MS Staff Culture Climate Survey Data 3 Year

		1	2	3	4	5	Avg	Negative 1/2	Neutral 3	Positive 4/5
2014	1 I am satisfied working at my school 2014 (respondents 59)	7	2	2	12	39	3.92	4	12	84
2015	1 I am satisfied working at my school 2015 (respondents 24)	8	42	4	42	4	2.92	50	4	46
2016	1 I am satisfied working at my school 2016 (respondents 58)	3	7	16	53	21	3.81	10	16	74
2014	2 I am committed seeing school succeed 2014	0	0	2	17	81	4.8	0	19	81
2015	2 I am committed seeing school succeed 2015	0	4	4	33	59	4.46	4	4	92
2016	2 I am committed seeing school succeed 2016	3	0	3	29	65	4.5	3	3	94
2014	3 plan to be in my school in 2 years 2014	2	0	14	24	60	4.42	2	38	60
2015	3 plan to be in my school in 2 years 2015	8	4	25	29	34	3.75	12	25	63
2016	3 plan to be in my school in 2 years 2016	0	3	19	26	52	4.26	3	19	78
2014	4 recommend friend employment 2014	2	3	19	41	35	4.05	5	19	76
2015	4 recommend friend employment 2015	29	21	33	13	4	2.42	50	33	17
2016	4 recommend friend employment 2016	2	19	21	41	17	3.53	21	21	58
2014	5 recommend friend seeking school children 2014	2	3	12	42	41	4.17	5	12	83
2015	5 recommend friend seeking school children 2015	17	13	25	29	16	3.17	30	25	45
2016	5 recommend friend seeking school children 2016	2	12	14	38	34	3.91	14	14	72
2014	6 school/district well regarded 2014	0	0	3	34	63	4.59	0	3	97
2015	6 school/district well regarded 2015	4	8	21	63	4	3.54	12	21	67
2016	6 school/district well regarded 2016	0	3	16	47	34	4.12	3	16	81
2014	7 school/dept meets my needs 2014	3	5	19	54	19	3.8	8	19	73
2015	7 school/dept meets my needs 2015	21	33	17	29	0	2.54	54	17	29
2016	7 school/dept meets my needs 2016	2	10	16	55	17	3.76	12	16	72
2014	8 able to share ideas with school/dept leadership 2014	7	5	16	45	27	3.81	12	16	72
2015	8 able to share ideas with school/dept leadership 2015	25	13	17	33	12	2.96	38	17	45
2016	8 able to share ideas with school/dept leadership 2016	2	7	26	43	22	3.78	9	26	65
2014	9 kept up to date school/dept changes 2014	0	14	17	60	9	3.64	14	17	69
2015	9 kept up to date school/dept changes 2015	38	25	25	13	0	2.13	63	25	12
2016	9 kept up to date school/dept changes 2016	0	14	24	55	7	3.55	14	24	62
2014	10 get information to perform job 2014	3	12	14	50	21	3.72	15	14	71
2015	10 get information to perform job 2015	21	21	38	21	0	2.58	42	38	20
2016	10 get information to perform job 2016	0	7	24	52	17	3.79	7	24	69
2014	11 time during day collaborate 2014	19	22	21	33	5	2.83	41	21	38
2015	11 time during day collaborate 2015	25	21	13	33	8	2.79	46	13	41
2016	11 time during day collaborate 2016	7	10	9	47	27	3.78	17	9	74
2014	12 information shared openly school/dept 2014	2	17	33	40	8	3.36	19	33	48
2015	12 information shared openly school/dept 2015	46	38	13	4	0	1.75	84	13	3
2016	12 information shared openly school/dept 2016	7	26	22	34	11	3.16	33	22	45
2014	13 school/dept information communicated effectively 2014	0	17	16	53	14	3.64	17	16	67
2015	13 school/dept information communicated effectively 2015	29	38	13	21	0	2.25	67	13	20

