

## Appendix A: Staff Survey Prompts

# Illustrative Staff Survey Prompts by Criterion and Element

Criterion	Element	Illustrative Survey Prompts
1: Creating a Culture	1.1	<p>To what extent do you feel you have a voice in school decisions?</p> <p><input type="checkbox"/> None at all  <input type="checkbox"/> Somewhat  <input type="checkbox"/> A sufficient amount  <input type="checkbox"/> A significant amount</p> <p>How frequently do you receive information about the vision, mission, or general direction of the school?</p> <p><input type="checkbox"/> Never  <input type="checkbox"/> Rarely  <input type="checkbox"/> Sometimes  <input type="checkbox"/> Regularly</p> <p>How frequently does the staff celebrate the results or achievements of the school, its staff, or students?</p> <p><input type="checkbox"/> Never  <input type="checkbox"/> Rarely  <input type="checkbox"/> Sometimes  <input type="checkbox"/> Regularly</p> <p>To what extent is the principal responsive to feedback?</p> <p><input type="checkbox"/> Not at all  <input type="checkbox"/> Somewhat  <input type="checkbox"/> Mostly  <input type="checkbox"/> Consistently</p>
	1.2	<p>To what extent do you feel you can discuss the vision, mission, or direction of the school with the principal?</p> <p><input type="checkbox"/> Not at all  <input type="checkbox"/> Somewhat  <input type="checkbox"/> Mostly  <input type="checkbox"/> Consistently</p> <p>To what extent do you feel your conversations with the principal remain confidential?</p> <p><input type="checkbox"/> Not at all  <input type="checkbox"/> Somewhat  <input type="checkbox"/> Mostly  <input type="checkbox"/> Consistently</p>

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	<p><b>1.2 (Cont.)</b></p>	<p>To what extent do you agree or disagree with the following statement: I am familiar with the principal's expectations for me as a classroom teacher.</p> <p><input type="checkbox"/> Strongly disagree  <input type="checkbox"/> Disagree  <input type="checkbox"/> Neither agree or disagree  <input type="checkbox"/> Agree  <input type="checkbox"/> Strongly agree</p> <p>To what extent do you agree or disagree with the following statement: I am familiar with the principal's expectations for students in this school.</p> <p><input type="checkbox"/> Strongly disagree  <input type="checkbox"/> Disagree  <input type="checkbox"/> Neither agree or disagree  <input type="checkbox"/> Agree  <input type="checkbox"/> Strongly agree</p>
	<p><b>1.3</b></p>	<p>To what extent do you agree with the following statement: I have adequate time to work with my colleagues to discuss student performance and our collective support for student learning.</p> <p><input type="checkbox"/> Strongly disagree  <input type="checkbox"/> Disagree  <input type="checkbox"/> Neither agree or disagree  <input type="checkbox"/> Agree  <input type="checkbox"/> Strongly agree</p> <p>To what extent do you agree with the following statement: My team (i.e., grade level team or content area team) has established norms to help us facilitate conversations.</p> <p><input type="checkbox"/> Strongly disagree  <input type="checkbox"/> Disagree  <input type="checkbox"/> Neither agree or disagree  <input type="checkbox"/> Agree  <input type="checkbox"/> Strongly agree</p> <p>How frequently do you participate in formal collaborative conversations with your colleagues in your grade level or subject area?</p> <p><input type="checkbox"/> Daily  <input type="checkbox"/> Weekly  <input type="checkbox"/> Every other week  <input type="checkbox"/> Monthly  <input type="checkbox"/> A few times per semester, quarter, or trimester  <input type="checkbox"/> I do not participate in formal collaborative conversations</p>

