# Information Collection Surveys (360° Feedback)

- 1. Administrative-Confidential
- 2. Staff
- 3. Students
- 4. Community

#### MRSD Employee Satisfaction Survey (Administrative - Confidential)

#### Instructions - Employee Satisfaction (Administrative & Confidential)

The Board of Directors of Molalla River School District is engaged in an Annual Performance Review of the District's operations which includes an evaluation of the Superintendent's performance. As members of the administrative team or confidential staff you have a unique opportunity for close observation of the Superintendent on a frequent basis. The purpose of the survey is to assess the Superintendent's strengths and areas for improvement in key characteristics of leadership, communication and planning.

Please rate the Superintendent for each of the statements in the survey. Do not speculate or guess if you do not know. We have provided a "not applicable" (N/A) option. While you are completing the survey questions you will be able to return to previous pages if you wish to review or change your answers. However, once you complete the survey and submit the results, you will not be able to revise your responses.

Please respond to the statements below using the following rating scale. Mark your choice by clicking in the buttons below each statement. For very low ratings or very high ratings, please explain your rating in the Comments section below each block of questions. Feel free to provide examples of "outstanding" performance also in the Comments section.

- 5 Outstanding
- 4 Excellent
- 3 Satisfactory
- 2 Needs Improvement
- 1 Unsatisfactory

N/A - No opinion or not applicable

Use the following definitions for your ratings:

- "Outstanding" Performance serves as a model for others to follow
- "Excellent" Performance consistently exceeds expectations
- "Satisfactory" Performance consistently meets expectations
- "Needs Improvement" Performance inconsistently meets expectations; improvement is needed to meet expectations consistently
- "Unsatisfactory" Performance consistently does not meet expectations

Results will be compiled and a report of the overall results reported to the Board and Superintendent without identifying individuals who have responded. Even though the results will be reported anonymously, we need to identify the role of the respondent for analysis purposes.

Thank you.

Respond	lent Info	rmati	on
222 CONTRACTOR (1920)			A SECURITY OF STREET

*1	. What is your role in the school district? (Response required for this question)
0	Central Office Administrator/Confidential Staff
0	Building Administrator
0	Other

