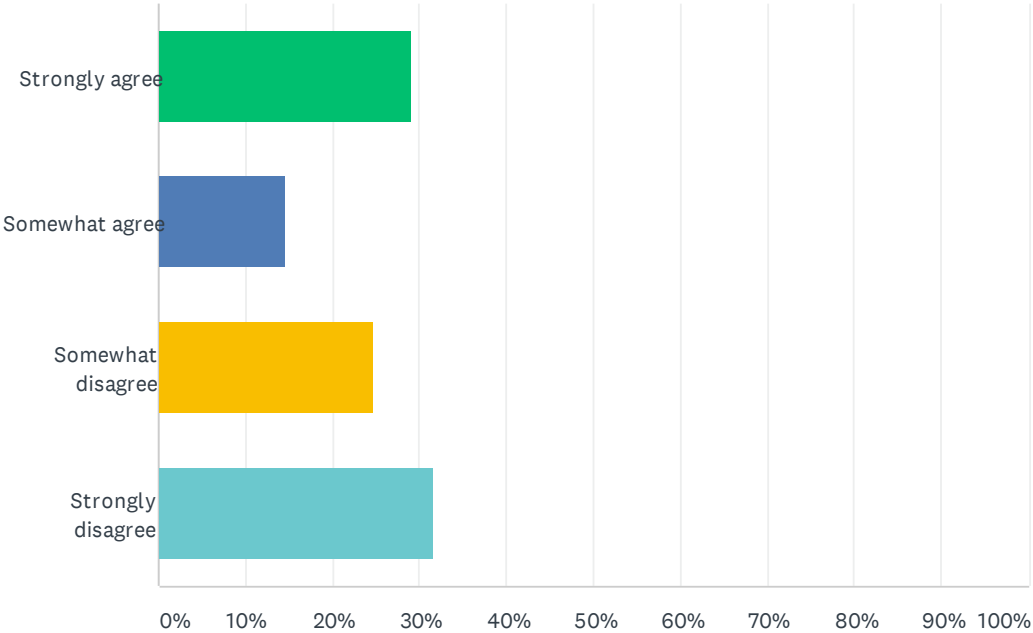


Q4 I believe the superintendent cares about me and the work I do.

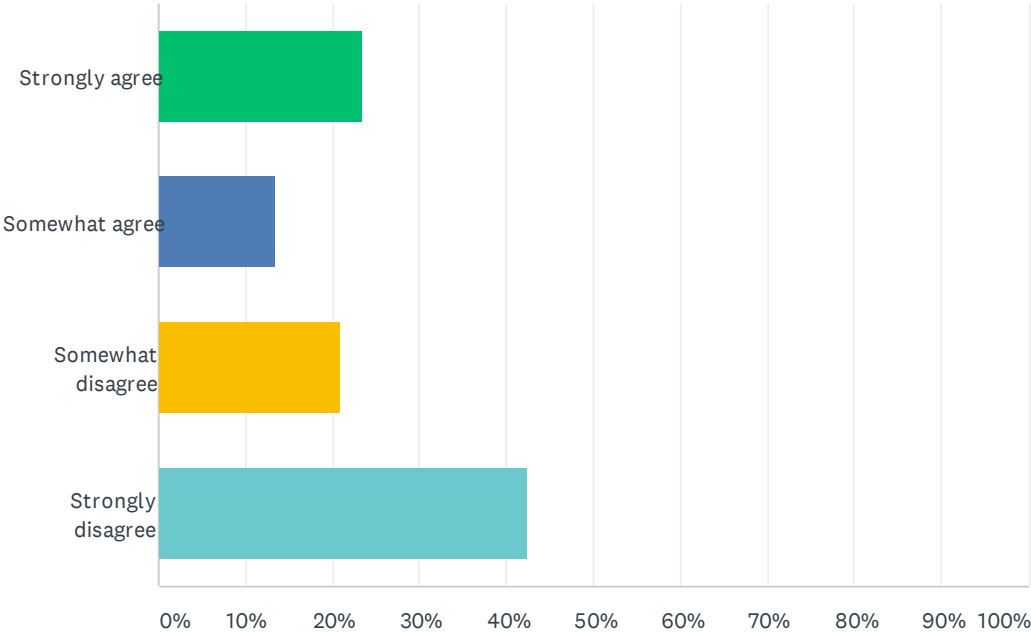
Answered: 158 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	29.11%	46
Somewhat agree	14.56%	23
Somewhat disagree	24.68%	39
Strongly disagree	31.65%	50
TOTAL		158

Q5 I believe that the superintendent understands the needs of my building and students.

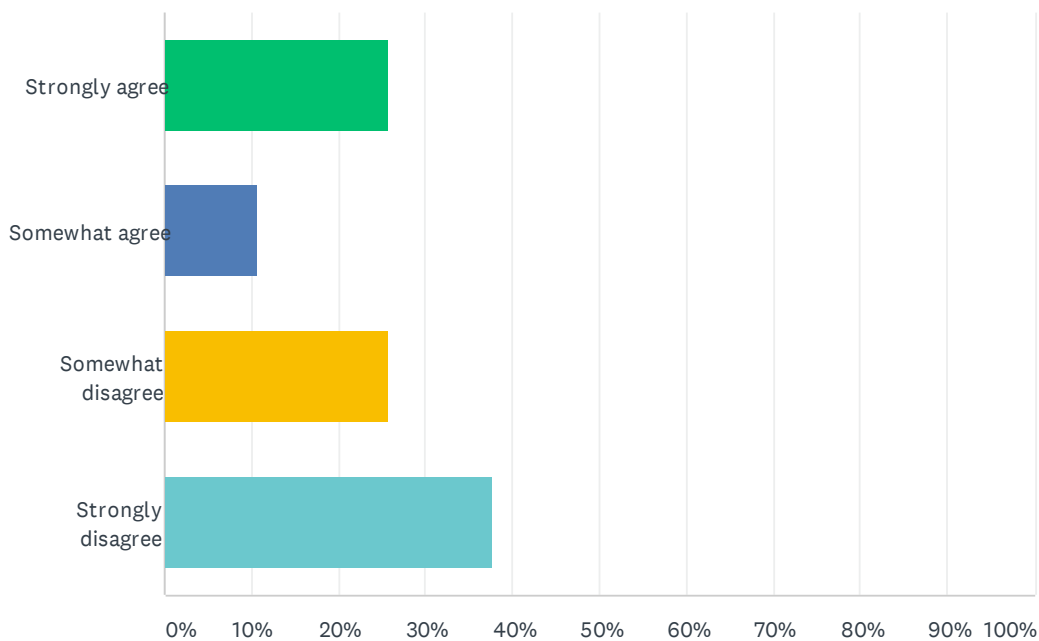
Answered: 158 Skipped: 2



ANSWER CHOICES	RESPONSES
Strongly agree	23.42% 37
Somewhat agree	13.29% 21
Somewhat disagree	20.89% 33
Strongly disagree	42.41% 67
TOTAL	158

Q6 I believe that the superintendent makes decisions that are ultimately in the best interest of our children/students.

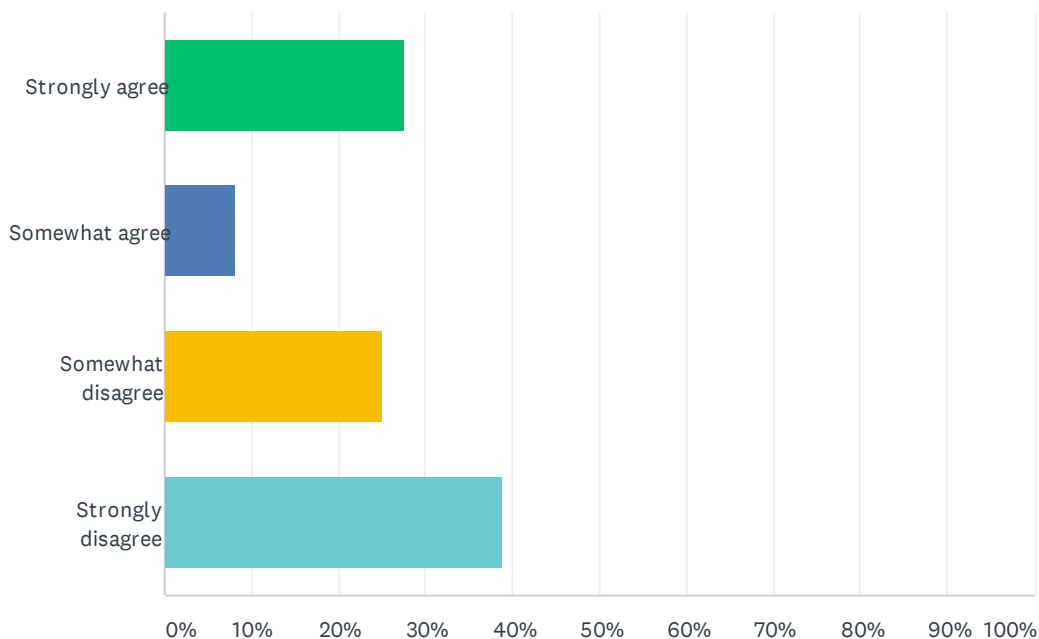
Answered: 159 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	25.79%	41
Somewhat agree	10.69%	17
Somewhat disagree	25.79%	41
Strongly disagree	37.74%	60
TOTAL		159

Q7 I believe that the superintendent consistently exhibits moral and ethical leadership and demonstrates integrity when leading the district.

