

June 15, 2009

Dear Montesano School Board Members:

Enclosed you will find the results of recent Montesano School District climate survey conducted by the MEA. The survey was completed by 60 MEA members. In an effort to foster open and transparent communication between the administration and our membership we are providing the complete results of the survey to you.

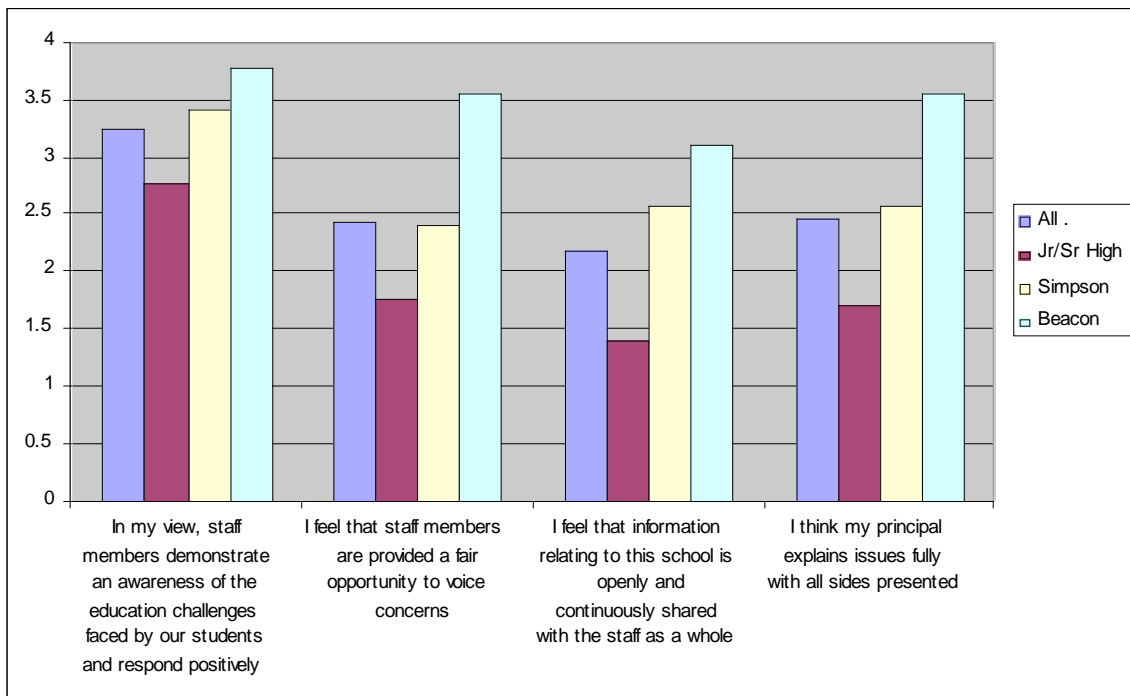
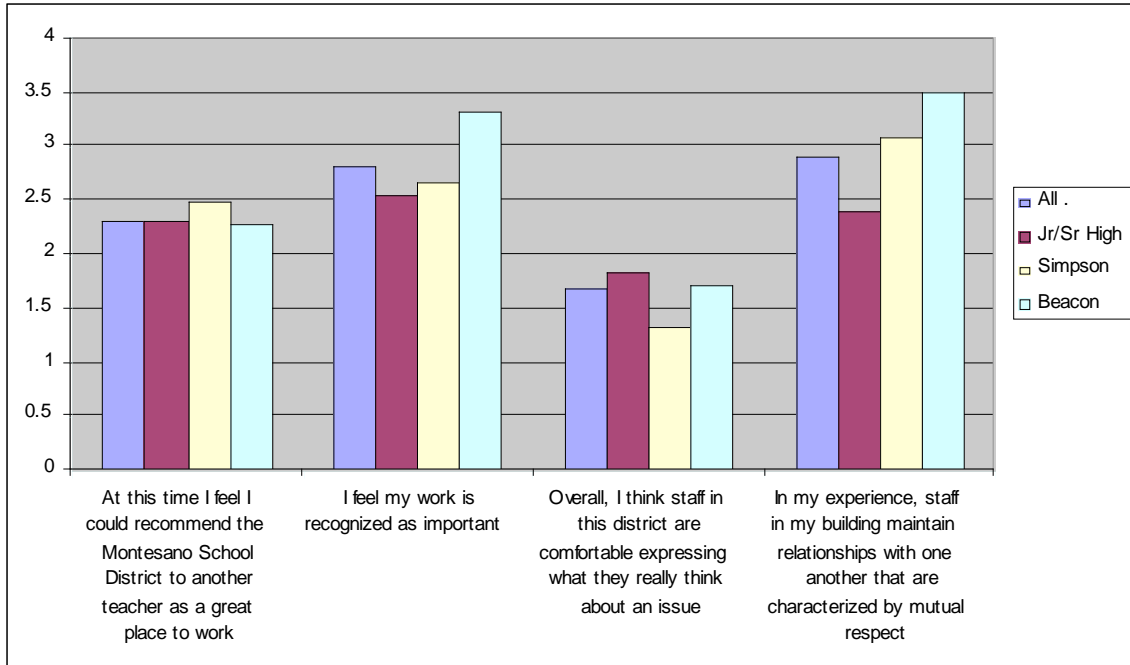
Membership rated 62 statements from 1 to 4 with 4 indicating strong agreement, 3 indicating moderate agreement, 2 indicating moderate disagreement, and 1 indicating strong disagreement with the statement.

