professional Non-Certified	43	--	5	7	21	49	18	1.0	3.70	12	21	67
Administrator	67	--	--	4	9	33	54	0.8	4.36	4	9	87

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
Certified Employee	809	--	1	6	11	53	29	0.9	4.02	7	11	82
Classified Employee	450	--	1	7	12	51	29	0.9	4.00	8	12	80
Professional Non-Certified	43	--	--	14	9	53	24	0.9	3.86	14	9	77
Administrator	67	--	--	4	6	36	54	0.8	4.39	4	6	90

#### 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					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
National Results - All Responses	42,132	2,000	10	19	21	35	16	1.4	3.28	28	21	51
Rockingham County Public Schools - All Responses	1,522	112	6	17	25	37	15	1.1	3.38	23	25	52
Certified Employee	809	--	8	21	19	36	16	1.2	3.31	29	19	52
Classified Employee	450	--	4	11	38	36	11	0.9	3.40	15	38	47
Professional Non-Certified	43	--	5	12	19	51	13	1.0	3.58	17	19	64
Administrator	67	--	4	7	9	40	40	1.1	4.01	11	9	80

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	5	13	18	42	22	1.1	3.64	18	18	64
Classified Employee	450	--	3	11	22	48	16	1.0	3.64	14	22	64
Professional Non-Certified	43	--	2	16	14	53	15	1.0	3.60	18	14	68
Administrator	67	--	1	7	10	24	58	1.0	4.27	8	10	82

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	2	11	14	47	26	1.0	3.82	13	14	73
Classified Employee	450	--	2	8	18	51	21	0.9	3.80	10	18	72
Professional Non-Certified	43	--	2	9	14	63	12	0.9	3.72	11	14	75

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
Administrator	67	--	--	3	12	33	52	0.8	4.34	3	12	85

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	8	16	26	38	12	1.1	3.27	24	26	50
Classified Employee	450	--	4	9	45	30	12	0.9	3.35	13	45	42
Professional Non-Certified	43	--	7	14	35	35	9	1.0	3.26	21	35	44
Administrator	67	--	6	7	10	45	32	1.1	3.88	13	10	77

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

### C. PARENT CONNECTIONS

#### Overall Dimension - PARENT CONNECTIONS

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	773	252	2	12	26	47	13	0.9	3.58	14	26	60
Classified Employee	317	931	1	6	39	42	12	0.8	3.57	7	39	54
Professional Non-Certified	33	70	2	10	35	39	14	0.9	3.55	12	35	53
Administrator	46	147	1	4	16	50	29	0.8	4.04	5	16	79

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	773	36	1	11	24	41	23	1.0	3.77	12	24	64
Classified Employee	317	133	1	4	61	23	11	0.8	3.37	5	61	34
Professional Non-Certified	33	10	6	6	39	36	13	1.0	3.42	12	39	49
Administrator	46	21	--	--	11	39	50	0.7	4.39	0	11	89

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	773	36	7	25	24	35	9	1.1	3.16	32	24	44
Classified Employee	317	133	3	13	30	42	12	1.0	3.48	16	30	54
Professional Non-Certified	33	10	--	27	27	30	16	1.1	3.33	27	27	46
Administrator	46	21	4	17	17	37	25	1.2	3.59	21	17	62

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
Certified Employee	773	36	--	8	26	51	15	0.8	3.71	8	26	66
Classified Employee	317	133	--	3	35	48	14	0.7	3.69	3	35	62
Professional Non-Certified	33	10	--	--	39	42	19	0.7	3.79	0	39	61
Administrator	46	21	--	--	7	65	28	0.6	4.22	0	7	93

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	773	36	2	15	36	41	6	0.9	3.36	17	36	47
Classified Employee	317	133	1	6	39	42	12	0.8	3.57	7	39	54
Professional Non-Certified	33	10	--	15	42	27	16	0.9	3.42	15	42	43
Administrator	46	21	--	2	24	59	15	0.7	3.87	2	24	74

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	773	36	1	8	28	53	10	0.8	3.63	9	28	63
Classified Employee	317	133	--	8	41	41	10	0.8	3.52	8	41	51
Professional Non-Certified	33	10	3	9	27	48	13	0.9	3.58	12	27	61
Administrator	46	21	--	4	13	52	31	0.8	4.09	4	13	83

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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	14		85
Certified Employee	773	36	--	1	8	70	21	0.6	4.13	8		91
Classified Employee	317	133	--	--	27	52	21	0.7	3.92	0	27	73
Professional Non-Certified	33	10	--	--	18	61	21	0.6	4.03	0	18	82

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable
			1	2	3	4	5			
Administrator	46	21	--	--	4	50	46	0.6	4.41	0.4 96

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable
			1	2	3	4	5			
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
Certified Employee	773	36	3	16	40	35	6	0.9	3.27	19 40 41
Classified Employee	317	133	1	8	42	42	7	0.8	3.46	9 42 49
Professional Non-Certified	33	10	3	9	55	24	9	0.9	3.27	12 55 33
Administrator	46	21	--	4	33	50	13	0.8	3.72	4 33 63

