

*Cycle 4 Advance Questionnaire - Certificated Faculty*  
*Frequency Distribution Report*  
**HERMITAGE ELEM., HERMITAGE R-IV School District**

<b>School Guidance Counselor</b>		
<b>fac1a</b>	<b>Frequency</b>	<b>Percent</b>
<b>NO</b>	14	93.33
<b>YES</b>	1	6.67

<b>Library Media Specialist</b>		
<b>fac1b</b>	<b>Frequency</b>	<b>Percent</b>
<b>NO</b>	15	100.00

<b>Special Education Teacher</b>		
<b>fac1c</b>	<b>Frequency</b>	<b>Percent</b>
<b>NO</b>	15	100.00

<b>Classroom Teacher</b>		
<b>fac1d</b>	<b>Frequency</b>	<b>Percent</b>
<b>NO</b>	4	26.67
<b>YES</b>	11	73.33

<b>Administrator</b>		
<b>fac1e</b>	<b>Frequency</b>	<b>Percent</b>
<b>NO</b>	14	93.33
<b>YES</b>	1	6.67

<b>Other Certificated Faculty</b>		
<b>fac1f</b>	<b>Frequency</b>	<b>Percent</b>
<b>NO</b>	13	86.67
<b>YES</b>	2	13.33

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Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Number Missing
	N	Pct.	N	Pct.	N	Pct.	N	Pct.	N	Pct.	
2 - My school collaborates with community agencies to meet the needs of students	9	60.0	4	26.7	2	13.3	0	0.0	0	0.0	0
3 - There are effective supports in place to assist students who are in jeopardy of academic failure	12	80.0	2	13.3	1	6.7	0	0.0	0	0.0	0
4 - I emphasize the importance of effort with students	13	86.7	2	13.3	0	0.0	0	0.0	0	0.0	0
5 - In our school, there is adequate support for classroom teachers to address special education students' IEP goals	7	46.7	5	33.3	3	20.0	0	0.0	0	0.0	0
6 - There is adequate collaboration between special education staff and classroom teachers in our school	5	33.3	7	46.7	2	13.3	1	6.7	0	0.0	0
7 - There is adequate professional development for teachers working with special education students in our school	4	28.6	7	50.0	2	14.3	1	7.1	0	0.0	1
8 - My school's administration protects instructional time available to teachers from interruptions.	6	40.0	7	46.7	0	0.0	2	13.3	0	0.0	0
9 - Our principal uses classroom management as part of our evaluation	11	73.3	2	13.3	2	13.3	0	0.0	0	0.0	0
10 - Clear rules that promote good behavior are enforced in our school	11	73.3	4	26.7	0	0.0	0	0.0	0	0.0	0
11 - Clear rules regarding behavior have been established in my classroom	11	73.3	3	20.0	1	6.7	0	0.0	0	0.0	0
12 - Educators in our school use effective practices to promote positive behavior	8	53.3	6	40.0	1	6.7	0	0.0	0	0.0	0
13 - Teachers in our school use effective practices to keep all students actively engaged in learning	6	40.0	8	53.3	1	6.7	0	0.0	0	0.0	0
14 - Educators in our school respond to inappropriate behaviors quickly and effectively	9	60.0	6	40.0	0	0.0	0	0.0	0	0.0	0
15 - Norms for conduct that foster collegiality and professionalism among professional staff and administrators are clear and routinely followed	7	46.7	7	46.7	0	0.0	1	6.7	0	0.0	0
16 - Teachers in my school are routinely involved in formulating schoolwide decisions and policies	5	35.7	6	42.9	2	14.3	1	7.1	0	0.0	1
17 - Teachers are routinely engaged in collaborative problem solving around instructional issues	5	33.3	9	60.0	1	6.7	0	0.0	0	0.0	0
18 - Effective vehicles are in place for parents and community to communicate with the school	5	33.3	8	53.3	2	13.3	0	0.0	0	0.0	0
19 - In our school we communicate effectively to parents and the community	8	53.3	6	40.0	1	6.7	0	0.0	0	0.0	0
20 - Parents are encouraged to discuss their child's educational needs with the school	11	73.3	3	20.0	1	6.7	0	0.0	0	0.0	0
21 - I routinely analyze disaggregated student data and use it to plan my instruction	5	33.3	8	53.3	0	0.0	2	13.3	0	0.0	0