#### **Board Relations**

the organization	tendent keeps t on.				,	
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	$\circ$		0		0	$\circ$
2. The Superin	tendent offers p	rofessional	advice to th	e Board on n	natters requir	ing Board
	on careful analys					
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating			$\circ$	0	0	0
. The Superin	tendent implem	ents the pol	icies approv	ed by the Bo	ard, the rules	and
	the State Board					
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	$\circ$	0	0	$\circ$	$\circ$	$\circ$
. Comments						
		×.				
34V SAUDHS 50 EV	MO SENDED WE WANTE			(A) (A) (A) (A) (A)	<b>新型的角度</b> YEY	<b>党制制的</b>
ommunicati	on					
	ELECTRIC STREET, STREE			uwitton com	munication s	kille
	tendent demons			written com		
Z (10 15 20 20 10 10 10 10 10 10 10 10 10 10 10 10 10	ELECTRIC STREET, STREE	trates effec	tive oral and		umunication so Unsatisfactory	kills.
. The Superin	tendent demons			Needs		
. The Supering	tendent demons	Excellent	Satisfactory	Needs Improvement  and advocate	Unsatisfactory	N/A
. The Supering	tendent demons	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
. The Supering	outstanding  tendent serves	Excellent  as chief spo	Satisfactory  Okesperson a	Needs Improvement  and advocate  Needs	Unsatisfactory  organized for the organization	N/A O nization.
. The Supering Rating The Supering Rating	Outstanding  tendent demons  Outstanding  tendent serves a  Outstanding	excellent  Excellent  Excellent	Satisfactory  Okesperson a  Satisfactory	Needs Improvement  and advocate  Needs Improvement	Unsatisfactory  of for the organ  Unsatisfactory	N/A  nization.  N/A
. The Supering  2. The Supering  Rating  3. The Superin	outstanding  tendent serves	Excellent  as chief spo  Excellent  ches an effect	Satisfactory  Okesperson a  Satisfactory	Needs Improvement  and advocate  Needs Improvement	Unsatisfactory  of for the organ  Unsatisfactory	N/A  nization.  N/A
The Supering The Supering Rating The Supering	outstanding tendent serves a Outstanding Outstanding Outstanding	Excellent  as chief spo  Excellent  ches an effect	Satisfactory  Okesperson a  Satisfactory	Needs Improvement  And advocate  Needs Improvement  O  e in the organ	Unsatisfactory  of for the organ  Unsatisfactory	N/A  nization.  N/A
. The Supering  a. The Supering  ating  b. The Supering  cisible and con	Outstanding  tendent serves a  Outstanding  Outstanding  tendent serves a  Outstanding  tendent establish	Excellent  Excellent  Excellent  hes an effection.	Satisfactory  Okesperson a  Satisfactory  Ctive climate	Needs Improvement  and advocate  Needs Improvement  o  e in the organ	Unsatisfactory  e for the organ  Unsatisfactory  onization by pro-	nization.  N/A  O  oviding
. The Supering Rating The Supering The Supering S. The Supering Sible and con	Outstanding Outstanding Outstanding Outstanding Outstanding  tendent established	Excellent  Excellent  Ches an effection.  Excellent	Satisfactory  Okesperson a  Satisfactory  Ctive climate  Satisfactory	Needs Improvement  Needs Improvement  Needs Improvement  Needs Improvement  Needs Improvement	Unsatisfactory  e for the organ  Unsatisfactory  inization by pro  Unsatisfactory	nization.  N/A  Oviding  N/A
The Supering	outstanding tendent serves a Outstanding  tendent serves a Outstanding  tendent establish sistent leaders  Outstanding  tendent maintain	Excellent  Excellent  Ches an effectip.  Excellent  Excellent  Ches an effectip.	Satisfactory  Okesperson a  Satisfactory  Ctive climate  Satisfactory	Needs Improvement  Needs Improvement  Needs Improvement  Needs Improvement  Needs Improvement	Unsatisfactory  e for the organ  Unsatisfactory  inization by pro  Unsatisfactory	N/A nization.  N/A Oviding  N/A
The Supering  The Supering  The Supering  The Supering  The Supering  The Supering  The Supering	Outstanding Outstanding Outstanding Outstanding Outstanding  tendent established	Excellent  Excellent  Ches an effectip.  Excellent  Excellent  Ches an effectip.	Satisfactory  Okesperson a  Satisfactory  Ctive climate  Satisfactory	Needs Improvement  Needs Improvement  Needs Improvement  Needs Improvement  Needs Improvement	Unsatisfactory  e for the organ  Unsatisfactory  inization by pro  Unsatisfactory	N/A nization.  N/A Oviding  N/A