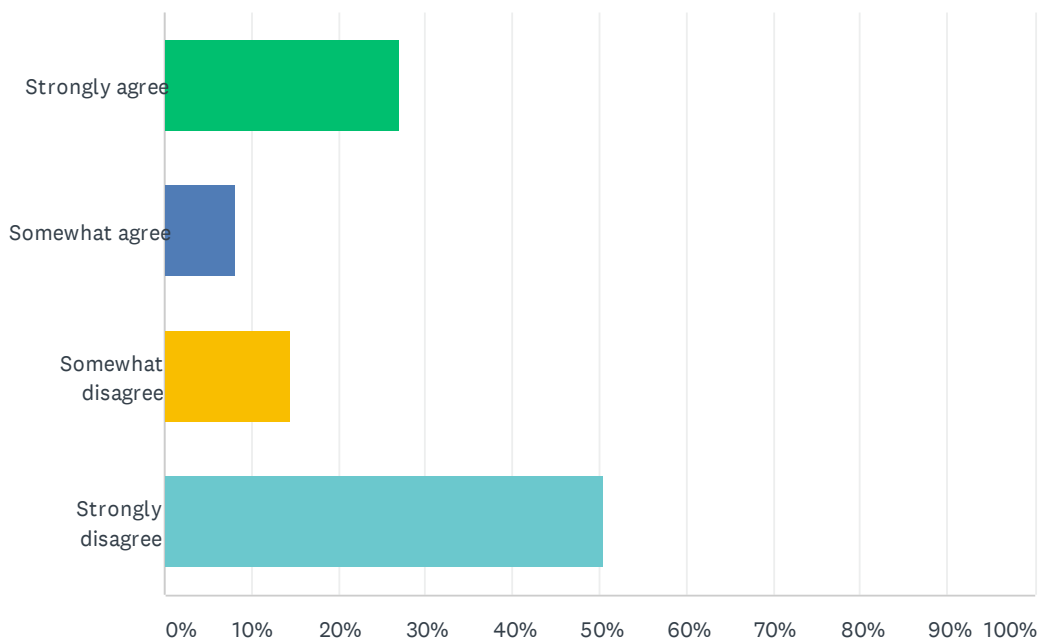
Answered: 159 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	27.67%	44
Somewhat agree	8.18%	13
Somewhat disagree	25.16%	40
Strongly disagree	38.99%	62
TOTAL		159

Q8 I believe that the superintendent values input, listens with an open mind, and is responsive to the cares and concerns of staff, students, and families

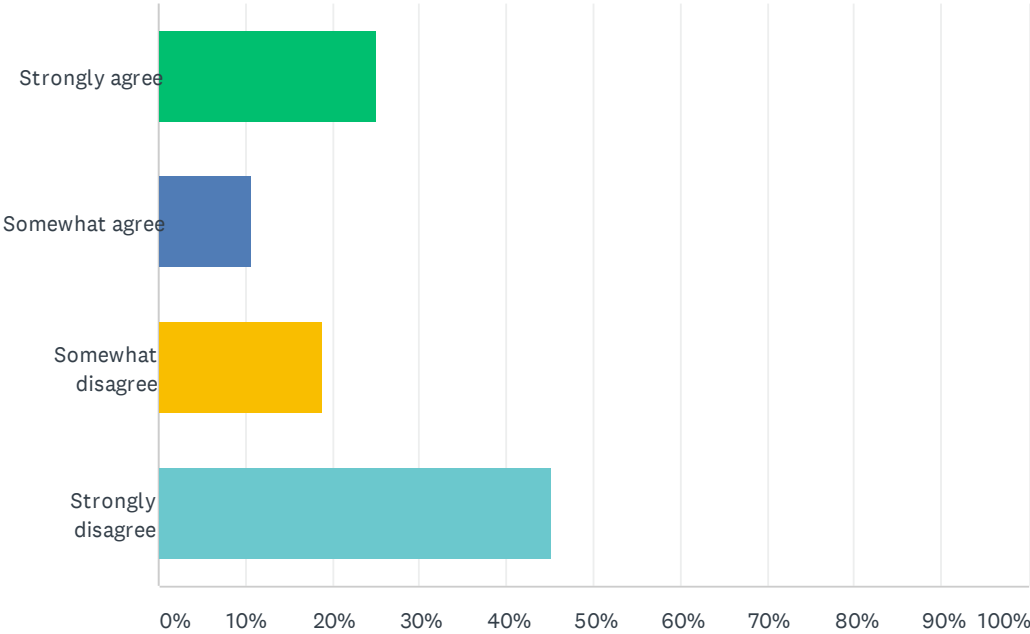
Answered: 159 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	27.04%	43
Somewhat agree	8.18%	13
Somewhat disagree	14.47%	23
Strongly disagree	50.31%	80
TOTAL		159

Q9 I believe that the superintendent creates and maintains a positive climate and culture for the district.

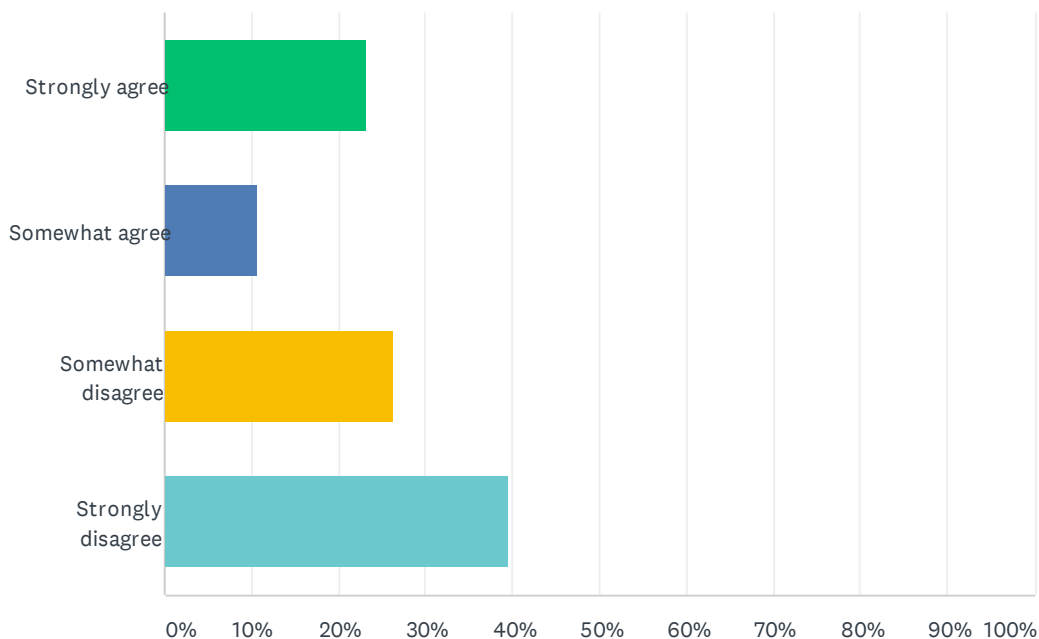
Answered: 159 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	25.16%	40
Somewhat agree	10.69%	17
Somewhat disagree	18.87%	30
Strongly disagree	45.28%	72
TOTAL		159

Q10 I believe that the superintendent identifies and resolves district and community challenges that affect growth, student achievement and/or staff morale.

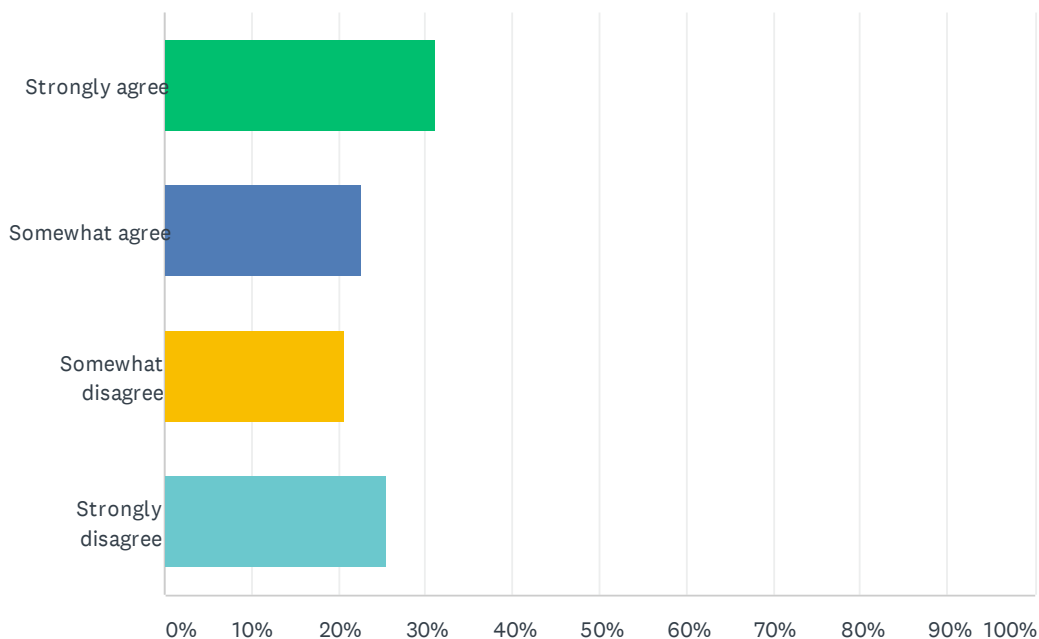
Answered: 159 Skipped: 1



ANSWER CHOICES	RESPONSES
Strongly agree	23.27% 37
Somewhat agree	10.69% 17
Somewhat disagree	26.42% 42
Strongly disagree	39.62% 63
TOTAL	159

