

Dear Staff,

The Board of Directors is requesting your participation in the following anonymous survey as part of Principal Johnson's annual employee review. As in any employee review, we are working to identify strengths and opportunities for growth. Please note that your responses should specifically apply toward interaction or experience with Mrs. Johnson. You will have the opportunity to respond to a similar survey focusing on Assistant Principals, sent out by Mrs. Johnson, next month.

Please know that your answers are confidential. Answers will be aggregated and given to the Board of Directors. Comments will be shared with Principal Johnson in the same manner Parent Survey responses are shared with staff. Identifying information will be removed.

Thank you for your honest and constructive feedback.

1. I am a:

☐

Teacher

☐

Non-Teacher Staff Member (You will not be asked to answer questions regarding Classroom Instruction.)

Please indicate how well your principal fulfills the following statements.

Instructional Leadership

2. I see my Principal as an instructional leader.

☐

Excellent

☐

Above average

☐

Average

☐

Below average

☐

Poor

☐

Not observed

3. My Principal ensures that the leadership team helps me understand student assessment results.

- ☐ Excellent
- ☐ Above average
- ☐ Average
- ☐ Below average
- ☐ Poor
- ☐ Not observed

4. My Principal expects that my instruction results in critical thinking.

- ☐ Excellent
- ☐ Above average
- ☐ Average
- ☐ Below average
- ☐ Poor
- ☐ Not observed

5. My Principal ensures that school leaders provide timely feedback after observing my teaching.

- ☐ Excellent
- ☐ Above average
- ☐ Average
- ☐ Below average
- ☐ Poor
- ☐ Not observed

6. I value the feedback I receive after observations of my teaching.

- ☐ Excellent
- ☐ Above average
- ☐ Average
- ☐ Below average
- ☐ Poor
- ☐ Not observed

7. My Principal ensures specific recommendations are provided for improving my teaching.

- ☐ Excellent
- ☐ Above average
- ☐ Average
- ☐ Below average
- ☐ Poor
- ☐ Not observed

8. My Principal ensures support for the use of specific strategies for improving my teaching.

- ☐ Excellent
- ☐ Above average
- ☐ Average
- ☐ Below average
- ☐ Poor
- ☐ Not observed

9. My Principal ensures that professional learning is focused on improving my instructional practices.

- ☐ Excellent
- ☐ Above average
- ☐ Average
- ☐ Below average
- ☐ Poor
- ☐ Not observed

10. My Principal expects me to evaluate my progress toward team goals.

- ☐ Excellent
- ☐ Above average
- ☐ Average
- ☐ Below average
- ☐ Poor
- ☐ Not observed

11. Comments regarding your Principal as an Instructional Leader:

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Staff Feedback for the Board 2020

Please indicate how well your principal fulfills the following statements.

Operational Leadership

12. My Principal holds staff accountable for their job expectations.

- ☐ Excellent
- ☐ Above average
- ☐ Average
- ☐ Below average
- ☐ Poor
- ☐ Not observed

13. My Principal employs collaborative decision-making.

- ☐ Excellent
- ☐ Above average
- ☐ Average
- ☐ Below average
- ☐ Poor
- ☐ Not observed

14. My Principal reinforces a collaborative school culture among staff.

- ☐ Excellent
- ☐ Above average
- ☐ Average
- ☐ Below average
- ☐ Poor
- ☐ Not observed

15. My principal reinforces a collaborative school culture among families.

- ☐ Excellent
- ☐ Above average
- ☐ Average
- ☐ Below average
- ☐ Poor
- ☐ Not observed

16. My Principal is easily accessible to staff.

- ☐ Excellent
- ☐ Above average
- ☐ Average
- ☐ Below average
- ☐ Poor
- ☐ Not observed

17. My Principal ensures that all *students* are treated with respect in our school.

- ☐ Excellent
- ☐ Above average
- ☐ Average
- ☐ Below average
- ☐ Poor
- ☐ Not observed

18. My Principal ensures that all *staff* are treated with respect in our school.

- ☐ Excellent
- ☐ Above average
- ☐ Average
- ☐ Below average
- ☐ Poor
- ☐ Not observed

19. My Principal is an effective manager.

- ☐ Excellent
- ☐ Above average
- ☐ Average
- ☐ Below average
- ☐ Poor
- ☐ Not observed

20. My Principal manages the budget to maximize student achievement.

- ☐ Excellent
- ☐ Above average
- ☐ Average
- ☐ Below average
- ☐ Poor
- ☐ Not observed

21. Comments regarding your Principal as an Operational Leader:

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Staff Feedback for the Board 2020

Please indicate how well your principal fulfills the following statements.

Interpersonal Leadership

22. My Principal builds an effective team for all staff members.

- ☐ Excellent
- ☐ Above average
- ☐ Average
- ☐ Below average
- ☐ Poor
- ☐ Not observed

23. I feel comfortable communicating my needs with my Principal.

- ☐ Excellent
- ☐ Above average
- ☐ Average
- ☐ Below average
- ☐ Poor
- ☐ Not observed

24. My principal seeks to understand situations accurately.

- ☐ Excellent
- ☐ Above average
- ☐ Average
- ☐ Below average
- ☐ Poor
- ☐ Not observed

25. My Principal is aware of things happening in our buildings.

- ☐ Excellent
- ☐ Above average
- ☐ Average
- ☐ Below average
- ☐ Poor
- ☐ Not observed

26. My Principal facilitates positive solutions to conflicts.

- ☐ Excellent
- ☐ Above average
- ☐ Average
- ☐ Below average
- ☐ Poor
- ☐ Not observed

27. My Principal provides clear communication.

- ☐ Excellent
- ☐ Above average
- ☐ Average
- ☐ Below average
- ☐ Poor
- ☐ Not observed

28. My Principal fosters a culture of continuous improvement.

- ☐ Excellent
- ☐ Above average
- ☐ Average
- ☐ Below average
- ☐ Poor
- ☐ Not observed

29. Comments regarding your Principal's Interpersonal Leadership:

(Please do not include comments regarding any individuals other than your Principal.)

Staff Feedback for the Board 2020

Satisfaction Index

30. To what extent are you generally satisfied with your current career?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Somewhat dissatisfied
- ☐ Very dissatisfied

31. To what extent are you generally satisfied with working at Lincoln Academy?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Somewhat dissatisfied
- ☐ Very dissatisfied

32. To what extent are you generally satisfied with your effectiveness in your position?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Somewhat dissatisfied
- ☐ Very dissatisfied

33. To what extent are you generally satisfied with working with students in your school?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Somewhat dissatisfied
- ☐ Very dissatisfied

34. To what extent are you generally satisfied with working with other staff in your school?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Somewhat dissatisfied
- ☐ Very dissatisfied

35. To what extent are you generally satisfied with working with the families of the students in your school?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Somewhat dissatisfied
- ☐ Very dissatisfied

Please provide constructive feedback to the following questions.

36. What are some strengths of your Principal?

37. What are some areas of growth for your Principal?

38. What suggestions do you have to improve Lincoln Academy?

Thank you for completing this survey. The Board of Directors thanks you for your honest feedback to enhance our review process and further discussions for the benefit of Lincoln Academy. Your answers will remain anonymous.

In appreciation of your time, please see Mrs. Fries for your "Jean Day" card. The passcode to obtain your card is: OUR STAFF MAKES THE DIFFERENCE!