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

#### **D. WORK ENVIRONMENT**

##### Overall Dimension - WORK ENVIRONMENT

Perspective	Actual	NR	% of Responses							S.D	Avg.	Unfavorable -- Favorable	
			1	2	3	4	5	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	
Certified Employee	809	--	1	5	10	48	36	0.9	4.13	6	10	84	
Classified Employee	450	--	1	4	14	50	31	0.8	4.05	5	14	81	
Professional Non-Certified	43	--	2	5	16	48	29	0.9	3.96	7	16	77	
Administrator	67	--	--	2	5	38	55	0.7	4.45	2	5	93	

#### 22. I feel safe at work.

Perspective	Actual	NR	% of Responses							S.D	Avg.	Unfavorable -- Favorable	
			1	2	3	4	5	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	
Certified Employee	809	--	1	3	5	36	55	0.8	4.42	4	5	91	
Classified Employee	450	--	1	2	4	43	50	0.8	4.37	3	4	93	
Professional Non-Certified	43	--	2	--	5	49	44	0.8	4.33	2	5	93	
Administrator	67	--	--	--	1	16	83	0.4	4.81	0	1	99	

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

Perspective	Actual	NR	% of Responses							S.D	Avg.	Unfavorable -- Favorable	
			1	2	3	4	5	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	
Certified Employee	809	--	3	7	13	45	32	1.0	3.95	10	13	77	
Classified Employee	450	--	1	6	11	50	32	0.8	4.08	7	11	82	
Professional Non-Certified	43	--	5	7	14	42	32	1.1	3.91	12	14	74	
Administrator	67	--	--	1	4	34	61	0.7	4.52	4	4	95	

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

Perspective	Actual	NR	% of Responses							S.D	Avg.	Unfavorable -- Favorable	
			1	2	3	4	5	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	

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
Certified Employee	809	--	--	3	11	55	31	0.8	4.10	3	11	86
Classified Employee	450	--	--	2	18	53	27	0.8	4.02	2	18	80
Professional Non-Certified	43	--	--	5	23	47	25	0.8	3.93	5	23	72
Administrator	67	--	--	--	4	48	48	0.6	4.43	0	4	96

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	1	3	9	42	45	0.8	4.27	4	9	87
Classified Employee	450	--	--	4	14	49	33	0.8	4.10	4	14	82
Professional Non-Certified	43	--	--	2	16	51	31	0.8	4.09	2	16	82
Administrator	67	--	--	1	7	39	53	0.7	4.42	1	7	92

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	1	3	8	49	39	0.8	4.24	4	8	88
Classified Employee	450	--	1	3	8	51	37	0.8	4.22	4	8	88
Professional Non-Certified	43	--	--	5	12	47	36	0.8	4.16	5	12	83
Administrator	67	--	--	3	4	40	53	0.7	4.42	3	4	93

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	1	6	11	47	35	0.9	4.08	7	11	82
Classified Employee	450	--	2	6	15	49	28	0.9	3.97	8	15	77
Professional Non-Certified	43	--	5	7	16	49	23	1.0	3.79	12	16	72

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
Administrator	67	--	--	7	9	34	50	0.9	4.25	7	9	84

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	1	6	16	62	15	0.8	3.84	7	16	77
Classified Employee	450	--	2	8	26	53	11	0.9	3.63	10	26	64
Professional Non-Certified	43	--	5	9	28	49	9	1.0	3.49	14	28	58
Administrator	67	--	--	1	6	57	36	0.6	4.27	6		93

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

#### E. ORGANIZATION DYNAMICS

##### Overall Dimension - ORGANIZATION DYNAMICS

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	3	8	15	47	27	1.0	3.87	11	15	74
Classified Employee	450	--	2	6	17	50	25	0.9	3.91	8	17	75
Professional Non-Certified	43	--	1	9	18	51	21	0.9	3.79	10	18	72
Administrator	67	--	1	4	7	38	50	0.9	4.32	5	7	88

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	1	4	15	54	26	0.8	3.98	5	15	80
Classified Employee	450	--	1	8	23	49	19	0.9	3.77	9	23	68
Professional Non-Certified	43	--	2	14	19	49	16	1.0	3.63	16	19	65
Administrator	67	--	--	3	4	40	53	0.7	4.42	3	4	93

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	2	2	12	50	34	0.8	4.13	4	12	84
Classified Employee	450	--	1	4	20	50	25	0.8	3.95	5	20	75
Professional Non-Certified	43	--	--	9	19	53	19	0.9	3.81	9	19	72
Administrator	67	--	--	3	4	39	54	0.7	4.43	3	4	93

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





Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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

# Rockingham - School Climate and Culture Survey







## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?







