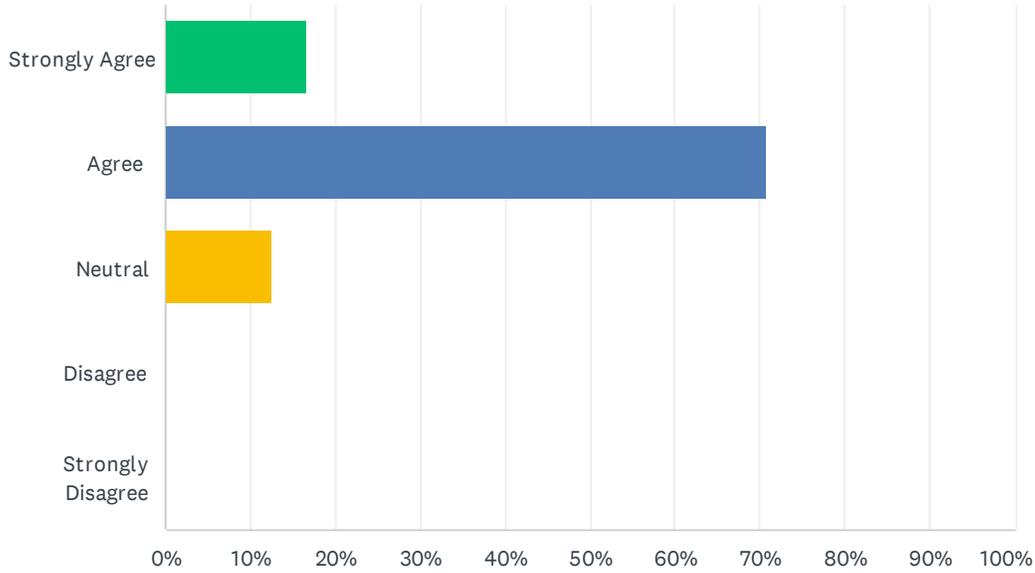


Q1 How effectively does the superintendent/principal provide clear direction and vision for the district/school?

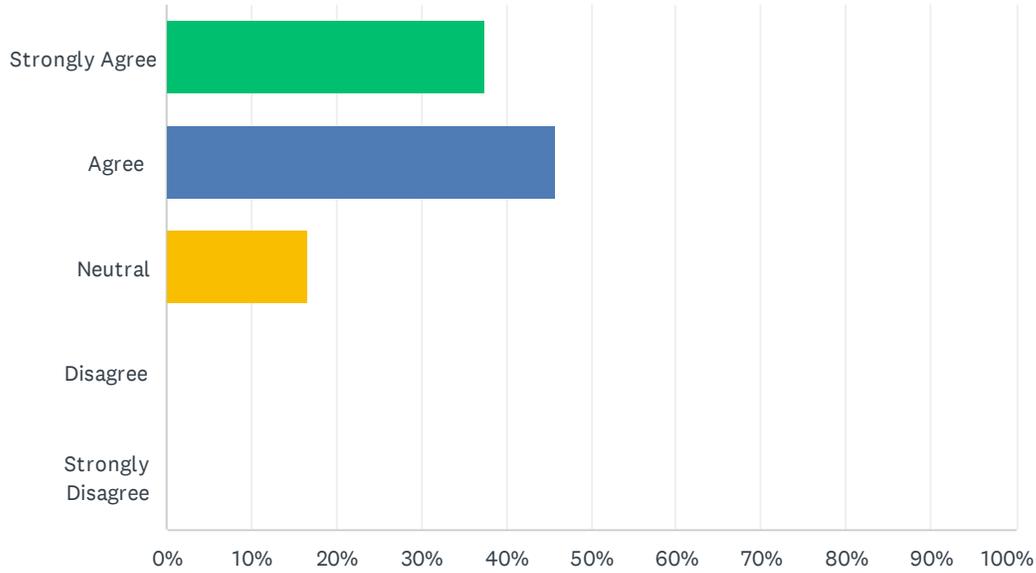
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	16.67%	4
Agree	70.83%	17
Neutral	12.50%	3
Disagree	0.00%	0
Strongly Disagree	0.00%	0
TOTAL		24

Q2 How well does the superintendent/principal demonstrate ethical leadership and integrity?