Q11 I believe that the superintendent communicates the districts mission/vision with clarity and takes action to fulfill the goals and vision for our school district

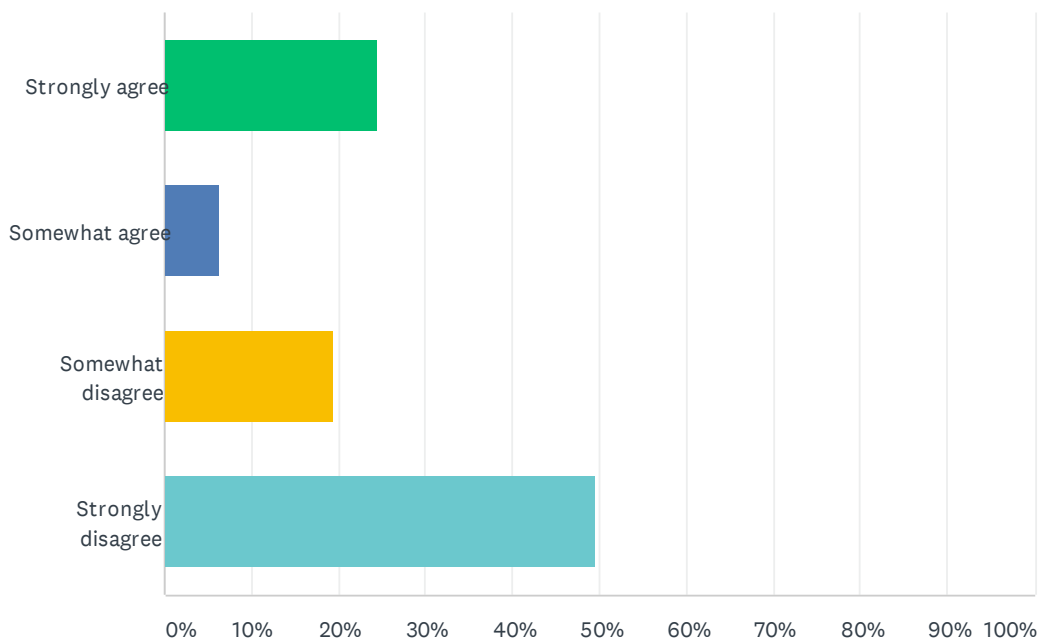
Answered: 160 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	31.25%	50
Somewhat agree	22.50%	36
Somewhat disagree	20.63%	33
Strongly disagree	25.62%	41
TOTAL		160

Q12 I believe that the superintendent accepts the responsibility for leadership and decision-making, will admit mistakes and take corrective actions when necessary.

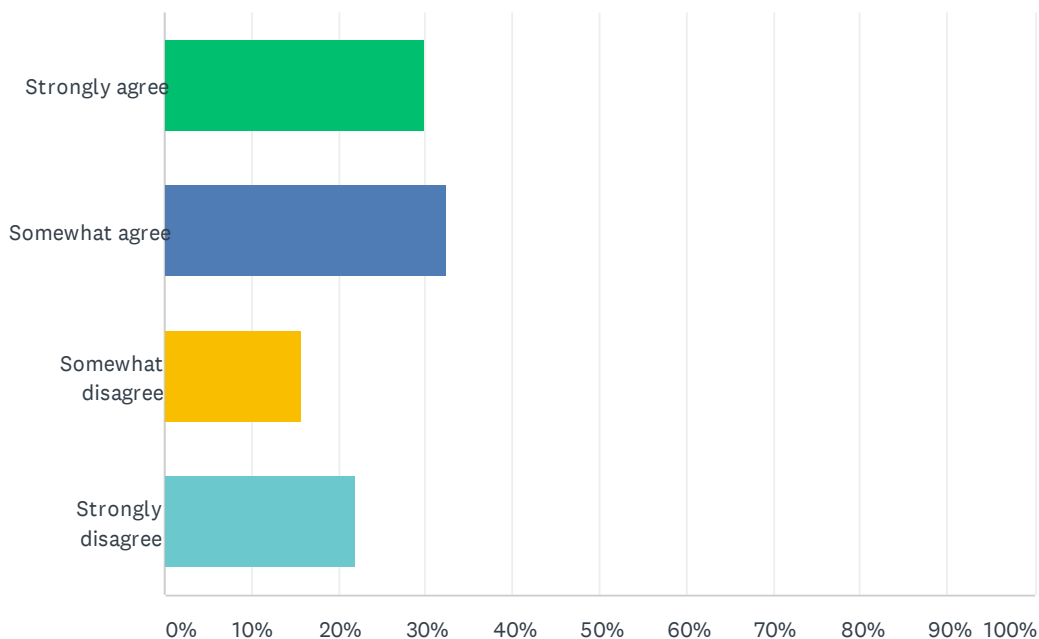
Answered: 159 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	24.53%	39
Somewhat agree	6.29%	10
Somewhat disagree	19.50%	31
Strongly disagree	49.69%	79
TOTAL		159

Q13 I believe the superintendent has been proactive in dealing with the return to school under the concerns of COVID/pandemic and I am confident in the plan.

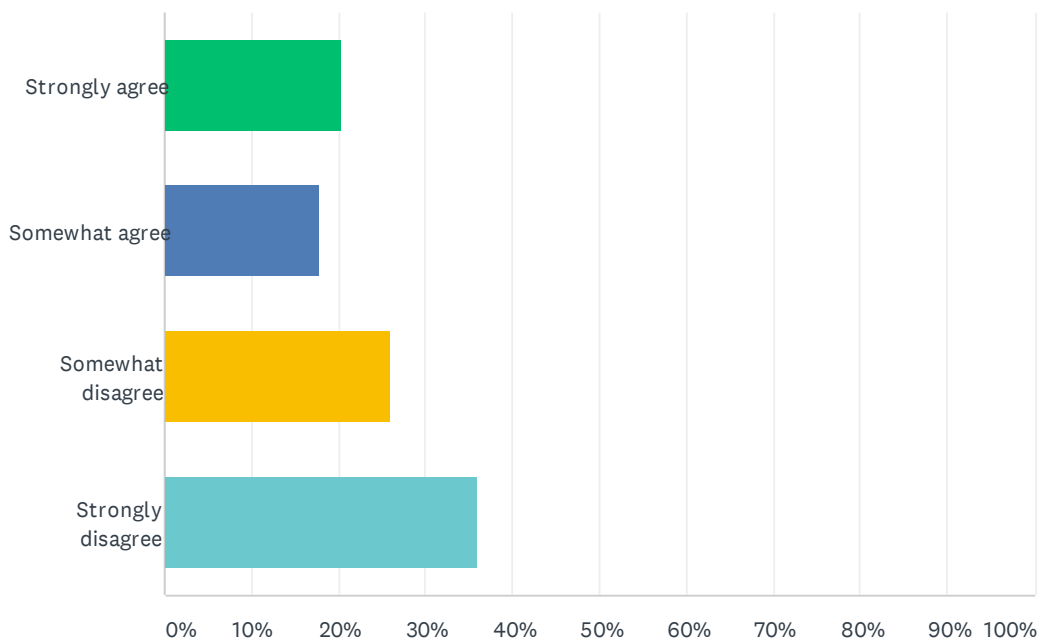
Answered: 160 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	30.00%	48
Somewhat agree	32.50%	52
Somewhat disagree	15.63%	25
Strongly disagree	21.88%	35
TOTAL		160

Q14 I believe the superintendent has been effective dealing with concerns of equity, inclusivity and social justice in our schools and community.

