

## NEWPORT PUBLIC SCHOOLS EMPLOYEE SURVEY<sup>1</sup>

Please select the category that best describes your position

- Teacher Or Student Services Professional
- Instructional Paraprofessional
- Principal/Vice Principal/District Administrator
- Support Staff (clerical, custodial, maintenance)
- Other

If you are a teacher please indicate the level of school at which you work.

- 1) Elementary School
- 2) Middle School
- 3) High School
- 4) Other

How long have you worked for the Newport Public Schools?

- Less than 1 year
- 1 to 3 years
- 4 to 9 year
- 10 years or more

These questions relates to various district functions, activities, and services. Using a five-point scale where “1” means Strongly Disagree and “5” means Strongly Agree, please circle the number that best represents your opinion. If you have no opinion, please circle “6”.

		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Opinion
<b>Organizational Leadership</b>							
10101	I am proud to say I work for the Newport Public Schools	1	2	3	4	5	6
10102	My work is valued by my fellow school department employees.	1	2	3	4	5	6
10103	My work is valued by my immediate supervisor	1	2	3	4	5	6
10104	My work is valued by the school department’s leadership (i.e., principals, directors, the assistant superintendent and the superintendent).	1	2	3	4	5	6
10105	My work is valued by the school committee.	1	2	3	4	5	6
10106	School department leaders (i.e., principals, directors, the assistant superintendent and the superintendent) and the school committee share a common vision for the Newport Public Schools	1	2	3	4	5	6
10107	School department leaders (i.e., principals, directors, the assistant superintendent and the superintendent) work together effectively.	1	2	3	4	5	6

<sup>1</sup> Please note that not all survey respondents were asked to respond to all survey items. For example, custodians were not asked to respond to survey items relating to special education services.

		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Opinion
<b>Internal Communications</b>							
10201	The school department does an effective job of communicating its objectives and priorities to department staff	1	2	3	4	5	6
10202	The school department does an effective job of communicating information on major new initiatives to department staff	1	2	3	4	5	6
10203	I have a sufficient understanding of the school department's objectives, priorities, and initiatives to effectively perform my job	1	2	3	4	5	6
<b>External Communications</b>							
10301	The school department does an effective job of communicating its objectives and priorities to external stakeholders	1	2	3	4	5	6
10302	The school department does an effective job of communicating information on major new initiatives to external stakeholders	1	2	3	4	5	6
10303	The school department does an effective job of communicating to external stakeholders about positive activities that are taking place in the Newport Public Schools	1	2	3	4	5	6
10304	The school department does an effective job of managing news about events that have the potential to reflect poorly on the Newport Public Schools	1	2	3	4	5	6
<b>Community Relations</b>							
20401	The local school with which I am most familiar does an effective job of ensuring parents are involved in the education of their children	1	2	3	4	5	6
20402	The local school with which I am most familiar does an effective job of ensuring the local community is involved with and supports the school	1	2	3	4	5	6
20403	The school department as a whole does an effective job of ensuring community support	1	2	3	4	5	6
<b>Collaboration</b>							
10501	Staff within my school, work location, or unit work together effectively on issues of common concern	1	2	3	4	5	6
10502	Staff within my school, work location, or unit work effectively with staff from other schools, work locations, or units on issues of common concern	1	2	3	4	5	6
10503	Central office and school-based staff work together effectively on issues of common concern	1	2	3	4	5	6
10504	The City of Newport and the Newport Public Schools work together effectively on issues of common concern	1	2	3	4	5	6
<b>Staff Development</b>							
10601	Overall staff development program offerings address my staff development needs	1	2	3	4	5	6