5. The Superinter	ndent listens t	o other poir	nts of view w	ith differing	opinions.	
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	0	0	0	0	0	$\circ$
5. The Superinte	ndent maintai	ns open dial	logue with tl	nose who ma	y disagree wi	th his
oosition on an is		-				
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	0		0	0	0	0
. Comments						
		*				
		*				
AND DESCRIPTION OF THE PROPERTY OF THE PROPERT						
. The Superinter			and leadersh Satisfactory	ip toward me Needs Improvement	eeting the Dis	trict's
lanning I. The Superinter	d by the Board	i.		Needs		
I. The Superinter	d by the Board	i.		Needs		
I. The Superinter	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
I. The Superinter  Joals establisher  Rating	Outstanding Outstanding Outstanding	Excellent  orith administ	Satisfactory	Needs Improvement  crship team o	Unsatisfactory	N/A
I. The Superinter  Joals establisher  Rating  Z. The Superinter	Outstanding Outstanding Outstanding	Excellent  orith administ	Satisfactory	Needs Improvement	Unsatisfactory	N/A
The Superinter  Joals establisher  Rating  C. The Superinter  action plan base	Outstanding Outstanding ondent works were don Board go	Excellent  orith administrates	Satisfactory  Carrative leade	Needs Improvement  ership team o	Unsatisfactory  collegially to d	N/A O develop a
I. The Superinter  Joals establisher  Rating  2. The Superinter	Outstanding ondent works we don Board go Outstanding	Excellent  O  O  O  O  O  Excellent  Excellent	Satisfactory  trative leade  Satisfactory	Needs Improvement  ership team of  Needs Improvement	Unsatisfactory  collegially to d  Unsatisfactory	N/A evelop a
I. The Superinter  Joals established  Rating  2. The Superinter  Action plan base  Rating  B. The Superinter	Outstanding ondent works we don Board go Outstanding	Excellent  O  O  O  O  O  Excellent  Excellent	Satisfactory  trative leade  Satisfactory	Needs Improvement  Prship team of  Needs Improvement  On and improvement	Unsatisfactory  collegially to d  Unsatisfactory	N/A evelop a
The Superinterpoals established Rating  The Superinterpotention plan base Rating  Rating  The Superinterpotents  Rating	Outstanding ondent works we don Board go Outstanding	Excellent  O  O  O  O  O  Excellent  Excellent	Satisfactory  trative leade  Satisfactory	Needs Improvement  ership team of  Needs Improvement	Unsatisfactory  collegially to d  Unsatisfactory	N/A evelop a
I. The Superinter  Joals establisher  Rating  Z. The Superinter  Action plan base	Outstanding Outstanding ondent works we don Board go Outstanding Outstanding Outstanding	Excellent  orith administrates.  Excellent  orith states are a second and a second	Satisfactory  trative leade  Satisfactory  g evaluation	Needs Improvement  Prship team of  Needs Improvement  On and improvement  Needs	Unsatisfactory  collegially to d  Unsatisfactory  ement of educe	N/A evelop al N/A  cational
I. The Superinter  Joals established  Rating  2. The Superinter  action plan base  Rating  B. The Superinter  brograms.	Outstanding Outstanding Outstanding Outstanding Outstanding Outstanding Outstanding	Excellent  orith administrates.  Excellent  orith states als.  Excellent  orith administrates als.  Excellent  orith administrates als.	Satisfactory  trative leade  Satisfactory  g evaluation  Satisfactory	Needs Improvement  Prship team of  Needs Improvement  On and improvement  Needs Improvement  On and improvement	Unsatisfactory  collegially to d  Unsatisfactory  ement of educe  Unsatisfactory	N/A evelop al N/A cational
I. The Superinter  Joals established  Rating  Z. The Superinter  Action plan base  Rating  B. The Superinter  Brograms.	Outstanding Outstanding Outstanding Outstanding Outstanding Outstanding Outstanding Outstanding Outstanding	Excellent  orith administrates.  Excellent  orith states als.  Excellent  orith administrates als.  Excellent  orith administrates als.	Satisfactory  trative leade  Satisfactory  g evaluation  Satisfactory	Needs Improvement  Prship team of  Needs Improvement  On and improvement  Needs Improvement  On and improvement	Unsatisfactory  collegially to d  Unsatisfactory  ement of educe  Unsatisfactory	N/A evelop al N/A cational
I. The Superinter poals established Rating  I. The Superinter action plan base Rating  I. The Superinter programs.  Rating  I. The Superinter programs.	Outstanding Outstanding Outstanding Outstanding Outstanding Outstanding Outstanding Outstanding Outstanding	Excellent  orith administrates.  Excellent  orith states als.  Excellent  orith administrates als.  Excellent  orith administrates als.	Satisfactory  trative leade  Satisfactory  g evaluation  Satisfactory	Needs Improvement  Prship team of  Needs Improvement  On and improvement  Needs Improvement  On and improvement	Unsatisfactory  collegially to d  Unsatisfactory  ement of educe  Unsatisfactory	N/A evelop al N/A cational

ARSD Employ	ee Satisfac	tion Surve	ey (Admin	istrative -	Confidentia	al)
5. The Superinte	ndent is open	to innovativ	e ideas for t	he delivery	of education a	nd
support services	for our stude	nts and stal	keholders.			
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	0	0	0	0	0	0
6. Comments						
		<u>20</u>				
		¥				
Leadership						
Leadership						
1. The Superinte	ndent demons	trates pers	onal honesty	/ and integri	ty in day-to-da	ıy
relationships.						
				Needs		
	Outstanding	Excellent	Satisfactory	Improvement	Unsatisfactory	N/A
Rating	$\circ$	$\circ$	$\circ$	$\circ$	$\circ$	$\circ$
2. The Superinter	ndent provide:	s for operati	ing efficient	ly through th	e developmer	nt of an
appropriate orga	nizational stru	cture whicl	h is capable	of meeting o	rganizational	goals.
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	0	$\circ$	$\circ$	0	0	0
3. The Superinter	ndent creates	a culture w	ithin the orga	anization tha	t fosters a po	sitive work
environment and	reinforces the	e District's ı	mission and	values.		
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	0	0	0	0	0	0
4. The Superinter	ndent regularly	y evaluates	program eff	ectiveness.		
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	0	0		O	$\circ$	0
5. The Superinter	ndent annually	v evaluates	staff leaders	ship and prov	vides feedbac	k to the
individual.						
	Outstanding	Excellent	Satisfactory	Needs	Unsatisfactory	N/A
Rating	$\circ$	$\bigcirc$	$\circ$	Improvement	$\circ$	0
6. The Superinter	adont offoative	alv amnawa	re individual	s to achieve	their notantia	res
o. The Superinter	Outstanding	Excellent	Satisfactory	Needs	Unsatisfactory	N/A
	Outstanding	LAGGIIGIIL	Cationactory	Improvement		·····

