

| | | Employee Survey of Assistant Superintendent/ Department Director | | | Don't know | No | Sometimes |
|----|-----------|---|--|--|------------|----|-----------|
| | Indicator | | | | | | |
| 1 | P.1 | This district leader consistently communicates the district vision, mission, goals, and goal progress. | | | | | |
| 2 | P.2 | This district leader anticipates emerging trends and proactively addresses district needs. | | | | | |
| 3 | P.3 | This district leader demonstrates effective use of fiscal, human, and capital resources. | | | | | |
| 4 | L.1 | This district leader demonstrates a commitment to hiring, training, and retaining quality staff. | | | | | |
| 5 | L.2 | This district leader empowers and inspires employees to be collaborative and innovative. | | | | | |
| 6 | L.3 | This district leader facilitates professional development focused on and aligned with district vision and goals. | | | | | |
| 7 | L.4 | This district leader utilizes effective communication strategies to ensure the timely flow of information. | | | | | |
| 8 | L.5 | This district leader is an effective facilitator of meetings and presentations. | | | | | |
| 9 | C.1 | This district leader uses data to evaluate programs and practices for continuous improvement. | | | | | |
| 10 | C.2 | This district leader requires compliance with district, state, and federal laws, policies, and procedures. | | | | | |
| 11 | C.3 | This district leader follows up to ensure needs are met and problems are resolved. | | | | | |
| 12 | C.4 | This district leader provides ongoing and timely feedback to promote continuous improvement. | | | | | |
| 13 | E.1 | This district leader is approachable and responsive. | | | | | |
| 14 | E.1 | This district leader values and supports the work I do. | | | | | |
| 15 | E.3 | This district leader promotes an environment of positivity and mutual respect. | | | | | |
| 16 | E.4 | This district leader creates an environment of high expectations. | | | | | |
| 17 | E.4 | This district leader recognizes and celebrates excellence. | | | | | |
| 19 | PRO.3 | When change is required, this district leader provides effective leadership and direction. | | | | | |
| 20 | PRO.3 | This district leader approaches challenges and changes in a positive, problem-solving manner. | | | | | |
| 21 | PRO.5 | This district leader requires the effective use of the employee evaluation system to ensure quality staffing and instruction. | | | | | |