MS Staff Culture Climate Survey Data 3 Year

		1	2	3	4	5	Avg	Negative 1/2	Neutral 3	Positive 4/5
2016	13 school/dept information communicated effectively 2016	0	24	17	48	11	**3.45**	24	17	59
2014	14 school/dept meetings good use of time 2014	10	26	33	31	0	**2.84**	36	33	31
2015	14 school/dept meetings good use of time 2015	38	29	25	8	0	**2.04**	67	25	8
2016	14 school/dept meetings good use of time 2015	10	12	36	36	6	**3.14**	22	36	42
2014	15 I communicate frequently with most parents 2014	2	16	21	37	24	**3.67**	18	21	61
2015	15 I communicate frequently with most parents 2015	0	13	13	46	28	**3.92**	13	13	74
2016	15 I communicate frequently with most parents 2016	2	13	31	33	21	**3.57**	15	31	54
2014	16 many parents volunteer time to assist in my school 2014	0	5	21	61	13	**3.81**	5	21	74
2015	16 many parents volunteer time to assist in my school 2015	4	21	25	42	8	**3.29**	25	25	50
2016	16 many parents volunteer time to assist in my school 2016	6	17	39	31	7	**3.19**	23	39	38
2014	17 parents aware how students perform homework and tests 2014	0	4	7	53	36	**4.23**	4	7	89
2015	17 parents aware how students perform homework and tests 2015	0	4	21	50	25	**3.96**	4	21	75
2016	17 parents aware how students perform homework and tests 2016	0	2	24	63	11	**3.83**	2	24	74
2014	18 parents engaged in learning of their child 2014	0	0	5	58	37	**4.32**	0	5	95
2015	18 parents engaged in learning of their child 2015	0	0	4	67	29	**4.25**	0	4	96
2016	18 parents engaged in learning of their child 2016	0	0	17	59	24	**4.07**	0	17	83
2014	19 teachers well supported by parents with discipline 2014	0	9	39	47	5	**3.49**	9	39	52
2015	19 teachers well supported by parents with discipline 2015	13	38	21	25	3	**2.71**	51	21	28
2016	19 teachers well supported by parents with discipline 2016	2	20	30	44	4	**3.28**	22	30	48
2014	20 teachers have positive relationships with parents 2014	0	0	9	72	19	**4.11**	0	9	91
2015	20 teachers have positive relationships with parents 2015	0	0	17	63	20	**4.04**	0	17	83
2016	20 teachers have positive relationships with parents 2016	4	0	17	72	7	**3.8**	4	17	79
2014	21 parents involved in child's school life 2014	0	2	11	51	36	**4.23**	2	11	87
2015	21 parents involved in child's school life 2015	0	8	8	63	21	**3.96**	8	8	84
2016	21 parents involved in child's school life 2016	0	7	28	52	13	**3.7**	7	28	65
2014	22 I feel safe at work 2014	5	4	9	33	49	**4.18**	9	9	82
2015	22 I feel safe at work 2015	13	21	29	29	8	**3**	34	29	37
2016	22 I feel safe at work 2016	2	2	24	45	27	**3.94**	4	24	72
2014	23 I work in positive professional environment 2014	5	5	26	56	8	**3.54**	10	26	64
2015	23 I work in positive professional environment 2015	25	50	8	17	0	**2.17**	75	8	17
2016	23 I work in positive professional environment 2016	8	18	18	53	3	**3.27**	26	18	56
2014	24 peers exhibit strong belief students can excel 2014	0	11	11	61	17	**3.86**	11	11	78
2015	24 peers exhibit strong belief students can excel 2015	4	4	21	38	33	**3.92**	8	21	71
2016	24 peers exhibit strong belief students can excel 2016	4	6	10	61	19	**3.86**	10	10	80
2014	25 people I work with care about each other 2014	2	2	26	53	17	**3.82**	4	26	70
2015	25 people I work with care about each other 2015	4	4	21	58	13	**3.71**	8	21	71
2016	25 people I work with care about each other 2016	2	6	31	53	8	**3.59**	8	31	61
2014	26 people I work with collaborate to get job done 2014	4	7	18	54	17	**3.75**	11	18	71