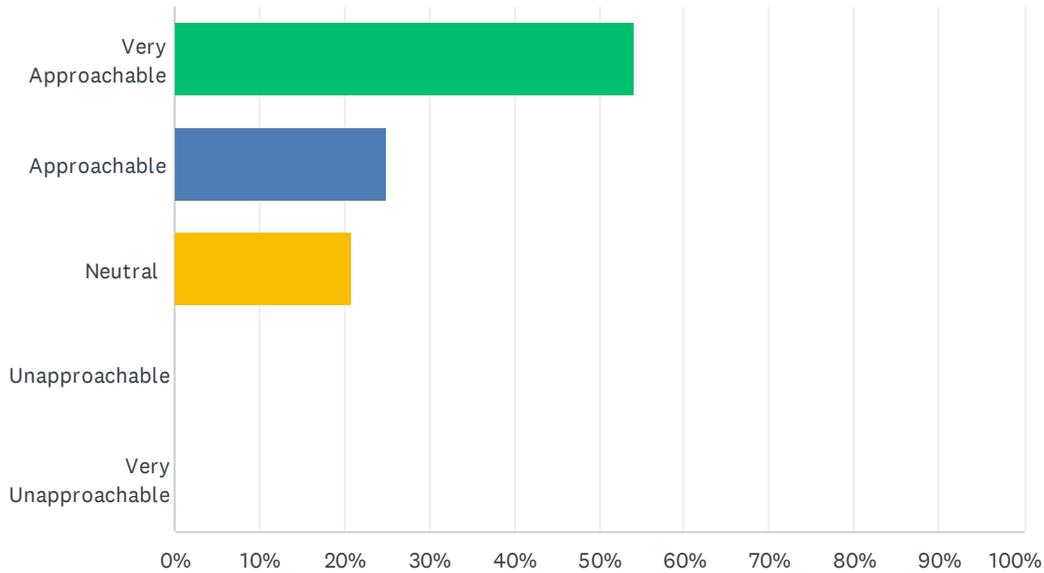
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	37.50%	9
Agree	45.83%	11
Neutral	16.67%	4
Disagree	0.00%	0
Strongly Disagree	0.00%	0
TOTAL		24

Q3 How approachable is the superintendent/principal for discussing concerns or suggestions?

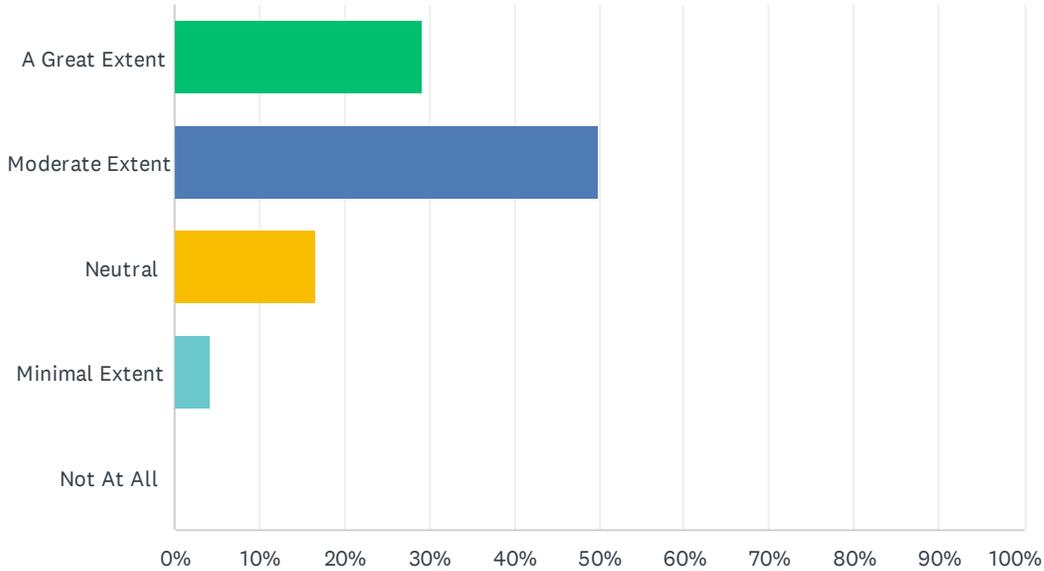
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very Approachable	54.17%	13
Approachable	25.00%	6
Neutral	20.83%	5
Unapproachable	0.00%	0
Very Unapproachable	0.00%	0
TOTAL		24