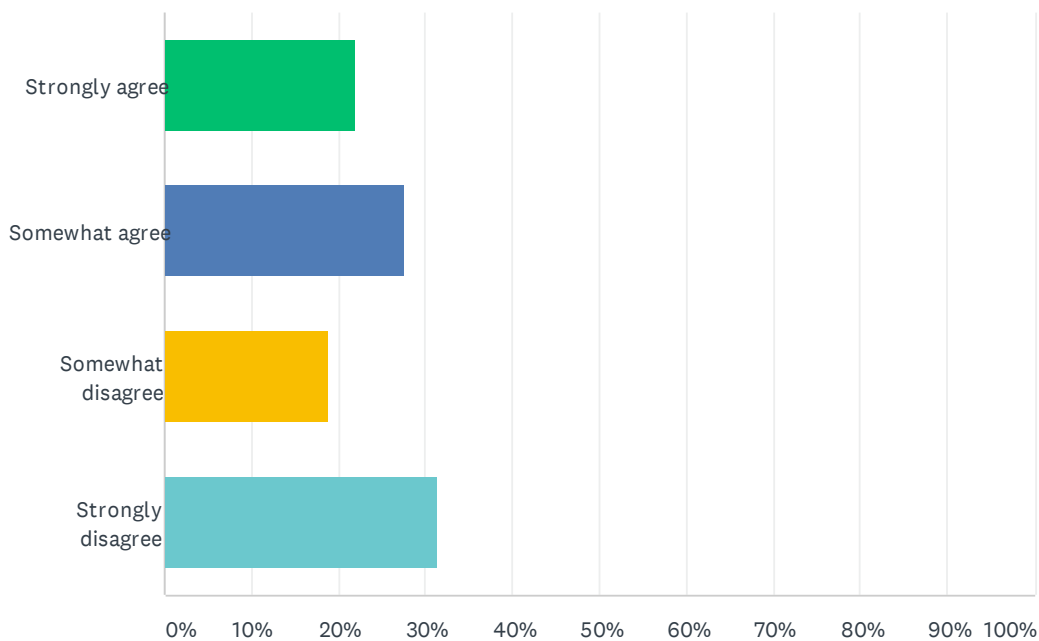
Answered: 158 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	20.25%	32
Somewhat agree	17.72%	28
Somewhat disagree	25.95%	41
Strongly disagree	36.08%	57
TOTAL		158

Q15 I believe the curriculum directors understand the challenges I face in my daily role and provide quality programming to help me.

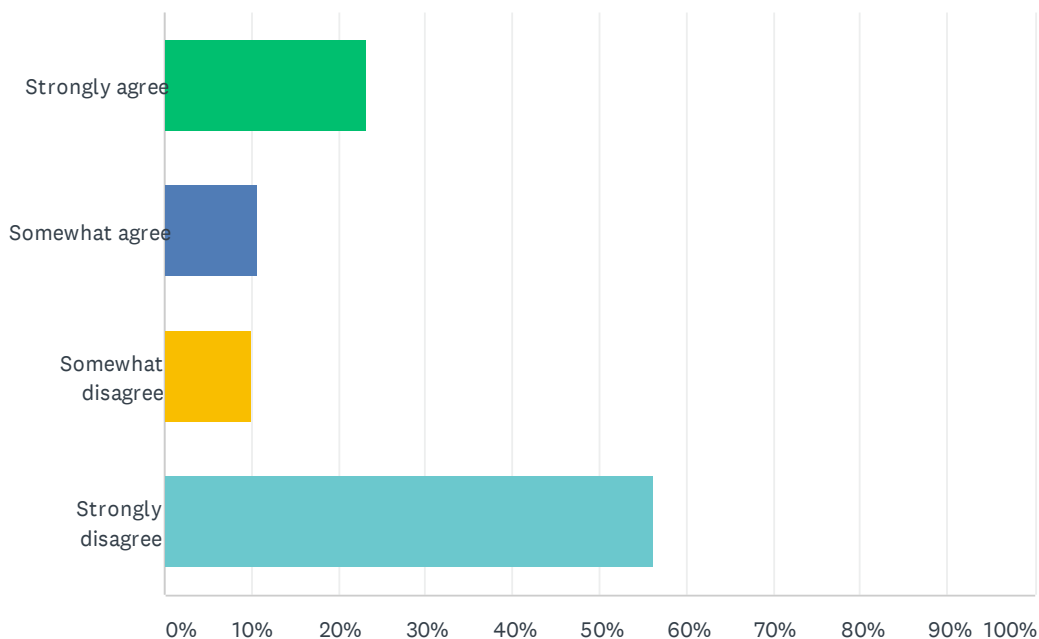
Answered: 159 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	22.01%	35
Somewhat agree	27.67%	44
Somewhat disagree	18.87%	30
Strongly disagree	31.45%	50
TOTAL		159

Q16 I feel confident to express my opinion- openly and honestly- without fear of repercussions regarding curriculum and professional development decisions.

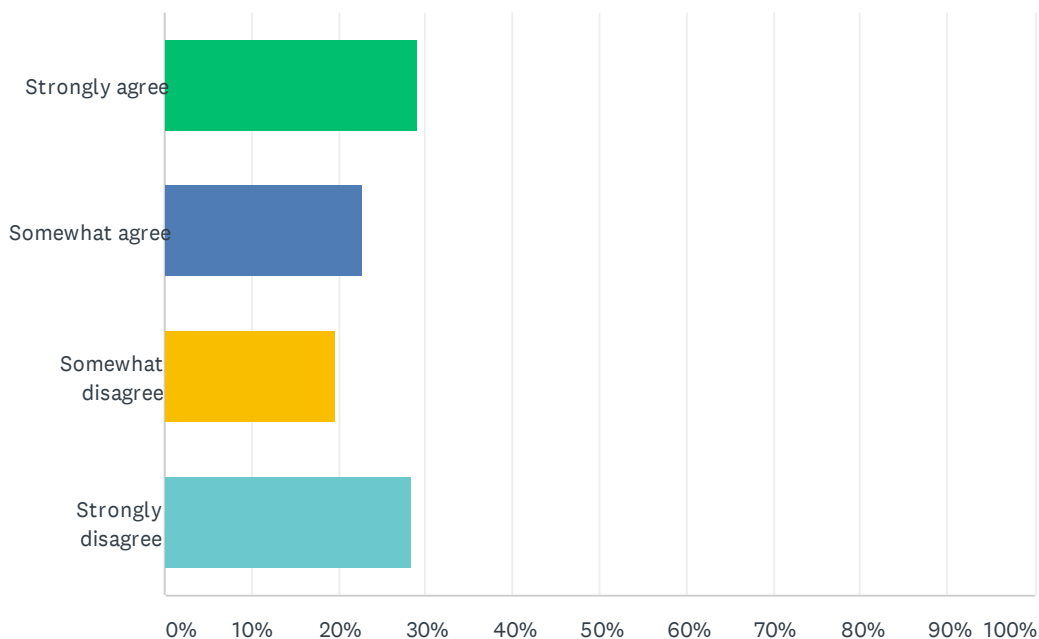
Answered: 160 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	23.13% 37
Somewhat agree	10.63% 17
Somewhat disagree	10.00% 16
Strongly disagree	56.25% 90
TOTAL	160

Q17 I believe the curriculum directors support classroom autonomy and trust me to best serve the unique needs of my students.

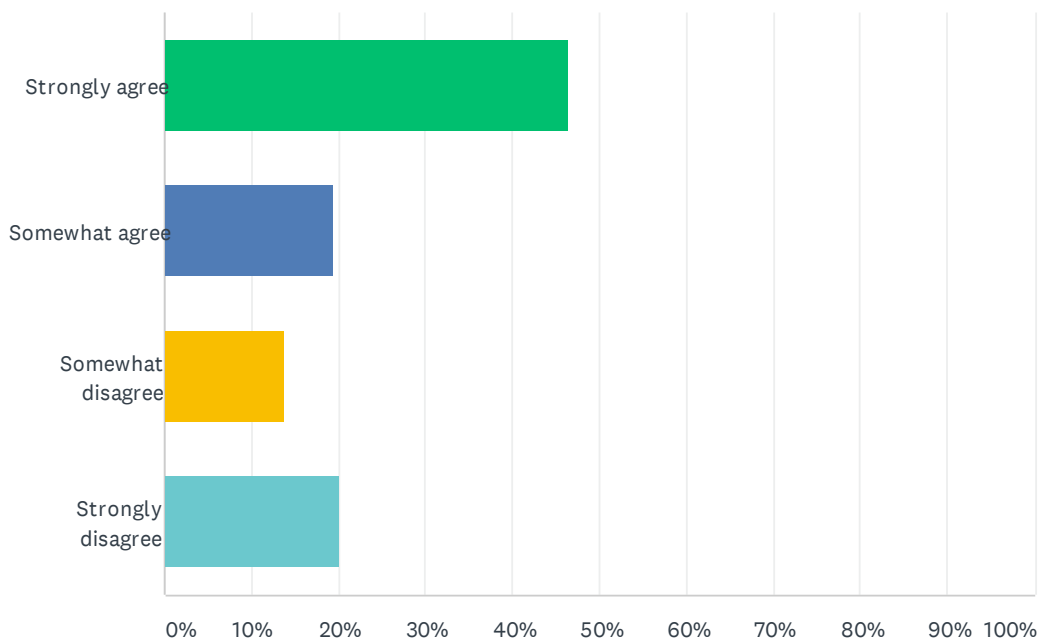
Answered: 158 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	29.11%	46
Somewhat agree	22.78%	36
Somewhat disagree	19.62%	31
Strongly disagree	28.48%	45
TOTAL		158

Q18 I believe there are too many initiatives coming from the central office and I feel overwhelmed at times. (I find myself confused as to what the most important work in the district actually is.)