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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable
			1	2	3	4	5			
Certified Employee	809	--	5	15	23	43	14	1.1	3.50	
Classified Employee	450	--	2	11	24	47	16	0.9	3.61	
Professional Non-Certified	43	--	2	12	21	51	14	1.0	3.63	
Administrator	67	--	--	3	9	37	51	0.8	4.36	






#### 32. I feel comfortable sharing my ideas and opinions.

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable
			1	2	3	4	5			
National Results - All Responses	40,843	3,289	3	9	15	47	26	1.4	3.84	
Rockingham County Public Schools - All Responses	1,479	155	4	11	15	46	24	1.1	3.75	
Certified Employee	809	--	5	12	14	46	23	1.1	3.71	
Classified Employee	450	--	2	9	16	50	23	1.0	3.82	
Professional Non-Certified	43	--	2	9	28	42	19	1.0	3.65	
Administrator	67	--	1	4	10	31	54	0.9	4.28	

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable
			1	2	3	4	5			
National Results - All Responses	40,821	3,311	7	16	16	44	17	1.4	3.50	
Rockingham County Public Schools - All Responses	1,478	156	5	13	16	47	19	1.1	3.65	
Certified Employee	809	--	6	16	18	44	16	1.1	3.49	
Classified Employee	450	--	2	7	12	52	27	0.9	3.94	
Professional Non-Certified	43	--	2	14	9	53	22	1.0	3.77	
Administrator	67	--	7	10	12	42	29	1.2	3.73	

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable
			1	2	3	4	5			
National Results - All Responses	40,826	3,306	3	7	12	45	33	1.4	3.98	
Rockingham County Public Schools - All Responses	1,478	156	2	5	13	46	34	0.9	4.04	
Certified Employee	809	--	2	6	14	43	35	1.0	4.03	
Classified Employee	450	--	2	3	12	51	32	0.8	4.09	
Professional Non-Certified	43	--	--	7	16	49	28	0.9	3.98	

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable
			1	2	3	4	5			
Administrator	67	--	--	3	6	39	52	0.7	4.40	3 6 91

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable
			1	2	3	4	5			
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
Certified Employee	809	--	1	2	8	51	38	0.7	4.27	3 8 89
Classified Employee	450	--	--	3	10	51	36	0.8	4.20	3 10 87
Professional Non-Certified	43	--	--	--	16	58	26	0.6	4.09	0 16 84
Administrator	67	--	--	--	1	36	63	0.5	4.61	0 99

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

#### F. ACCOUNTABILITY

##### Overall Dimension - ACCOUNTABILITY

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	629	--	2	6	14	46	32	0.9	3.99	8	14	78
Classified Employee	350	--	1	4	22	46	27	0.9	3.93	5	22	73
Professional Non-Certified	33	--	4	9	17	49	21	1.0	3.72	13	17	70
Administrator	52	--	--	3	8	40	49	0.8	4.35	3	8	89

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	2	8	11	49	30	0.9	3.98	10	11	79
Classified Employee	450	--	1	6	13	53	27	0.8	4.01	7	13	80
Professional Non-Certified	43	--	2	14	19	42	23	1.1	3.70	16	19	65
Administrator	67	--	--	4	6	48	42	0.8	4.27	4	6	90

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	2	10	14	49	25	1.0	3.83	12	14	74
Classified Employee	450	--	1	5	19	49	26	0.8	3.95	6	19	75
Professional Non-Certified	43	--	5	21	7	47	20	1.2	3.58	26	7	67
Administrator	67	--	--	3	10	51	36	0.7	4.19	3	10	87

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
Certified Employee	809	--	2	5	10	45	38	0.9	4.14	7	10	83
Classified Employee	450	--	1	3	10	52	34	0.8	4.18	4	10	86
Professional Non-Certified	43	--	5	5	7	58	25	1.0	3.95	10	7	83
Administrator	67	--	--	--	6	45	49	0.6	4.43	0	6	94

#### 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					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
National Results - All Responses	40,468	3,664	2	7	32	35	24	1.4	3.70	10	32	59
Rockingham County Public Schools - All Responses	1,471	163	2	6	38	30	24	1.0	3.68	8	38	54
Certified Employee	809	--	2	6	24	36	32	1.0	3.90	8	24	68
Classified Employee	450	--	2	6	63	20	9	0.8	3.26	8	63	29
Professional Non-Certified	43	--	5	2	47	33	13	0.9	3.49	7	47	46
Administrator	67	--	--	1	19	19	61	0.8	4.37	0	19	80

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	--	3	5	52	40	0.7	4.29	3	5	92
Classified Employee	450	--	1	1	3	52	43	0.7	4.35	2	3	95
Professional Non-Certified	43	--	2	5	7	53	33	0.9	4.09	7	7	86
Administrator	67	--	--	3	1	37	59	0.7	4.51	3	1	96

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	3	6	13	44	34	1.0	4.00	9	13	78
Classified Employee	450	--	2	4	17	47	30	0.9	3.99	6	17	77
Professional Non-Certified	43	--	9	7	9	58	17	1.1	3.65	16	9	75

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
Administrator	67	--	--	3	6	37	54	0.7	4.42	3	6	91

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	3	6	23	46	22	1.0	3.78	9	23	68
Classified Employee	450	--	2	6	25	47	20	0.9	3.77	8	25	67
Professional Non-Certified	43	--	2	12	23	49	14	1.0	3.60	14	23	63
Administrator	67	--	1	4	6	43	46	0.9	4.25	5	6	89

