**CSIP Certified Staff Survey**

The Comprehensive School Improvement Plan (CSIP) is reviewed and revised every five years in order for school districts to develop new goals for the district and plan for the future.  The school district welcomes feedback from all stakeholders involved in the school community (i.e., students, faculty, staff, parents, and community members) to identify the district's strengths and weaknesses as it analyzes its needs.  Please take a few moments to complete this online survey to assist the administration and CSIP Committee in understanding the needs of our district. Thank you for your input.

Please mark the grade levels you teach.

|  |  |
| --- | --- |
|  | Elementary |
|  | High School |
|  | Both |

Indicate how much you agree or disagree with each statement by selecting the appropriate square.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Strongly Disagree** | **Disagree** | **Neutral** | **Agree** | **Strongly Agree** |
| My school collaborates with community agencies to meet the needs of students. |  |  |  |  |  |
| There are effective supports in place to assist students who are in jeopardy of academic failure. |  |  |  |  |  |
| I emphasize the importance of effort with students. |  |  |  |  |  |
| In our school, there is adequate support for classroom teachers to address special education students' IEP goals. |  |  |  |  |  |
| There is adequate collaboration between special education and classroom teachers in our school. |  |  |  |  |  |
| There is adequate professional development for teachers working with special education students in our school. |  |  |  |  |  |
| My school's administration protects instructional time available to teachers from interruptions. |  |  |  |  |  |
| Our principal uses classroom management as part of our evaluation. |  |  |  |  |  |
| Clear and consistent rules that promote good behavior are enforced in our school. |  |  |  |  |  |

Indicate how much you agree or disagree with each statement by clicking one of the squares.

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| --- | --- | --- | --- | --- | --- |
|  | **Strongly Disagree** | **Disagree** | **Neutral** | **Agree** | **Strongly Agree** |
| Clear rules regarding behavior have been established in my classroom. |  |  |  |  |  |
| Educators in our school use effective practices to promote positive behavior. |  |  |  |  |  |
| Teaches in our school use effective practices to keep all students engaged in learning. |  |  |  |  |  |
| Educators in our school respond to inappropriate behaviors quickly and effectively. |  |  |  |  |  |
| Norms for conduct that foster collegiality and professionalism among professional staff and administration are clear and routinely followed. |  |  |  |  |  |
| Teachers in my school are routinely involved in formulating schoolwide decisions and policies. |  |  |  |  |  |
| Teachers are routinely engaged in collaborative problem solving around instructional issues. |  |  |  |  |  |
| Ample opportunities are in place for parents and community to communicate with the school. |  |  |  |  |  |
| In our school, teachers and administration communicate effectively with parents and the community. |  |  |  |  |  |
| Parents are encouraged to discuss their child's needs with the school. |  |  |  |  |  |

Indicate how much you agree or disagree with each statement by clicking one of the squares.

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| --- | --- | --- | --- | --- | --- |
|  | **Strongly Disagree** | **Disagree** | **Neutral** | **Agree** | **Strongly Agree** |
| I routinely analyze disaggregated student data and use it to plan my instruction. |  |  |  |  |  |
| An assessment system is used that provides timely feedback on specific knowledge and skills for individual students. |  |  |  |  |  |
| My school administers assessments throughout the year that are used to guide instruction. |  |  |  |  |  |
| My school uses assessment data to evaluate and align the curriculum. |  |  |  |  |  |
| Emphasis is placed on valuing and respecting differences among students and their families. |  |  |  |  |  |
| Student opinions are valued by teachers and administrators. |  |  |  |  |  |
| Faculty and staff solicit input from diverse student groups regarding improvement of our school. |  |  |  |  |  |
| I feel comfortable having discussions regarding racial/ethnic issues with my colleagues. |  |  |  |  |  |
| I feel comfortable having discussion about sexual orientation/gender identity issues with my colleagues. |  |  |  |  |  |
| Individual student differences are appreciated at our school. |  |  |  |  |  |
| Students are provided with opportunities to construct and work on long-term projects of their own design. |  |  |  |  |  |