MRSD Employe	ee Satisfac	tion Surve	ey (Admin	istrative -	Confidentia	al)
7. The Superinten objectives.	ndent demons	trates the al	bility to build	effective te	ams to achiev	e District
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	0	0	0	0	0	0
8. Comments						
		(4)				
		<u></u>				
Fiscal Managem	nent					
		N. S.		Free Countries		
1. The Superinter	<u>-</u>		-	ons of the o	rganization wi	ith
competence, effi	ciency and th	•		Needs		
	Outstanding	Excellent	Satisfactory	Improvement	Unsatisfactory	N/A
Rating	$\circ$	$\circ$	$\circ$	$\cup$	$\circ$	$\circ$
2. The Superinter the public's funds		ounting con	itrols in plac	e to provide	prudent stew	ardship of
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	0	$\circ$	$\circ$	0	0	0
3. The Superinten			needs of the	) organizatio	n and makes	sound
recommendation	Outstanding	Excellent	Satisfactory	Needs	Unsatisfactory	N/A
Rating	Outstanding	Cxcenent	Oatisiación	Improvement	Olisalistaciony	$\cap$
	$\circ$		$\circ$		$\circ$	
4. Comments			ľ			
		1-00				
	TO A SOCIETY AND ADDRESS.	Ĭ				CONTRACTOR OF THE
Human Resourc	es					
1. The Superinten	ident effective	ely delegate	s authority to	o qualified st	taff members.	
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	0	$\circ$	0	0		$\bigcirc$
		_		-		

	o Gatiola G	aon oan v	by (Marrilli	istrative -	Commachine	مار مار
2. The Superinter	ndent treats a	il personnel	fairly and wi	ithout discri	mination.	
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	0	0	0	0		$\circ$
3. The Superinter	ndent insists o	n excellenc	e from staff	in the perfo	rmance of dut	ies.
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	0	0	0	0	0	$\circ$
4. The Superinter development.	ndent encoura	ıges partici <sub>l</sub>	pation of sta	ff members	in planning an	nd policy
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	0	0	0	0	0	0
5. The Superinter administration, fa	-		-	-		
,	Outstanding	Excellent	Satisfactory	Needs	Unsatisfactory	N/A
Rating		CASSIGNA		Improvement		
			$\circ$			O
6. The Superinten mplement progra	-	he right peo	ple in the rig	ht positions	to effectively	
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	0		0	0		
7. The Superinten employees annua uture growth opp	ally including f	•		-		
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	0	0	0	0	0	
3. Comments						
B. Comments		¥.				

4 The Comprise					Confidentia	
1. The Superinter community organ schools.			_	•		
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating		0	0		0	0
2. The Superinter	ndent provide	s for his ow	n profession	al growth by	attending	
conferences, clas	sses, seminar	s and other	professiona	l developme	nt opportuniti	es.
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	0	0		$\circ$	$\circ$	$\circ$
3. The Superinter	ndent serves a	s the Distri	ct's chief sp	okesperson	for local, regi	onal and
statewide issues,	initiatives an	d legislatior	١.			
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	0		0	0	0	0
4. The Superinter	ndent is visible	e in the com	ımunity as a	n advocate f	or the District	's schools
by attending loca	l community	events and	serving in lo	cal organiza	tions.	
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	0	0	0	0	0	$\circ$
5. Comments						
		*				
		×				
End of Survey						
Thank you for taking a the Molalla River SD A submitted to the Board the report.	Annual Performand	e Review. The	results from all	the respondents	will be compiled a	ind a report
When you exit this pa concluded.	ge by clicking on '	'Submit Survey	" your response	es will be submit	ted and your parti	cipation
If you would like to co button before submitting questions.	rrect your responsing the survey. One	es to any ques ce you have ex	tion you may re ited the survey y	turn to any page ou will not be at	by clicking on the ble to return to cor	e "Previous" rect previous