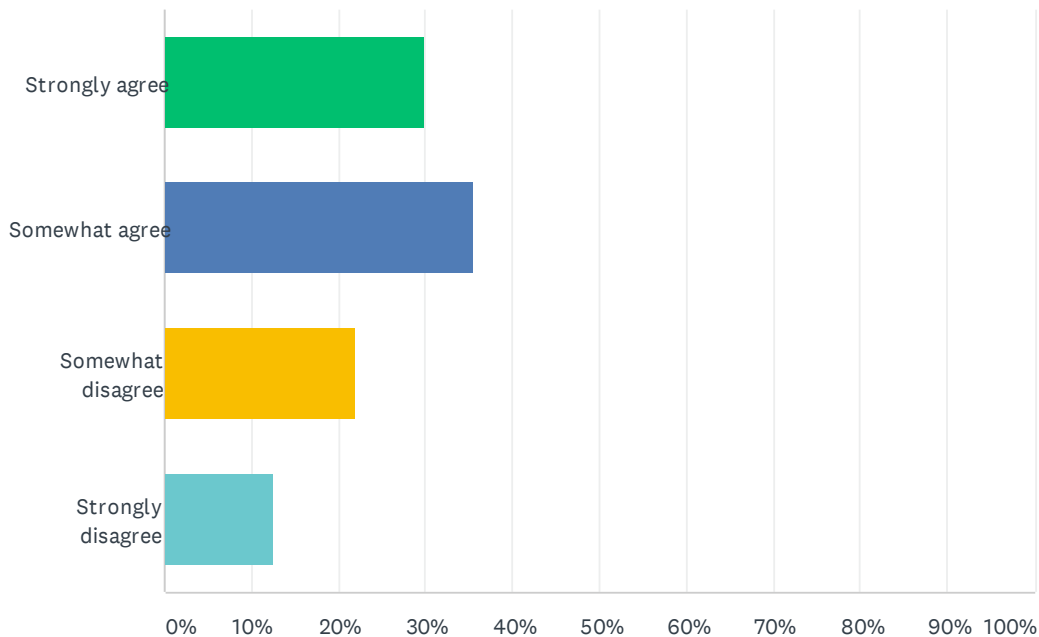
Answered: 159 Skipped: 1



ANSWER CHOICES	RESPONSES
Strongly agree	46.54% 74
Somewhat agree	19.50% 31
Somewhat disagree	13.84% 22
Strongly disagree	20.13% 32
TOTAL	159

Q19 I am provided the resources I need to best do my job.

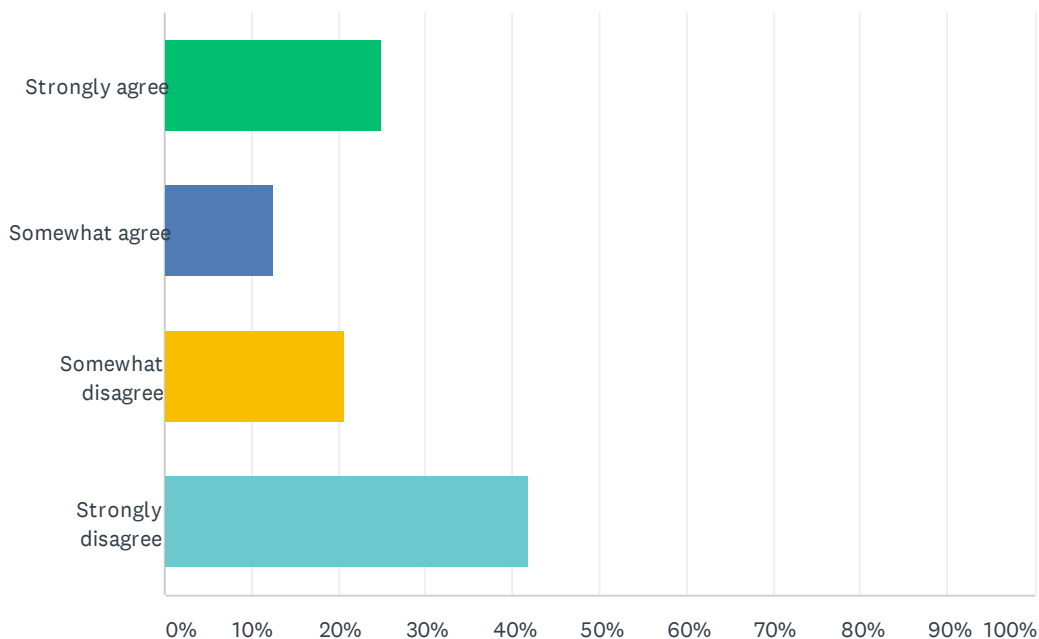
Answered: 160 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	30.00%	48
Somewhat agree	35.63%	57
Somewhat disagree	21.88%	35
Strongly disagree	12.50%	20
TOTAL		160

Q20 I believe that financial decisions are made based on what is best for our children/students.

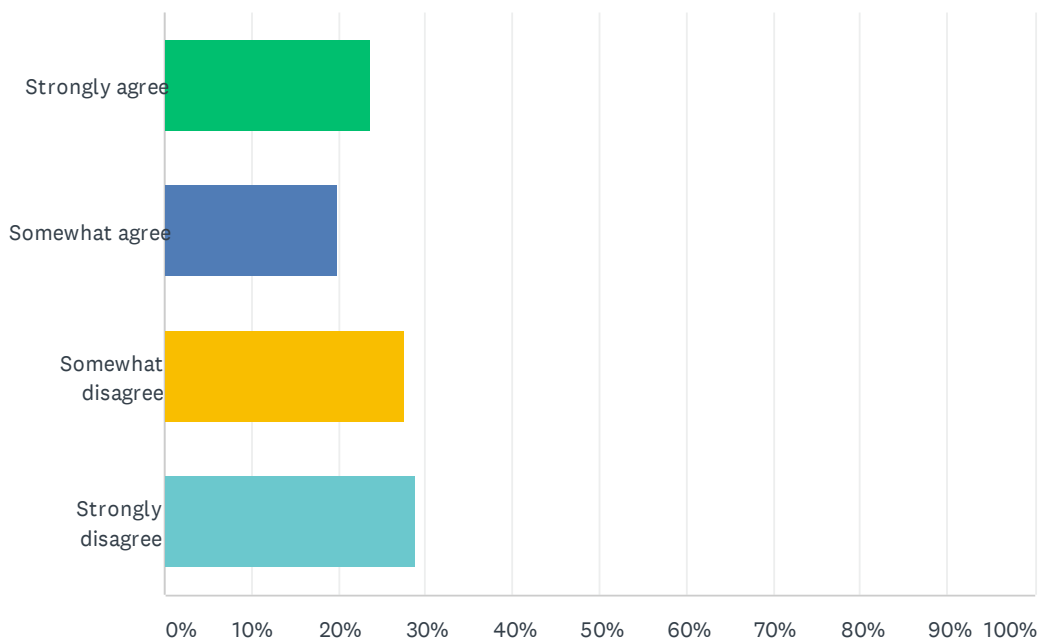
Answered: 160 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	25.00%	40
Somewhat agree	12.50%	20
Somewhat disagree	20.63%	33
Strongly disagree	41.88%	67
TOTAL		160

Q21 I believe the distribution of financial resources provide schools with individualized supports and resources based on the unique needs of students.

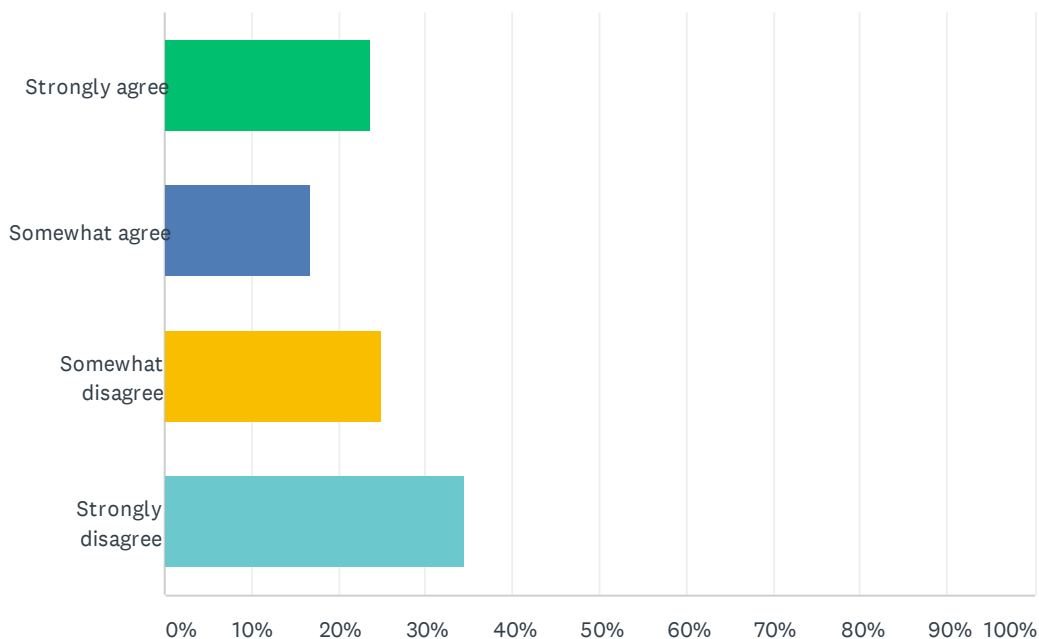
Answered: 156 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly agree	23.72%	37
Somewhat agree	19.87%	31
Somewhat disagree	27.56%	43
Strongly disagree	28.85%	45
TOTAL		156

Q22 I believe the superintendent/CFO produces an annual budget that adequately funds district priorities, prioritizes student and teacher needs, and is fiscally responsible.

