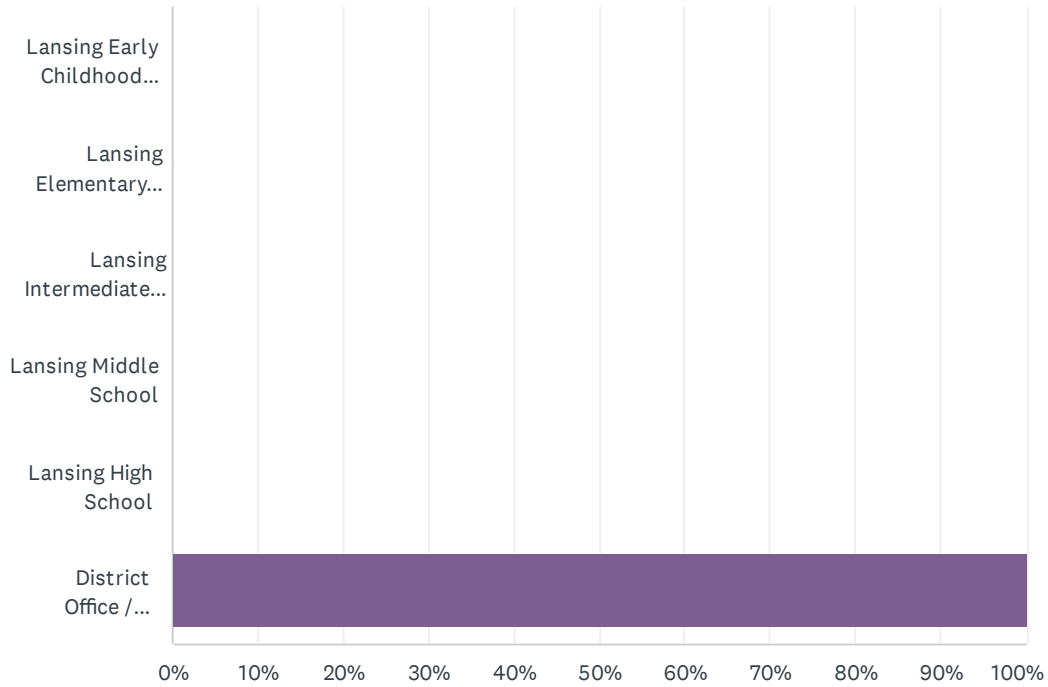


## Q1 To which building are you primarily assigned?

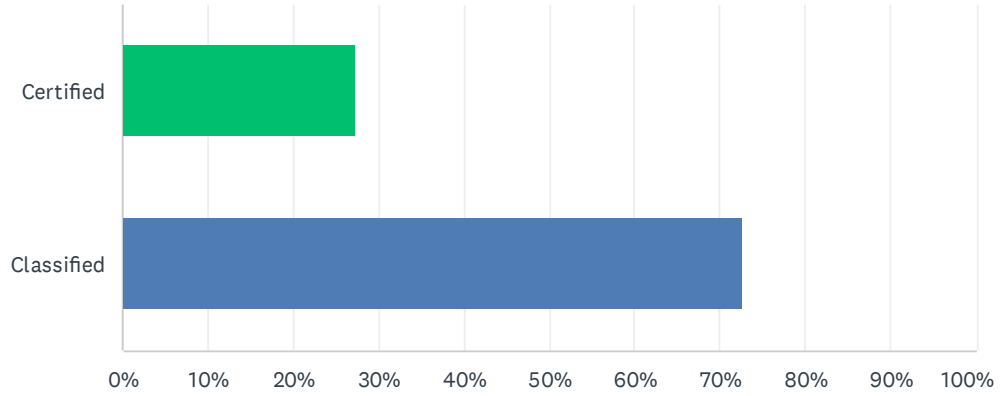
Answered: 22 Skipped: 0



ANSWER CHOICES	RESPONSES	
Lansing Early Childhood Program	0.00%	0
Lansing Elementary School	0.00%	0
Lansing Intermediate School	0.00%	0
Lansing Middle School	0.00%	0
Lansing High School	0.00%	0
District Office / District-Wide Services and Support	100.00%	22
<b>TOTAL</b>		<b>22</b>