#### MRSD Employee Satisfaction Survey (Staff)

#### Instructions - Employee Satisfaction (Staff)

As a part of an annual performance review of the District's operations, the Molalla River School District Board of Directors would like to ask you some questions about your work conditions. The purpose is to (1) assess the Superintendent's strength and weaknesses in key areas of Leadership, Communication and Human Resource procedures and (2) evaluate areas for growth in district operations.

Please rate each statement in the survey. Do not speculate or guess if you do not know. We have provided a "not applicable" (N/A) option if you have no opinion about a question or are not in a position to know. While you are completing the survey questions you will be able to return to previous pages if you wish to review or change your answers. However, once you complete the survey and submit the results, you will not be able to revise your responses.

Please respond to the statements using the following rating scale. Mark your choice by clicking in the buttons below each statement. For very low ratings or very high ratings please explain your rating in the Comments section below each series of questions. Feel free to provide examples of "outstanding" performance also in the Comments section.

- 5 Outstanding
- 4 Excellent
- 3 Satisfactory
- 2 Needs Improvement
- 1 Unsatisfactory

N/A - Not Applicable or No opinion

Use the following definitions for your ratings:

- "Outstanding" Performance serves as a model for others to follow
- "Excellent" Performance consistently exceeds expectations
- "Satisfactory" Performance consistently meets expectations
- "Needs Improvement" Performance inconsistently meets expectations; improvement is needed to meet expectations consistently
- "Unsatisfactory" Performance consistently does not meet expectations

Results will be compiled and a report of the overall results reported to the Board and Superintendent without identifying individuals who have responded. Even though the results will be reported anonymously, we need to identify the role of the respondent for analysis purposes.

Thank you.

#### **Respondent Information**

*1. What is your role in the District? (Please choose the response that best describes your position - response required for this question)
Licensed Staff
Classified Staff
Teacher on Special Assignment
Other

#### **Superintendent Communication**

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
ating		0	0	O	0	0
The Superinte	endent serves a	as chief spo	kesperson a	and advocate	for the organ	nization.
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
ating	0	0	0	0	0	$\circ$
The Superinte	endent creates	a positive v	work environ	ment in the o	organization.	
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
ating	0	$\circ$	0	O	0	$\bigcirc$
-	endent is visible t all levels of th	•	_	Needs	equently eng	ages wit
	Outstanding	Excellent	Satisfactory	Improvement	Unsatisfactory	N/A
ating	0	$\circ$	0	0	0	$\circ$
The Superinte	endent knows r	ne and is ap	pproachable	•		
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
ating	0	$\circ$	$\circ$	0	$\circ$	$\circ$
-	ndent maintair methods keepi	_			_	iety of
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
ating	0	$\circ$	$\circ$	0	$\circ$	$\circ$
The Superinte	ndent demons	trates stron	g oral and w	ritten comm	unication skil	ls.
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
ating	0		0		0	$\circ$
Comments						
		5				

<b>J</b>	structure which Outstanding	Excellent	Satisfactory	Needs	Unsatisfactory	N/A
Dating	Outstanding		Calistaciony	Improvement	Onsatisfactory	
Rating	$\circ$	$\circ$		$\circ$	O	$\cup$
2. The District o	culture reinforce	es the Distri	ct's mission	and values.		
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	0	$\circ$	0	0	0	$\circ$
. Individual sta	aff personnel ar	e empowere	ed and encou	raged to acl	nieve their pot	ential.
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	0	$\circ$	0			
. The Superint	endent demons	trates the a	bility to moti	vate and ins	pire individua	ls to
ucceed.		1110 4	y to 1110ti		L	
	Outstanding	Excellent	Satisfactory	Needs	Unsatisfactory	N/A
	Outstanding	Excellent	Oalisiaciony	Improvement	Onsatisfactory	
Rating				O		$\circ$
. The Superint	endent has a w	orking know	vledge of sta	ff responsib	ilities.	
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	0	0		0	0	0
The Superint	endent praises	the achieve	monts of ind	ividual etaff	mamhare	
. The Superint	-			Needs		
	Outstanding	Excellent	Satisfactory	Improvement	Unsatisfactory	N/A
Rating	O	$\circ$	$\circ$	$\circ$	$\circ$	$\bigcirc$
. The Superint	endent demons	trates a wil	lingness to r	emove barri	ers to enhanc	е
mployee job p	erformance.					
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	$\bigcirc$	$\bigcirc$	$\bigcirc$		$\circ$	
					! 4! <b>!</b>	
. The Superint	endent follows	tnrougn on	commitment	S and promi Needs	ses in a timei	y tasnioi
	Outstanding	Excellent	Satisfactory	Improvement	Unsatisfactory	N/A
Rating	0	$\circ$		0	$\circ$	$\circ$
. Comments						
, Johnnents		[2]				
			Y			