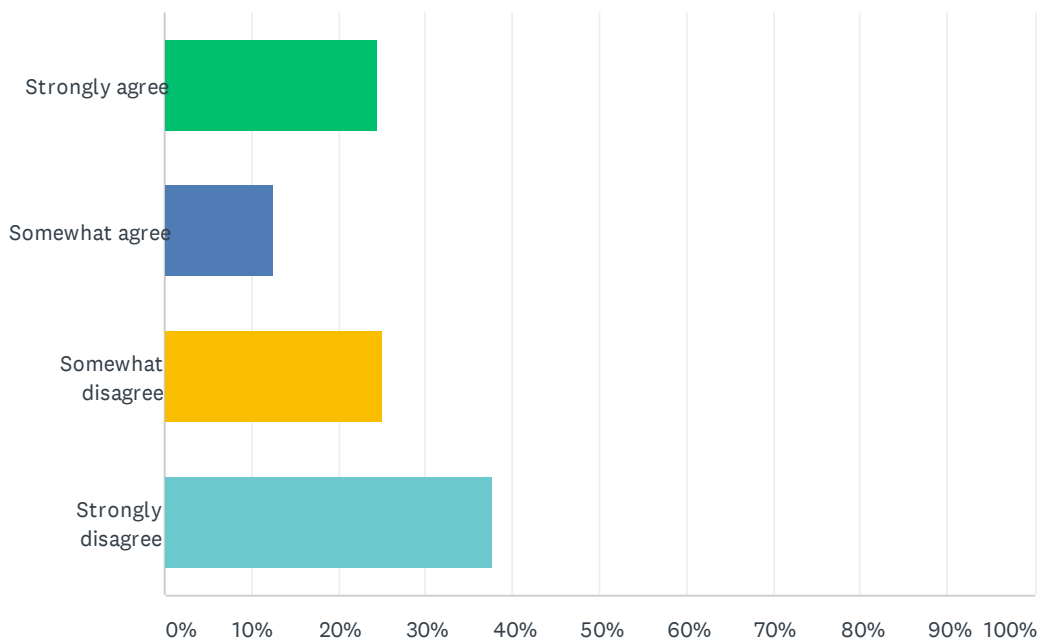
Answered: 156 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly agree	23.72%	37
Somewhat agree	16.67%	26
Somewhat disagree	25.00%	39
Strongly disagree	34.62%	54
TOTAL		156

Q23 I believe when tough decisions need to be made regarding limited financial resources, the priority is always on meeting student needs.

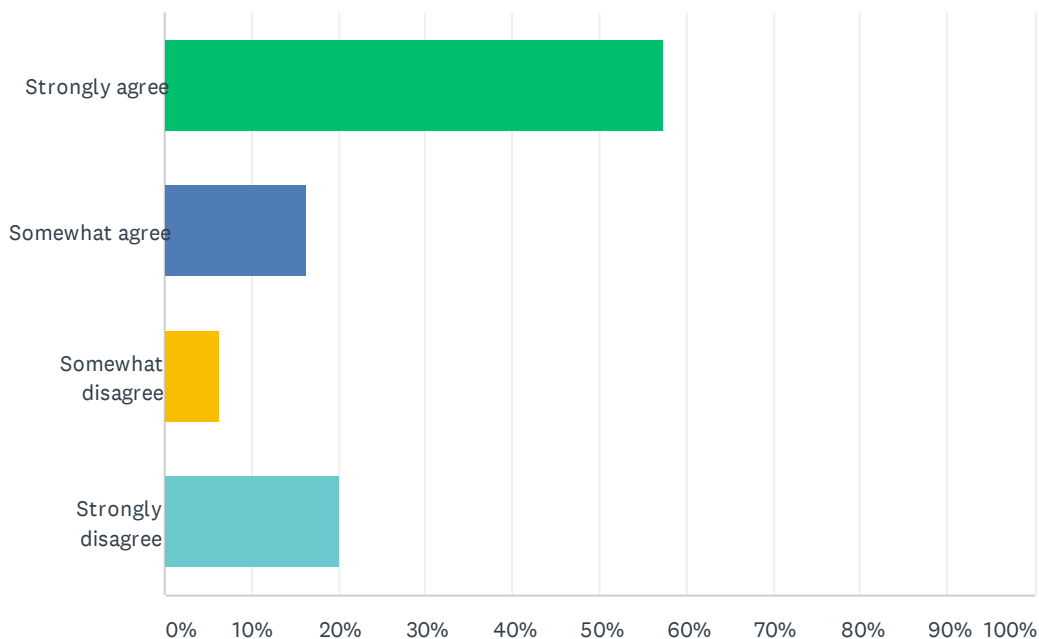
Answered: 159 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	24.53%	39
Somewhat agree	12.58%	20
Somewhat disagree	25.16%	40
Strongly disagree	37.74%	60
TOTAL		159

Q24 I believe administrative positions were added at the expense of positions that directly impact students. (The district is “top heavy” and has too many administrators at Central Office.)

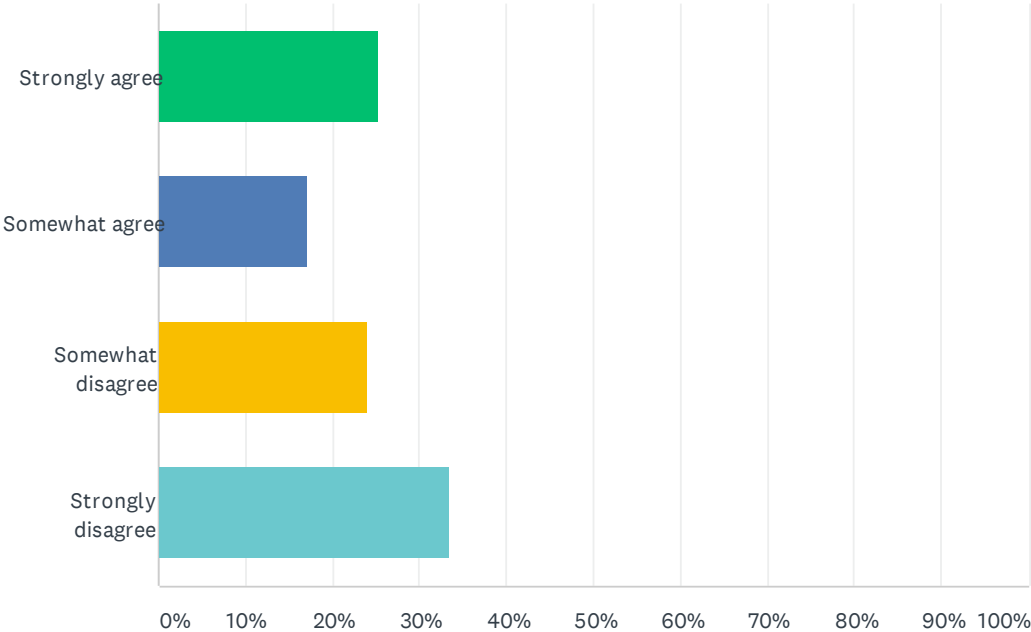
Answered: 159 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	57.23%	91
Somewhat agree	16.35%	26
Somewhat disagree	6.29%	10
Strongly disagree	20.13%	32
TOTAL		159

Q25 I trust the central office leadership to follow through on projects/promises.

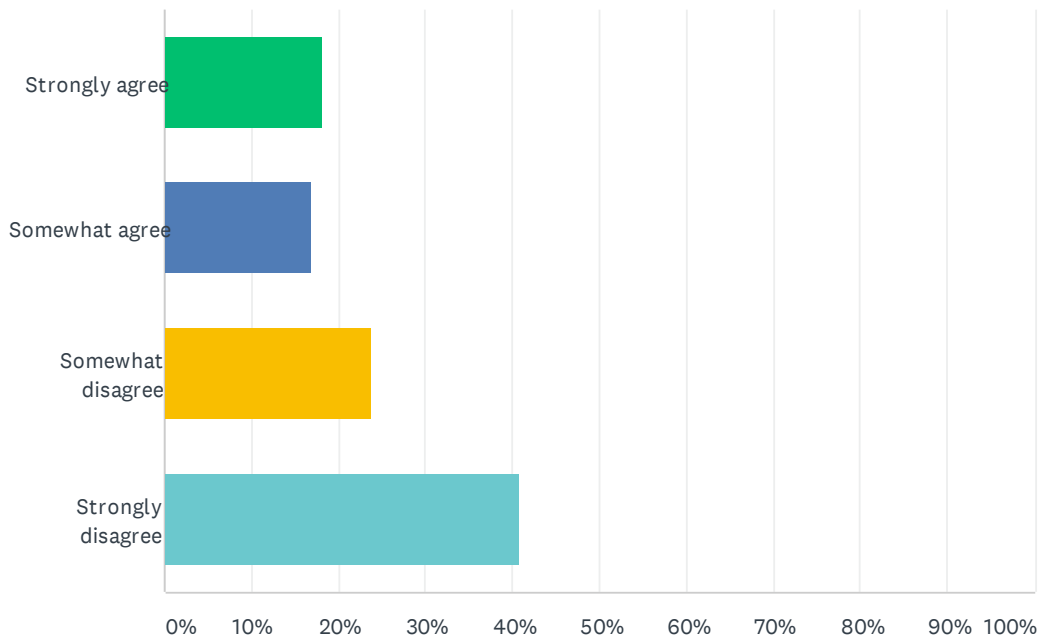
Answered: 158 Skipped: 2



ANSWER CHOICES	RESPONSES
Strongly agree	25.32% 40
Somewhat agree	17.09% 27
Somewhat disagree	24.05% 38
Strongly disagree	33.54% 53
TOTAL	158

Q26 I have input into district decisions that affect my students.