Q4 To what extent does the superintendent/principal create a culture of trust and collaboration within the district/school?

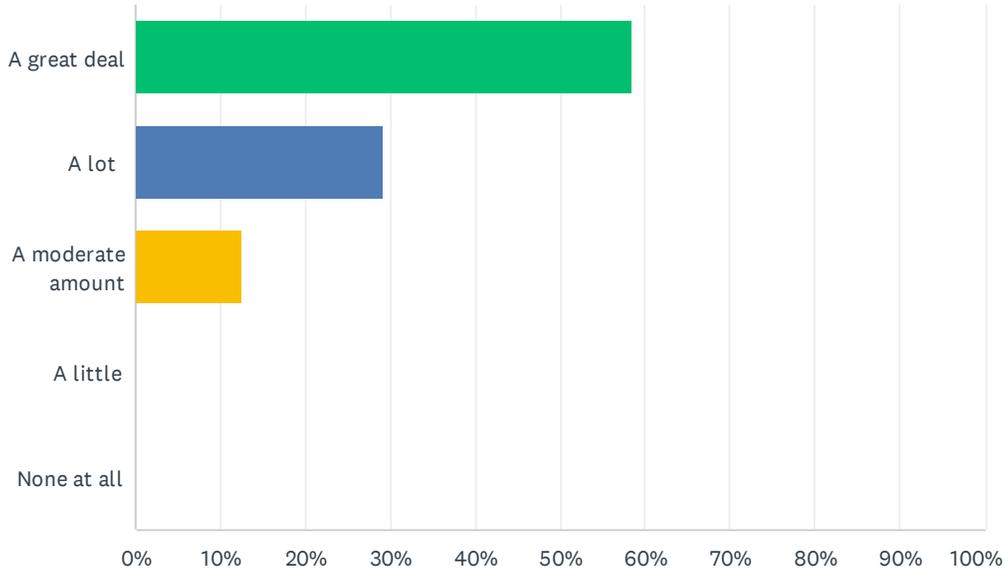
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
A Great Extent	29.17%	7
Moderate Extent	50.00%	12
Neutral	16.67%	4
Minimal Extent	4.17%	1
Not At All	0.00%	0
TOTAL		24

Q5 How much respect does the superintendent/principal have for students?