		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Opinion
10602	Overall staff development program offerings address the needs of my	1	2	3	4	5	6
10603	Participation in staff development programs has made me more effective	1	2	3	4	5	6
10604	What I learn in staff development programs is reinforced by my administrators and supervisors	1	2	3	4	5	6
<b>Instruction</b>							
20701	Overall, effective teaching strategies are employed in the Newport Public Schools	1	2	3	4	5	6
20702	Instructional support staff are used effectively to enhance student performance	1	2	3	4	5	6
	Instructional staff receive needed support and guidance on issues related to their subject area (or other area of expertise)	1	2	3	4	5	6
20703	English/Language arts	1	2	3	4	5	6
20704	Fine Arts	1	2	3	4	5	6
20705	Health	1	2	3	4	5	6
20706	Physical Education	1	2	3	4	5	6
20707	Mathematics	1	2	3	4	5	6
20708	Science	1	2	3	4	5	6
20709	Social Studies	1	2	3	4	5	6
20710	Bilingual Education	1	2	3	4	5	6
20711	Early Childhood Education	1	2	3	4	5	6
20712	Library/Media	1	2	3	4	5	6
20713	Technology	1	2	3	4	5	6
20714	Special Education	1	2	3	4	5	6
<b>Student Evaluation And Assessment</b>							
20801	The assessment tools used by the school department adequately measure student performance	1	2	3	4	5	6
20802	I receive needed feedback on the performance of individual students	1	2	3	4	5	6
20803	I receive needed feedback on the performance of groups of students (e.g., an entire class of students)	1	2	3	4	5	6
20804	I receive needed feedback on the performance of my school	1	2	3	4	5	6
20805	The feedback I receive on student performance is accurate	1	2	3	4	5	6
20806	The feedback I receive on student performance is timely	1	2	3	4	5	6
20807	The information I receive is useful in diagnosing student needs	1	2	3	4	5	6
20808	I use assessment results to improve instruction	1	2	3	4	5	6
<b>Special Education</b>							
20901	I receive needed support in integrating special education students into regular education classrooms	1	2	3	4	5	6
20902	I receive needed support in ensuring compliance with state and federal special education rules and regulations	1	2	3	4	5	6

		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Opinion
20903	The Newport Public Schools does an effective job of evaluating the needs of special education students	1	2	3	4	5	6
20904	The Newport Public Schools does an effective job of developing appropriate individual education plans to address the needs of special education students	1	2	3	4	5	6
20905	The Newport Public Schools does an effective job of providing appropriate instruction and services to special education students	1	2	3	4	5	6
20906	Central office staff are knowledgeable about issues related to special education	1	2	3	4	5	6
20907	Central office staff are responsive to requests for assistance relating to special education	1	2	3	4	5	6
<b>Services To English Language Learners</b>							
21001	I receive needed support in integrating language minority students into regular education classrooms	1	2	3	4	5	6
21002	The district complies with state and federal mandates relating to language minority students	1	2	3	4	5	6
21003	Students who are not proficient in English are appropriately served	1	2	3	4	5	6
21004	The Newport Public Schools does an effective job of evaluating the needs of students who are not proficient in English	1	2	3	4	5	6
21005	The Newport Public Schools does an effective job of providing appropriate instruction for students who are not proficient in English	1	2	3	4	5	6
21006	Central office staff are knowledgeable about issues related to language minority students	1	2	3	4	5	6
21007	Central office staff are responsive to requests for assistance relating to language minority students	1	2	3	4	5	6
<b>Student Discipline</b>							
21101	I am familiar with the student code of conduct	1	2	3	4	5	6
21102	The student code of conduct is consistently implemented	1	2	3	4	5	6
21103	Provisions of the student code of conduct are clearly articulated	1	2	3	4	5	6
<b>Student Services</b>							
Specialist staff provide needed assistance in addressing the needs of students							
21201	Counselors	1	2	3	4	5	6
21202	Psychologists	1	2	3	4	5	6
21203	Social Workers	1	2	3	4	5	6
21204	Nurses	1	2	3	4	5	6
21205	Speech Therapists	1	2	3	4	5	6
21206	Occupational Therapists	1	2	3	4	5	6
21207	Physical Therapists	1	2	3	4	5	6
<b>Instructional Technology</b>							