1. Authority is duties.	effectively deleg	ated to qua	lified staff m	embers for t	he performand	e of the
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	0	$\circ$	0	0	0	0
2. The Superin manner.	tendent works w	rith staff diff	ferences in a	n fair, even-ha	anded and tim	nely
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	0		$\circ$	0	0	0
3. The District	expects excelle	nce in the p	erformance (	of duties by a	ıll staff persor	ınel.
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	0	$\circ$	0	O	0	$\bigcirc$
directly impact	ers are encourag ts them.  Outstanding	- Excellent	Satisfactory	Needs	Unsatisfactory	N/A
		Evenllent	Satisfactory	Needs	Uncaticfactory	N/A
Rating		$\cap$	$\cap$	Improvement	$\cap$	$\bigcirc$
orofessional c	professional de ompetence.  Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	0	$\circ$	$\circ$	$\circ$	0	$\circ$
i. The right pe	ople are placed i	n the right p	ositions to e	effectively in	nplement prog	rams.
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	0		0	0	0	$\bigcirc$
. The seconds are	erformance of inc	-				g feedba
7. The work pe on strengths, a	areas for improve			Needs	Unsatisfactory	N/A
•	areas for improve	Excellent	Satisfactory	Improvement	o nound add to y	
on strengths, a		Excellent	Satisfactory	Improvement	0	0
on strengths, a		0	0	Improvement	0	0
on strengths, a	Outstanding	0	0	Improvement  Needs Improvement	Unsatisfactory	N/A

MRSD Employe	e Satisfac	tion Surve	ey (Staff)			
9. Comments						
		7				
District Operatio	ns - Faciliti	es and Fau	iinment			
District Operatio	ns - i aciiiti	es and Equ	ipineit			
1. The District pro	vides the nec	essary equi	ipment and	supplies for	me to fulfill m	y job
duties.						
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	$\circ$	0	$\circ$	$\circ$	0	$\bigcirc$
2. The District pro	vides the nec	essary phys	ical facilitie	es for me to p	erform my joł	) <b>.</b>
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	0	0		0	0	$\bigcirc$
3. The District pro	vides the nec	essary reso	urces to ma	intain facilit	ies and equipa	ment in
proper working or		•				
	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	0			0	0	0
4. The District fost	ers a safe an	d secure wo	rk environm	nent for staff	•	
	Outstanding	Excellent	Satisfactory	Needs	Unsatisfactory	N/A
Rating	0		0	Improvement	0	0
5. Comments					,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
		^				
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			To the second second		N. W. T. M. E. C. L.	
End of Survey						
Thank you for taking a f	ew minutes to co	mplete this sur	vev, providing 30	60º feedback for	the Molalla River	SD Annual
Performance Review. T Superintendent for furth	he results from a	ll the responder	nts will be comp	iled and a report		
·		·				
When you exit this page concluded.	s by clicking on "	Submit Survey"	your response	s wiii de sudmiπ	еч апи уриг рапк	apauon .
If you would like to corre	ect your respons	es to any quest	ion you may ret	urn to any page	by clicking on the	"Previous"
button before submitting questions.	the survey. Onc	e you have exit	ed the survey y	ou will not be ab	le to return to corr	ect previous
Thank you.						
mank you.						

#### MRSD School Climate Survey - Students

#### **Instructions - Climate (Students)**

The School Board of the Molalla River School District is engaged in an Annual Performance Review of the District's operations, including a review of the schools. As students you have a unique perspective about your school, its staff and the overall culture within the school. The purpose of the survey is to assess your school's climate, strengths and areas for improvement. The survey should take about 5 minutes to complete.