MS Staff Culture Climate Survey Data 3 Year

		1	2	3	4	5	Avg	Negative 1/2	Neutral 3	Positive 4/5
2015	26 people I work with collaborate to get job done 2015	4	17	13	50	16	3.58	21	13	66
2016	26 people I work with collaborate to get job done 2016	2	12	16	63	7	3.63	14	16	70
2014	27 people I work with trust and respect each other 2014	5	9	25	47	14	3.56	14	25	61
2015	27 people I work with trust and respect each other 2015	13	50	4	25	8	2.67	63	4	33
2016	27 people I work with trust and respect each other 2016	2	16	41	37	4	3.25	18	41	41
2014	28 students school/district show respect for teachers 2014	0	2	11	70	17	4.04	2	11	87
2015	28 students school/district show respect for teachers 2015	8	25	25	42	0	3	33	25	42
2016	28 students school/district show respect for teachers 2016	4	6	14	75	1	3.65	10	14	76
2014	29 I am encouraged to try new ways of doing things 2014	2	2	23	47	26	3.95	4	23	73
2015	29 I am encouraged to try new ways of doing things 2015	4	4	17	75	0	3.63	8	17	75
2016	29 I am encouraged to try new ways of doing things 2016	2	2	21	57	18	3.85	4	21	75
2014	30 I am given fair opportunity to succeed 2014	4	2	14	58	22	3.95	6	14	80
2015	30 I am given fair opportunity to succeed 2015	4	0	29	63	4	3.63	4	29	67
2016	30 I am given fair opportunity to succeed 2016	2	2	17	64	15	3.87	4	17	79
2014	31 I am involved in decisions that affect my work 2014	7	23	28	33	9	3.14	30	28	42
2015	31 I am involved in decisions that affect my work 2015	25	33	8	33	1	2.5	58	8	34
2016	31 I am involved in decisions that affect my work 2016	6	17	30	38	9	3.26	23	30	47
2014	32 I feel comfortable sharing my ideas and opinions 2014	2	9	18	51	20	3.81	11	18	71
2015	32 I feel comfortable sharing my ideas and opinions 2015	13	29	13	46	0	2.92	42	13	45
2016	32 I feel comfortable sharing my ideas and opinions 2016	4	11	23	53	9	3.51	15	23	62
2014	33 amount of work is reasonable 2014	7	12	12	53	16	3.58	19	12	69
2015	33 amount of work is reasonable 2015	17	8	8	63	4	3.29	25	8	67
2016	33 amount of work is reasonable 2016	6	15	13	51	15	3.53	21	13	66
2014	34 I have the freedom needed to do my job 2014	4	11	7	51	27	3.89	15	7	78
2015	34 I have the freedom needed to do my job 2015	4	13	21	54	8	3.5	17	21	62
2016	34 I have the freedom needed to do my job 2016	2	0	17	66	15	3.91	2	17	81
2014	35 people I work with care great deal about quality of work 2014	2	5	16	53	24	3.93	7	16	77
2015	35 people I work with care great deal about quality of work 2015	4	8	17	46	25	3.79	12	17	71
2016	35 people I work with care great deal about quality of work 2016	2	6	21	49	22	3.81	8	21	71
2014	36 clear how performance evaluated 2014	4	25	28	37	6	3.19	29	28	43
2015	36 clear how performance evaluated 2015	25	38	21	17	0	2.29	63	21	16
2016	36 clear how performance evaluated 2016	13	24	24	29	10	2.96	37	24	39
2014	37 I am given adequate feedback 2014	4	21	30	44	1	3.19	25	30	45
2015	37 I am given adequate feedback 2015	33	29	8	29	1	2.33	62	8	30
2016	37 I am given adequate feedback 2016	16	18	36	24	6	2.89	34	36	30
2014	38 I am satisfied with level of supervision 2014	2	9	23	54	12	3.67	11	23	66
2015	38 I am satisfied with level of supervision 2015	13	33	17	38	0	2.79	46	17	37
2016	38 I am satisfied with level of supervision 2016	9	9	27	51	4	3.33	18	27	55