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	<p><b>1.4</b></p>	<p>To what extent do you agree or disagree with the following statement: I feel like I can talk with the principal about my ideas for the school.</p> <p><input type="checkbox"/> Strongly disagree  <input type="checkbox"/> Disagree  <input type="checkbox"/> Neither agree or disagree  <input type="checkbox"/> Agree  <input type="checkbox"/> Strongly agree</p> <p>To what extent do you agree or disagree with the following statement: I feel like I raise concerns about the school without feeling judged.</p> <p><input type="checkbox"/> Strongly disagree  <input type="checkbox"/> Disagree  <input type="checkbox"/> Neither agree or disagree  <input type="checkbox"/> Agree  <input type="checkbox"/> Strongly agree</p> <p>To what extent do you agree or disagree with the following statement: I know that my concerns will be kept confidential if I ask for them to be.</p> <p><input type="checkbox"/> Strongly disagree  <input type="checkbox"/> Disagree  <input type="checkbox"/> Neither agree or disagree  <input type="checkbox"/> Agree  <input type="checkbox"/> Strongly agree</p>
<p><b>2: Ensuring School Safety</b></p>	<p><b>2.1</b></p>	<p>To what extent do you agree or disagree with the following statement: Students generally adhere to the school's discipline program.</p> <p><input type="checkbox"/> Strongly disagree  <input type="checkbox"/> Disagree  <input type="checkbox"/> Neither agree or disagree  <input type="checkbox"/> Agree  <input type="checkbox"/> Strongly agree</p> <p>How frequently do you send students to the office because of their behavior?</p> <p><input type="checkbox"/> Daily  <input type="checkbox"/> Every few days  <input type="checkbox"/> At least once per week  <input type="checkbox"/> Once or twice per month  <input type="checkbox"/> Once or twice per semester, quarter, or trimester  <input type="checkbox"/> I do not send students to the office</p> <p>Which student behaviors are you most concerned about? <i>(Open ended response)</i></p>

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	2.2	<p>To what extent do you agree or disagree with the following statement: Students respect adults in the building.</p> <p><input type="checkbox"/> Strongly disagree  <input type="checkbox"/> Disagree  <input type="checkbox"/> Neither agree or disagree  <input type="checkbox"/> Agree  <input type="checkbox"/> Strongly agree</p> <p>What are your biggest concerns about student behavior in the school? (Open ended response)</p> <p>How frequently do you interact with individual students about their behavior?</p> <p><input type="checkbox"/> Daily  <input type="checkbox"/> Every few days  <input type="checkbox"/> At least once per week  <input type="checkbox"/> Once or twice per month  <input type="checkbox"/> Once or twice per semester, quarter, or trimester  <input type="checkbox"/> Never</p> <p>How frequently do you engage with parents about their child's behavior?</p> <p><input type="checkbox"/> Daily  <input type="checkbox"/> Every few days  <input type="checkbox"/> At least once per week  <input type="checkbox"/> Once or twice per month  <input type="checkbox"/> Once or twice per semester, quarter, or trimester  <input type="checkbox"/> Never</p>
3: Planning with Data	3.1	<p>How frequently do you collect, analyze, and discuss data about your students' performance with your colleagues?</p> <p><input type="checkbox"/> Daily  <input type="checkbox"/> Weekly  <input type="checkbox"/> Every few weeks  <input type="checkbox"/> Monthly  <input type="checkbox"/> A few times per semester, quarter, or trimester  <input type="checkbox"/> At the end of units or chapters  <input type="checkbox"/> I do not collect information about my students' performance</p> <p>How frequently do you share data about your students' performance with your colleagues in your department or grade level?</p> <p><input type="checkbox"/> Daily  <input type="checkbox"/> Weekly  <input type="checkbox"/> Every few weeks  <input type="checkbox"/> Monthly  <input type="checkbox"/> A few times per semester, quarter, or trimester  <input type="checkbox"/> At the end of units or chapters  <input type="checkbox"/> I do not collect information about my students' performance</p>

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	<b>3.1 (Cont.)</b>	<p>What information do you currently collect or have you collected to monitor student learning? <i>(Open ended response)</i></p> <p>What information do you need to better monitor student learning? <i>(Open ended response)</i></p>
	<b>3.2, 3.3, 3.4</b>	<p>To what extent does the principal support the following practices in your school: data collection at the classroom level; collaborative data analysis by teachers or teams; data mining using extant data sources, etc.?</p> <p><input type="checkbox"/> Not at all  <input type="checkbox"/> A little bit  <input type="checkbox"/> Somewhat  <input type="checkbox"/> A great deal  <input type="checkbox"/> Not applicable</p>
<b>4: Aligning Curriculum</b>	<b>4.1</b>	<p>What support is the principal providing to help you align your curriculum or your instruction to state standards? <i>(Open ended response)</i></p>
	<b>4.2</b>	<p>What support is the principal providing to you to help you adopt and successfully use best practices in your classroom? <i>(Open ended response)</i></p> <p>How frequently do you discuss best practices with the principal?</p> <p><input type="checkbox"/> Daily  <input type="checkbox"/> Weekly  <input type="checkbox"/> Every few weeks  <input type="checkbox"/> Monthly  <input type="checkbox"/> A few times per semester, quarter, or trimester  <input type="checkbox"/> At the end of units or chapters  <input type="checkbox"/> I do not collect information about my students' performance</p> <p>To what extent do you agree or disagree with the following statement:  The principal is able to discuss best practices in my field and provide assistance implementing those practices in my classroom.</p> <p><input type="checkbox"/> Strongly disagree  <input type="checkbox"/> Disagree  <input type="checkbox"/> Neither agree or disagree  <input type="checkbox"/> Agree  <input type="checkbox"/> Strongly agree</p>
	<b>4.3</b>	<p>What support do you need to fully implement formative assessment practices in your classroom? <i>(Open ended response)</i></p>