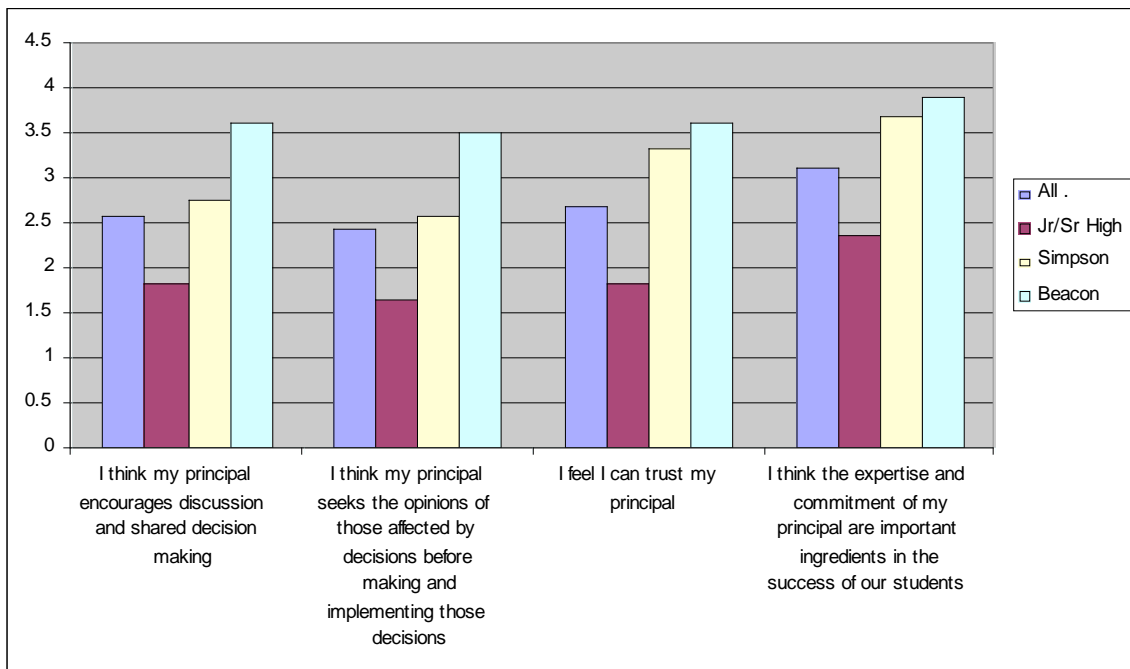
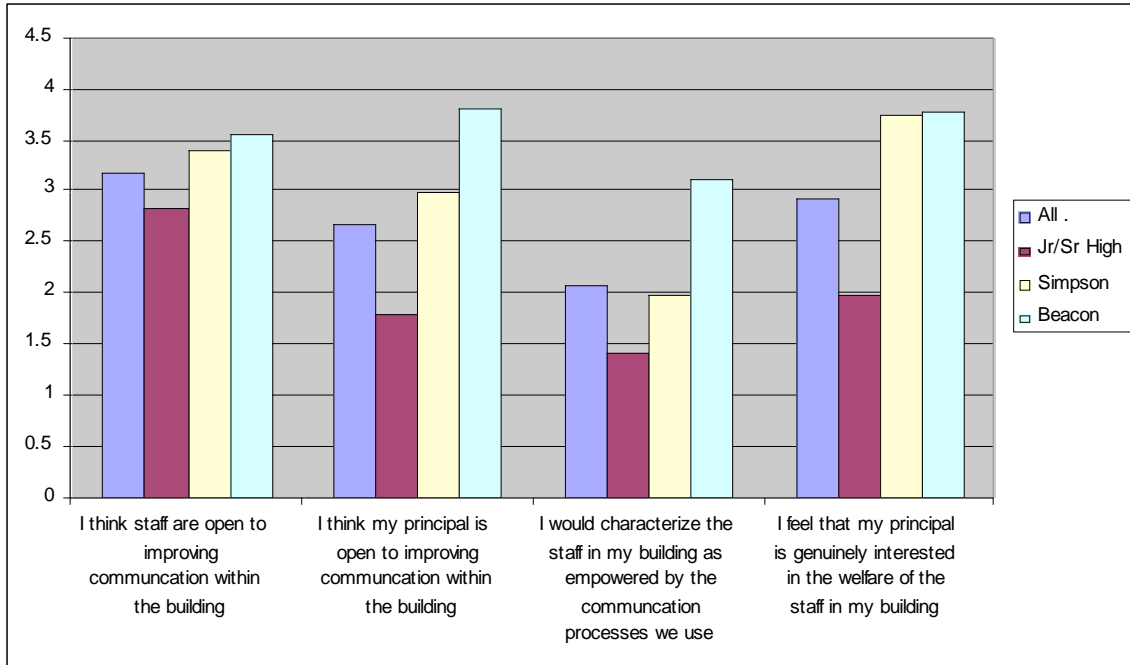
*Note: There are four negative statements on the survey; a **low** score (1) on the negative statements indicates **agreement** with the negative statement and a **high** score (4) indicates **disagreement** with the negative statement. The negative statements are #41, #42, X, & X.*