MS Staff Culture Climate Survey Data 3 Year

		1	2	3	4	5	Avg	Negative 1/2	Neutral 3	Positive 4/5
2014	39 know how students performed standardized tests 2014	2	14	25	46	13	3.56	16	25	59
2015	39 know how students performed standardized tests 2015	4	13	33	38	12	3.42	17	33	50
2016	39 know how students performed standardized tests 2015	4	9	40	40	7	3.36	13	40	47
2014	40 I know what is expected of me 2014	4	7	4	65	20	3.93	11	4	85
2015	40 I know what is expected of me 2015	4	8	17	63	8	3.63	12	17	71
2016	40 I know what is expected of me 2016	0	4	18	56	22	3.96	4	18	78
2014	41 principal/dept head good understanding strengths/weaknesses 2014	5	5	40	44	6	3.39	10	40	50
2015	41 principal/dept head good understanding strengths/weaknesses 2015	21	25	13	25	16	2.92	46	13	41
2016	41 principal/dept head good understanding strengths/weaknesses 2016	9	22	20	36	13	3.22	31	20	49
2014	42 school/dept good job holding people accountable 2014	4	19	54	23	0	2.96	23	54	23
2015	42 school/dept good job holding people accountable 2015	29	29	38	4	0	2.17	58	38	4
2016	42 school/dept good job holding people accountable 2016	9	20	49	22	0	2.84	29	49	22
2014	43 can immediately access student data 2014	0	12	14	51	23	3.84	12	14	74
2015	43 can immediately access student data 2015	0	0	33	50	17	3.83	0	33	67
2016	43 can immediately access student data 2016	5	0	27	55	13	3.73	5	27	68
2014	44 have ready access to student data 2014	0	5	19	42	34	4.04	5	19	76
2015	44 have ready access to student data 2015	0	0	33	50	17	3.83	0	33	67
2016	44 have ready access to student data 2016	2	2	20	57	19	3.86	4	20	76
2014	45 school/district good job addressing student academic needs 2014	0	0	16	67	17	4.02	0	16	84
2015	45 school/district good job addressing student academic needs 2015	4	13	25	54	4	3.42	17	25	58
2016	45 school/district good job addressing student academic needs 2016	5	9	16	68	2	3.55	14	16	70
2014	46 school/district meeting student needs highest priority 2014	0	9	25	54	12	3.7	9	25	66
2015	46 school/district meeting student needs highest priority 2015	0	33	25	38	4	3.13	33	25	42
2016	46 school/district meeting student needs highest priority 2016	2	14	30	41	13	3.5	16	30	54
2014	47 school/district procedures support student achievement 2014	0	4	23	58	15	3.86	4	23	73
2015	47 school/district procedures support student achievement 2015	4	21	33	38	4	3.17	25	33	42
2016	47 school/district procedures support student achievement 2016	5	16	30	43	6	3.32	21	30	49
2014	48 teachers use data in collaboration with peers 2014	0	23	49	28	0	3.05	23	49	28
2015	48 teachers use data in collaboration with peers 2015	0	25	54	17	4	3	25	54	21
2016	48 teachers use data in collaboration with peers 2016	9	27	50	14	0	2.68	36	50	14
2014	49 teachers in school/district well-prepared to deal w/ student needs 2014	2	9	39	47	3	3.42	11	39	50
2015	49 teachers in school/district well-prepared to deal w/ student needs 2015	13	29	17	42	0	2.88	42	17	41
2016	49 teachers in school/district well-prepared to deal w/ student needs 2016	5	14	41	36	4	3.23	19	41	40
2014	50 I am satisfied with professional development opportunities 2014	7	23	30	30	10	3.14	30	30	40
2015	50 I am satisfied with professional development opportunities 2015	8	38	29	13	12	2.83	46	29	25
2016	50 I am satisfied with professional development opportunities 2016	7	21	35	30	7	3.09	28	35	37
2014	51 believe school/dept changes practices to improve student achievement 2014	2	11	32	51	4	3.47	13	32	55
2015	51 believe school/dept changes practices to improve student achievement 2015	25	25	21	29	0	2.54	50	21	29