Please rate your school and the school district for each of the statements in the survey. While completing the survey questions you will be able to return to previous pages if you wish to review or change your answers. However, once you complete the survey and submit the results, you will not be able to revise your responses.

Please respond to the statements below using the following rating scale. Mark your choice by clicking in the buttons below each statement.

- 5 Strongly Agree
- 4 Agree
- 3 Neutral
- 2 Disagree
- 1 Strongly Disagree

Your responses are anonymous and individual respondents will not be identified. Results will be compiled and a report of the overall results reported to the School Board and Superintendent. Even though the results will be reported anonymously, we need to identify the school class of each respondent for analysis purposes.

Thank you for taking a few minutes to complete the survey.

Respondent Information
*1. Please select your grade level for the 2011-12 academic year.
Freshman
Sophomore
Junior
Senior
Survey
1. Students at my school care about learning and getting a good education.
Strongly Agree
Agree
Neutral Neutral
O Disagree
Strongly Disagree

MRSD School Climate Survey - Students	
2. Teachers and staff at my school know the problems faced by the students.	_
Strongly Agree	
Agree	
Neutral	
Disagree	
Strongly Disagree	
3. Teachers and staff at my school value what students have to say.	
Strongly Agree	
Agree	
Neutral	
Disagree	
Strongly Disagree	
4. My teachers model and use respectful behavior.	
Strongly Agree	
Agree	
Neutral	
Disagree	
Strongly Disagree	
5. My teachers work together as a team and are in agreement about how best to help	
students succeed.	
Strongly Agree	
Agree	
Neutral Neutral	
Disagree	
Strongly Disagree	
6. The curriculum provides access to a rigorous academic program for all students.	
Strongly Agree	
Agree	
Neutral Neutral	
Disagree	
Strongly Disagree	

### MRSD School Climate Survey - Students 7. The school promotes the use of instructional strategies that meet the varied needs of students. ) Strongly Agree Agree Neutral Disagree Strongly Disagree 8. The school has appropriate and effective interventions for students who have not yet met learning goals. Strongly Agree Agree Neutral Disagree Strongly Disagree 9. The school provides a safe, secure and orderly learning environment. Strongly Agree Agree ) Neutral Disagree Strongly Disagree 10. The school district believes that all students can learn at high levels and motivates staff to produce continuous improvement in student learning. Strongly Agree Agree ) Neutral Disagree Strongly Disagree

MRSD School Climate Survey - Students
11. The school district demonstrates a commitment to equity and an appreciation for
cultural diversity.
Strongly Agree
Agree
Neutral
Disagree
Strongly Disagree
12. Student success is highly valued and publicly celebrated.
Strongly Agree
Agree
Neutral
Disagree
Strongly Disagree
13. The school district employs multiple methods for communication with students,
parents, and the community.
Strongly Agree
Agree
Neutral
Disagree
Strongly Disagree
14. How do you most often receive information about school and activities? (Select all that
apply)
School newsletter
School website
Facebook and other social media
Text messages
Word of mouth
School announcements
From my teachers
Television
Radio

MRSD School Climate Survey - Students
15. How quickly does this school communicate emergency information?
Extremely quickly
Very quickly
Moderately quickly
Slightly quickly
Not at all quickly
16. Additional Comments
End of Survey
Thank you for taking a few minutes to complete these questions for this School Climate portion of the Molalla River School District Annual Performance Review. The results from all the respondents will be compiled and a report submitted to the Board and Superintendent for further action.
When you exit this page by clicking on "Submit Survey" your responses will be submitted and your participation concluded.
If you would like to correct your responses to any question you may return to any page by clicking on the "Previous" button before submitting the survey. Once you have exited the survey you will not be able to return to correct previous questions.
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## MRSD Community Feedback

The Board of Directors of the Molalla River School District is engaged in an Annual Performance Review examining various aspects of the District's operations. As members of the Molalla school community you have a unique perspective about the schools and their place in the community. The purpose of this survey is to identify strengths and areas for improvement for the District and gather information about how the District can better serve the community.

Please answer the following questions. Completing the survey should take about 5-10 minutes. While you are completing the survey you will be able to return to previous pages if you wish to review or change your answers. However, once you complete the survey and submit the results, you will not be able to revise your responses.