		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Opinion
21301	Sufficient computer hardware is currently available in the Newport Public Schools to address the educational needs of students	1	2	3	4	5	6
21302	Sufficient computer software is currently available in the Newport Public Schools to address the educational needs of students	1	2	3	4	5	6
21303	Other technology (excluding computer hardware and software) is currently available in the Newport Public Schools to address the educational needs of students	1	2	3	4	5	6
21304	Most teachers and administrators make effective use of the instructional technology currently available	1	2	3	4	5	6
21305	I make effective use of the instructional technology currently available	1	2	3	4	5	6
21306	Adequate resources are currently available to provide needed assistance in using technology as an instructional tool	1	2	3	4	5	6
21307	Needed assistance in using technology as an instructional tool is provided in a timely manner	1	2	3	4	5	6
21308	The staff who provide assistance in using technology as an instructional tool are knowledgeable	1	2	3	4	5	6
21309	Adequate resources are available to maintain and support the instructional technology currently available	1	2	3	4	5	6
21310	The staff who maintain and support the instructional technology currently available provide assistance in a timely manner	1	2	3	4	5	6
21311	The staff who maintain and support the instructional technology currently available are knowledgeable	1	2	3	4	5	6
<b>Athletics</b>							
21401	Athletic programs are effectively coordinated	1	2	3	4	5	6
21402	Athletic activities are scheduled and coordinated to minimize disruption to student learning	1	2	3	4	5	6
<b>Human Resources</b>							
11501	The employee evaluation process is fair	1	2	3	4	5	6
11502	Employee evaluations are completed in a timely manner	1	2	3	4	5	6
11503	Employee evaluations provide beneficial feedback aimed at improving performance	1	2	3	4	5	6
11504	The school department does an effective job of recruiting highly competent administrative staff	1	2	3	4	5	6
11505	The school department does an effective job of recruiting highly competent teaching staff	1	2	3	4	5	6
11506	The school department does an effective job of recruiting highly competent non-instructional staff	1	2	3	4	5	6
11507	The school department does an effective job of retaining its most skilled administrative staff	1	2	3	4	5	6

		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Opinion
11508	The school department does an effective job of retaining its most skilled teaching staff	1	2	3	4	5	6
11509	The school department does an effective job of retaining its most skilled non-instructional staff	1	2	3	4	5	6
11510	The process for changing the classification and compensation of selected positions to reflect changes in work responsibilities is equitable	1	2	3	4	5	6
11511	The process for assigning staff to schools (or other locations) is fair	1	2	3	4	5	6
11512	The process for assigning staff to schools (or other locations) is timely	1	2	3	4	5	6
11513	Enforcement of personnel rules and regulations is consistent	1	2	3	4	5	6
11514	Personnel records are updated in a timely manner	1	2	3	4	5	6
11515	I receive accurate information regarding my benefits	1	2	3	4	5	6
11516	I receive timely information regarding my benefits	1	2	3	4	5	6
11517	The process for handling grievances and other labor contract related issues is fair	1	2	3	4	5	6
11518	The process for handling grievances and other labor contract related issues is timely	1	2	3	4	5	6
<b>Purchasing</b>							
11601	The quality of <i>goods</i> purchased by the school department is satisfactory	1	2	3	4	5	6
11602	The quality of <i>services</i> purchased by the school department is satisfactory	1	2	3	4	5	6
11603	The cost of goods purchased is reasonable relative to their value	1	2	3	4	5	6
11604	The cost of services purchased is reasonable relative to their value	1	2	3	4	5	6
11605	The purchasing process is not unduly time consuming	1	2	3	4	5	6
11606	Purchasing staff provide timely assistance	1	2	3	4	5	6
11607	Purchasing staff are knowledgeable	1	2	3	4	5	6
<b>Budget</b>							
41701	The budget process is helpful in determining how district resources should be allocated	1	2	3	4	5	6
41702	Personnel resources are appropriately allocated among schools	1	2	3	4	5	6
41703	Non-personnel resources are appropriately allocated among schools	1	2	3	4	5	6
41704	The budget process is not unduly time-consuming	1	2	3	4	5	6