## Q2 Would you classify your role as certified (teacher or administrator) or classified (support)?

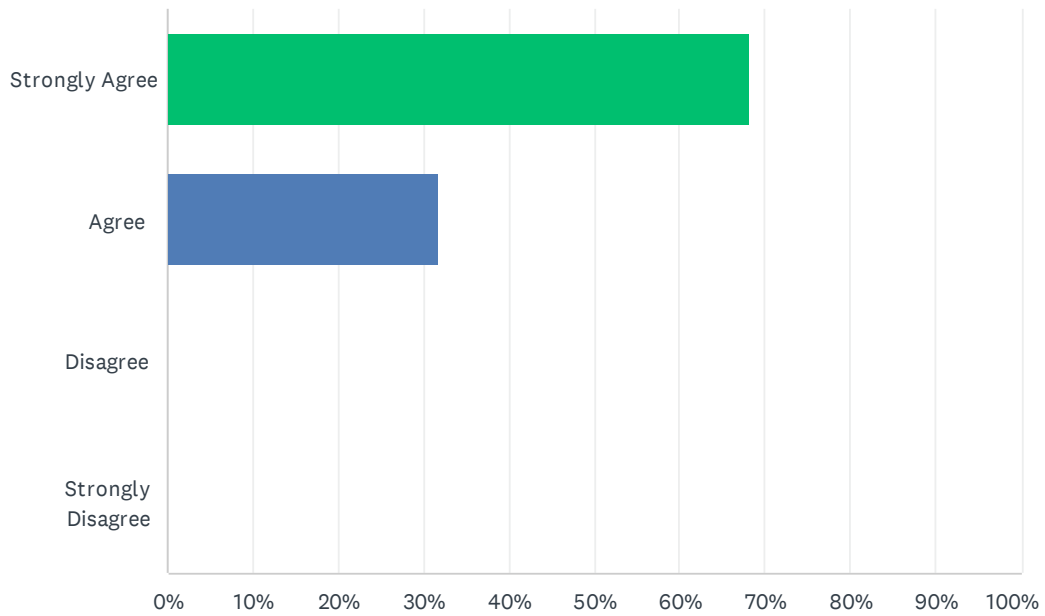
Answered: 22 Skipped: 0



ANSWER CHOICES	RESPONSES	
Certified	27.27%	6
Classified	72.73%	16
TOTAL		22

### Q3 My interaction with my co-workers is helpful to me.

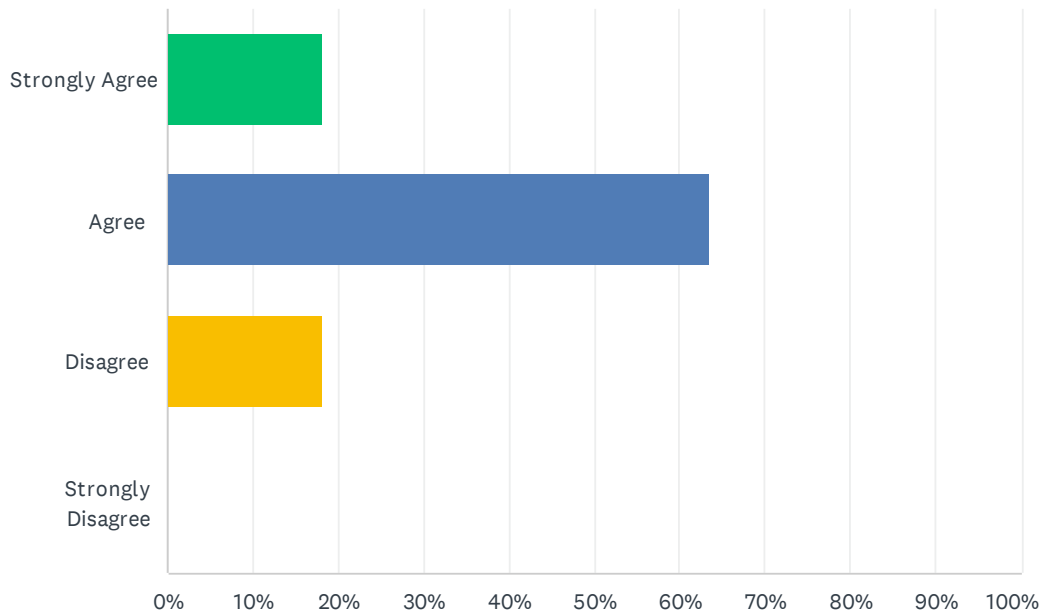
Answered: 22 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	68.18%	15
Agree	31.82%	7
Disagree	0.00%	0
Strongly Disagree	0.00%	0
TOTAL		22

### Q4 I feel that my contributions are valued and I am treated fairly.

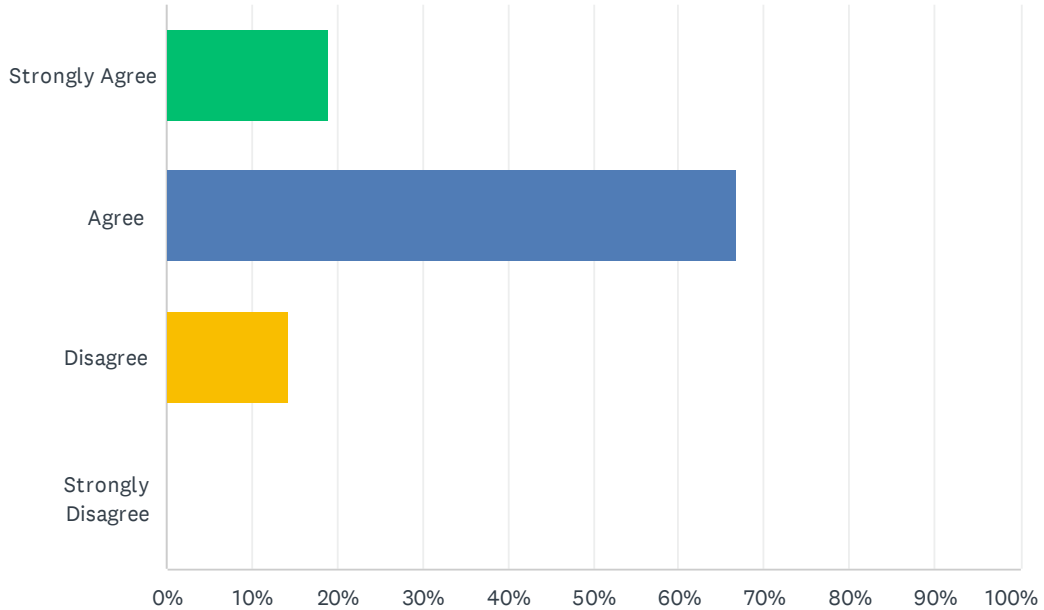
Answered: 22 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly Agree	18.18% 4
Agree	63.64% 14
Disagree	18.18% 4
Strongly Disagree	0.00% 0
<b>TOTAL</b>	<b>22</b>

Q5 I feel that my colleagues in our district hold high expectations for all students and support their academic, cultural, emotional, physical, and behavioral development.

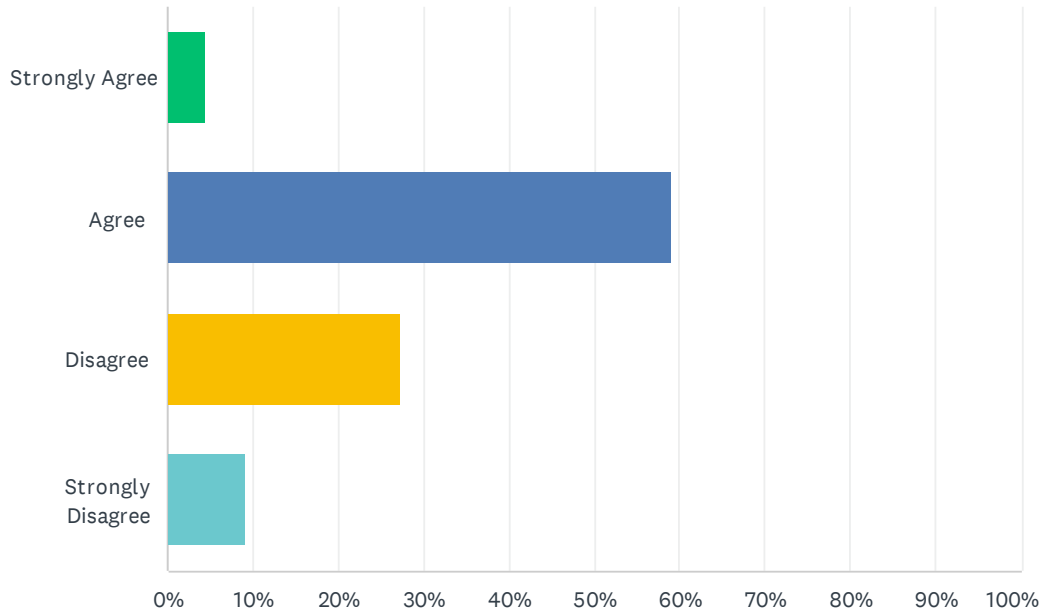
Answered: 21 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly Agree	19.05%	4
Agree	66.67%	14
Disagree	14.29%	3
Strongly Disagree	0.00%	0
<b>TOTAL</b>		<b>21</b>

### Q6 I feel that the Board, leadership in my building/department, teachers, and staff care about students and inspire their best efforts.