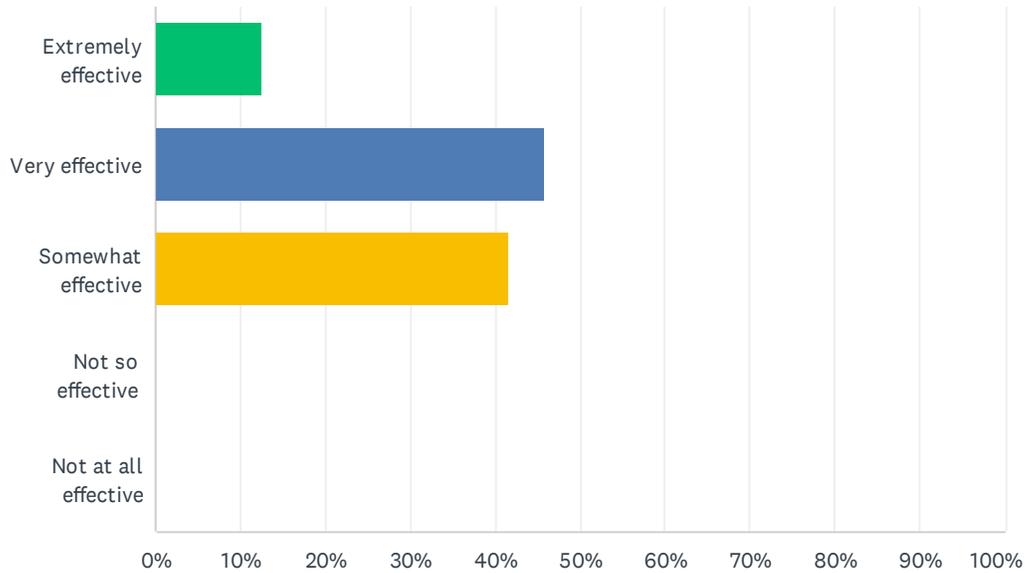
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
A great deal	58.33%	14
A lot	29.17%	7
A moderate amount	12.50%	3
A little	0.00%	0
None at all	0.00%	0
TOTAL		24

Q6 How effective is the superintendent/principal at creating a positive school culture for employees and students?

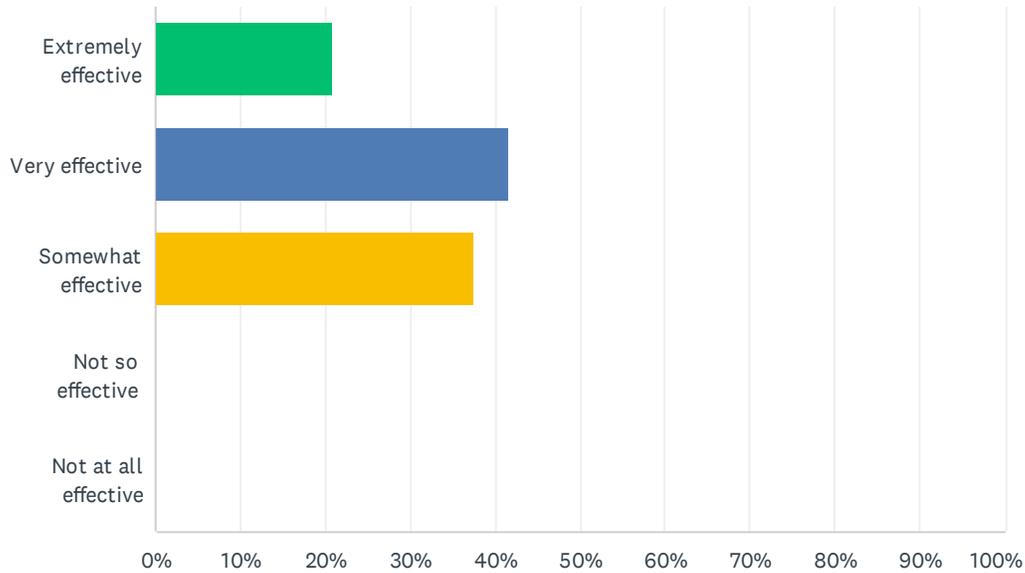
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Extremely effective	12.50%	3
Very effective	45.83%	11
Somewhat effective	41.67%	10
Not so effective	0.00%	0
Not at all effective	0.00%	0
TOTAL		24

Q7 How would you rate the overall effectiveness of the superintendent/principal?

Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Extremely effective	20.83%	5
Very effective	41.67%	10
Somewhat effective	37.50%	9
Not so effective	0.00%	0
Not at all effective	0.00%	0
TOTAL		24

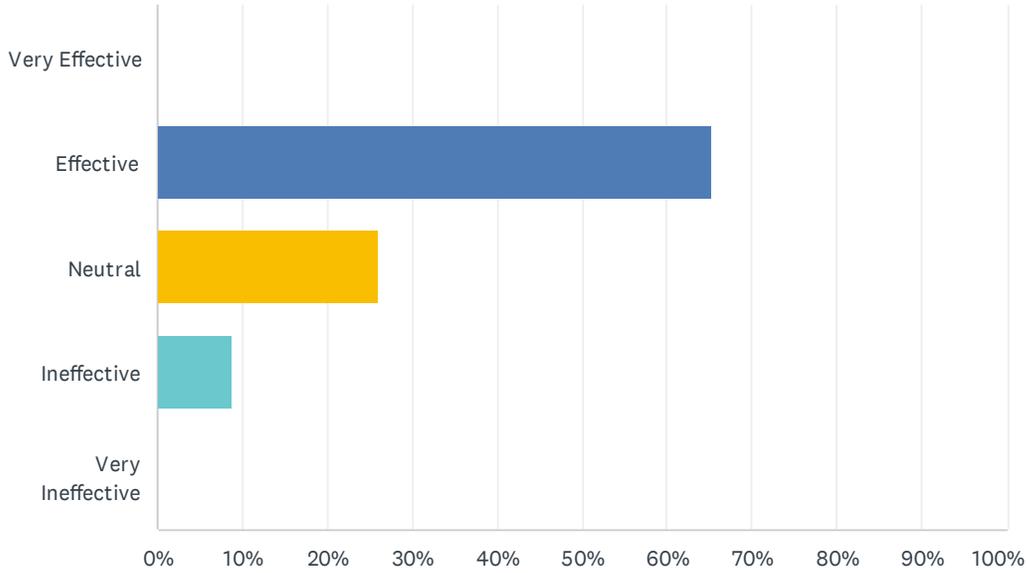
Q8 Please provide any additional comments or feedback about the superintendent/principal's leadership.

Answered: 11 Skipped: 13

#	RESPONSES	DATE
1	Can be more succinct and efficient at staff meetings.	12/16/2024 10:47 AM
2	Keep up the hard work	12/16/2024 7:38 AM
3	Needs a little more improvement	12/12/2024 11:57 AM
4	I feel the supt/principal leadership is on point. Perhaps the only thing I would improve if given the chance to fix all the world's problems, would be to ensure everyone is doing their part in the education of all students. We are all under the same contract, yet some do more than others and some feel like the bare minimum is cool. Some of us are tired and still fighting, what I anticipate happening is those who are trying to stay on top of expectations and holding students accountable are going to get exhausted and give up.	12/11/2024 2:48 PM
5	None	12/11/2024 11:19 AM
6	bring back title full time ! this school has not improved much! N eed to at least strive foe 50 percent . the students miss the program and ask almost every day!. t	12/10/2024 9:58 AM
7	I love the Bro's lunch! The kids love it as well!	12/7/2024 9:58 PM
8	His leadership has improved tremendously this year. I really appreciate it.	12/6/2024 11:40 AM
9	I would like to see Title brought back.	12/5/2024 4:44 PM
10	Much better than last year! I appreciate the warmth and friendliness you are showing this year. I am struggling with PLC this year at the high school level because we keep meeting to arrange school events rather than to improve instruction. November was for the IEFA day and December is bogged down in the Holiday Bowl.	12/5/2024 1:29 PM
11	I don't feel as though at times all of the staff is held accountable for things that the staff is asked to do and this causes distension among the staff. An examples is middle school and high school staff expectations of being in the MPR during breakfast.	12/5/2024 1:13 PM

Q9 How would you rate the effectiveness of your Professional Learning Community (PLC)?