		<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>No Opinion</b>
41705	Information on expenditures against budget (and other relevant financial information) is provided in a timely manner	1	2	3	4	5	6
41706	Information on expenditures against budget (and other relevant financial information) is accurate	1	2	3	4	5	6
41707	Financial reports are easy to read and understand	1	2	3	4	5	6
<b>Payroll</b>							
11801	Payroll checks are accurate	1	2	3	4	5	6
11802	Payroll checks are received on time	1	2	3	4	5	6
<b>Information Systems (Administrative)</b>							
41901	Existing information systems facilitate effective management of the school department	1	2	3	4	5	6
41902	Existing information systems are easy to use	1	2	3	4	5	6
41903	The staff who maintain and support information systems provide assistance in a timely manner	1	2	3	4	5	6
41904	The staff who maintain and support information systems are knowledgeable	1	2	3	4	5	6
<b>Building Maintenance</b>							
12001	School department facilities are adequately maintained	1	2	3	4	5	6
12002	Emergency maintenance requests are addressed in a timely manner	1	2	3	4	5	6
12003	Non-emergency maintenance requests are addressed in a timely manner	1	2	3	4	5	6
12004	Maintenance staff are knowledgeable	1	2	3	4	5	6
12005	Maintenance staff are helpful and cordial	1	2	3	4	5	6
<b>Custodial Services</b>							
12101	School department facilities are clean	1	2	3	4	5	6
12102	Cleaning needs are promptly addressed	1	2	3	4	5	6
12103	Custodial staff are knowledgeable	1	2	3	4	5	6
12104	Custodial staff are helpful and cordial	1	2	3	4	5	6
<b>Grounds Maintenance</b>							
12201	Grounds are adequately maintained	1	2	3	4	5	6
12202	Snow is removed promptly	1	2	3	4	5	6
12203	Emergency requests for assistance relating to grounds maintenance are addressed in a timely manner	1	2	3	4	5	6
12204	Non-emergency requests for assistance relating to grounds maintenance are addressed in a timely manner	1	2	3	4	5	6
<b>Transportation</b>							

		<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>No Opinion</b>
42301	Transportation schedules have been set to reflect educational needs	1	2	3	4	5	6
42302	Buses arrive on time	1	2	3	4	5	6
42303	Students who travel on buses are safe and secure	1	2	3	4	5	6
42304	The transportation needs of special education students are met	1	2	3	4	5	6
42305	Transportation for extracurricular activities is timely	1	2	3	4	5	6
42306	Arranging transportation for extracurricular activities is not unduly cumbersome	1	2	3	4	5	6
42307	Transportation staff address requests for assistance and/or concerns in a timely manner	1	2	3	4	5	6
42308	Transportation staff are helpful and cordial	1	2	3	4	5	6
<b>Security</b>							
22401	Buildings are secure during the school day	1	2	3	4	5	6
22402	Buildings are secure during after-school programs	1	2	3	4	5	6
22403	Building security is adequate when schools are closed	1	2	3	4	5	6
22404	Security concerns are addressed in a timely manner	1	2	3	4	5	6
<b>Food Services</b>							
22501	The food served is generally tasty	1	2	3	4	5	6
22502	Meals are fairly priced	1	2	3	4	5	6
22503	Menus provide sufficient choices	1	2	3	4	5	6
22504	Meals are healthful	1	2	3	4	5	6
22505	Meals are served on time	1	2	3	4	5	6
22506	Food services staff are helpful and cordial	1	2	3	4	5	6
<b>Equipment (Other Than Computers)</b>							
52601	I have access to the equipment I need to effectively perform my job responsibilities	1	2	3	4	5	6
52602	I have access to the equipment I need to safely perform my job responsibilities	1	2	3	4	5	6
52603	The equipment I use is well maintained.	1	2	3	4	5	6
<b>Vehicles</b>							
52701	I have access to the vehicles I need to effectively perform my job responsibilities	1	2	3	4	5	6
52702	I have access to the vehicles I need to safely perform my job responsibilities	1	2	3	4	5	6
52703	The vehicles I use are well maintained.	1	2	3	4	5	6