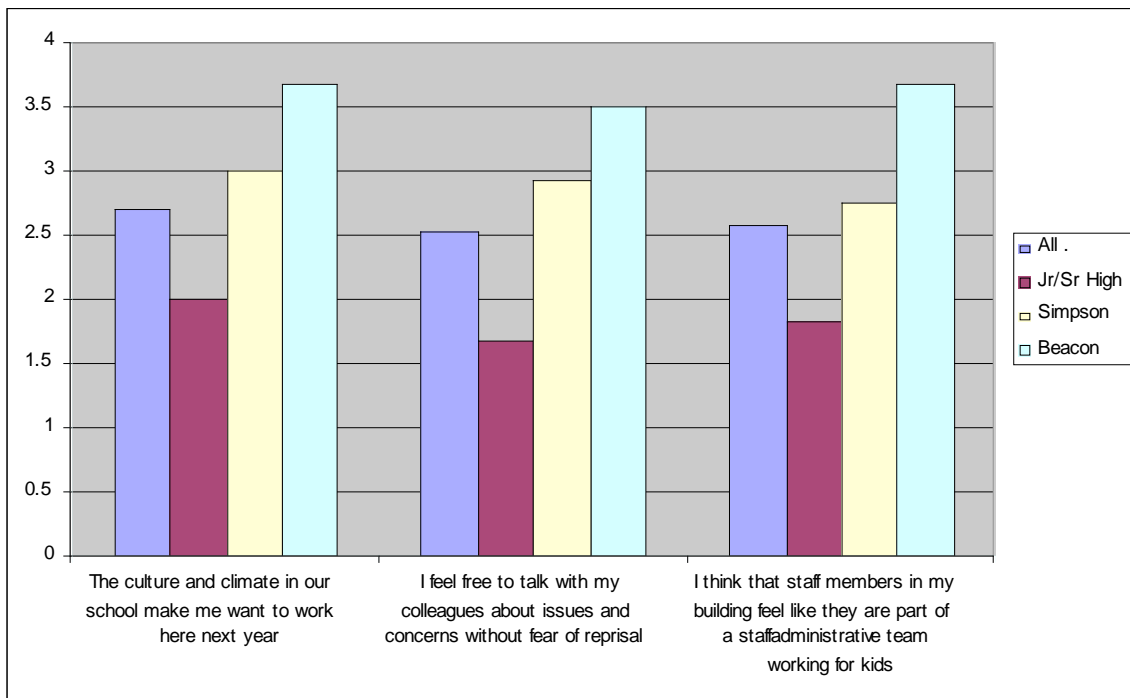
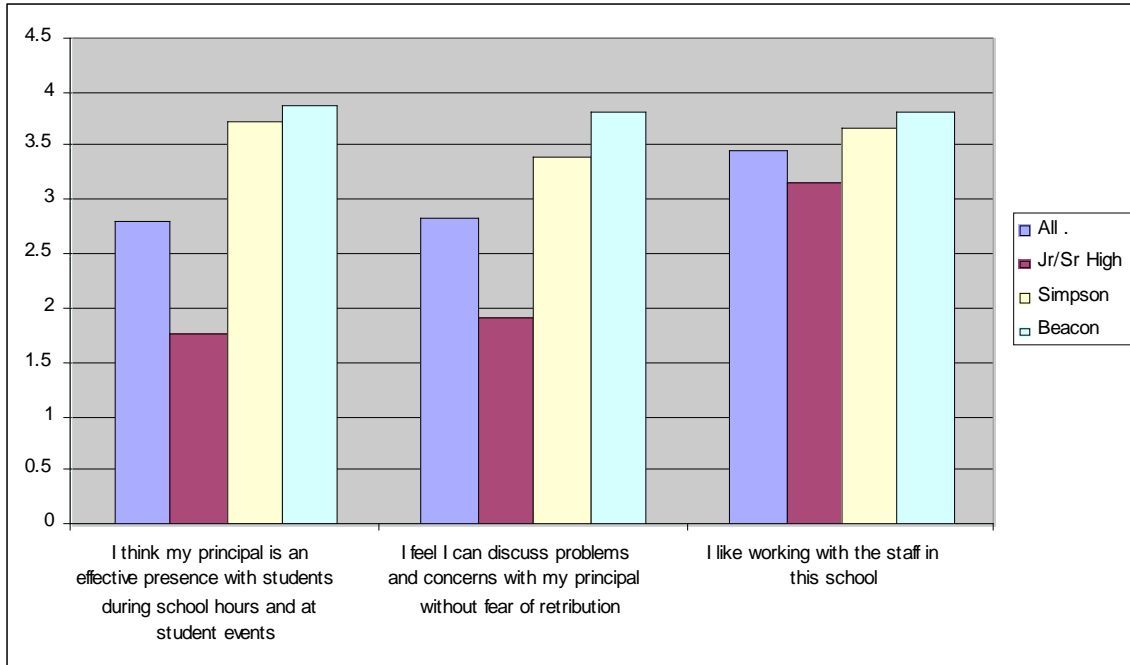
Members also answered two open ended questions about what is going well in the district and what could be improved upon. The responses to these questions have not yet been tabulated. We will forward this information to you when it is available.

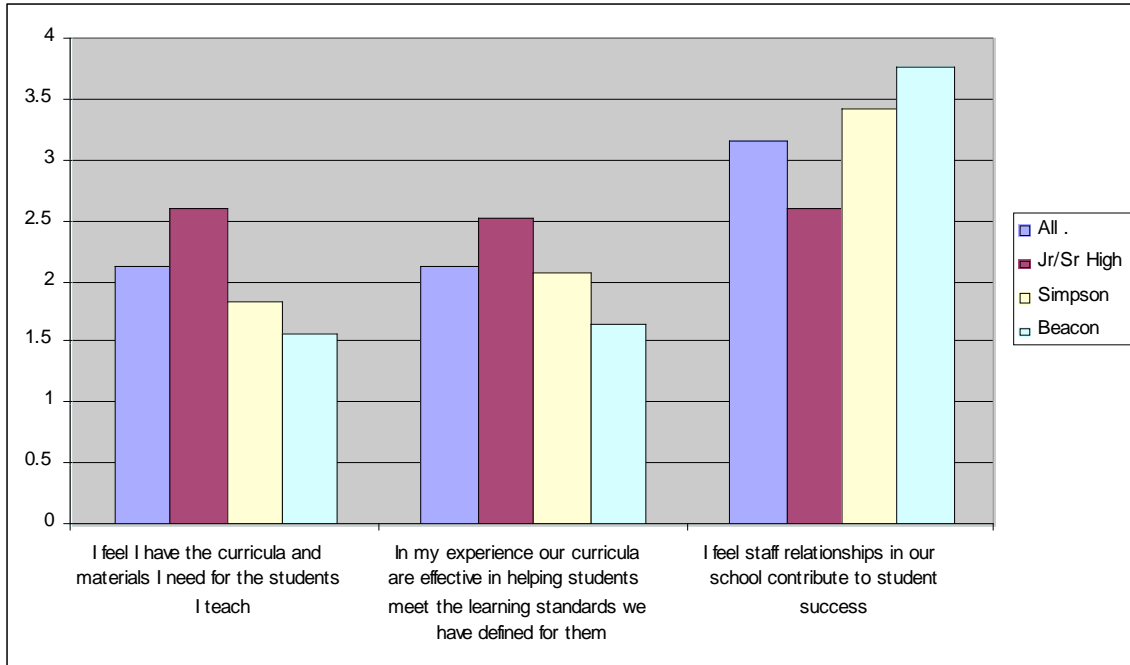
The survey responses indicate that teachers see many positive aspects to working in the Montesano schools. Some responses indicate significant problems that we hope to see addressed. Our goal, as always, is to work together to make Montesano Schools the best that they can be for our students.

Tina Niels and Dan Thomas
MEA Co-Presidents









Attached to this email is a 28 page document with the results of your climate survey. In that document you will find

1. That 60 people completed the survey in time to be included in this analysis. The tables on Page 1 show the number who completed the survey in each response category of your demographic questions. Note that we do not provide results for response categories with fewer than 10 people.

2. Pages 2-5 has a table with the frequencies and percentages for each category of the scale (Strongly Agree to Strongly Disagree) + Don't Know/Not Applicable/Missing). This table represents All Respondents. When a table represents sub-groups, the groups are clearly identified.

3. Pages 6-10 is also All Respondents and shows the percentages who responded in each response category PLUS the mean. IMPORTANT NOTE: In WEA Research, we weight the responses so that positive conditions have higher means and less favorable conditions have lower means. Therefore, the higher the mean, the greater the agreement with statements of positive conditions and the greater the disagreement with statements of negative conditions.

In your survey, items 21, 22, 48 & 49 are statements of negative conditions. Therefore the weighting is as follows:

Question 3 to Questions 20, Question 23 to Question 47, and Question 50 to Question 62 are weighted 4 = Strongly agree; 3 = Moderately agree; 2 = Moderately disagree and 1= Strongly disagree.