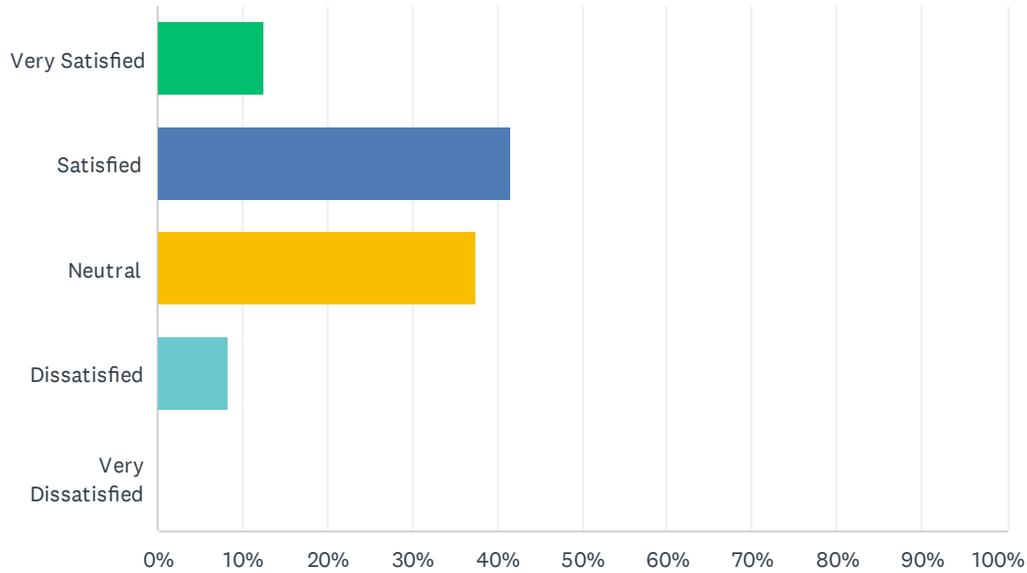
Answered: 23 Skipped: 1



ANSWER CHOICES	RESPONSES	
Very Effective	0.00%	0
Effective	65.22%	15
Neutral	26.09%	6
Ineffective	8.70%	2
Very Ineffective	0.00%	0
TOTAL		23

Q10 How satisfied are you with the overall school culture?

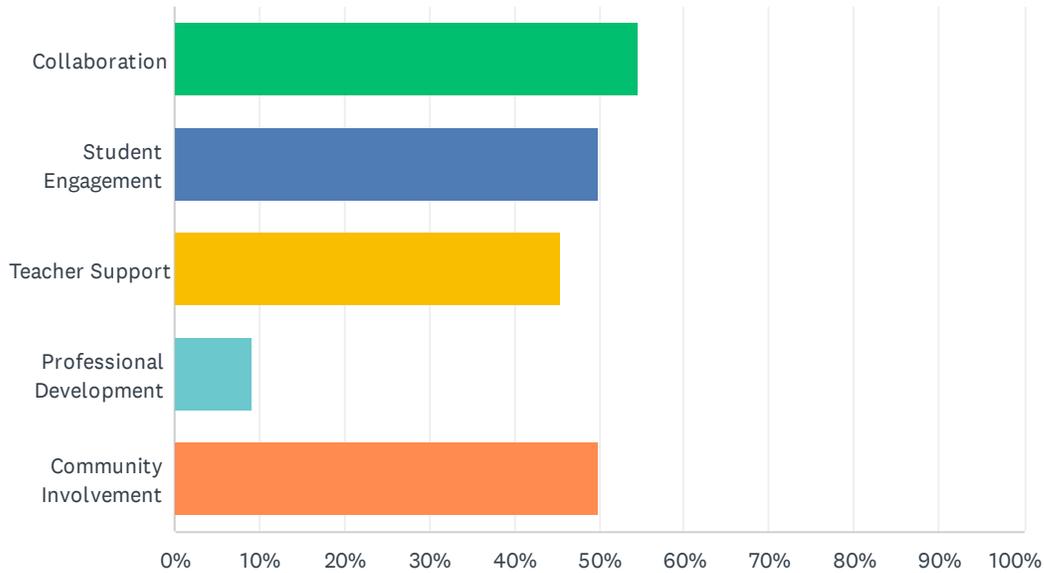
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very Satisfied	12.50%	3
Satisfied	41.67%	10
Neutral	37.50%	9
Dissatisfied	8.33%	2
Very Dissatisfied	0.00%	0
TOTAL		24

Q11 What aspects of the school culture do you find most positive? Select all that apply.