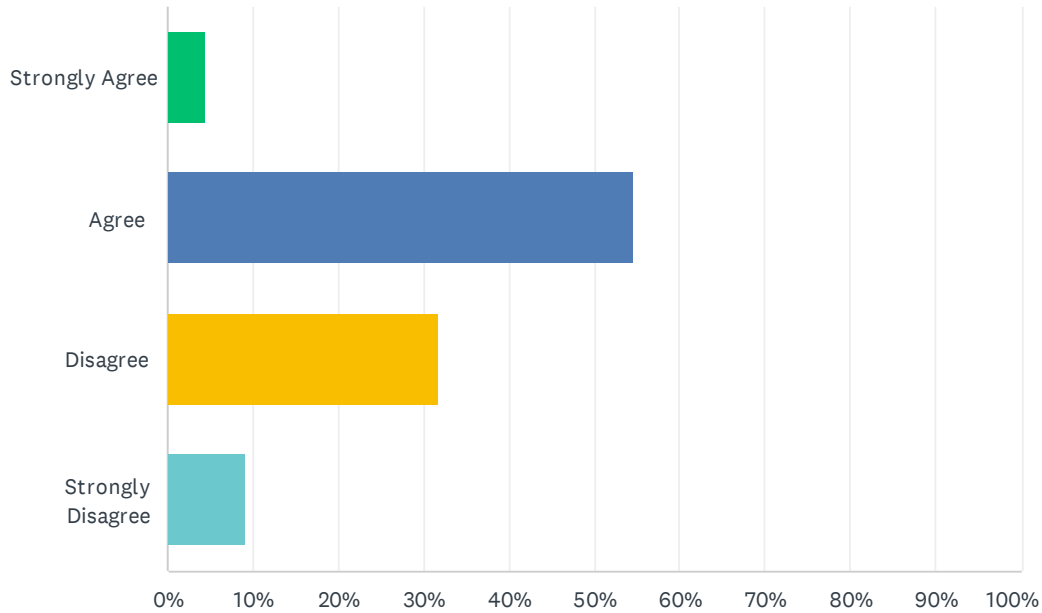
Answered: 22 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	4.55%	1
Agree	59.09%	13
Disagree	27.27%	6
Strongly Disagree	9.09%	2
<b>TOTAL</b>		<b>22</b>

Q7 I feel I receive the support from The Board of Education and leadership in my building/department that is needed for me to be effective at my job.

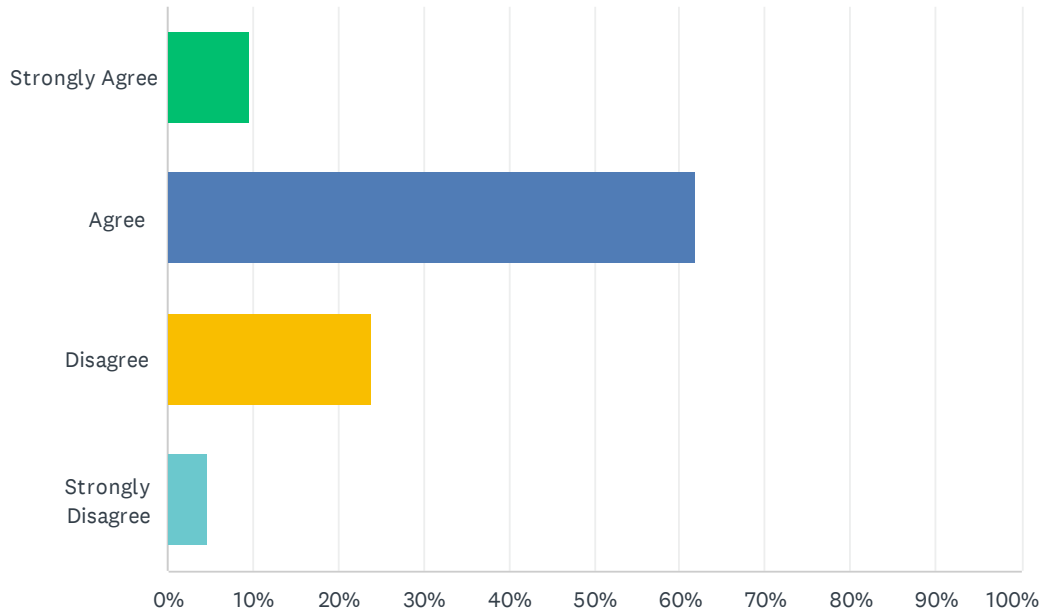
Answered: 22 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	4.55%	1
Agree	54.55%	12
Disagree	31.82%	7
Strongly Disagree	9.09%	2
TOTAL		22

### Q8 I feel that the school district has developed and sustained a shared vision for the district.

Answered: 21 Skipped: 1

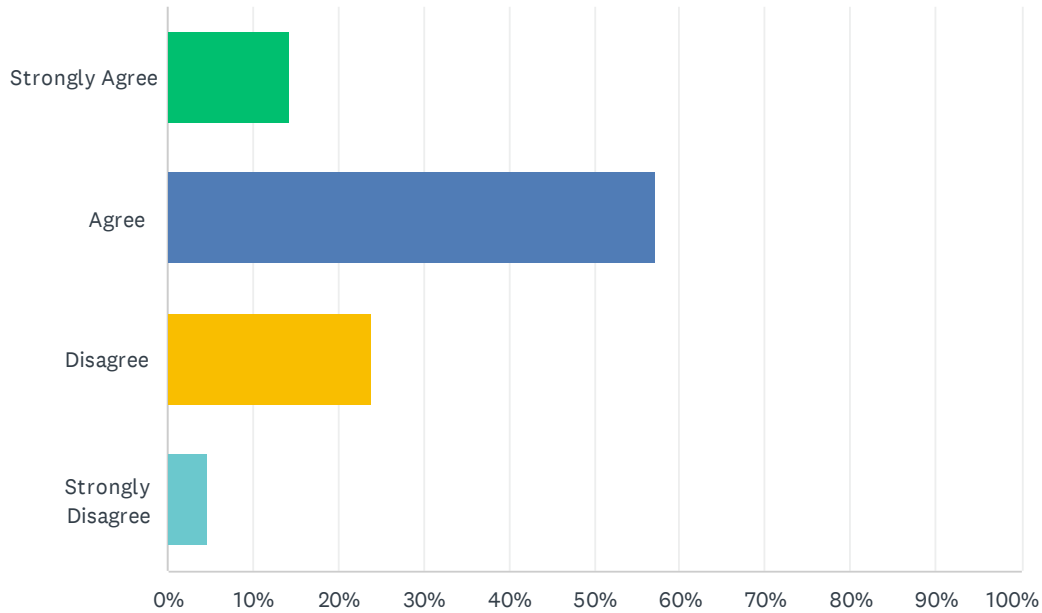


ANSWER CHOICES	RESPONSES	
Strongly Agree	9.52%	2
Agree	61.90%	13
Disagree	23.81%	5
Strongly Disagree	4.76%	1
<b>TOTAL</b>		<b>21</b>