Indicate how much you agree or disagree with each statement by clicking one of the squares.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Strongly Disagree** | **Disagree** | **Neutral** | **Agree** | **Strongly Agree** |
| In our school, teachers are encouraged to be instructional leaders. |  |  |  |  |  |
| My school's principal fosters shared beliefs and a sense of community and cooperation. |  |  |  |  |  |
| My school's principal monitors the effectiveness of school practices and their impact on student learning. |  |  |  |  |  |
| Our principal identifies issues in the school that could become potential problems. |  |  |  |  |  |
| My school's principal systematically engages faculty and staff in discussion about current research on teaching and learning. |  |  |  |  |  |
| Our school teaches and reinforces student self-discipline and responsibility. |  |  |  |  |  |
| Students who are prone to violence are systematically identified. |  |  |  |  |  |
| Our school promotes an environment of mutual respect among students. |  |  |  |  |  |
| The content considered essential for all students to learn versus that considered supplemental has been identified and communicated to teachers. |  |  |  |  |  |
| My school systematically ensures that teachers address essential content. |  |  |  |  |  |

Indicate how much you agree or disagree with each statement by clicking one of the squares.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Strongly Disagree** | **Disagree** | **Neutral** | **Agree** | **Strongly Agree** |
| The amount of essential content that has been identified can be addressed in the instructional timeline available to teachers. |  |  |  |  |  |
| The essential content is organized and sequenced in a way that students have ample opportunity to learn it. |  |  |  |  |  |
| Our principal promotes innovation. |  |  |  |  |  |
| I have skills necessary to meet the needs of all learners in my classroom. |  |  |  |  |  |
| I have received violence prevention training. |  |  |  |  |  |
| Our professional development improves student achievement. |  |  |  |  |  |
| I have received adequate training in using computers and other technology to support my work with students. |  |  |  |  |  |
| The professional development activities I attend are related to my district's Comprehensive School Improvement Plan. |  |  |  |  |  |
| I have received professional development on differentiating instruction for learners. |  |  |  |  |  |

Indicate how much you agree or disagree with each statement by clicking one of the squares.

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| --- | --- | --- | --- | --- | --- |
|  | **Strongly Disagree** | **Disagree** | **Neutral** | **Agree** | **Strongly Agree** |
| My school adequately prepares all students for post-secondary education, and/or successful entry into the workforce. |  |  |  |  |  |
| Students are held accountable for doing quality work. |  |  |  |  |  |
| The mission of this school is clearly defined. |  |  |  |  |  |
| All staff in our school hold high expectations for student learning. |  |  |  |  |  |
| There are open channels of communication among students, staff, and administrators. |  |  |  |  |  |
| There are avenues for recognizing and rewarding the accomplishments of all students. |  |  |  |  |  |
| There are sufficient library media materials to support my program. |  |  |  |  |  |
| Career-Technical education is an essential part of the district's program of studies. |  |  |  |  |  |
| I feel safe at this school. |  |  |  |  |  |

Indicate how much you agree or disagree with each statement by clicking one of the squares.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Strongly Disagree** | **Disagree** | **Neutral** | **Agree** | **Strongly Agree** |
| In our community, people tend to trust each other. |  |  |  |  |  |
| My professional development has improved the way I teach. |  |  |  |  |  |
| My school provides suggestions to parents on ways to assist at home with their child's learning. |  |  |  |  |  |
| My school views parents as partners in the educational process. |  |  |  |  |  |
| My school created specific strategies to better involve parents in the education of their child. |  |  |  |  |  |
| The Board of Education has high expectations for student achievement. |  |  |  |  |  |
| Students are treated fairly in this school. |  |  |  |  |  |
| The community is proud of this school. |  |  |  |  |  |
| The school makes students feel like they belong. |  |  |  |  |  |
| If students in this school have a problem, teachers will listen and help. |  |  |  |  |  |
| I usually look forward to teaching each day. |  |  |  |  |  |

Indicate how much you agree or disagree with each statement by clicking one of the squares.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Strongly Disagree** | **Disagree** | **Neutral** | **Agree** | **Strongly Agree** |
| Discipline is handled fairly in this school. |  |  |  |  |  |
| Collaboration with classroom teachers to integrate library and media resources and skills into the classroom instruction is adequate. |  |  |  |  |  |
| The librarian/media specialist requests my input into the selection of resources. |  |  |  |  |  |
| There is adequate instruction in the use of library and media resources for classes and individual students. |  |  |  |  |  |
| There is systematic collaboration across subjects in our building. |  |  |  |  |  |
| Individual counseling services are available to students. |  |  |  |  |  |
| The Board establishes policies and permits administrators to implement these policies on a day-to-day basis. |  |  |  |  |  |
| I am familiar and know how to access school policies and regulations. |  |  |  |  |  |
| The community is willing to donate money to adequately support quality educational programs for children. |  |  |  |  |  |
| Overall, my school building is in good physical condition. |  |  |  |  |  |
| My school building has adequate safety and security features and procedures in place. |  |  |  |  |  |
| If I had a chance to choose all over again, I would still choose teaching as a career. |  |  |  |  |  |
| There is a systematic collaboration between academic and career education programs in our district. |  |  |  |  |  |

Indicate how much you agree or disagree with each statement by clicking one of the squares.