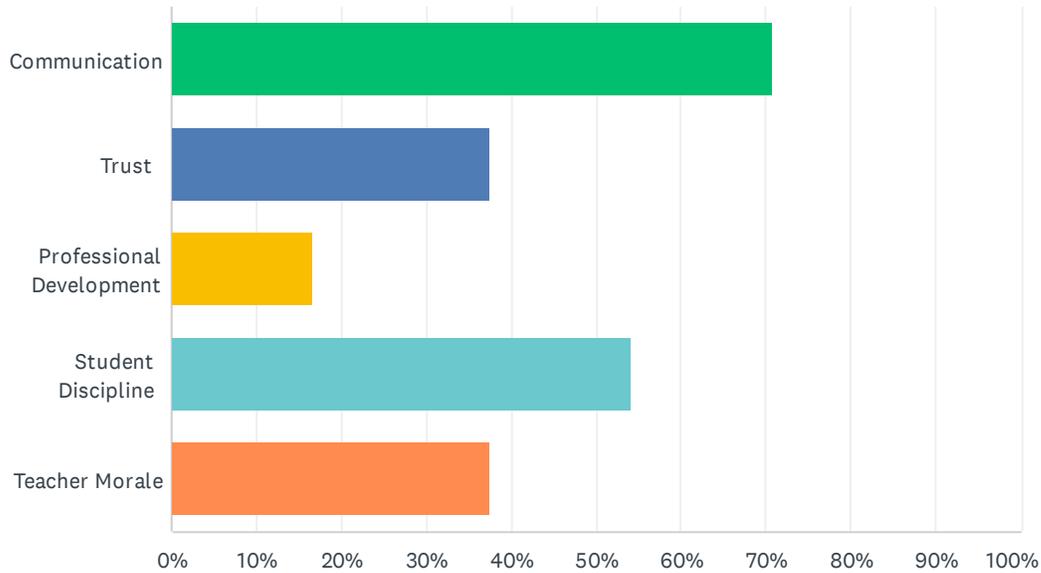
Answered: 22 Skipped: 2



ANSWER CHOICES	RESPONSES	
Collaboration	54.55%	12
Student Engagement	50.00%	11
Teacher Support	45.45%	10
Professional Development	9.09%	2
Community Involvement	50.00%	11
Total Respondents: 22		

Q12 What areas of the school culture need improvement? Select all that apply.

Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Communication	70.83%	17
Trust	37.50%	9
Professional Development	16.67%	4
Student Discipline	54.17%	13
Teacher Morale	37.50%	9
Total Respondents: 24		

Q13 What suggestions do you have for improving the school culture?

Answered: 12 Skipped: 12

#	RESPONSES	DATE
1	Communication at all levels can always be improved	12/16/2024 7:38 AM
2	Involving the tribe more	12/12/2024 11:57 AM
3	Louie's nights! You will never please everyone, and I think the culture is working on its way to being stellar. Keep doing what your doing, it's working!	12/11/2024 2:48 PM
4	I would suggest having more direct conversations with individuals that may need to improve practice or in need of support.	12/11/2024 11:19 AM
5	Communication	12/11/2024 9:19 AM
6	Maybe asking the community to be more present at the school.	12/10/2024 9:58 AM
7	Celebrating academic achievements more.	12/7/2024 9:58 PM
8	Do away with savage seat award. Seek help in hiring more paraprofessionals. Return to a full time Title One teacher. Try and get Nick P. back in the building.	12/7/2024 1:31 PM
9	Keep holding everyone accountable.	12/6/2024 11:40 AM
10	In a divisive community, some teambuilding would be helpful to remind each other that we are all working towards a common goal.	12/5/2024 4:44 PM
11	Enforce the tardy policy.	12/5/2024 1:29 PM
12	I think the school culture is actually wonderful this year, in compared to previous years.	12/5/2024 1:13 PM

Q14 Do you have any suggestions for the superintendent/principal in creating a more positive and effective school culture?