### Q9 I feel that leadership decisions are focused on academic performance and are data-driven and collaborative.

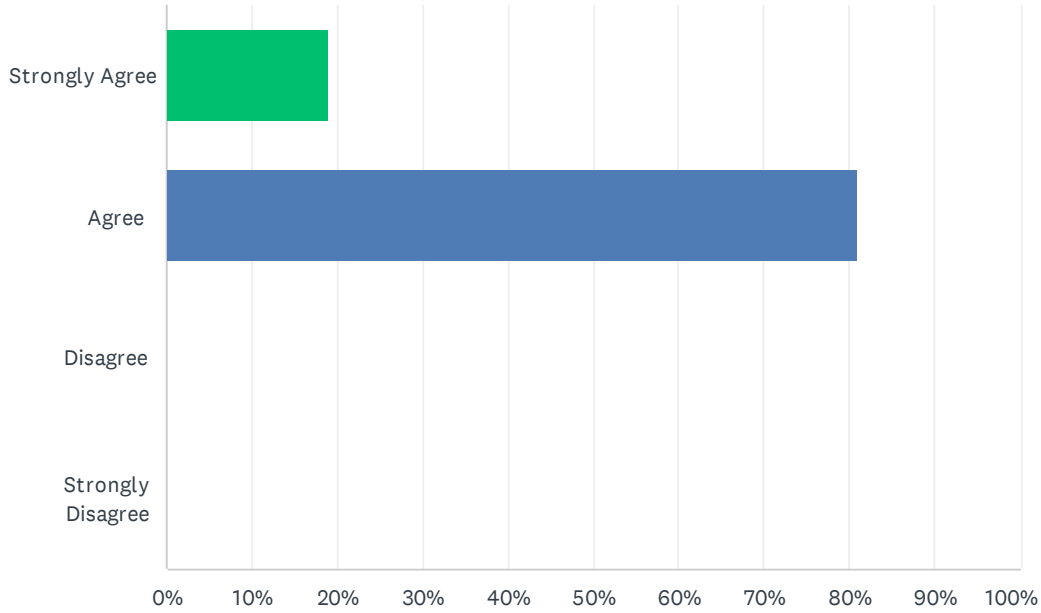
Answered: 21 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly Agree	14.29%	3
Agree	57.14%	12
Disagree	23.81%	5
Strongly Disagree	4.76%	1
<b>TOTAL</b>		<b>21</b>

Q10 I feel that I have the instructional resources (textbooks, supplemental reading, and technology) to sufficiently and effectively deliver the curriculum.

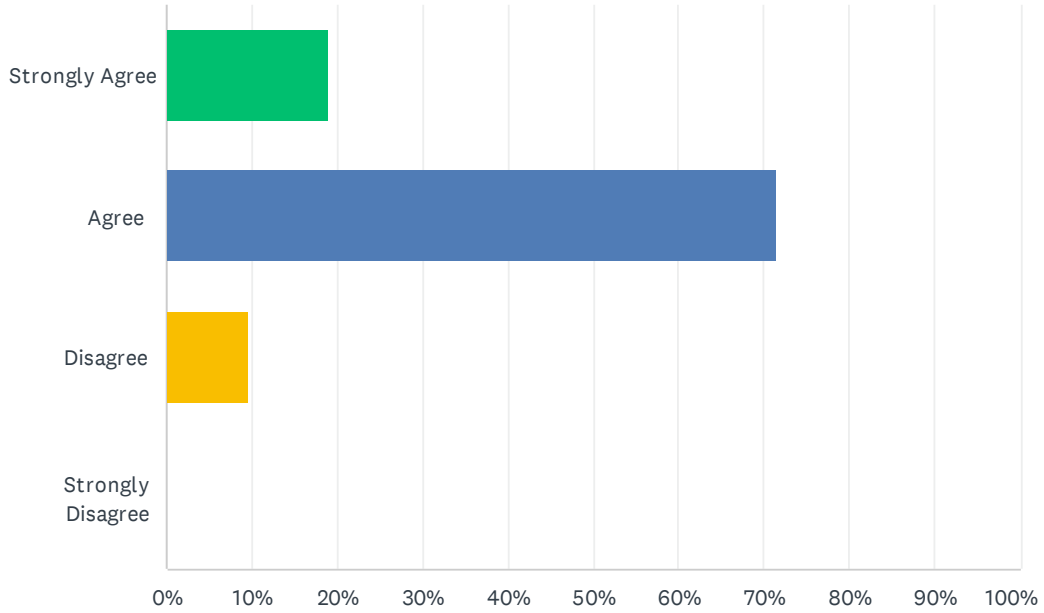
Answered: 21 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly Agree	19.05%	4
Agree	80.95%	17
Disagree	0.00%	0
Strongly Disagree	0.00%	0
TOTAL		21

Q11 I feel I am given the opportunity to work collaboratively with staff and co-workers to improve instruction and student performance.