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

#### G. MEETING STUDENT NEEDS

##### Overall Dimension - MEETING STUDENT NEEDS

Perspective	Actual	NR	% of Responses							S.D	Avg.	Unfavorable -- Favorable	
			1	2	3	4	5	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	
Certified Employee	799	72	1	5	16	47	31	0.9	4.03	6	16	78	
Classified Employee	412	266	1	2	38	40	19	0.8	3.76	3	38	59	
Professional Non-Certified	40	20	2	6	25	45	22	0.9	3.78	8	25	67	
Administrator	61	42	--	1	9	38	52	0.7	4.40	9		90	

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

Perspective	Actual	NR	% of Responses							S.D	Avg.	Unfavorable -- Favorable	
			1	2	3	4	5	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	
Certified Employee	773	36	1	5	18	45	31	0.9	4.03	6	18	76	
Classified Employee	317	133	1	3	67	20	9	0.7	3.36	4	67	29	
Professional Non-Certified	33	10	3	3	21	52	21	0.9	3.85	6	21	73	
Administrator	46	21	--	--	9	22	69	0.6	4.61	9		91	

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

Perspective	Actual	NR	% of Responses							S.D	Avg.	Unfavorable -- Favorable	
			1	2	3	4	5	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	
Certified Employee	773	36	--	2	14	45	39	0.8	4.19	2	14	84	
Classified Employee	317	133	1	1	68	21	9	0.7	3.37	2	68	30	
Professional Non-Certified	33	10	--	6	21	48	25	0.8	3.91	6	21	73	
Administrator	46	21	--	--	7	24	69	0.6	4.63	7		93	

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

Perspective	Actual	NR	% of Responses							S.D	Avg.	Unfavorable -- Favorable	
			1	2	3	4	5	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	

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
Certified Employee	809	--	1	3	9	54	33	0.8	4.16	4	9	87
Classified Employee	450	--	--	--	26	50	24	0.7	3.96	0	26	74
Professional Non-Certified	43	--	2	2	26	44	26	0.9	3.88	4	26	70
Administrator	67	--	--	1	4	33	62	0.7	4.54	4		95

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	1	4	11	45	39	0.9	4.17	5	11	84
Classified Employee	450	--	1	2	19	48	30	0.8	4.04	3	19	78
Professional Non-Certified	43	--	2	9	21	42	26	1.0	3.79	11	21	68
Administrator	67	--	1	1	6	34	58	0.8	4.43	2	6	92

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	1	4	14	48	33	0.8	4.11	5	14	81
Classified Employee	450	--	--	2	21	50	27	0.8	4.00	2	21	77
Professional Non-Certified	43	--	5	7	23	47	18	1.0	3.67	12	23	65
Administrator	67	--	--	1	7	36	56	0.7	4.45	7		92

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	1	9	31	41	18	0.9	3.65	10	31	59
Classified Employee	450	--	--	1	58	30	11	0.7	3.49		58	41
Professional Non-Certified	43	--	2	5	42	37	14	0.9	3.56	7	42	51

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable	
			1	2	3	4	5				
Administrator	67	--	--	1	19	58	22	0.7	3.99	19	80

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	1	6	17	53	23	0.8	3.92	7	17	76
Classified Employee	450	--	--	3	26	50	21	0.8	3.86	3	26	71
Professional Non-Certified	43	--	--	12	16	47	25	0.9	3.86	12	16	72
Administrator	67	--	--	1	7	52	40	0.7	4.28	7		92

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

#### H. READINESS FOR CHANGE

##### Overall Dimension - READINESS FOR CHANGE

Perspective	Actual	NR	% of Responses							S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5	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		
Certified Employee	809	--	3	9	24	44	20	1.0	3.70	12	24	64		
Classified Employee	450	--	1	5	42	39	13	0.8	3.56	6	42	52		
Professional Non-Certified	43	--	4	9	32	42	13	1.0	3.52	13	32	55		
Administrator	67	--	1	4	11	41	43	0.9	4.20	5	11	84		

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

Perspective	Actual	NR	% of Responses							S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5	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		
Certified Employee	809	--	6	16	27	38	13	1.1	3.35	22	27	51		
Classified Employee	450	--	4	12	34	39	11	1.0	3.40	16	34	50		
Professional Non-Certified	43	--	--	16	35	44	5	0.8	3.37	16	35	49		
Administrator	67	--	--	12	15	37	36	1.0	3.97	12	15	73		

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

Perspective	Actual	NR	% of Responses							S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5	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		
Certified Employee	809	--	--	5	16	53	26	0.8	3.98	5	16	79		
Classified Employee	450	--	--	2	31	48	19	0.8	3.82	2	31	67		
Professional Non-Certified	43	--	7	7	21	49	16	1.1	3.60	14	21	65		
Administrator	67	--	--	3	4	48	45	0.7	4.34	3	4	93		

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

Perspective	Actual	NR	% of Responses							S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5	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		

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
Certified Employee	809	--	1	8	28	43	20	0.9	3.72	9	28	63
Classified Employee	450	--	--	3	39	43	15	0.8	3.70	3	39	58
Professional Non-Certified	43	--	7	5	21	49	18	1.1	3.67	12	21	67
Administrator	67	--	3	6	15	40	36	1.0	4.00	9	15	76