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| --- | --- | --- | --- | --- | --- |
|  | **Strongly Disagree** | **Disagree** | **Neutral** | **Agree** | **Strongly Agree** |
| Students are taught effective note-taking skills. |  |  |  |  |  |
| I assess the level of prior knowledge of all students before initiating instruction (pretest). |  |  |  |  |  |
| I organize students into flexible groups based on their understanding of the content and skill level. |  |  |  |  |  |
| I begin instructional units by having students identify personal learning goals that fit within the learning goals presented by the teacher. |  |  |  |  |  |
| I provide students with specific feedback on the extent to which they are accomplishing the learning goals. |  |  |  |  |  |
| I have students keep track of their own performance on their learning goals. |  |  |  |  |  |
| I have students assess themselves relative to their personal learning goals after completing a unit. |  |  |  |  |  |
| I make use of cooperative learning groups. |  |  |  |  |  |
| I have students construct verbal or written summaries of new content. |  |  |  |  |  |
| I have students represent new content in nonlinguistic ways (i.e., mental image, picture, pictograph, graphic organizer, physical model, enactment). |  |  |  |  |  |

Indicate how much you agree or disagree with each statement by clicking one of the squares.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Strongly Disagree** | **Disagree** | **Neutral** | **Agree** | **Strongly Agree** |
| I provide students with opportunities to practice skills and procedures prior to assessment. |  |  |  |  |  |
| I alter instructional strategies when students are having difficulty learning the material. |  |  |  |  |  |
| I model or demonstrate important skills or procedures. |  |  |  |  |  |
| I incorporate problem solving instructional activities in my classroom. |  |  |  |  |  |
| I have students revise and correct errors in their work as a way of reviewing and revising content. |  |  |  |  |  |
| I have students construct metaphors and analogies. |  |  |  |  |  |
| I provide specific feedback on the homework assignment assigned to students. |  |  |  |  |  |
| I incorporate information about careers in my instruction. |  |  |  |  |  |

How much homework time do you assign to your students each day?

|  |  |
| --- | --- |
|  | Do not assign homework. |
|  | 1/2 hour or less |
|  | 1 hour |
|  | more than 2 hours |
|  | Other: |

CSIP Committee Prioritization

Question 1:  What are the greatest challenges and issues our school district has to address over the next five years in order to provide the highest quality of education to our students? (Choose only five of your highest priorities from the list.)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Priority 1** | **Priority 2** | **Priority 3** | **Priority 4** | **Priority 5** |
| Providing consistent student programs and services with a declining enrollment |  |  |  |  |  |
| Hiring and retaining quality educators in an increasingly competitive market |  |  |  |  |  |
| Meeting the increasing health issues of students |  |  |  |  |  |
| Maintaining physical facilities as buildings age |  |  |  |  |  |
| Keeping up to date with technology hardware, software, applications, and support |  |  |  |  |  |
| Meeting the needs of special education students |  |  |  |  |  |
| Expanding early childhood learning opportunities |  |  |  |  |  |
| Creating an alternative school program focused on graduating students with severe behavior issues |  |  |  |  |  |
| Building better parent/school partnerships |  |  |  |  |  |
| Increasing the number of career education certifications/apprenticeships offered to students |  |  |  |  |  |
| Responding to state and national economic conditions that affect the levels of financial support the district receives |  |  |  |  |  |
| Other: (Please provide a description in the following question if you chose "Other" as one of your top priorities |  |  |  |  |  |

Only provide a response here if you selected "Other" as a highest priority in Question 1 (when considering the school district's greatest challenges or issues to address).  What is the Challenge or Issue you want added to the list as a TOP 5 priority?