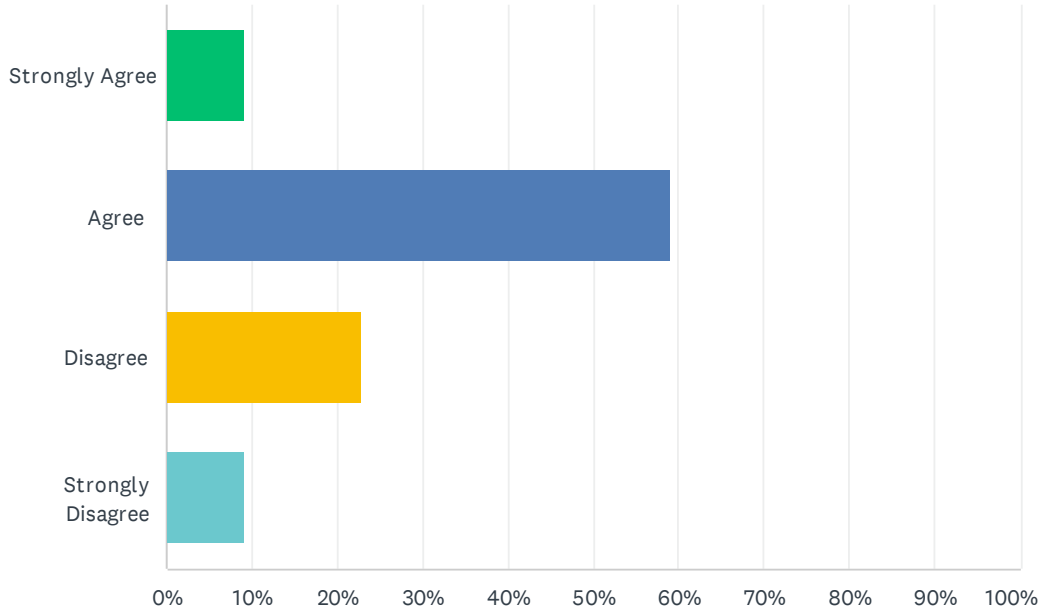
Answered: 21 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly Agree	19.05%	4
Agree	71.43%	15
Disagree	9.52%	2
Strongly Disagree	0.00%	0
<b>TOTAL</b>		<b>21</b>

**Q12 I feel leadership in my department/building communicates and enforces expectations for staff effectively through goal setting and establishing a professional work environment.**

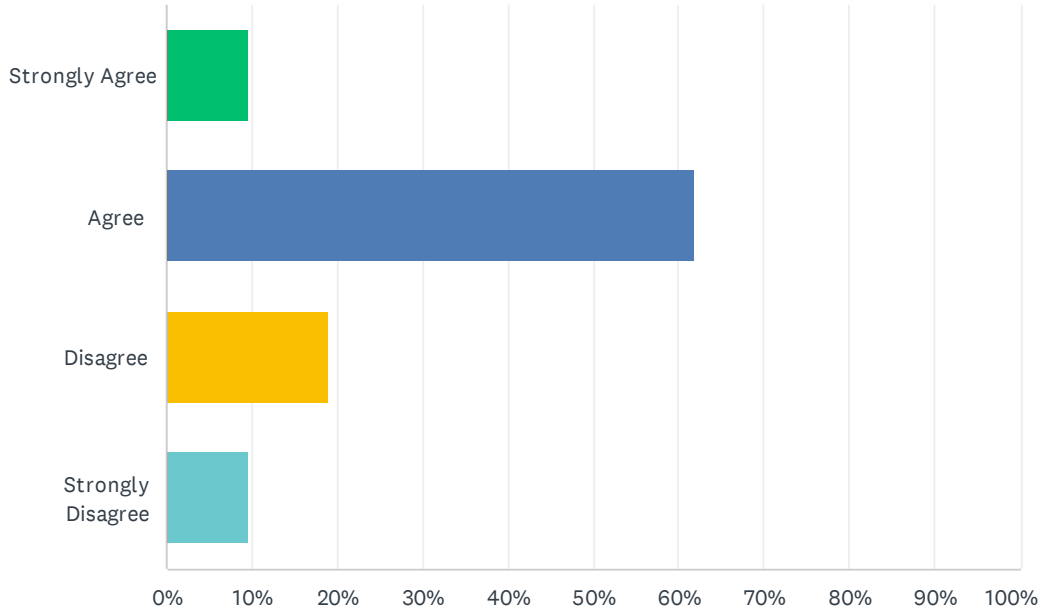
Answered: 22 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	9.09%	2
Agree	59.09%	13
Disagree	22.73%	5
Strongly Disagree	9.09%	2
<b>TOTAL</b>		<b>22</b>

Q13 I feel I work in a safe and orderly environment and that disruptions and inappropriate behaviors are dealt with properly and in a timely manner.

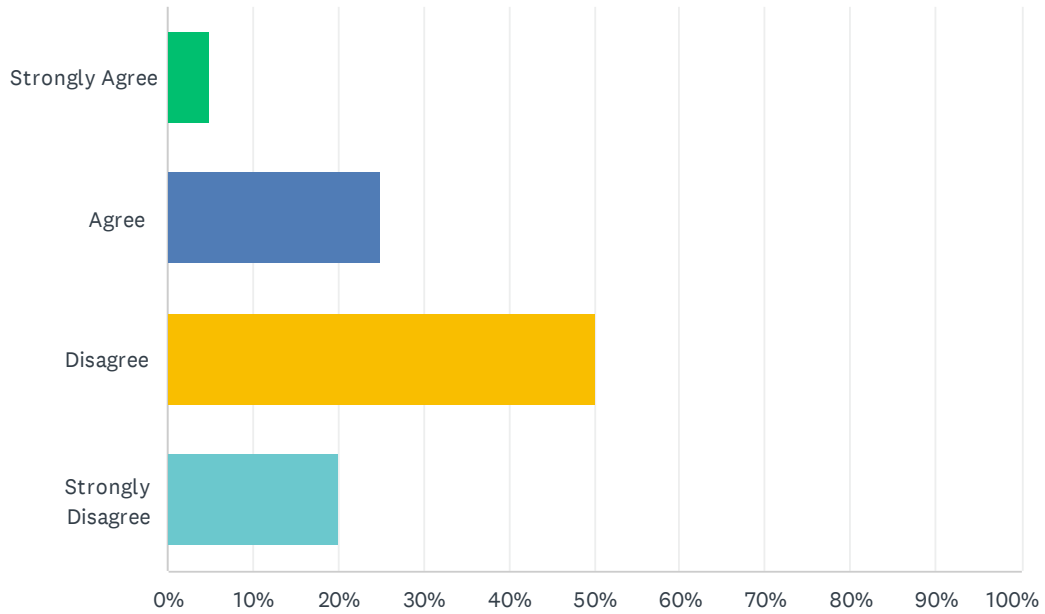
Answered: 21 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly Agree	9.52%	2
Agree	61.90%	13
Disagree	19.05%	4
Strongly Disagree	9.52%	2
<b>TOTAL</b>		<b>21</b>