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	1	5	20	48	26	0.9	3.90	6	20	74
Classified Employee	450	--	--	2	38	46	14	0.7	3.73	2	38	60
Professional Non-Certified	43	--	5	2	33	44	16	0.9	3.65	7	33	60
Administrator	67	--	--	--	12	37	51	0.7	4.39	0	12	88

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	1	3	21	50	25	0.8	3.97	4	21	75
Classified Employee	450	--	--	2	60	30	8	0.7	3.45	2	60	38
Professional Non-Certified	43	--	--	5	37	37	21	0.8	3.74	5	37	58
Administrator	67	--	--	--	9	48	43	0.6	4.34	0	9	91

#### 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					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	3	9	28	40	20	1.0	3.65	12	28	60
Classified Employee	450	--	2	5	48	34	11	0.8	3.48	7	48	45
Professional Non-Certified	43	--	5	14	33	37	11	1.0	3.37	19	33	48

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

**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					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
Administrator	67	--	--	4	9	39	48	0.8	4.30	4	9	87

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	5	18	29	36	12	1.1	3.32	23	29	48
Classified Employee	450	--	2	9	46	35	8	0.8	3.37	11	46	43
Professional Non-Certified	43	--	2	16	42	35	5	0.9	3.23	18	42	40
Administrator	67	--	1	6	15	37	41	1.0	4.09	7	15	78

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

#### I. DIRECTION OF THE ORGANIZATION

##### Overall Dimension - DIRECTION OF THE ORGANIZATION

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5			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
Certified Employee	809	--	1	6	23	43	27	0.9	3.88	7	23	70
Classified Employee	450	--	--	3	38	39	20	0.8	3.73	3	38	59
Professional Non-Certified	43	--	3	8	28	42	19	1.0	3.65	11	28	61
Administrator	67	--	--	3	11	34	52	0.8	4.35	3	11	86

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5			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
Certified Employee	809	--	1	5	18	48	28	0.9	3.98	6	18	76
Classified Employee	450	--	1	2	23	53	21	0.8	3.92	3	23	74
Professional Non-Certified	43	--	2	7	19	49	23	0.9	3.84	9	19	72
Administrator	67	--	--	1	7	31	61	0.7	4.49	7		92

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5			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
Certified Employee	809	--	1	10	38	38	13	0.9	3.54	11	38	51
Classified Employee	450	--	1	3	46	37	13	0.8	3.59	4	46	50
Professional Non-Certified	43	--	5	14	28	33	20	1.1	3.51	19	28	53
Administrator	67	--	--	4	22	36	38	0.9	4.06	4	22	74

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5			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

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
Certified Employee	809	--	1	2	11	39	47	0.8	4.29	3	11	86
Classified Employee	450	--	--	2	11	43	44	0.7	4.30	2	11	87
Professional Non-Certified	43	--	2	5	16	40	37	1.0	4.05	7	16	77
Administrator	67	--	--	1	3	21	75	0.6	4.69	3		96

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	1	10	23	44	22	1.0	3.76	11	23	66
Classified Employee	450	--	1	11	57	22	9	0.8	3.29	12	57	31
Professional Non-Certified	43	--	5	7	49	33	6	0.9	3.30	12	49	39
Administrator	67	--	--	4	13	34	49	0.9	4.25	4	13	83

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	1	7	37	39	16	0.9	3.61	8	37	55
Classified Employee	450	--	--	1	61	27	11	0.7	3.46		61	38
Professional Non-Certified	43	--	5	9	35	37	14	1.0	3.47	14	35	51
Administrator	67	--	--	6	19	40	35	0.9	4.03	6	19	75

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	1	5	21	45	28	0.9	3.92	6	21	73
Classified Employee	450	--	1	2	39	42	16	0.8	3.70	3	39	58
Professional Non-Certified	43	--	2	9	23	51	15	0.9	3.65	11	23	66

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
Administrator	67	--	--	3	7	34	56	0.8	4.42	3	7	90

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	1	3	17	48	31	0.8	4.05	4	17	79
Classified Employee	450	--	--	2	29	49	20	0.7	3.88	2	29	69
Professional Non-Certified	43	--	2	2	28	51	17	0.8	3.77	4	28	68
Administrator	67	--	--	1	3	40	56	0.6	4.49	3		96

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

#### J. LEADERSHIP DYNAMICS

##### Overall Dimension - LEADERSHIP DYNAMICS

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	405	--	5	9	15	40	31	1.1	3.83	14	15	71
Classified Employee	225	--	1	6	20	45	28	0.9	3.92	7	20	73
Professional Non-Certified	22	--	8	5	23	42	22	1.1	3.67	13	23	64
Administrator	34	--	1	4	7	31	57	0.8	4.40	5	7	88

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	6	10	12	38	34	1.2	3.85	16	12	72
Classified Employee	450	--	2	4	16	46	32	0.9	4.02	6	16	78
Professional Non-Certified	43	--	9	2	19	47	23	1.1	3.72	11	19	70
Administrator	67	--	--	7	4	28	61	0.9	4.40	7	4	89

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	7	10	17	39	27	1.2	3.68	17	17	66
Classified Employee	450	--	2	8	24	43	23	0.9	3.80	10	24	66
Professional Non-Certified	43	--	9	7	30	33	21	1.2	3.49	16	30	54
Administrator	67	--	3	4	7	36	50	1.0	4.24	7	7	86

