

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.

Respondent Information

*1. What is your role in the school district? (Response required for this question)

- Central Office Administrator/Confidential Staff
- Building Administrator
- Other

Board Relations

MRSD Employee Satisfaction Survey (Administrative - Confidential)

2. The Superintendent treats all personnel fairly and without discrimination.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. The Superintendent insists on excellence from staff in the performance of duties.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. The Superintendent encourages participation of staff members in planning and policy development.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. The Superintendent provides appropriate professional development opportunities for administration, faculty, and classified staff to assure maximum professional competence.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. The Superintendent places the right people in the right positions to effectively implement programs.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. The Superintendent has a system in place to evaluate work performance for all employees annually including feedback on strengths, areas for improvement and plans for future growth opportunities.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. Comments

External Relations

MRSD Employee Satisfaction Survey (Administrative - Confidential)

1. The Superintendent establishes and maintains open, effective communication with community organizations, businesses and local governments in support of local schools.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. The Superintendent provides for his own professional growth by attending conferences, classes, seminars and other professional development opportunities.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. The Superintendent serves as the District's chief spokesperson for local, regional and statewide issues, initiatives and legislation.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. The Superintendent is visible in the community as an advocate for the District's schools by attending local community events and serving in local organizations.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. Comments

End of Survey

Thank you for taking a few minutes to complete the 360° feedback questions for this Superintendent Evaluation portion of the Molalla River SD Annual Performance Review. The results from all the respondents will be compiled and a report submitted to the Board and Superintendent for further action. Individual responses will not be identified to the individual in the report.

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.

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

MRSD Employee Satisfaction Survey (Staff)

1. The Superintendent demonstrates personal honesty and integrity in day-to-day relationships.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. The Superintendent serves as chief spokesperson and advocate for the organization.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. The Superintendent creates a positive work environment in the organization.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. The Superintendent is visible throughout the organization and frequently engages with staff members at all levels of the organization.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. The Superintendent knows me and is approachable.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. The Superintendent maintains regular communication with staff through a variety of communication methods keeping me informed about District issues.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. The Superintendent demonstrates strong oral and written communication skills.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. Comments

Superintendent Leadership

MRSD Employee Satisfaction Survey (Staff)

1. The Superintendent provides for operating efficiently through an appropriate organizational structure which is capable of meeting organizational goals.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. The District culture reinforces the District's mission and values.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. Individual staff personnel are empowered and encouraged to achieve their potential.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. The Superintendent demonstrates the ability to motivate and inspire individuals to succeed.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. The Superintendent has a working knowledge of staff responsibilities.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. The Superintendent praises the achievements of individual staff members.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. The Superintendent demonstrates a willingness to remove barriers to enhance employee job performance.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. The Superintendent follows through on commitments and promises in a timely fashion.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. Comments

MRSD Employee Satisfaction Survey (Staff)

9. Comments

District Operations - Facilities and Equipment

1. The District provides the necessary equipment and supplies for me to fulfill my job duties.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. The District provides the necessary physical facilities for me to perform my job.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. The District provides the necessary resources to maintain facilities and equipment in proper working order.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. The District fosters a safe and secure work environment for staff.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. Comments

End of Survey

Thank you for taking a few minutes to complete this survey, providing 360° feedback for the Molalla River SD Annual Performance Review. The results from all the respondents will be compiled and a report submitted to the Board and Superintendent for further action. Individual responses will remain anonymous.

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.

Thank 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
- 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
- Disagree
- Strongly Disagree

6. The curriculum provides access to a rigorous academic program for all students.

- Strongly Agree
- Agree
- 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.

MRSD Community Feedback

Introduction - 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.

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?

- 0-5 years
- 6-10 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 do 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
- 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
- Disagree
- 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
- Disagree
- Strongly Disagree

5. I am proud of the quality of education provided by Molalla River SD schools.

- Strongly agree
- Agree
- 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
- 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
- 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

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
- Disagree
- Strongly Disagree

13. If you are a parent, the personal attention your child receives from teachers is appropriate?

- Strongly agree
- Agree
- 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?

18. What are areas for improvement of Molalla River 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.

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