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<p><b>5: Improving Instruction</b></p>	<p><b>5.1</b></p>	<p>How frequently does the principal visit your classroom?</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Daily</li> <li><input type="checkbox"/> Weekly</li> <li><input type="checkbox"/> Every few weeks</li> <li><input type="checkbox"/> Monthly</li> <li><input type="checkbox"/> A few times per semester, quarter, or trimester</li> <li><input type="checkbox"/> As requested</li> <li><input type="checkbox"/> Rarely or never</li> </ul> <p>How frequently does the principal provide you with feedback about your classroom instructional practice?</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Daily</li> <li><input type="checkbox"/> Weekly</li> <li><input type="checkbox"/> Every few weeks</li> <li><input type="checkbox"/> Monthly</li> <li><input type="checkbox"/> A few times per semester, quarter, or trimester</li> <li><input type="checkbox"/> As requested</li> <li><input type="checkbox"/> Rarely or never</li> </ul> <p>Which topics/issues does feedback from the principal focus on? <i>(Open ended response)</i></p> <p>What feedback would you like to receive from the principal that would help you improve your instructional practice? <i>(Open ended response)</i></p>
	<p><b>5.2</b></p>	<p>How frequently do you meet with the principal to discuss individual student learning goals, needs, or challenges?</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Daily</li> <li><input type="checkbox"/> Weekly</li> <li><input type="checkbox"/> Every few weeks</li> <li><input type="checkbox"/> Monthly</li> <li><input type="checkbox"/> A few times per semester, quarter, or trimester</li> <li><input type="checkbox"/> As requested</li> <li><input type="checkbox"/> Rarely or never</li> </ul> <p>How could the process the school uses to develop student learning plans be improved? <i>(Open ended response)</i></p> <p>What are the biggest challenges or barriers to improving student learning? <i>(Open ended response)</i></p>

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	<b>5.3</b>	<p>To what extent do you agree or disagree with the following statement: I have a colleague in the school with whom I can discuss my instructional practice.</p> <p><input type="checkbox"/> Strongly disagree  <input type="checkbox"/> Disagree  <input type="checkbox"/> Neither agree or disagree  <input type="checkbox"/> Agree  <input type="checkbox"/> Strongly agree</p> <p>How frequently do you talk with the principal about specific instructional strategies?</p> <p><input type="checkbox"/> Daily  <input type="checkbox"/> Weekly  <input type="checkbox"/> Every few weeks  <input type="checkbox"/> Monthly  <input type="checkbox"/> A few times per semester, quarter, or trimester  <input type="checkbox"/> As requested  <input type="checkbox"/> Rarely or never</p>
	<b>5.4</b>	<p>Within the past 12 months has the principal provided professional development related to effective instructional practices?</p> <p><input type="checkbox"/> Yes  <input type="checkbox"/> No</p> <p>What topics, strategies, or skills do you want professional development about? (Open ended response)</p> <p>How frequently does the principal meet with you to discuss your instructional practice?</p> <p><input type="checkbox"/> Daily  <input type="checkbox"/> Weekly  <input type="checkbox"/> Every few weeks  <input type="checkbox"/> Monthly  <input type="checkbox"/> A few times per semester, quarter, or trimester  <input type="checkbox"/> As requested  <input type="checkbox"/> Rarely or never</p>
	<b>5.5</b>	<p>How frequently does the principal meet with you to discuss student performance in your classes?</p> <p><input type="checkbox"/> Daily  <input type="checkbox"/> Weekly  <input type="checkbox"/> Every few weeks  <input type="checkbox"/> Monthly  <input type="checkbox"/> A few times per semester, quarter, or trimester  <input type="checkbox"/> As requested  <input type="checkbox"/> Rarely or never</p>