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
Certified Employee	809	--	4	9	13	41	33	1.1	3.89	13	13	74
Classified Employee	450	--	1	6	21	43	29	0.9	3.91	7	21	72
Professional Non-Certified	43	--	9	7	30	28	26	1.2	3.53	16	30	54
Administrator	67	--	1	6	6	25	62	1.0	4.39	7	6	87

#### 67. School / department leadership is accessible.

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	4	7	15	41	33	1.0	3.94	11	15	74
Classified Employee	450	--	1	3	17	48	31	0.8	4.06	4	17	79
Professional Non-Certified	43	--	2	5	14	58	21	0.9	3.91	7	14	79
Administrator	67	--	--	3	6	30	61	0.7	4.49	3	6	91

#### 68. School / department leadership is effective.

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	5	9	14	41	31	1.1	3.84	14	14	72
Classified Employee	450	--	1	6	17	46	30	0.9	3.99	7	17	76
Professional Non-Certified	43	--	12	2	16	49	21	1.2	3.65	14	16	70
Administrator	67	--	--	3	7	36	54	0.8	4.40	3	7	90

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	6	10	18	40	26	1.1	3.72	16	18	66
Classified Employee	450	--	2	10	26	42	20	1.0	3.68	12	26	62
Professional Non-Certified	43	--	2	9	33	33	23	1.0	3.65	11	33	56

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
Administrator	67	--	--	3	12	34	51	0.8	4.33	3	12	85

#### 70. School / department leadership listens to my concerns.

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	4	9	15	38	34	1.1	3.90	13	15	72
Classified Employee	450	--	1	6	19	44	30	0.9	3.98	7	19	74
Professional Non-Certified	43	--	9	2	19	47	23	1.1	3.72	11	19	70
Administrator	67	--	--	4	3	28	65	0.8	4.52	4	3	93

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

Selection Criteria: What is your position?

### K. CUSTOM QUESTIONS

#### Overall Dimension - CUSTOM QUESTIONS

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
Rockingham County Public Schools - All Responses	95	1,744	5	13	25	42	15	1.1	3.47	18	25	57
Certified Employee	54	--	6	16	22	42	14	1.1	3.43	22	22	56
Classified Employee	30	--	4	10	30	44	12	1.0	3.53	14	30	56
Professional Non-Certified	3	--	--	--	--	--	--	--	--	Insufficient Responses		
Administrator	5	--	--	--	--	--	--	--	--	Insufficient Responses		

#### 71. I have a clear understanding of the school division's mission and purpose.<br />

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	2	7	20	54	17	0.9	3.74	9	20	71
Classified Employee	450	--	2	6	28	50	14	0.8	3.70	8	28	64
Professional Non-Certified	43	--	2	9	21	51	17	0.9	3.70	11	21	68
Administrator	67	--	1	3	12	43	41	0.9	4.18	4	12	84

#### 72. I feel central office leaders/departments provide support to employees.<br />

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	7	15	27	40	11	1.1	3.32	22	27	51
Classified Employee	450	--	5	9	30	44	12	1.0	3.48	14	30	56
Professional Non-Certified	43	--	12	9	30	42	7	1.1	3.23	21	30	49
Administrator	67	--	1	6	16	34	43	1.0	4.09	7	16	77

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	6	13	30	41	10	1.0	3.37	19	30	51

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
Classified Employee	450	--	3	8	34	43	12	0.9	3.53	11	34	55
Professional Non-Certified	43	--	7	7	28	49	9	1.0	3.47	14	28	58
Administrator	67	--	--	12	7	34	47	1.0	4.15	12	7	81

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

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	2	6	15	42	35	1.0	4.00	8	15	77
Classified Employee	450	--	2	5	28	44	21	0.9	3.79	7	28	65
Professional Non-Certified	43	--	7	5	23	35	30	1.2	3.77	12	23	65
Administrator	67	--	--	--	13	33	54	0.7	4.40	0	13	87

#### 75. The division provides a sufficient number of extra-curricular activities to students.<br />

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	--	4	16	56	24	0.8	3.99	4	16	80
Classified Employee	450	--	1	3	28	51	17	0.8	3.80	4	28	68
Professional Non-Certified	43	--	--	2	30	53	15	0.7	3.79	2	30	68
Administrator	67	--	--	3	9	39	49	0.8	4.34	3	9	88

#### 76. The student-teacher ratios in our schools are acceptable.<br />

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	10	26	20	36	8	1.2	3.03	36	20	44
Classified Employee	450	--	3	10	41	39	7	0.9	3.35	13	41	46
Professional Non-Certified	43	--	2	19	23	49	7	1.0	3.40	21	23	56
Administrator	67	--	7	21	19	40	13	1.2	3.28	28	19	53

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

#### 77. I am satisfied with the benefits package provided by the school division.<br />

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	4	17	28	43	8	1.0	3.34	21	28	51
Classified Employee	450	--	2	9	31	47	11	0.9	3.54	11	31	58
Professional Non-Certified	43	--	--	7	28	56	9	0.7	3.67	7	28	65
Administrator	67	--	7	7	19	48	19	1.1	3.61	14	19	67

#### 78. I am fairly compensated for my work.<br />

Perspective	Actual	NR	% of Responses					S.D	Avg.	Unfavorable -- Favorable		
			1	2	3	4	5					
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
Certified Employee	809	--	16	36	21	22	5	1.1	2.62	52	21	27
Classified Employee	450	--	11	27	20	32	10	1.2	3.00	38	20	42
Professional Non-Certified	43	--	14	21	19	35	11	1.3	3.09	35	19	46
Administrator	67	--	6	18	25	31	20	1.2	3.40	24	25	51

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

Selection Criteria: What is your position?