MS Staff Culture Climate Survey Data 3 Year

		1	2	3	4	5	Avg	Negative 1/2	Neutral 3	Positive 4/5
2016	51 believe school/dept changes practices to improve student achievement 2016	9	28	26	33	4	2.95	37	26	37
2014	52 school/dept has highly effective improvement planning 2014	2	12	54	30	2	3.18	14	54	32
2015	52 school/dept has highly effective improvement planning 2015	29	29	38	4	0	2.17	58	38	4
2016	52 school/dept has highly effective improvement planning 2016	9	35	44	12	0	2.58	44	44	12
2014	53 school/district actively improving instructional practice 2014	0	12	35	51	2	3.42	12	35	53
2015	53 school/district actively improving instructional practice 2015	13	42	29	17	0	2.5	55	29	16
2016	53 school/district actively improving instructional practice 2016	2	23	42	30	3	3.07	25	42	33
2014	54 school/district uses student data to drive instruction 2014	0	7	51	39	3	3.39	7	51	42
2015	54 school/district uses student data to drive instruction 2015	0	21	58	21	0	3	21	58	21
2016	54 school/district uses student data to drive instruction 2016	2	21	53	21	3	3	23	53	24
2014	55 school/district improvement planning inclusive and considers feedback 2014	0	16	54	25	5	3.19	16	54	30
2015	55 school/district improvement planning inclusive and considers feedback 2015	38	17	38	8	0	2.17	55	38	7
2016	55 school/district improvement planning inclusive and considers feedback 2016	5	37	40	19	0	2.72	42	40	18
2014	56 staff development school/district relevant to my work 2014	7	30	28	25	10	3.02	37	28	35
2015	56 staff development school/district relevant to my work 2015	21	25	38	13	3	2.54	46	38	16
2016	56 staff development school/district relevant to my work 2016	12	40	23	26	0	2.63	52	23	25
2014	57 confident school/district will succeed with educational challenges 2014	0	2	26	58	14	3.84	2	26	72
2015	57 confident school/district will succeed with educational challenges 2015	13	33	38	13	3	2.63	46	38	16
2016	57 confident school/district will succeed with educational challenges 2016	2	16	40	40	2	3.23	18	40	42
2014	58 student achievement school/district will improve significantly over 3 years 2014	2	5	53	37	3	3.35	7	53	40
2015	58 student achievement school/district will improve significantly over 3 years 2015	8	33	54	0	5	2.58	41	54	5
2016	58 student achievement school/district will improve significantly over 3 years 2016	2	12	65	21	0	3.05	14	65	21
2014	59 consider my school/district excellent 2014	2	0	14	51	33	4.14	2	14	84
2015	59 consider my school/district excellent 2015	4	29	29	33	5	3.04	33	29	38
2016	59 consider my school/district excellent 2016	0	5	23	60	12	3.79	5	23	72
2014	60 know specifics how school/district intends improving student achievement 2016	0	30	51	14	5	2.95	30	51	19
2015	60 know specifics how school/district intends improving student achievement 2015	29	29	38	4	0	2.17	58	38	4
2016	60 know specifics how school/district intends improving student achievement 2016	9	37	44	9	1	2.53	46	44	10
2014	61 school/district has high quality plan improving student achievement 2014	0	18	58	19	5	3.12	18	58	24
2015	61 school/district has high quality plan improving student achievement 2015	17	33	42	8	0	2.42	50	42	8
2016	61 school/district has high quality plan improving student achievement 2016	7	23	58	12	0	2.74	30	58	12
2014	62 school/district headed right direction to improve student achievement 2014	2	4	44	42	8	3.53	6	44	50
2015	62 school/district headed right direction to improve student achievement 2015	17	29	33	21	0	2.58	46	33	21
2016	62 school/district headed right direction to improve student achievement 2016	0	21	51	28	0	3.07	21	51	28
2014	63 school/district addresses academic challenges to improve 2014	0	5	28	56	11	3.72	5	28	67
2015	63 school/district addresses academic challenges to improve 2015	4	33	33	29	1	2.88	37	33	30
2016	63 school/district addresses academic challenges to improve 2016	0	16	33	47	4	3.4	16	33	51
2014	64 I have trust and confidence in school/dept leadership 2014	5	4	19	47	25	3.83	9	19	72

MS Staff Culture Climate Survey Data 3 Year

		1	2	3	4	5	Avg	Negative 1/2	Neutral 3	Positive 4/5
2015	64 I have trust and confidence in school/dept leadership 2015	46	17	21	13	3	2.13	63	21	16
2016	64 I have trust and confidence in school/dept leadership 2016	9	23	16	37	15	3.23	32	16	52
2014	65 school/dept leadership acts consistently/do as they say 2014	2	12	26	39	21	3.65	14	26	60
2015	65 school/dept leadership acts consistently/do as they say 2015	38	21	29	13	0	2.17	59	29	12
2016	65 school/dept leadership acts consistently/do as they say 2016	0	21	40	26	13	3.33	21	40	39
2014	66 school/dept leadership encourages sharing ideas and opinions 2014	5	4	12	51	28	3.93	9	12	79
2015	66 school/dept leadership encourages sharing ideas and opinions 2015	21	29	17	33	0	2.63	50	17	33
2016	66 school/dept leadership encourages sharing ideas and opinions 2016	0	9	19	51	21	3.84	9	19	72
2014	67 school/dept leadership is accessible 2014	2	4	14	46	34	4.09	6	14	80
2015	67 school/dept leadership is accessible 2015	13	4	29	50	4	3.29	17	29	54
2016	67 school/dept leadership is accessible 2016	0	5	23	49	23	3.91	5	23	72
2014	68 school/dept leadership is effective 2014	7	4	21	51	17	3.68	11	21	68
2015	68 school/dept leadership is effective 2015	38	33	21	4	4	2.04	71	21	8
2016	68 school/dept leadership is effective 2016	12	23	23	35	7	3.02	35	23	42
2014	69 school/dept leadership keeps me well informed 2014	0	9	21	49	21	3.82	9	21	70
2015	69 school/dept leadership keeps me well informed 2015	38	33	17	13	0	2.04	71	17	12
2016	69 school/dept leadership keeps me well informed 2016	5	14	21	53	7	3.44	19	21	60
2014	70 school/dept leadership listens to my concerns 2014	7	4	21	39	29	3.81	11	21	68
2015	70 school/dept leadership listens to my concerns 2015	21	8	25	42	4	3	29	25	46
2016	70 school/dept leadership listens to my concerns 2016	5	7	23	49	16	3.65	12	23	65