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	N	Pct.	N	Pct.	N	Pct.	N	Pct.	N	Pct.	
22 - An assessment system is used that provides timely feedback on specific knowledge and skills for individual students	6	40.0	8	53.3	1	6.7	0	0.0	0	0.0	0
23 - My school administers assessments throughout the school year that are used to guide instruction	5	33.3	8	53.3	1	6.7	1	6.7	0	0.0	0
24 - My school uses assessment data to evaluate and align the curriculum	8	53.3	6	40.0	1	6.7	0	0.0	0	0.0	0
25 - Emphasis is placed on valuing and respecting differences among students and their families in our school	7	46.7	8	53.3	0	0.0	0	0.0	0	0.0	0
26 - Student opinions are valued by teachers and administrators	6	40.0	8	53.3	1	6.7	0	0.0	0	0.0	0
27 - Faculty and staff solicit input from diverse student groups regarding the improvement of our school	2	14.3	9	64.3	2	14.3	1	7.1	0	0.0	1
28 - I feel comfortable having discussions regarding racial / ethnic issues with my colleagues	8	53.3	6	40.0	1	6.7	0	0.0	0	0.0	0
29 - Individual student differences are appreciated at our school	8	53.3	6	40.0	1	6.7	0	0.0	0	0.0	0
30 - Students are provided with opportunities to construct and work on long-term projects of their own design	7	46.7	3	20.0	5	33.3	0	0.0	0	0.0	0
31 - In our school teachers are encouraged to be instructional leaders	11	73.3	4	26.7	0	0.0	0	0.0	0	0.0	0
32 - My school's principal fosters shared beliefs and a sense of community and cooperation	9	60.0	5	33.3	0	0.0	1	6.7	0	0.0	0
33 - My school's principal monitors the effectiveness of school practices and their impact on student learning	10	66.7	5	33.3	0	0.0	0	0.0	0	0.0	0
34 - Our principal identifies issues in the school that could potentially become problems	10	66.7	5	33.3	0	0.0	0	0.0	0	0.0	0
35 - My school's principal systematically engages faculty and staff in discussions about current research on teaching and learning	8	53.3	7	46.7	0	0.0	0	0.0	0	0.0	0
36 - Our school teaches and reinforces student self-discipline and responsibility	11	73.3	4	26.7	0	0.0	0	0.0	0	0.0	0
37 - Students who are prone to violence are systematically identified	10	66.7	4	26.7	1	6.7	0	0.0	0	0.0	0
38 - Our school promotes an environment of mutual respect among students	8	53.3	6	40.0	1	6.7	0	0.0	0	0.0	0
39 - The content considered essential for all students to learn versus that considered supplemental has been identified and communicated to teachers	7	50.0	7	50.0	0	0.0	0	0.0	0	0.0	1
40 - My school systematically ensures that teachers address essential content	9	60.0	6	40.0	0	0.0	0	0.0	0	0.0	0