Questions 21, 22, 48 & 49 are weighted 1 = Strongly agree; 2 = Moderately agree; 3 = Moderately disagree and 4= Strongly disagree.

4. Pages 11- 22 show means for All Respondents + means for each category of your demographic questions. You will see that because there are not 10 respondents in the 11 - 15 years category of Question 2 that I have combined Response categories for those tables. I think that it is helpful to look at the top ten and the bottom ten items in each table to see the most favorable and least favorable conditions in each break-out.

An issue I would especially highlight is the lack of curricula and materials in the lower grades. This was emphasized in the open-ended comments as well.

5. Pages 23-28 allow you to look at All Respondents and categories of the demographic questions side by side. If a mean for a building or a category of "Number of Years in the Montesano SD" is lower than that of All Respondents, it bears special scrutiny.

Montesano EA Climate Survey -- June 2009
Frequencies and percentages for all respondents

Total number of respondents to this survey

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	60	100.0	100.0	100.0

1 In which building do you work?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid A Montesano Junior-Senior High	29	48.3	48.3	48.3
B Simpson Intermediate School	12	20.0	20.0	68.3
C Beacon Avenue Elementary School	18	30.0	30.0	98.3
D Other or more than one of the above	1	1.7	1.7	100.0
Total	60	100.0	100.0	

2 How many years have you worked in the Montesano school district?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid A 0 – 5	15	25.0	25.0	25.0
B 6 – 10	20	33.3	33.3	58.3
C 11 – 15	3	5.0	5.0	63.3
D More than 15	22	36.7	36.7	100.0
Total	60	100.0	100.0	

Montesano EA - Climate Survey - June 2009 - Frequencies and percentages for questions 3 - 62: ALL RESPONDENTS

	Strongly agree		Moderately agree		Moderately disagree		Strongly Disagree		DK/NA/Msng	
	#	%	#	%	#	%	#	%	#	%
3 At this time, I feel I could recommend the Montesano School District to another teacher as a great place to work	7	11.7	23	38.3	12	20.0	18	30.0		
4 I feel my work is recognized as important	18	30.0	23	38.3	10	16.7	9	15.0		
5 Overall, I think staff in this district are comfortable expressing what they really think about an issue	3	5.0	10	16.7	13	21.7	34	56.7		
6 I feel we have clear learning goals that guide effectively our work with students	8	13.3	25	41.7	18	30.0	9	15.0		
7 In my experience, staff in my building maintain relationships with one another that are characterized by mutual respect	18	30.0	21	35.0	18	30.0	3	5.0		
8 I think that staff members enjoy equal treatment from colleagues	17	28.3	21	35.0	14	23.3	8	13.3		
9 In my experience, staff members demonstrate respect for one another	18	30.0	30	50.0	11	18.3	1	1.7		
10 In my experience, staff members demonstrate respect for the principal	15	25.0	22	36.7	14	23.3	9	15.0		
11 In my opinion, staff members are careful to follow through on commitments	25	41.7	29	48.3	3	5.0	2	3.3	1	1.7
12 The culture and climate in our school make me want to work here next year	19	31.7	16	26.7	13	21.7	12	20.0		
13 I feel staff relationships in our school contribute to student success	29	48.3	17	28.3	6	10.0	7	11.7	1	1.7
14 In my own personal experience, staff in this school express issues and concerns appropriately to one another	15	25.0	26	43.3	12	20.0	7	11.7		
15 I feel free to talk with my colleagues about issues and concerns without fear of reprisal	16	26.7	17	28.3	9	15.0	18	30.0		
16 I think that staff members in my building feel like they are part of a staffadministrative team working for kids	18	30.0	16	26.7	9	15.0	17	28.3		
17 I feel that staff members address issues and problems professionally	17	28.3	24	40.0	13	21.7	6	10.0		
18 In my view, fellow staff members provide an environment that welcomes diverse opinions	10	16.7	24	40.0	16	26.7	10	16.7		
19 In my view, staff members demonstrate an awareness of the education challenges faced by our students and respond positively	25	41.7	26	43.3	5	8.3	3	5.0	1	1.7
20 I feel I am flexible and open to change	40	66.7	20	33.3						

Montesano EA - Climate Survey - June 2009 - Frequencies and percentages for questions 3 - 62: ALL RESPONDENTS

	Strongly agree		Moderately agree		Moderately disagree		Strongly Disagree		DK/NA/Msng	
	#	%	#	%	#	%	#	%	#	%
21 I have felt threatened or uncomfortable with the way I am treated by other staff members	5	8.3	21	35.0	9	15.0	25	41.7		
22 I feel overwhelmed by a few people who dominate the conversation	9	15.0	14	23.3	12	20.0	21	35.0	4	6.7
23 I believe staff here share a sense of responsibility for our school's successes or failures	23	38.3	27	45.0	6	10.0	4	6.7		
24 I believe the staff here can disagree on issues and still remain friends	18	30.0	28	46.7	10	16.7	4	6.7		
25 I feel the staff here work to solve problems, not just complain about them	18	30.0	22	36.7	11	18.3	9	15.0		
26 I feel I can count on an open line of communication between my principal and me	24	40.0	11	18.3	9	15.0	16	26.7		
27 I feel that staff members are provided a fair opportunity to voice concerns	18	30.0	11	18.3	10	16.7	21	35.0		
28 I feel that information relating to this school is openly and continuously shared with the staff as a whole	9	15.0	19	31.7	7	11.7	25	41.7		
29 I think my principal explains issues fully with all sides presented	16	26.7	15	25.0	10	16.7	19	31.7		
30 I think that staff are open to improving communication within the building	27	45.0	22	36.7	6	10.0	5	8.3		
31 I think that my principal is open to improving communication within the building	20	33.3	18	30.0	4	6.7	18	30.0		
32 I would characterize the staff in my building as empowered by the communication processes we use	8	13.3	11	18.3	19	31.7	22	36.7		
33 In my view, faculty meetings in our building have a sense of purpose and importance	14	23.3	18	30.0	12	20.0	15	25.0	1	1.7
34 I see our building administrators functioning as an effective team	11	18.3	13	21.7	11	18.3	23	38.3	2	3.3
35 I feel that my principal is genuinely interested in the welfare of the staff in my building	31	51.7	7	11.7	8	13.3	14	23.3		
36 I think that staff members in my building can count on fair, consistent treatment from the principal	15	25.0	17	28.3	5	8.3	23	38.3		
37 I think my principal encourages discussion and shared-decision making	19	31.7	14	23.3	10	16.7	17	28.3		
38 In my view, staff/principal relationships in our school contribute to student success	20	33.3	15	25.0	10	16.7	14	23.3	1	1.7
39 I feel I am valued as an individual by my principal	31	51.7	10	16.7	9	15.0	10	16.7		