### Q14 I am satisfied with my pay, benefits, and other incentives.

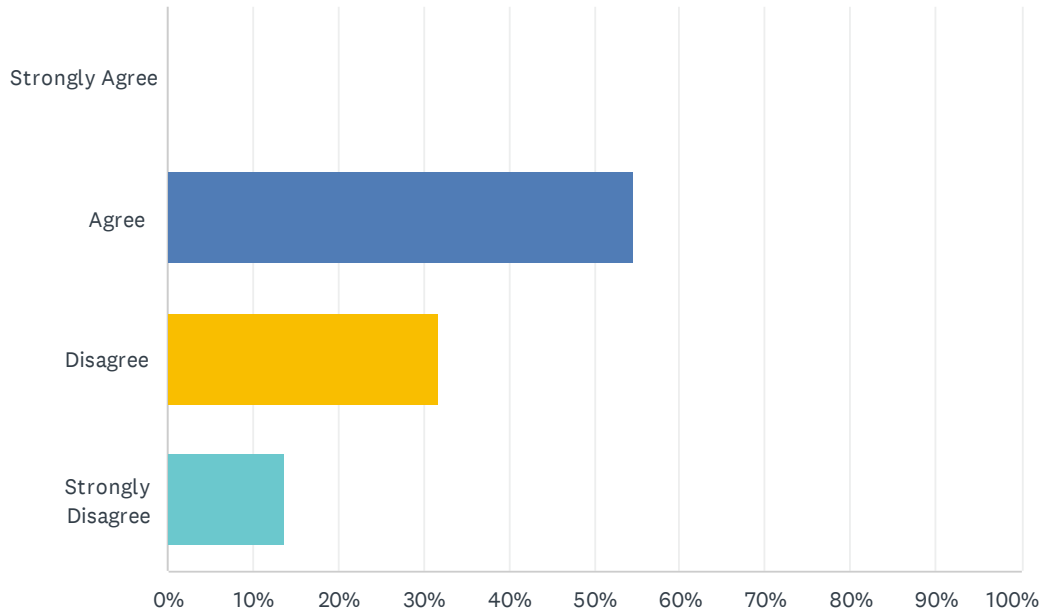
Answered: 20 Skipped: 2



ANSWER CHOICES	RESPONSES
Strongly Agree	5.00% 1
Agree	25.00% 5
Disagree	50.00% 10
Strongly Disagree	20.00% 4
TOTAL	20

### Q15 I am satisfied with how responsive the central office is to my human resource issues.

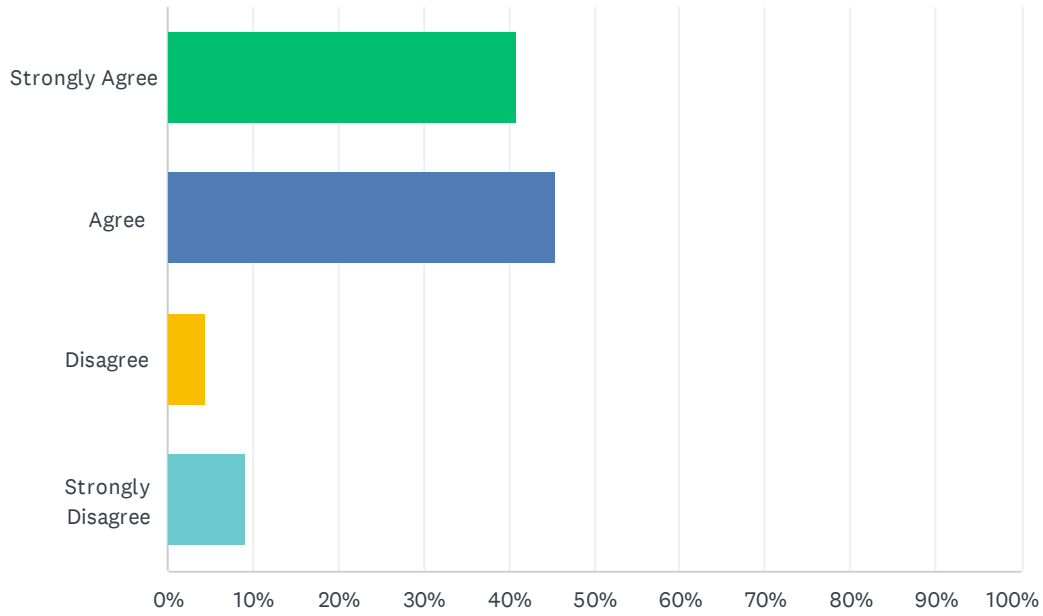
Answered: 22 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	0.00%	0
Agree	54.55%	12
Disagree	31.82%	7
Strongly Disagree	13.64%	3
<b>TOTAL</b>		<b>22</b>

## Q16 I am satisfied with my relationship with my supervisor.

Answered: 22 Skipped: 0

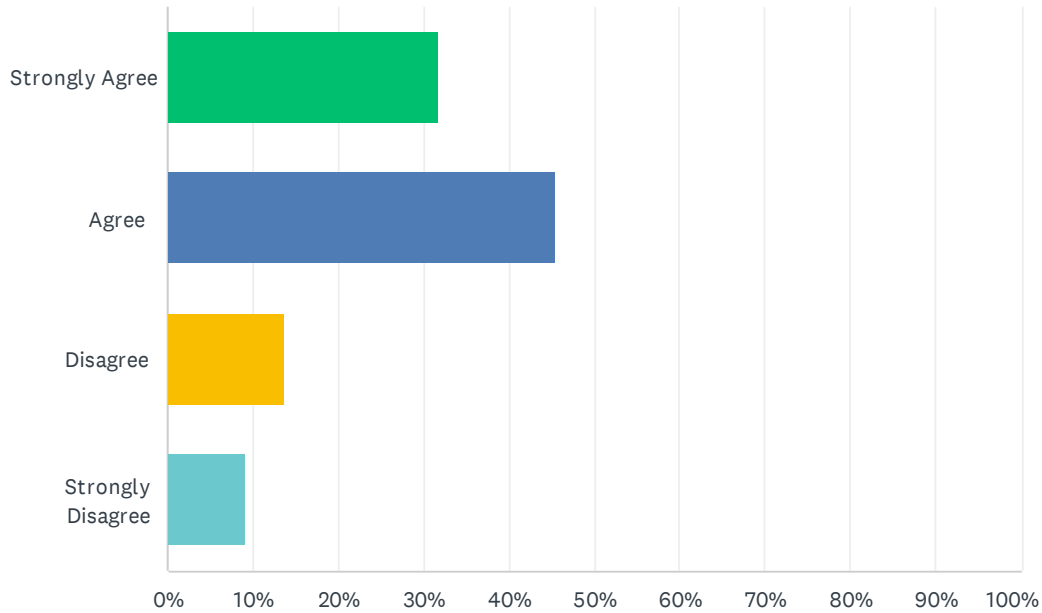


ANSWER CHOICES	RESPONSES
Strongly Agree	40.91% 9
Agree	45.45% 10
Disagree	4.55% 1
Strongly Disagree	9.09% 2
TOTAL	22