Answered: 12 Skipped: 12

#	RESPONSES	DATE
1	Continue to stress the importance of kind words needing to be spoken amongst students at all times and for teachers to stay vigilant in nipping bad communication in the bud or, when it happens.	12/16/2024 10:47 AM
2	I strongly believe we are headed in the right direction.	12/16/2024 7:38 AM
3	Being out and present this year has been excellent for both students and teachers in terms of school culture. Seeing the superintendent come into the classroom either because he is walking rounds of the school, taking care of a disciplinary issue, or checking in with teachers has helped strengthen school culture and has help strengthen our administration. Along with this, he has promptly dealt with student issues when they have been brought to him. The majority of what I have observed this year has been very positive and has made me proud to be a part of the Hot Springs Staff. The only suggestion that I have regarding making a more positive school culture is that there is a member on staff that seems to hold themselves to a different standard than the rest of the staff, opting out of duties such as breakfast and lunch in the multi-purpose room and by doing such they have put a wedge between them and many of their peers.	12/15/2024 4:49 PM
4	By being involved with the school at every school event.	12/12/2024 11:57 AM
5	I think this is hands down the most positive our culture has been in many many years! I LOVE coming to work and being able to enjoy colleagues and students.	12/11/2024 2:48 PM
6	Bring back staff christmas dinner party!	12/11/2024 11:19 AM
7	talk to all staff. each one having an equal say!	12/10/2024 9:58 AM
8	I believe that as a superintendent/principal you could definitely create a more positive and effective school culture by ensuring that the School Counselor position and Title I program we had previously be restored. I believe that it is important to have a school counselor on staff. Our students have some very real struggles at home that impede their ability to learn effectively in class. Having Chris available is great, but she is not here every day. Our students have needs that we cannot meet in a classroom alone. As adults, we need to make sure that we have someone trained and available consistently to assist and help them as those issues arise. We are currently lacking in that area and could improve next year. Additionally, I believe that it is truly important to have a separate Title I program. That program should be fully staffed and consistent and separate from the SPED program. I felt like we were able to achieve progress and it showed in the results, but that program was removed. I don't believe that it is mismanaged, but merely dwindled into barely anything. I know that funding was a big issue in this, but it really is desperately needed in classes with a large amount of students. We have a wide range of reading levels and attempting to meet all the levels and provide the targeted areas each individual student needs is truly difficult with only one person who may or may not be available. We went from a robust program with at least three people down to one aide. SPED students take precedent legally - but it does directly impact our Title students in a negative manner. I would like you to actually provide some realistic assistance in helping us reach those goals without a real program if that cannot happen. Currently, we simply are not able to provide the help that our students need to achieve in order to gain the skills to successfully move onto the next grade. I believe that morale is low because the expectations are truly overwhelming and unrealistic. Being told to progress monitor without assistance is absolutely impossible. Previously, students could be pulled out and read in a silent setting and progress could be shown. Realistically, progress monitoring all of our students is unattainable if we have a classroom with a large number of students. Logistically – it would take over an hour. Students hear the other students read and answer the questions resulting in tainted results. Overall, I believe that the effort and intentions are there. I just believe that our students deserve more and these are the areas that I believe are the most significant.	12/7/2024 9:58 PM

Staff Satisfaction Survey on School Culture and Leadership Effectiveness

9	Addressing personnel issues immediately.	12/6/2024 11:35 AM
10	I think some teambuilding activities and personal experiences between staff members would be beneficial.	12/5/2024 4:44 PM
11	I believe that individually addressing concerns with teachers instead of a blanket statement in a staff meeting will help the staff to not feel like some things are not handled directly. The message is lost when the staff feels as though it only applies to certain things that are happening in certain classrooms. Example being active supervision in the hallways being addressed in a Friday Communicator instead of directly with that teacher.	12/5/2024 1:13 PM
12	Right now there are a couple staff members dragging their feet on helping out in common areas and even recess. I think going over these expectations and clearly defining what is expected might help.	12/5/2024 12:26 PM