Results will be compiled by an outside collector and a report of the overall results submitted to the MRSD Board of Directors and Superintendent. Your responses and comments will be anonymous, but we ask you identify your role in the community for analysis purposes.

Thank you.

Res	pond	lent l	Info	rma	tion
	m Constitution in Con-	all and the least to the last			

Respondent information
*1. What is your involvement with the Molalla River School District?
Parent of student(s)
Community member living in Molalla River SD
Other interested person living outside Molalla River SD
2. If a parent of student(s) in Molalla River SD, what schools do your children attend?
(Choose all that apply)
Clarkes Elementary School
Molalla Elementary School
Mulino Elementary School
Rural Dell Elementary School
Molalla River Middle School
Molalla High School
★3. How long have you lived in the Molalla area?
O-5 years
G-10 years
11-15 years
16 + years

MRSD Community Feedback
*4. Please indicate your age group. This information helps us determine the
demographics of our survey respondents. If you prefer not to indicate your age group,
please select the "Prefer not to answer" option.
Under 18
18-24
25-35
○ 36-54 ○ 55-65
Over 65
Prefer not to answer
Survey
1. From which of the following sources to you usually receive information about Molalla
River schools? (Choose all that apply)
The local newspaper
Newsletters from the schools
Television
Radio
School or school district website
From teachers
Facebook and other social media
Twitter Twitter
Word of mouth
From my children
E-mails from the school or school district
2. The School District provides a variety of avenues for meaningful communication about
schools and students.
Strongly agree
Agree
Neutral Neutral
Oliverable Biography
Strongly Disagree

MRSD Community Feedback
3. The School District considers input from community members by carefully listening to
ideas and suggestions.
Strongly agree
Agree
Neutral
○ Disagree
Strongly Disagree
4. The School District provides opportunities for community members to participate in
decision-making.
Strongly agree
Agree
Neutral Neutral
Disagree
Strongly Disagree
5. I am proud of the quality of education provided by Molalla River SD schools.
Strongly agree
Agree
O Neutral
Disagree
Strongly Disagree
6. The School District focuses on continuous improvement for the quality of education
provided by Molalla River schools.
Strongly agree
Agree
O Neutral
Disagree
Strongly Disagree

MRSD Community Feedback
7. The School District ensures there are highly qualified staff in the classrooms.
Strongly agree
Agree
Neutral
Disagree
Strongly Disagree
8. The School District values diversity of practice, opinion and people.
Strongly agree
Agree
Neutral
Disagree
Strongly Disagree
9. The School District sets high expectations for student success?
Strongly agree
Agree
Neutral
Disagree
Strongly Disagree
10. The School District provides a safe, secure and orderly learning environment for
students.
Strongly agree
Agree
Neutral Neutral
Disagree
Strongly Disagree

MRSD Community Feedback
11. The School District is a good steward of the public funds available for education of our
students.
Strongly agree
Agree
Not Sure
Disagree
Strongly disagree
40. If you are a remark the information the calculation who extend the endowing
12. If you are a parent, the information the school district gives you about the academic growth of your child is useful?
Strongly agree
Agree
Neutral
O Disagree
Strongly Disagree
13. If you are a parent, the personal attention your child receives from teachers is
appropriate?
Strongly agree
Agree
Neutral Neutral
Disagree
Strongly Disagree
14. If you are a parent, Molalla River schools consider the individual needs of students?
Strongly agree
Agree
Neutral
Disagree
Strongly Disagree

MRSD Community Feedback
15. If you are a parent, Molalla River schools support your child's social development?
Strongly agree
Agree
Neutral
Disagree
Strongly Disagree
16. I am satisfied with the overall quality of instruction at Molalla River schools?
Strongly agree
Agree
○ Neutral
Disagree
Strongly Disagree
17. What are the strengths of schools in the Molalla River SD?
w)
18. What are areas for improvement of Molalla River schools?
10. What are areas for improvement of molana Kiver schools:
19. What suggestions do you have for improving Molalla River SD schools?
End of Survey
Thank you for taking a few minutes to complete this survey. The results from respondents will be compiled and a report submitted to the Board for further action.
When you exit this page by clicking on "Submit Survey" your responses will be submitted and your participation concluded.
If you would like to correct your responses to any question you may return to any page by clicking on the "Previous" button before submitting the survey. Once you have exited the survey you will not be able to return to correct previous questions.