Question 2:  What are the most important skills and abilities students need to know or be able to do to be prepared for a successful future? (Choose only five of your highest priorities from this list.)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Priority 1** | **Priority 2** | **Priority 3** | **Priority 4** | **Priority 5** |
| A mastery of Reading |  |  |  |  |  |
| A mastery of Mathematics |  |  |  |  |  |
| A mastery of Science |  |  |  |  |  |
| A mastery of Social Studies |  |  |  |  |  |
| A mastery of the communication skills of writing, speaking, and listening |  |  |  |  |  |
| A mastery of the fine arts |  |  |  |  |  |
| The ability to locate information from a variety of sources and use it appropriately |  |  |  |  |  |
| The ability to use technology to extend learning and master subjects |  |  |  |  |  |
| Consumer and financial skills |  |  |  |  |  |
| Digital Citizenship |  |  |  |  |  |
| The ability to collaborate and work productively with others and resolve conflicts when they arise |  |  |  |  |  |
| The ability to be a creative and critical thinker |  |  |  |  |  |
| Learning a foreign language |  |  |  |  |  |
| Resilience and Coping Skills |  |  |  |  |  |
| Other: (Please provide a description in the following question if you choose "Other" as one of your top priorities |  |  |  |  |  |

Only provide a response here if you selected "Other" as a highest priority in Question 2 (when considering the most important skills and abilities).  What is the skill or ability you want added to the list as a TOP 5 priority?

Question 3:  What evidence do you use to evaluate the quality of education in our school district? (Choose only five of your highest priorities from the list.)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Priority 1** | **Priority 2** | **Priority 3** | **Priority 4** | **Priority 5** |
| Amount of community involvement in school and student activities |  |  |  |  |  |
| The number of students in each class per teacher (class size) |  |  |  |  |  |
| The amount of money allocated for the education of each student (cost per student) |  |  |  |  |  |
| How well district students perform in High School (Graduation Rates and ACT Scores) |  |  |  |  |  |
| The number of extracurricular activities offered (clubs, sports, etc.) |  |  |  |  |  |
| The awards and recognition the district, schools, teachers, or students receive |  |  |  |  |  |
| The condition of district buildings and facilities |  |  |  |  |  |
| Test Scores (MAP, EOC, and other state or national tests) |  |  |  |  |  |
| The student standards-based report card |  |  |  |  |  |
| Comparisons to the results other school districts achieve |  |  |  |  |  |
| Numbers of discipline problems/issues |  |  |  |  |  |
| Newspaper articles about school or district achievements and recognition |  |  |  |  |  |
| Your perception and satisfaction with district schools |  |  |  |  |  |
| The number and quality of special programs available to meet student needs |  |  |  |  |  |
| Other: (Please provide a description in the following question if you choose "Other" as one of your top priorities |  |  |  |  |  |

Only provide a response here if you selected "Other" in Question 3 as evidence you use to evaluate the quality of education.  What is the skill or ability you want added to the list as a TOP 5 priority?

Question 4:  What should the financial priorities be for our school district during the next five years? (Choose only five of your highest priorities from the list.)

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| --- | --- | --- | --- | --- | --- |
|  | **Priority 1** | **Priority 2** | **Priority 3** | **Priority 4** | **Priority 5** |
| Maintain clean, well-repaired, secure buildings |  |  |  |  |  |
| Maintain up-to-date technology |  |  |  |  |  |
| Provide training and development opportunities to keep staff skilled and competent |  |  |  |  |  |
| Wisely invest tax revenues in a quality education |  |  |  |  |  |
| Be a good steward of the taxpayer money by balancing the budget |  |  |  |  |  |
| Maintain and improve current instructional programs |  |  |  |  |  |
| Introduce foreign language programs in the elementary school |  |  |  |  |  |
| Maintain low class sizes |  |  |  |  |  |
| Keep salaries and benefits competitive in order to attract and retain quality staff |  |  |  |  |  |
| Keep library/media centers up to date |  |  |  |  |  |
| Make sure that students have quality educational books/materials in the classroom and the library |  |  |  |  |  |
| Other |  |  |  |  |  |

Only provide a response here if you selected "Other" in Question 4 regarding the financial priorities for our district during the next five years.  What is the financial item you want added to the list as a TOP 5 priority?

Question 5:  What could the school district do that would delight you?

Question 6:  What information or advice would you give the strategic planning team as they make decisions about long-term priorities and goals?