Montesano EA - Climate Survey - June 2009 - Frequencies and percentages for questions 3 - 62: ALL RESPONDENTS

	Strongly agree		Moderately agree		Moderately disagree		Strongly Disagree		DK/NA/Msng	
	#	%	#	%	#	%	#	%	#	%
40 I think that my principal exhibits respect for the staff	21	35.0	15	25.0	9	15.0	15	25.0		
41 I think my principal seeks the opinions of those affected by decisions before making and implementing those decisions	14	23.3	19	31.7	5	8.3	22	36.7		
42 I feel that my principal respects the program areas in which I teach or work	31	51.7	10	16.7	9	15.0	10	16.7		
43 I think that my principal treats staff fairly	21	35.0	10	16.7	10	16.7	19	31.7		
44 I feel that I can trust my principal	24	40.0	12	20.0	5	8.3	19	31.7		
45 I think the discipline applied by the principal is effective with the students I know	19	31.7	11	18.3	4	6.7	17	28.3	9	15.0
46 In my experience, my principal supports staff in matters of student discipline	23	38.3	10	16.7	8	13.3	15	25.0	4	6.7
47 I think the expertise and commitment of my principal are important ingredients in the success of our students	33	55.0	12	20.0	2	3.3	12	20.0	1	1.7
48 I have felt threatened or uncomfortable with the way I am treated by the principal	5	8.3	7	11.7	9	15.0	39	65.0		
49 I feel that my classes and assignments depend on my remaining silent about issues	17	28.3	7	11.7	4	6.7	30	50.0	2	3.3
50 I think my principal is an effective presence with students during school hours and at student events	28	46.7	10	16.7	5	8.3	17	28.3		
51 I feel I can discuss problems and concerns with my principal without fear of retribution	30	50.0	8	13.3	3	5.0	18	30.0	1	1.7
52 I think staff members are provided a fair opportunity to voice concerns	21	35.0	12	20.0	8	13.3	18	30.0	1	1.7
53 I think the amount of shared decision-making in my building is appropriate	16	26.7	17	28.3	6	10.0	20	33.3	1	1.7
54 I think my principal advocates for staff when dealing with challenging or demanding parents	27	45.0	12	20.0	6	10.0	10	16.7	5	8.3
55 I like working with the staff in this school	32	53.3	23	38.3	4	6.7			1	1.7
56 In my experience, when our staff gets together, they talk about positive things happening in their classrooms	9	15.0	31	51.7	16	26.7	3	5.0	1	1.7
57 In my experience, needed materials and financial support for my classroom are readily available and accessible	5	8.3	16	26.7	13	21.7	25	41.7	1	1.7

Montesano EA - Climate Survey - June 2009 - Frequencies and percentages for questions 3 - 62: ALL RESPONDENTS

	Strongly agree		Moderately agree		Moderately disagree		Strongly Disagree		DK/NA/Msng	
	#	%	#	%	#	%	#	%	#	%
58 In my experience, the technology available in our district has helped to enhance the quality of my work	15	25.0	22	36.7	9	15.0	13	21.7	1	1.7
59 In my experience, our curricula are effective in helping students meet the learning standards we have defined for them	4	6.7	21	35.0	11	18.3	21	35.0	3	5.0
60 I feel I have the curricula and materials I need for the students I teach	7	11.7	15	25.0	16	26.7	21	35.0	1	1.7
61 In my experience, our students have the programs they need to meet their academic needs	7	11.7	22	36.7	15	25.0	15	25.0	1	1.7
62 I think the climate in my school encourages innovation in teaching	14	23.3	23	38.3	15	25.0	7	11.7	1	1.7

Montesano EA Climate Survey - June 2009

Percentages and Means for all respondents Questions 3 -- 62

Means can vary from 1 to 4. The higher the mean, the greater the agreement with statements of positive conditions and the greater the disagreement with statements of negative conditions. (Negative conditions are described in Questions 21, 22, 48, and 49.)

Montesano EA - Climate Survey - June 2009 - All Respondents

	Strongly agree (4)	Moderately agree (3)	Moderately disagree (2)	Strongly Disagree (1)	DK/NA/ Msng	Mean
	%	%	%	%	%	
3 At this time, I feel I could recommend the Montesano School District to another teacher as a great place to work	11.7	38.3	20.0	30.0		2.32
4 I feel my work is recognized as important	30.0	38.3	16.7	15.0		2.83
5 Overall, I think staff in this district are comfortable expressing what they really think about an issue	5.0	16.7	21.7	56.7		1.70
6 I feel we have clear learning goals that guide effectively our work with students	13.3	41.7	30.0	15.0		2.53
7 In my experience, staff in my building maintain relationships with one another that are characterized by mutual respect	30.0	35.0	30.0	5.0		2.90
8 I think that staff members enjoy equal treatment from colleagues	28.3	35.0	23.3	13.3		2.78
9 In my experience, staff members demonstrate respect for one another	30.0	50.0	18.3	1.7		3.08
10 In my experience, staff members demonstrate respect for the principal	25.0	36.7	23.3	15.0		2.72
11 In my opinion, staff members are careful to follow through on commitments	41.7	48.3	5.0	3.3	1.7	3.31
12 The culture and climate in our school make me want to work here next year	31.7	26.7	21.7	20.0		2.70
13 I feel staff relationships in our school contribute to student success	48.3	28.3	10.0	11.7	1.7	3.15
14 In my own personal experience, staff in this school express issues and concerns appropriately to one another	25.0	43.3	20.0	11.7		2.82