### 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	% of Responses						
			1	2	3	4	5	6	7
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
Certified Employee	809	--	--	--	82	--	1	--	16
Classified Employee	450	--	1	--	83	--	2	--	12
Professional Non-Certified	43	--	--	--	84	2	2	--	12
Administrator	67	--	--	--	85	1	--	--	13

##### 80. What is your gender? [optional]

1. Male
2. Female
3. No Response

Perspective	Actual	NR	% of Responses		
			1	2	3
National Results - All Responses	38,872	3,742	15	61	24
Rockingham County Public Schools - All Responses	1,371	263	18	64	18
Certified Employee	809	--	15	64	21
Classified Employee	450	--	18	67	14
Professional Non-Certified	43	--	23	65	12
Administrator	67	--	42	37	21

##### 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

% of Responses

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

#### 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	% of Responses						
			1	2	3	4	5	6	7
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
Certified Employee	809	--	5	6	11	22	16	30	10
Classified Employee	450	--	7	16	12	21	16	21	7
Professional Non-Certified	43	--	5	7	16	16	23	28	5
Administrator	67	--	3	7	7	6	15	49	12

#### 82. What is your position?

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

Perspective	Actual	NR	% of Responses				
			1	2	3	4	5
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	--
Certified Employee	809	--	100	--	--	--	--
Classified Employee	450	--	--	100	--	--	--
Professional Non-Certified	43	--	--	--	100	--	--
Administrator	67	--	--	--	--	100	--

#### 83. Do you live within the school district boundaries?

1. Yes
2. No

Perspective	Actual	NR	% of Responses	
			1	2
National Results - All Responses	36,255	6,359	52	48
Rockingham County Public Schools - All Responses	1,371	263	74	26
Certified Employee	809	--	69	31
Classified Employee	450	--	82	18

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

---

#### 83. Do you live within the school district boundaries?

1. Yes

2. No

Perspective	Actual	NR	% of Responses	
			1	2
Professional Non-Certified	43	--	81	19
Administrator	67	--	73	27

---

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

---

#### 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%

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

---

#### 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.	93%
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.	87%
School Pride	6 My school / school district is well regarded in the community.	87%
School Pride	4 I would recommend my school / department to a friend seeking employment.	86%
Parent Connections	20 Teachers at my school have positive relationships with most parents.	86%

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

---

#### Highest Rated Questions - Administrator

Dimension	Question	Favorable Percent
Work Environment	22 I feel safe at work.	99%
Organization Dynamics	35 The people I work with care a great deal about the quality of their work.	99%
School Pride	1 Considering everything, I am satisfied working at my school / department.	98%
School Pride	2 I am committed to seeing my school / school district succeed.	97%
School Pride	4 I would recommend my school / department to a friend seeking employment.	97%
School Pride	5 I would recommend my school / school district to a family member seeking a school for their children.	97%
Parent Connections	20 Teachers at my school have positive relationships with most parents.	96%
Work Environment	24 My peers exhibit a strong belief that all students can excel if we all do our jobs well.	96%
Accountability	40 I know what is expected of me at work.	96%
Direction of the Organization	59 I consider my school / district to be an excellent school / district.	96%

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

---

#### Highest Rated Questions - Certified Employee

Dimension	Question	Favorable Percent
School Pride	2 I am committed to seeing my school / school district succeed.	98%
Accountability	40 I know what is expected of me at work.	92%
Parent Connections	20 Teachers at my school have positive relationships with most parents.	91%
Work Environment	22 I feel safe at work.	91%
School Pride	5 I would recommend my school / school district to a family member seeking a school for their children.	89%
Organization Dynamics	35 The people I work with care a great deal about the quality of their work.	89%
Work Environment	26 The people that I work with cooperate to get the job done.	88%
Work Environment	25 The people that I work with care about each other on a personal level.	87%
Meeting Student Needs	45 My school / district does a good job of addressing the academic needs of most students.	87%
School Pride	6 My school / school district is well regarded in the community.	86%

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

#### Highest Rated Questions - Classified Employee

Dimension	Question	Favorable Percent
School Pride	2 I am committed to seeing my school / school district succeed.	99%
Accountability	40 I know what is expected of me at work.	95%
Work Environment	22 I feel safe at work.	93%
School Pride	5 I would recommend my school / school district to a family member seeking a school for their children.	91%
School Pride	1 Considering everything, I am satisfied working at my school / department.	90%
School Pride	4 I would recommend my school / department to a friend seeking employment.	88%
Work Environment	26 The people that I work with cooperate to get the job done.	88%
Organization Dynamics	35 The people I work with care a great deal about the quality of their work.	87%
Direction of the Organization	59 I consider my school / district to be an excellent school / district.	87%
School Pride	3 I plan to be with my school / department two years from now.	86%