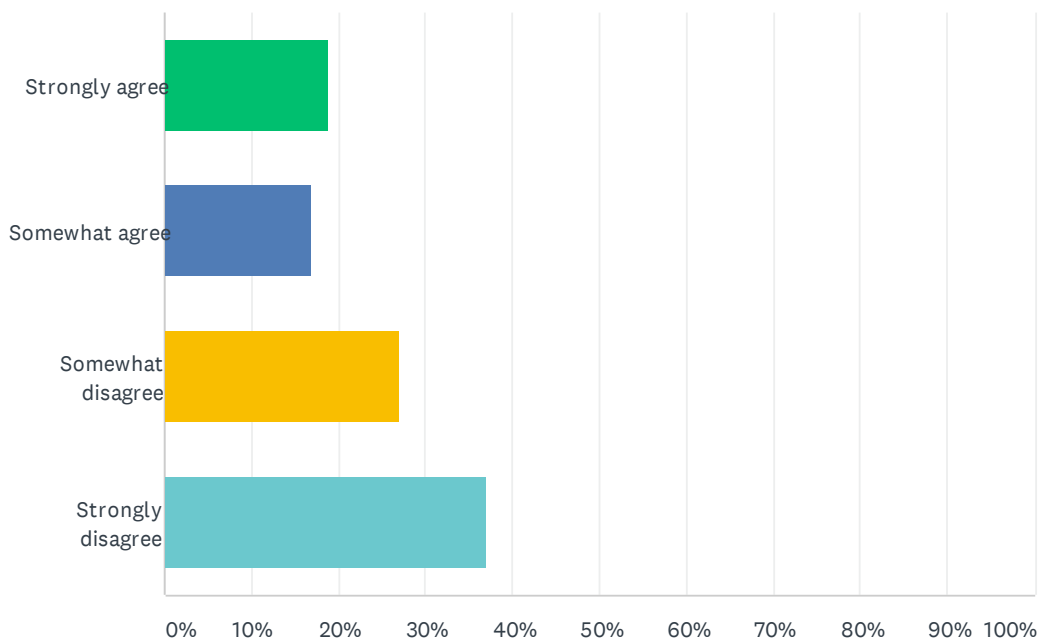
Answered: 159 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	18.24%	29
Somewhat agree	16.98%	27
Somewhat disagree	23.90%	38
Strongly disagree	40.88%	65
TOTAL		159

Q27 I have input into district decisions that affect my ability to best do my job.

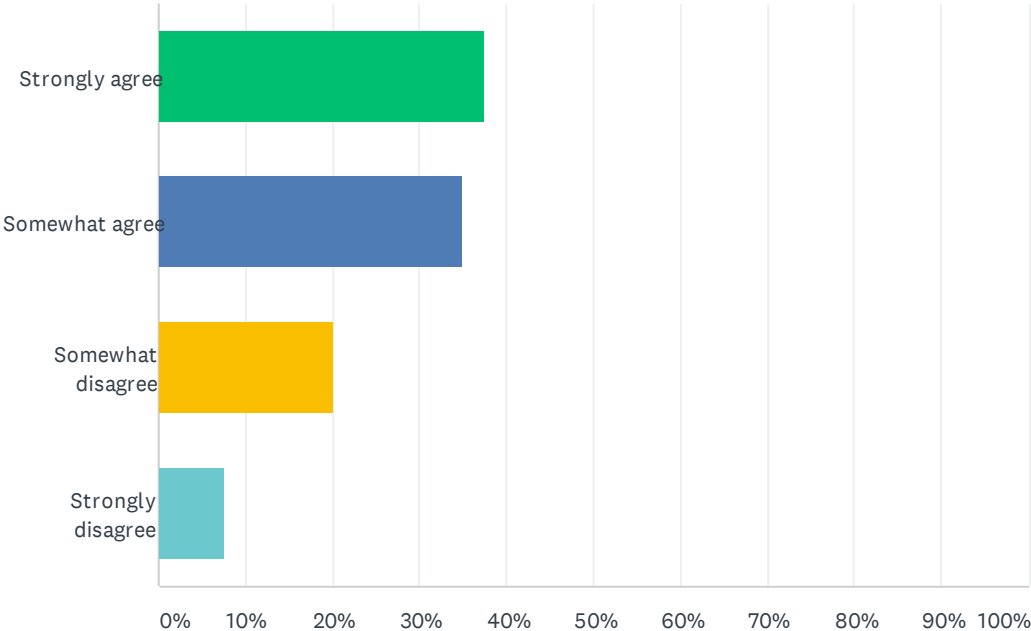
Answered: 159 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	18.87%	30
Somewhat agree	16.98%	27
Somewhat disagree	27.04%	43
Strongly disagree	37.11%	59
TOTAL		159

Q28 I am happy and look forward to coming to work every day.

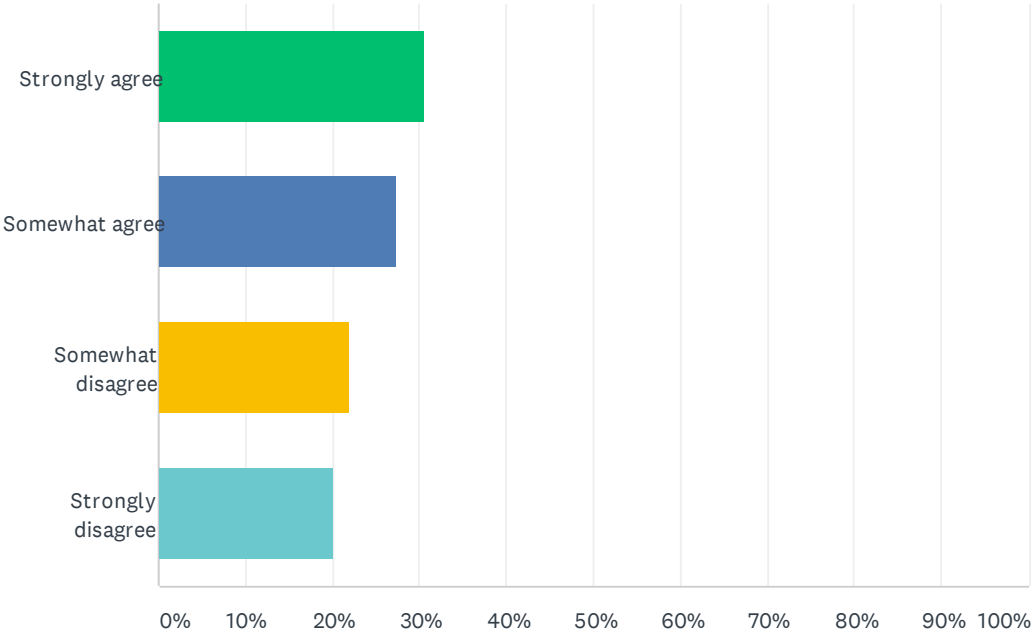
Answered: 160 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	37.50%	60
Somewhat agree	35.00%	56
Somewhat disagree	20.00%	32
Strongly disagree	7.50%	12
TOTAL		160

Q29 I feel valued as an employee of Westfield Washington Schools.