Montesano EA - Climate Survey - June 2009 - All Respondents

	Strongly agree (4)	Moderately agree (3)	Moderately disagree (2)	Strongly Disagree (1)	DK/NA/Msg	Mean
	%	%	%	%	%	
15 I feel free to talk with my colleagues about issues and concerns without fear of reprisal	26.7	28.3	15.0	30.0		2.52
16 I think that staff members in my building feel like they are part of a staff/administrative team working for kids	30.0	26.7	15.0	28.3		2.58
17 I feel that staff members address issues and problems professionally	28.3	40.0	21.7	10.0		2.87
18 In my view, fellow staff members provide an environment that welcomes diverse opinions	16.7	40.0	26.7	16.7		2.57
19 In my view, staff members demonstrate an awareness of the education challenges faced by our students and respond positively	41.7	43.3	8.3	5.0	1.7	3.24
20 I feel I am flexible and open to change	66.7	33.3				3.67
21 I have felt threatened or uncomfortable with the way I am treated by other staff members	8.3	35.0	15.0	41.7		2.90
22 I feel overwhelmed by a few people who dominate the conversation	15.0	23.3	20.0	35.0	6.7	2.80
23 I believe staff here share a sense of responsibility for our school's successes or failures	38.3	45.0	10.0	6.7		3.15
24 I believe the staff here can disagree on issues and still remain friends	30.0	46.7	16.7	6.7		3.00
25 I feel the staff here work to solve problems, not just complain about them	30.0	36.7	18.3	15.0		2.82
26 I feel I can count on an open line of communication between my principal and me	40.0	18.3	15.0	26.7		2.72
27 I feel that staff members are provided a fair opportunity to voice concerns	30.0	18.3	16.7	35.0		2.43

Montesano EA - Climate Survey - June 2009 - All Respondents

	Strongly agree (4)	Moderately agree (3)	Moderately disagree (2)	Strongly Disagree (1)	DK/NA/Msg	Mean
	%	%	%	%	%	
28 I feel that information relating to this school is openly and continuously shared with the staff as a whole	15.0	31.7	11.7	41.7		2.20
29 I think my principal explains issues fully with all sides presented	26.7	25.0	16.7	31.7		2.47
30 I think that staff are open to improving communication within the building	45.0	36.7	10.0	8.3		3.18
31 I think that my principal is open to improving communication within the building	33.3	30.0	6.7	30.0		2.67
32 I would characterize the staff in my building as empowered by the communication processes we use	13.3	18.3	31.7	36.7		2.08
33 In my view, faculty meetings in our building have a sense of purpose and importance	23.3	30.0	20.0	25.0	1.7	2.53
34 I see our building administrators functioning as an effective team	18.3	21.7	18.3	38.3	3.3	2.21
35 I feel that my principal is genuinely interested in the welfare of the staff in my building	51.7	11.7	13.3	23.3		2.92
36 I think that staff members in my building can count on fair, consistent treatment from the principal	25.0	28.3	8.3	38.3		2.40
37 I think my principal encourages discussion and shared-decision making	31.7	23.3	16.7	28.3		2.58
38 In my view, staff/principal relationships in our school contribute to student success	33.3	25.0	16.7	23.3	1.7	2.69
39 I feel I am valued as an individual by my principal	51.7	16.7	15.0	16.7		3.03
40 I think that my principal exhibits respect for the staff	35.0	25.0	15.0	25.0		2.70
41 I think my principal seeks the opinions of those affected by decisions before making and implementing those decisions	23.3	31.7	8.3	36.7		2.42

Montesano EA - Climate Survey - June 2009 - All Respondents

	Strongly agree (4)	Moderately agree (3)	Moderately disagree (2)	Strongly Disagree (1)	DK/NA/Msg	Mean
	%	%	%	%	%	
42 I feel that my principal respects the program areas in which I teach or work	51.7	16.7	15.0	16.7		3.03
43 I think that my principal treats staff fairly	35.0	16.7	16.7	31.7		2.55
44 I feel that I can trust my principal	40.0	20.0	8.3	31.7		2.68
45 I think the discipline applied by the principal is effective with the students I know	31.7	18.3	6.7	28.3	15.0	2.63
46 In my experience, my principal supports staff in matters of student discipline	38.3	16.7	13.3	25.0	6.7	2.73
47 I think the expertise and commitment of my principal are important ingredients in the success of our students	55.0	20.0	3.3	20.0	1.7	3.12
48 I have felt threatened or uncomfortable with the way I am treated by the principal	8.3	11.7	15.0	65.0		3.37
49 I feel that my classes and assignments depend on my remaining silent about issues	28.3	11.7	6.7	50.0	3.3	2.81
50 I think my principal is an effective presence with students during school hours and at student events	46.7	16.7	8.3	28.3		2.82
51 I feel I can discuss problems and concerns with my principal without fear of retribution	50.0	13.3	5.0	30.0	1.7	2.85
52 I think staff members are provided a fair opportunity to voice concerns	35.0	20.0	13.3	30.0	1.7	2.61
53 I think the amount of shared decision-making in my building is appropriate	26.7	28.3	10.0	33.3	1.7	2.49
54 I think my principal advocates for staff when dealing with challenging or demanding parents	45.0	20.0	10.0	16.7	8.3	3.02
55 I like working with the staff in this school	53.3	38.3	6.7		1.7	3.47
56 In my experience, when our staff gets together, they talk about positive things happening in their classrooms	15.0	51.7	26.7	5.0	1.7	2.78

Montesano EA - Climate Survey - June 2009 - All Respondents

	Strongly agree (4)	Moderately agree (3)	Moderately disagree (2)	Strongly Disagree (1)	DK/NA/Msg	Mean
	%	%	%	%	%	
57 In my experience, needed materials and financial support for my classroom are readily available and accessible	8.3	26.7	21.7	41.7	1.7	2.02
58 In my experience, the technology available in our district has helped to enhance the quality of my work	25.0	36.7	15.0	21.7	1.7	2.66
59 In my experience, our curricula are effective in helping students meet the learning standards we have defined for them	6.7	35.0	18.3	35.0	5.0	2.14
60 I feel I have the curricula and materials I need for the students I teach	11.7	25.0	26.7	35.0	1.7	2.14
61 In my experience, our students have the programs they need to meet their academic needs	11.7	36.7	25.0	25.0	1.7	2.36
62 I think the climate in my school encourages innovation in teaching	23.3	38.3	25.0	11.7	1.7	2.75

Montesano EA Climate Survey - June 2009 - All Respondents

Means - sorted from high to low - Questions 3 -- 62

Means can vary from 1 to 4. The higher the mean, the greater the agreement with statements of positive conditions and the greater the disagreement with statements of negative conditions. (Negative conditions are described in Questions 21, 22, 48, and 49.)