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	N	Pct.	N	Pct.	N	Pct.	N	Pct.	N	Pct.	
41 - The amount of essential content that has been identified can be addressed in the instructional time available to teachers	4	26.7	6	40.0	3	20.0	2	13.3	0	0.0	0
42 - The essential content is organized and sequenced in a way that students have ample opportunity to learn it	7	46.7	6	40.0	2	13.3	0	0.0	0	0.0	0
43 - Our principal promotes innovation	9	60.0	6	40.0	0	0.0	0	0.0	0	0.0	0
44 - I have the skills necessary to meet the needs of all learners in my classroom	8	53.3	6	40.0	1	6.7	0	0.0	0	0.0	0
45 - I believe that I can positively impact student performance	11	73.3	4	26.7	0	0.0	0	0.0	0	0.0	0
46 - I have received violence prevention training	7	46.7	4	26.7	2	13.3	2	13.3	0	0.0	0
47 - Our professional development improves student achievement	5	33.3	10	66.7	0	0.0	0	0.0	0	0.0	0
48 - I have received adequate training in using computers and other technology to support my work with students	4	26.7	7	46.7	1	6.7	3	20.0	0	0.0	0
49 - The professional development activities I attend are related to my district's Comprehensive School Improvement Plan	9	60.0	4	26.7	2	13.3	0	0.0	0	0.0	0
50 - I have received professional development on differentiating instruction for learners	8	57.1	4	28.6	2	14.3	0	0.0	0	0.0	1
51 - My school adequately prepares all students for post-secondary education, and/or successful entry into the workforce	4	28.6	8	57.1	1	7.1	1	7.1	0	0.0	1
52 - Students are held accountable for doing quality work	8	57.1	6	42.9	0	0.0	0	0.0	0	0.0	1
53 - The mission of this school is clearly defined	7	50.0	6	42.9	1	7.1	0	0.0	0	0.0	1
54 - All staff in our school hold high expectations for student learning	6	42.9	8	57.1	0	0.0	0	0.0	0	0.0	1
55 - There are open channels of communication among students, staff and administrators	7	53.8	4	30.8	1	7.7	1	7.7	0	0.0	2
56 - There are avenues for recognizing and rewarding the accomplishments of all students	8	57.1	5	35.7	1	7.1	0	0.0	0	0.0	1
57 - There are sufficient library media materials to support my program	6	42.9	6	42.9	1	7.1	1	7.1	0	0.0	1
58 - Career-Technical education is an essential part of the district's program of studies	5	45.5	2	18.2	4	36.4	0	0.0	0	0.0	4
59 - I feel safe at this school	10	71.4	4	28.6	0	0.0	0	0.0	0	0.0	1
60 - The library media center materials are current and in good condition	5	35.7	8	57.1	1	7.1	0	0.0	0	0.0	1
61 - In our community, people tend to trust each other	5	33.3	6	40.0	2	13.3	2	13.3	0	0.0	0
62 - My professional development has improved the way I teach	10	66.7	4	26.7	1	6.7	0	0.0	0	0.0	0

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	N	Pct.	N	Pct.	N	Pct.	N	Pct.	N	Pct.	
63 - My school provides suggestions to parents on ways to assist at home with their child's learning	10	66.7	5	33.3	0	0.0	0	0.0	0	0.0	0
64 - My school views parents as partners in the educational process	10	66.7	5	33.3	0	0.0	0	0.0	0	0.0	0
65 - My school has created specific strategies to better involve parents in the education of their child	10	66.7	4	26.7	1	6.7	0	0.0	0	0.0	0
66 - The board has high expectations for student achievement	11	73.3	4	26.7	0	0.0	0	0.0	0	0.0	0
67 - Students are treated fairly in this school	10	66.7	2	13.3	2	13.3	1	6.7	0	0.0	0
68 - The community is proud of this school	8	53.3	7	46.7	0	0.0	0	0.0	0	0.0	0
69 - This school makes students feel they belong	9	60.0	5	33.3	1	6.7	0	0.0	0	0.0	0
70 - If students in this school have a problem, teachers will listen and help	9	60.0	6	40.0	0	0.0	0	0.0	0	0.0	0
71 - I usually look forward to each working day as a teacher	7	46.7	7	46.7	1	6.7	0	0.0	0	0.0	0
72 - Discipline is handled fairly in this school	8	53.3	5	33.3	2	13.3	0	0.0	0	0.0	0
73 - Collaboration with classroom teachers to integrate library and media resources and skills into classroom instruction is adequate	4	26.7	7	46.7	3	20.0	1	6.7	0	0.0	0
74 - The librarian/media specialist requests my input into the selection of resources	6	40.0	5	33.3	3	20.0	1	6.7	0	0.0	0
75 - There is adequate instruction in the use of library and media resources for classes and individual students	4	26.7	9	60.0	2	13.3	0	0.0	0	0.0	0
76 - There is systematic collaboration across subject areas in our building	7	46.7	5	33.3	1	6.7	2	13.3	0	0.0	0
77 - Individual counseling services are available to students	9	60.0	5	33.3	1	6.7	0	0.0	0	0.0	0
78 - The board establishes policies and permits administrators to implement these policies on a day to day basis	10	66.7	3	20.0	2	13.3	0	0.0	0	0.0	0
79 - The community provides enough money to adequately provide quality educational programs to children	6	40.0	4	26.7	3	20.0	2	13.3	0	0.0	0
80 - Overall, my school building is in good condition	5	33.3	10	66.7	0	0.0	0	0.0	0	0.0	0
81 - If I had a chance to choose all over again, I would still choose teaching as a career	10	66.7	3	20.0	1	6.7	1	6.7	0	0.0	0
82 - There is systematic collaboration between the academic and career education programs in our district.	4	28.6	8	57.1	1	7.1	1	7.1	0	0.0	1