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

---

#### Highest Rated Questions - Professional Non-Certified

Dimension	Question	Favorable Percent
School Pride	2 I am committed to seeing my school / school district succeed.	100%
Work Environment	22 I feel safe at work.	93%
Accountability	40 I know what is expected of me at work.	86%
School Pride	3 I plan to be with my school / department two years from now.	84%
School Pride	7 Overall, my school / department does a good job of meeting my needs.	84%
Organization Dynamics	35 The people I work with care a great deal about the quality of their work.	84%
Work Environment	26 The people that I work with cooperate to get the job done.	83%
Accountability	38 I am satisfied with the level of supervision I receive.	83%
School Pride	6 My school / school district is well regarded in the community.	82%
Parent Connections	20 Teachers at my school have positive relationships with most parents.	82%

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

#### 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%

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

#### Lowest Rated Questions - Administrator

Dimension	Question	Unfavorable Percent
Parent Connections	16 Many parents volunteer time to assist in my school.	21%
Organization Dynamics	33 I feel the amount of work required of me is reasonable.	17%
Internal Communication	14 School-wide / department meetings are a good use of my time.	13%
Readiness for Change	50 I am satisfied with the professional development opportunities that are available to me.	12%
Internal Communication	11 I have time available during the school / work day to collaborate with my peers regarding curriculum and instruction / best practice.	11%
Readiness for Change	52 My school / department has a highly effective school / department improvement planning process.	9%
Internal Communication	12 Information is shared openly throughout my school/department.	8%
Work Environment	27 The people that I work with trust and respect each other.	7%
Readiness for Change	56 Staff development opportunities at my school / district are very relevant to my work	7%
Leadership Dynamics	64 I have trust and confidence in our school / department leadership.	7%

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

#### 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.	26%
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%
Readiness for Change	56 Staff development opportunities at my school / district are very relevant to my work	18%
Organization Dynamics	31 I am involved in the decisions that affect my work.	17%
Organization Dynamics	33 I feel the amount of work required of me is reasonable.	17%
Internal Communication	12 Information is shared openly throughout my school/department.	16%
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.	14%

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

#### Lowest Rated Questions - Certified Employee

Dimension	Question	Unfavorable Percent
Parent Connections	16 Many parents volunteer time to assist in my school.	32%
Internal Communication	11 I have time available during the school / work day to collaborate with my peers regarding curriculum and instruction / best practice.	29%
Internal Communication	14 School-wide / department meetings are a good use of my time.	24%
Readiness for Change	56 Staff development opportunities at my school / district are very relevant to my work	23%
Organization Dynamics	33 I feel the amount of work required of me is reasonable.	22%
Readiness for Change	50 I am satisfied with the professional development opportunities that are available to me.	22%
Organization Dynamics	31 I am involved in the decisions that affect my work.	20%
Parent Connections	21 The parents at my school are very involved in their child's school life.	19%
Internal Communication	12 Information is shared openly throughout my school/department.	18%
Parent Connections	18 Parents at my school are very engaged in the learning of their child.	17%

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

---

#### Lowest Rated Questions - Classified Employee

Dimension	Question	Unfavorable Percent
Parent Connections	16 Many parents volunteer time to assist in my school.	16%
Readiness for Change	50 I am satisfied with the professional development opportunities that are available to me.	16%
Internal Communication	11 I have time available during the school / work day to collaborate with my peers regarding curriculum and instruction / best practice.	15%
Internal Communication	12 Information is shared openly throughout my school/department.	14%
Internal Communication	14 School-wide / department meetings are a good use of my time.	13%
Organization Dynamics	31 I am involved in the decisions that affect my work.	13%
Direction of the Organization	60 I know the specifics of how my school / district intends to improve student achievement in the coming year.	12%
Leadership Dynamics	69 School / department leadership keeps me well informed about what is going on.	12%
Organization Dynamics	32 I feel comfortable sharing my ideas and opinions.	11%
Readiness for Change	56 Staff development opportunities at my school / district are very relevant to my work	11%

# Rockingham - School Climate and Culture Survey

## Rockingham County Public Schools - by Position Type

### Selection Criteria: What is your position?

#### Lowest Rated Questions - Professional Non-Certified

Dimension	Question	Unfavorable Percent
Parent Connections	16 Many parents volunteer time to assist in my school.	27%
Accountability	37 I am given adequate feedback on the work I do.	26%
Internal Communication	14 School-wide / department meetings are a good use of my time.	21%
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.	19%
Direction of the Organization	58 I believe student achievement in my school / district will improve significantly over the next 3 years.	19%
Internal Communication	12 Information is shared openly throughout my school/department.	18%
Readiness for Change	56 Staff development opportunities at my school / district are very relevant to my work	18%
Internal Communication	11 I have time available during the school / work day to collaborate with my peers regarding curriculum and instruction / best practice.	17%
Organization Dynamics	29 I am encouraged to try new ways of doing things.	16%
Organization Dynamics	33 I feel the amount of work required of me is reasonable.	16%