Montesano EA Climate Survey - June 2009 - All Respondents

	Mean
20 I feel I am flexible and open to change	3.67
55 I like working with the staff in this school	3.47
48 I have felt threatened or uncomfortable with the way I am treated by the principal	3.37
11 In my opinion, staff members are careful to follow through on commitments	3.31
19 In my view, staff members demonstrate an awareness of the education challenges faced by our students and respond positively	3.24
30 I think that staff are open to improving communication within the building	3.18
13 I feel staff relationships in our school contribute to student success	3.15
23 I believe staff here share a sense of responsibility for our school's successes or failures	3.15
47 I think the expertise and commitment of my principal are important ingredients in the success of our students	3.12
9 In my experience, staff members demonstrate respect for one another	3.08
39 I feel I am valued as an individual by my principal	3.03
42 I feel that my principal respects the program areas in which I teach or work	3.03
54 I think my principal advocates for staff when dealing with challenging or demanding parents	3.02
24 I believe the staff here can disagree on issues and still remain friends	3.00
35 I feel that my principal is genuinely interested in the welfare of the staff in my building	2.92
7 In my experience, staff in my building maintain relationships with one another that are characterized by mutual respect	2.90
21 I have felt threatened or uncomfortable with the way I am treated by other staff members	2.90
17 I feel that staff members address issues and problems professionally	2.87
51 I feel I can discuss problems and concerns with my principal without fear of retribution	2.85
4 I feel my work is recognized as important	2.83
25 I feel the staff here work to solve problems, not just complain about them	2.82
50 I think my principal is an effective presence with students during school hours and at student events	2.82
14 In my own personal experience, staff in this school express issues and concerns appropriately to one another	2.82
49 I feel that my classes and assignments depend on my remaining silent about issues	2.81
22 I feel overwhelmed by a few people who dominate the conversation	2.80
8 I think that staff members enjoy equal treatment from colleagues	2.78
56 In my experience, when our staff gets together, they talk about positive things happening in their classrooms	2.78
62 I think the climate in my school encourages innovation in teaching	2.75
46 In my experience, my principal supports staff in matters of student discipline	2.73
10 In my experience, staff members demonstrate respect for the principal	2.72
26 I feel I can count on an open line of communication between my principal and me	2.72
40 I think that my principal exhibits respect for the staff	2.70
12 The culture and climate in our school make me want to work here next year	2.70
38 In my view, staff/principal relationships in our school contribute to student success	2.69
44 I feel that I can trust my principal	2.68
31 I think that my principal is open to improving communication within the building	2.67
58 In my experience, the technology available in our district has helped to enhance the quality of my work	2.66
45 I think the discipline applied by the principal is effective with the students I know	2.63
52 I think staff members are provided a fair opportunity to voice concerns	2.61
37 I think my principal encourages discussion and shared-decision making	2.58

Montesano EA Climate Survey - June 2009 - All Respondents

	Mean
16 I think that staff members in my building feel like they are part of a staffadministrative team working for kids	2.58
18 In my view, fellow staff members provide an environment that welcomes diverse opinions	2.57
43 I think that my principal treats staff fairly	2.55
6 I feel we have clear learning goals that guide effectively our work with students	2.53
33 In my view, faculty meetings in our building have a sense of purpose and importance	2.53
15 I feel free to talk with my colleagues about issues and concerns without fear of reprisal	2.52
53 I think the amount of shared decision-making in my building is appropriate	2.49
29 I think my principal explains issues fully with all sides presented	2.47
27 I feel that staff members are provided a fair opportunity to voice concerns	2.43
41 I think my principal seeks the opinions of those affected by decisions before making and implementing those decisions	2.42
36 I think that staff members in my building can count on fair, consistent treatment from the principal	2.40
61 In my experience, our students have the programs they need to meet their academic needs	2.36
3 At this time, I feel I could recommend the Montesano School District to another teacher as a great place to work	2.32
34 I see our building administrators functioning as an effective team	2.21
28 I feel that information relating to this school is openly and continuously shared with the staff as a whole	2.20
59 In my experience, our curricula are effective in helping students meet the learning standards we have defined for them	2.14
60 I feel I have the curricula and materials I need for the students I teach	2.14
32 I would characterize the staff in my building as empowered by the communication processes we use	2.08
57 In my experience, needed materials and financial support for my classroom are readily available and accessible	2.02
5 Overall, I think staff in this district are comfortable expressing what they really think about an issue	1.70

**Montesano EA Climate Survey - June 2009 - Respondents: Montesano Junior-Senior High
Means - sorted from high to low - Questions 3 -- 62
Means can vary from 1 to 4. The higher the mean, the greater the agreement with statements
of positive conditions and the greater the disagreement with statements of negative
conditions. (Negative conditions are described in Questions 21, 22, 48, and 49.)**

Montesano EA Climate Survey -- June 2009 -- Montesano Junior-Senior High

	Mean
20 I feel I am flexible and open to change	3.62
55 I like working with the staff in this school	3.17
58 In my experience, the technology available in our district has helped to enhance the quality of my work	3.14
48 I have felt threatened or uncomfortable with the way I am treated by the principal	3.10
11 In my opinion, staff members are careful to follow through on commitments	3.00
30 I think that staff are open to improving communication within the building	2.83
19 In my view, staff members demonstrate an awareness of the education challenges faced by our students and respond positively	2.79
23 I believe staff here share a sense of responsibility for our school's successes or failures	2.76
61 In my experience, our students have the programs they need to meet their academic needs	2.72
9 In my experience, staff members demonstrate respect for one another	2.72
60 I feel I have the curricula and materials I need for the students I teach	2.62
13 I feel staff relationships in our school contribute to student success	2.61
21 I have felt threatened or uncomfortable with the way I am treated by other staff members	2.59
24 I believe the staff here can disagree on issues and still remain friends	2.59
22 I feel overwhelmed by a few people who dominate the conversation	2.58
56 In my experience, when our staff gets together, they talk about positive things happening in their classrooms	2.55
4 I feel my work is recognized as important	2.55
54 I think my principal advocates for staff when dealing with challenging or demanding parents	2.54
59 In my experience, our curricula are effective in helping students meet the learning standards we have defined for them	2.52
7 In my experience, staff in my building maintain relationships with one another that are characterized by mutual respect	2.41
57 In my experience, needed materials and financial support for my classroom are readily available and accessible	2.41
39 I feel I am valued as an individual by my principal	2.41
6 I feel we have clear learning goals that guide effectively our work with students	2.41
17 I feel that staff members address issues and problems professionally	2.38
47 I think the expertise and commitment of my principal are important ingredients in the success of our students	2.36
42 I feel that my principal respects the program areas in which I teach or work	2.34
25 I feel the staff here work to solve problems, not just complain about them	2.34
14 In my own personal experience, staff in this school express issues and concerns appropriately to one another	2.31
3 At this time, I feel I could recommend the Montesano School District to another teacher as a great place to work	2.31
62 I think the climate in my school encourages innovation in teaching	2.24
8 I think that staff members enjoy equal treatment from colleagues	2.21
40 I think that my principal exhibits respect for the staff	2.14
46 In my experience, my principal supports staff in matters of student discipline	2.12
45 I think the discipline applied by the principal is effective with the students I know	2.10
49 I feel that my classes and assignments depend on my remaining silent about issues	2.04
18 In my view, fellow staff members provide an environment that welcomes diverse opinions	2.03
10 In my experience, staff members demonstrate respect for the principal	2.03
12 The culture and climate in our school make me want to work here next year	2.00
35 I feel that my principal is genuinely interested in the welfare of the staff in my building	2.00