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How much homework time do you assign your students each day		
fac83	Frequency	Percent
Do not assign	3	20.00
1/2 hour or less	9	60.00
1 hour	3	20.00

Question	Regularly		Often		Occasionally		Rarely		Not at all		Number Missing
	N	Pct.	N	Pct.	N	Pct.	N	Pct.	N	Pct.	
84 - Students are taught effective note-taking skills.	1	9.1	4	36.4	6	54.5	0	0.0	0	0.0	4
85 - I assess the level of prior knowledge of all students before initiating instruction.	6	40.0	7	46.7	2	13.3	0	0.0	0	0.0	0
86 - Organize students into flexible groups based on their understanding of the content and skill level.	6	42.9	6	42.9	2	14.3	0	0.0	0	0.0	1
87 - Begin instructional units by presenting students with clear learning goals.	9	60.0	4	26.7	2	13.3	0	0.0	0	0.0	0
88 - Begin instructional units by having students identify personal learning goals that fit within the learning goals presented by the teacher.	7	50.0	2	14.3	2	14.3	3	21.4	0	0.0	1
89 - Provide students with specific feedback on the extent to which they are accomplishing the learning goals.	10	66.7	5	33.3	0	0.0	0	0.0	0	0.0	0
90 - Have students keep track of their own performance on the learning goals.	5	35.7	6	42.9	1	7.1	2	14.3	0	0.0	1
91 - Have students assess themselves relative to their personal learning goals after completing a unit.	3	23.1	4	30.8	3	23.1	3	23.1	0	0.0	2
92 - Make use of cooperative learning groups.	6	42.9	6	42.9	1	7.1	1	7.1	0	0.0	1
93 - Have students construct verbal or written summaries of new content.	5	38.5	4	30.8	4	30.8	0	0.0	0	0.0	2
94 - Have students represent new content in nonlinguistic ways (e.g. mental image, picture, pictograph, graphic organizer, physical model, enactment).	10	71.4	3	21.4	1	7.1	0	0.0	0	0.0	1
95 - Provide students with opportunities to practice important skills and procedures prior to assessment.	11	84.6	2	15.4	0	0.0	0	0.0	0	0.0	2
96 - I alter instructional strategies when students are having difficulty learning the material.	9	64.3	5	35.7	0	0.0	0	0.0	0	0.0	1
97 - Model or demonstrate important skills or procedures.	12	80.0	3	20.0	0	0.0	0	0.0	0	0.0	0
98 - Incorporate contextual/real life learning in the classroom.	12	80.0	2	13.3	1	6.7	0	0.0	0	0.0	0
99 - Incorporate problem solving instructional activities in the classroom.	13	92.9	1	7.1	0	0.0	0	0.0	0	0.0	1

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	N	Pct.	N	Pct.	N	Pct.	N	Pct.	N	Pct.	
100 - Have students revise and correct errors in their work as a way of reviewing and revising content.	9	64.3	4	28.6	1	7.1	0	0.0	0	0.0	1
101 - Have students compare and classify content.	8	57.1	5	35.7	0	0.0	1	7.1	0	0.0	1
102 - Have students construct metaphors and analogies.	2	16.7	6	50.0	4	33.3	0	0.0	0	0.0	3
103 - Provide specific feedback on the homework assigned to students.	6	42.9	7	50.0	0	0.0	1	7.1	0	0.0	1
104 - Incorporate information about careers in my instruction.	5	35.7	7	50.0	1	7.1	1	7.1	0	0.0	1