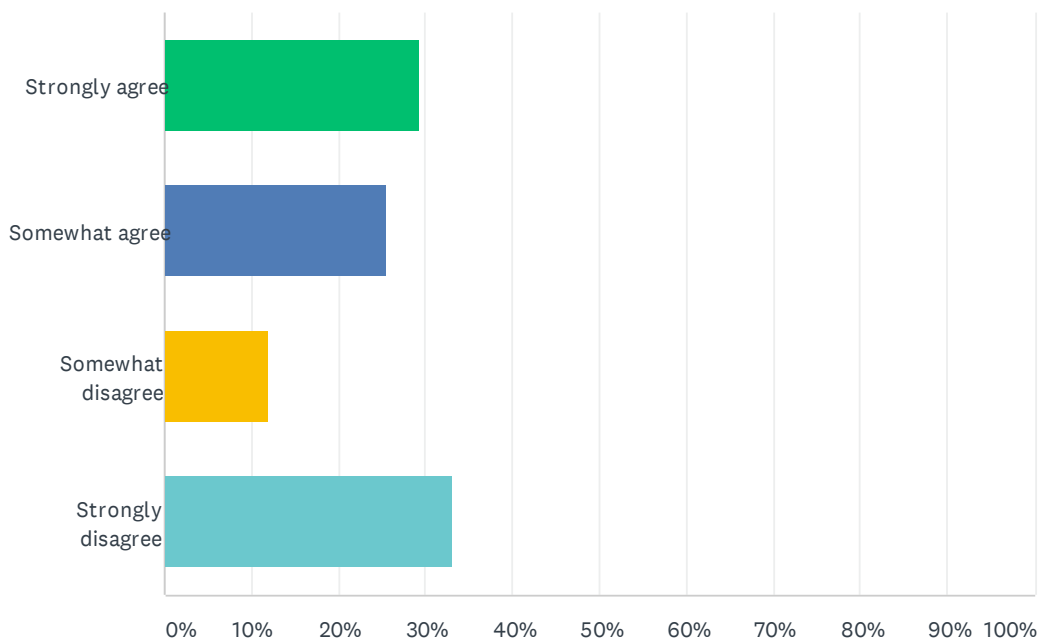
Answered: 160 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	30.63%	49
Somewhat agree	27.50%	44
Somewhat disagree	21.88%	35
Strongly disagree	20.00%	32
TOTAL		160

Q30 I am stressed and find it difficult to work under the leadership of the superintendent.

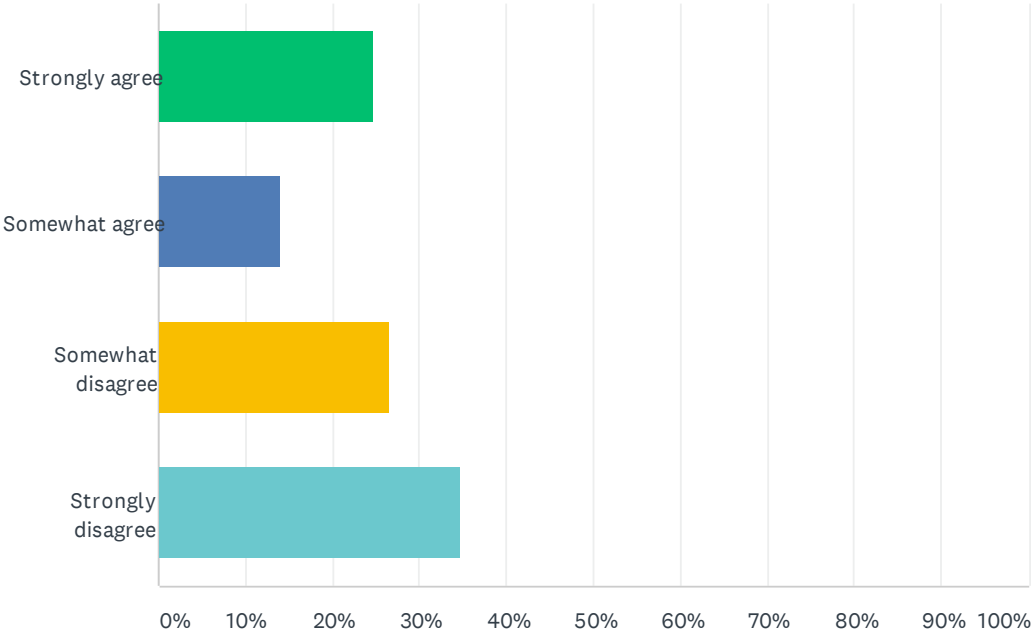
Answered: 160 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	29.38%	47
Somewhat agree	25.62%	41
Somewhat disagree	11.88%	19
Strongly disagree	33.13%	53
TOTAL		160

Q31 I believe the district is moving in a positive direction and the future is bright.

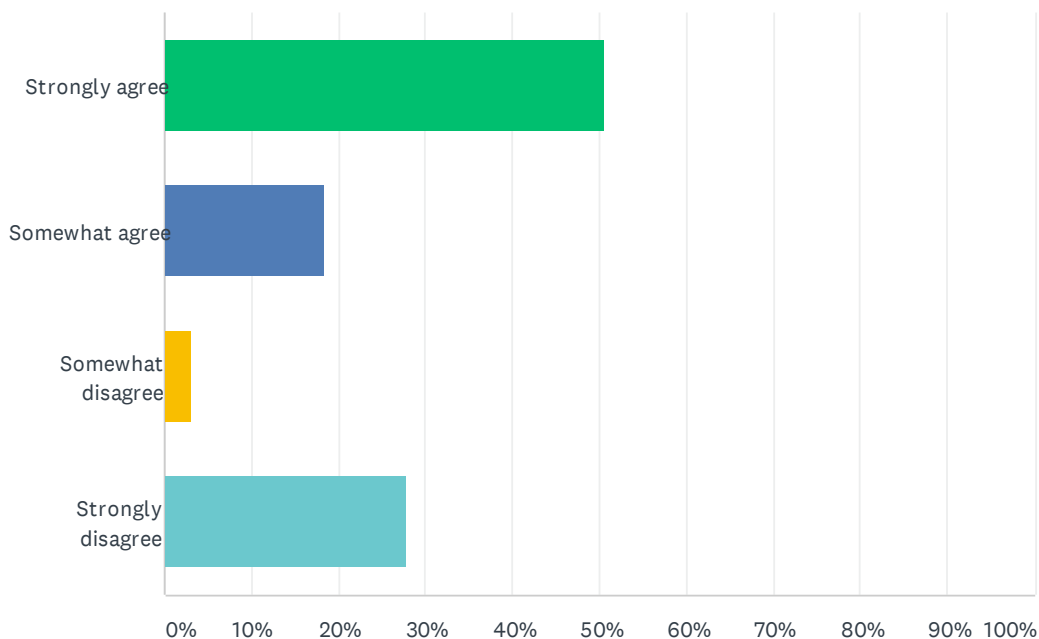
Answered: 158 Skipped: 2



ANSWER CHOICES	RESPONSES
Strongly agree	24.68% 39
Somewhat agree	13.92% 22
Somewhat disagree	26.58% 42
Strongly disagree	34.81% 55
TOTAL	158

Q32 I have witnessed a negative change in the culture and climate of the WWS district under the superintendent’s leadership. (I believe staff morale has declined over the last 4 years)

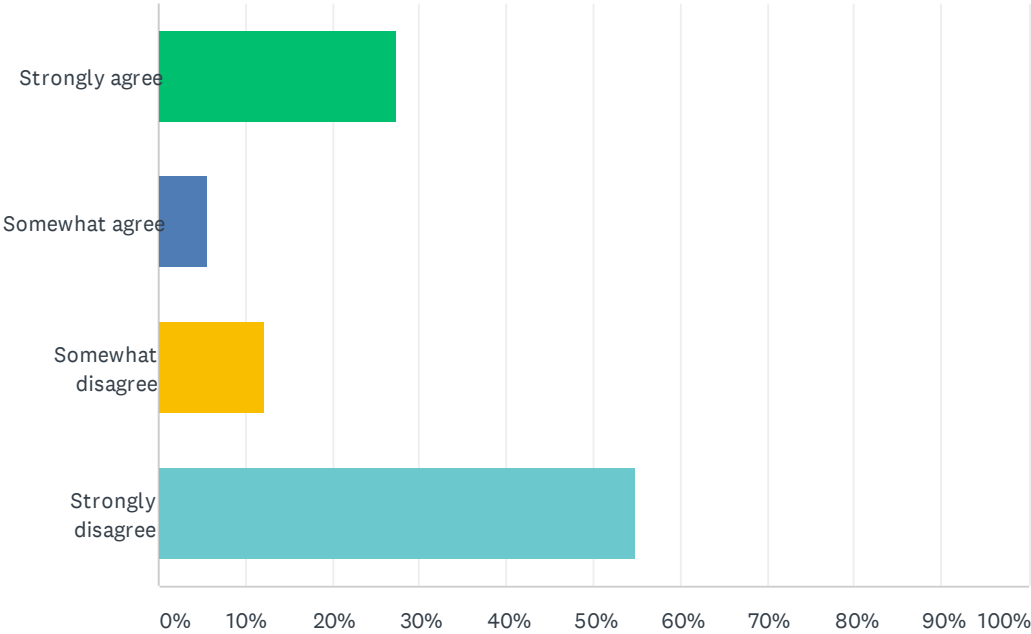
Answered: 158 Skipped: 2



ANSWER CHOICES	RESPONSES
Strongly agree	50.63% 80
Somewhat agree	18.35% 29
Somewhat disagree	3.16% 5
Strongly disagree	27.85% 44
TOTAL	158

Q33 I believe Sherry Grate is the right person to lead our district the next 5 years

Answered: 157 Skipped: 3



ANSWER CHOICES	RESPONSES
Strongly agree	27.39% 43
Somewhat agree	5.73% 9
Somewhat disagree	12.10% 19
Strongly disagree	54.78% 86
TOTAL	157