## Q17 My supervisor cares about my individual growth and opportunities as a professional.

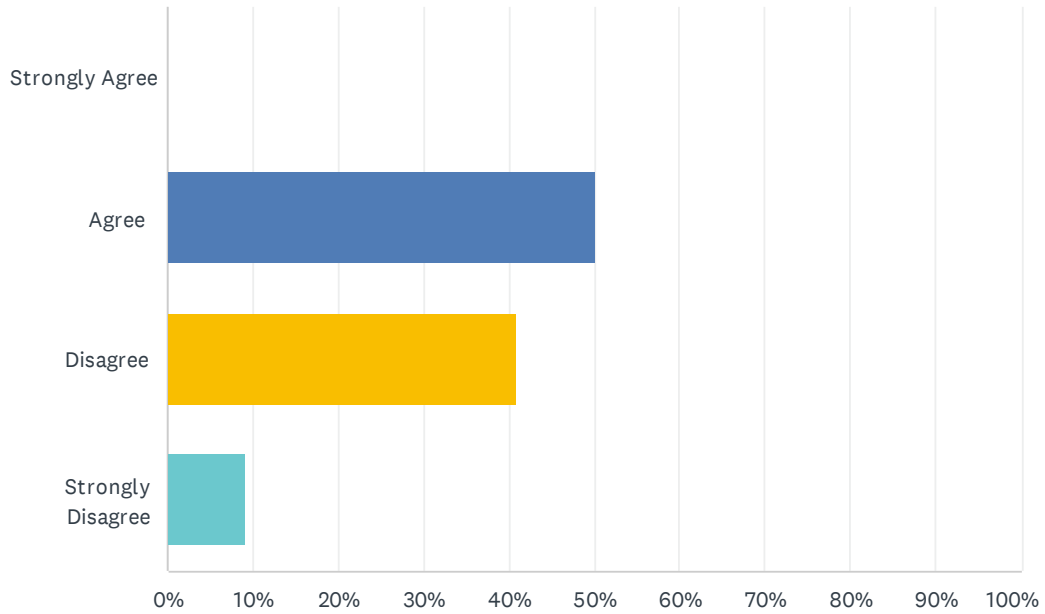
Answered: 22 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	31.82%	7
Agree	45.45%	10
Disagree	13.64%	3
Strongly Disagree	9.09%	2
<b>TOTAL</b>		<b>22</b>

### Q18 I feel that in today's climate, my position may be at risk.

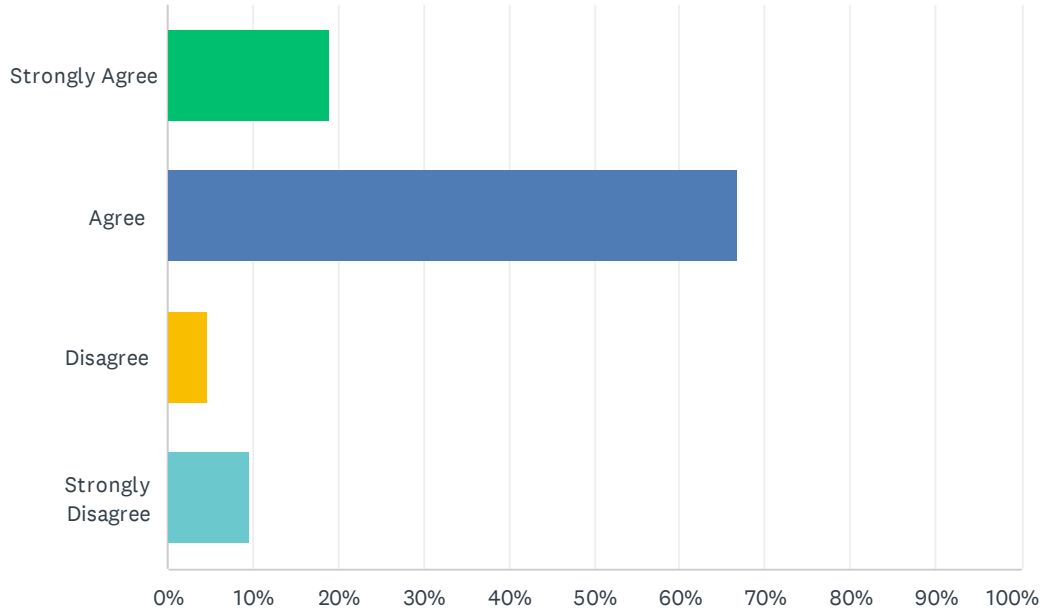
Answered: 22 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly Agree	0.00% 0
Agree	50.00% 11
Disagree	40.91% 9
Strongly Disagree	9.09% 2
TOTAL	22

### Q19 My supervisor's expectations are realistic and challenge me to be better.

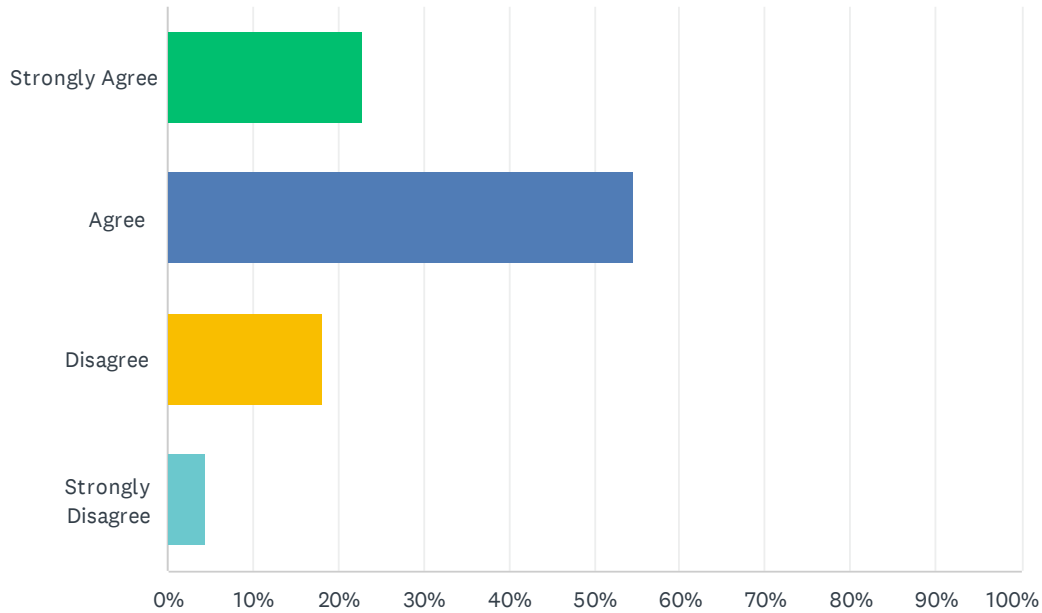
Answered: 21 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly Agree	19.05%	4
Agree	66.67%	14
Disagree	4.76%	1
Strongly Disagree	9.52%	2
<b>TOTAL</b>		<b>21</b>