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	5.5 (Cont.)	<p>What feedback or support would you like the principal to provide to you about student performance in your classes? <i>(Open ended response)</i></p> <p>What information, data, or evidence can the principal provide to you to assist you in monitoring student performance in your classes? <i>(Open ended response)</i></p> <p>How frequently the does the principal attend or participate in your professional learning community, collaboration time, or department team meetings to discuss student growth?</p> <p><input type="checkbox"/> Daily  <input type="checkbox"/> Weekly  <input type="checkbox"/> Every few weeks  <input type="checkbox"/> Monthly  <input type="checkbox"/> A few times per semester, quarter, or trimester  <input type="checkbox"/> As requested  <input type="checkbox"/> Rarely or never</p>
<b>6: Managing Resources</b>	6.1	<p>What staffing do you believe would support or expand your department's current efforts to improve student learning? <i>(Open ended response)</i></p> <p>To what extent do you agree or disagree with the following statement: Our department has adequate staffing to achieve the desired learning outcomes.</p> <p><input type="checkbox"/> Strongly disagree  <input type="checkbox"/> Disagree  <input type="checkbox"/> Neither agree or disagree  <input type="checkbox"/> Agree  <input type="checkbox"/> Strongly agree</p>
	6.2	<p>How frequently does the principal provide professional development to staff (either in-house or externally)?</p> <p><input type="checkbox"/> Daily  <input type="checkbox"/> Weekly  <input type="checkbox"/> Every few weeks  <input type="checkbox"/> Monthly  <input type="checkbox"/> A few times per semester, quarter, or trimester  <input type="checkbox"/> As requested  <input type="checkbox"/> Rarely or never</p> <p>What professional development do you or your colleagues need to improve practice and results? <i>(Open ended response)</i></p> <p>What resources do you need to support your own learning or to expand your knowledge of best practices? <i>(Open ended response)</i></p>

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	6.3	<p>To what extent do you agree or disagree with the following statement: Teachers have sufficient input regarding the use of resources in this school?</p> <p><input type="checkbox"/> Strongly disagree  <input type="checkbox"/> Disagree  <input type="checkbox"/> Neither agree or disagree  <input type="checkbox"/> Agree  <input type="checkbox"/> Strongly agree</p> <p>What resources do you or your colleagues currently need to support efforts to improve student learning? (<i>Open ended response</i>)</p> <p>How frequently does the principal solicit input from teachers about the resources that are needed to support student learning improvement?</p> <p><input type="checkbox"/> Daily  <input type="checkbox"/> Weekly  <input type="checkbox"/> Every few weeks  <input type="checkbox"/> Monthly  <input type="checkbox"/> A few times per semester, quarter, or trimester  <input type="checkbox"/> As requested  <input type="checkbox"/> Rarely or never</p>
	6.4	<p>Within the past twelve months, has the principal provided training to staff on any of the following fiscal activities (check any that apply)?</p> <p><input type="checkbox"/> ASB funds  <input type="checkbox"/> Budgeting  <input type="checkbox"/> Cash handling  <input type="checkbox"/> Collecting money from students, parents, or families  <input type="checkbox"/> Fundraisers  <input type="checkbox"/> PTA/PTO funding  <input type="checkbox"/> Purchasing or procurement  <input type="checkbox"/> Record keeping  <input type="checkbox"/> Title I expenses  <input type="checkbox"/> Travel reimbursement</p>
7: Engaging Communities	7.1	<p>How frequently does the principal send communications home to parents, guardians, or families?</p> <p><input type="checkbox"/> Daily  <input type="checkbox"/> Weekly  <input type="checkbox"/> Every few weeks  <input type="checkbox"/> Monthly  <input type="checkbox"/> A few times per semester, quarter, or trimester  <input type="checkbox"/> Rarely or never</p> <p>What topics, concerns, issues, or ideas would you like the principal to communicate more regularly? (<i>Open ended response</i>)</p>

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	<b>7.2</b>	<p>How can the school develop stronger relationships with parents and families? <i>(Open ended response)</i></p> <p>Which student groups or populations do you feel could be better supported with new partnerships? <i>(Open ended response)</i></p>
<b>8: Closing the Gap</b>	<b>8.1</b>	<p>What strategies are you currently using in your classroom to support students whose achievement is below standard? <i>(Open ended response)</i></p> <p>What support are you or have you provided students who are close to or approaching standard?<i>(Open ended response)</i></p>
	<b>8.2</b>	<p>What support do you need to ensure all students meet or exceed rigorous learning standards? <i>(Open ended response)</i></p> <p>What support do your students need to ensure they meet or exceed rigorous learning standards? <i>(Open ended response)</i></p>
	<b>8.3</b>	<p>What evidence do you use to inform your practice?</p> <p>To what extent are you using formative assessment to support student learning? <i>(Open ended response)</i></p>