## Q20 I feel I have the opportunity to participate in meaningful, on-going, job embedded professional development.

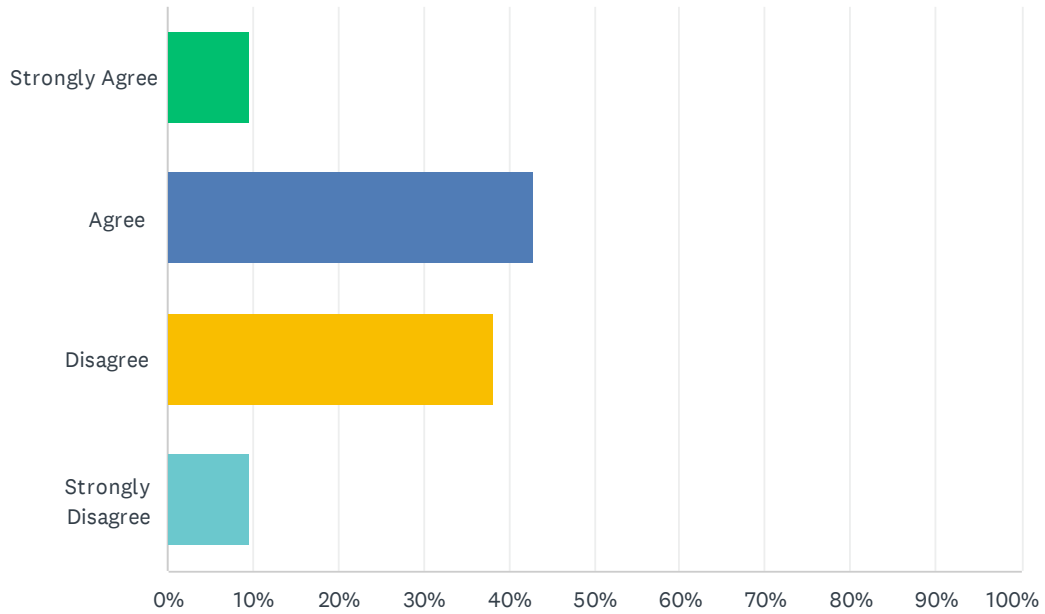
Answered: 22 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	22.73%	5
Agree	54.55%	12
Disagree	18.18%	4
Strongly Disagree	4.55%	1
<b>TOTAL</b>		<b>22</b>

Q22 I am considering looking for a job in my field at another school district.

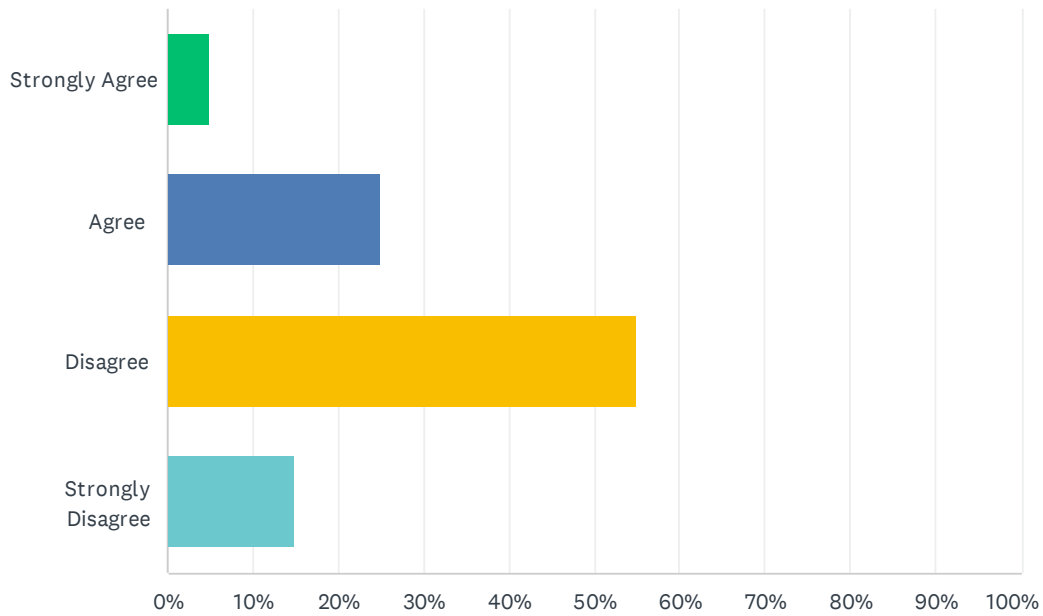
Answered: 21 Skipped: 1



ANSWER CHOICES	RESPONSES
Strongly Agree	9.52% 2
Agree	42.86% 9
Disagree	38.10% 8
Strongly Disagree	9.52% 2
TOTAL	21

### Q23 I am considering looking for a new job in a field other than education.

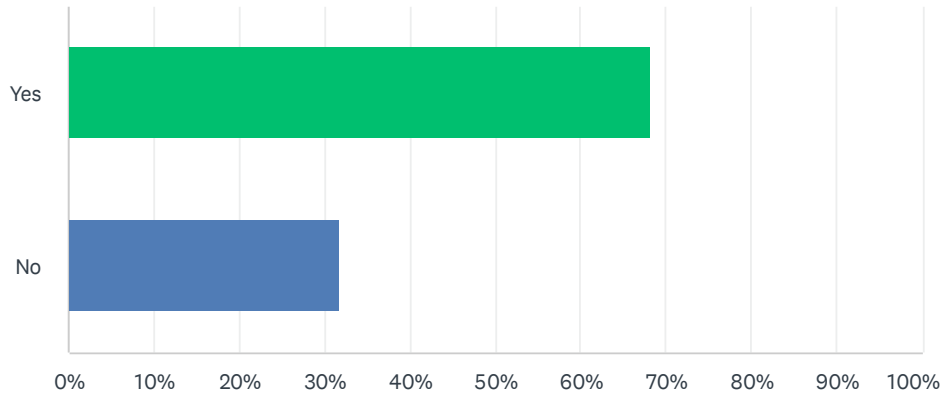
Answered: 20 Skipped: 2



ANSWER CHOICES	RESPONSES
Strongly Agree	5.00% 1
Agree	25.00% 5
Disagree	55.00% 11
Strongly Disagree	15.00% 3
TOTAL	20

## Q26 Would you recommend working in this district to your family and friends?

Answered: 22 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	68.18%	15
No	31.82%	7
TOTAL		22