Montesano EA Climate Survey -- June 2009 -- Montesano Junior-Senior High

	Mean
26 I feel I can count on an open line of communication between my principal and me	2.00
52 I think staff members are provided a fair opportunity to voice concerns	1.96
38 In my view, staff/principal relationships in our school contribute to student success	1.93
51 I feel I can discuss problems and concerns with my principal without fear of retribution	1.93
43 I think that my principal treats staff fairly	1.90
33 In my view, faculty meetings in our building have a sense of purpose and importance	1.86
37 I think my principal encourages discussion and shared-decision making	1.83
36 I think that staff members in my building can count on fair, consistent treatment from the principal	1.83
16 I think that staff members in my building feel like they are part of a staff/administrative team working for kids	1.83
5 Overall, I think staff in this district are comfortable expressing what they really think about an issue	1.83
44 I feel that I can trust my principal	1.83
31 I think that my principal is open to improving communication within the building	1.79
50 I think my principal is an effective presence with students during school hours and at student events	1.76
27 I feel that staff members are provided a fair opportunity to voice concerns	1.76
34 I see our building administrators functioning as an effective team	1.72
29 I think my principal explains issues fully with all sides presented	1.72
15 I feel free to talk with my colleagues about issues and concerns without fear of reprisal	1.69
53 I think the amount of shared decision-making in my building is appropriate	1.68
41 I think my principal seeks the opinions of those affected by decisions before making and implementing those decisions	1.66
32 I would characterize the staff in my building as empowered by the communication processes we use	1.41
28 I feel that information relating to this school is openly and continuously shared with the staff as a whole	1.41

Montesano EA Climate Survey - June 2009 - Respondents: Simpson Intermediate School Means - sorted from high to low - Questions 3 -- 62
Means can vary from 1 to 4. The higher the mean, the greater the agreement with statements of positive conditions and the greater the disagreement with statements of negative conditions. (Negative conditions are described in Questions 21, 22, 48, and 49.)

Montesano EA Climate Survey - June 2009 -- Simpson Intermediate School

	Mean
50 I think my principal is an effective presence with students during school hours and at student events	3.75
35 I feel that my principal is genuinely interested in the welfare of the staff in my building	3.75
55 I like working with the staff in this school	3.67
47 I think the expertise and commitment of my principal are important ingredients in the success of our students	3.67
20 I feel I am flexible and open to change	3.67
42 I feel that my principal respects the program areas in which I teach or work	3.58
51 I feel I can discuss problems and concerns with my principal without fear of retribution	3.42
48 I have felt threatened or uncomfortable with the way I am treated by the principal	3.42
30 I think that staff are open to improving communication within the building	3.42
19 In my view, staff members demonstrate an awareness of the education challenges faced by our students and respond positively	3.42
13 I feel staff relationships in our school contribute to student success	3.42
44 I feel that I can trust my principal	3.33
39 I feel I am valued as an individual by my principal	3.33
11 In my opinion, staff members are careful to follow through on commitments	3.33
23 I believe staff here share a sense of responsibility for our school's successes or failures	3.25
9 In my experience, staff members demonstrate respect for one another	3.25
14 In my own personal experience, staff in this school express issues and concerns appropriately to one another	3.17
62 I think the climate in my school encourages innovation in teaching	3.17
49 I feel that my classes and assignments depend on my remaining silent about issues	3.09
7 In my experience, staff in my building maintain relationships with one another that are characterized by mutual respect	3.08
25 I feel the staff here work to solve problems, not just complain about them	3.08
17 I feel that staff members address issues and problems professionally	3.08
26 I feel I can count on an open line of communication between my principal and me	3.00
12 The culture and climate in our school make me want to work here next year	3.00
31 I think that my principal is open to improving communication within the building	3.00
8 I think that staff members enjoy equal treatment from colleagues	3.00
56 In my experience, when our staff gets together, they talk about positive things happening in their classrooms	2.92
10 In my experience, staff members demonstrate respect for the principal	2.92
6 I feel we have clear learning goals that guide effectively our work with students	2.92
24 I believe the staff here can disagree on issues and still remain friends	2.92
15 I feel free to talk with my colleagues about issues and concerns without fear of reprisal	2.92
54 I think my principal advocates for staff when dealing with challenging or demanding parents	2.83
38 In my view, staff/principal relationships in our school contribute to student success	2.83
53 I think the amount of shared decision-making in my building is appropriate	2.75
37 I think my principal encourages discussion and shared-decision making	2.75
21 I have felt threatened or uncomfortable with the way I am treated by other staff members	2.75
18 In my view, fellow staff members provide an environment that welcomes diverse opinions	2.75
16 I think that staff members in my building feel like they are part of a staff/administrative team working for kids	2.75
4 I feel my work is recognized as important	2.67
41 I think my principal seeks the opinions of those affected by decisions before making and implementing those decisions	2.58

Montesano EA Climate Survey - June 2009 -- Simpson Intermediate School

	Mean
28 I feel that information relating to this school is openly and continuously shared with the staff as a whole	2.58
29 I think my principal explains issues fully with all sides presented	2.58
22 I feel overwhelmed by a few people who dominate the conversation	2.58
33 In my view, faculty meetings in our building have a sense of purpose and importance	2.50
3 At this time, I feel I could recommend the Montesano School District to another teacher as a great place to work	2.50
46 In my experience, my principal supports staff in matters of student discipline	2.42
40 I think that my principal exhibits respect for the staff	2.42
27 I feel that staff members are provided a fair opportunity to voice concerns	2.42
52 I think staff members are provided a fair opportunity to voice concerns	2.33
43 I think that my principal treats staff fairly	2.25
58 In my experience, the technology available in our district has helped to enhance the quality of my work	2.17
45 I think the discipline applied by the principal is effective with the students I know	2.17
61 In my experience, our students have the programs they need to meet their academic needs	2.08
59 In my experience, our curricula are effective in helping students meet the learning standards we have defined for them	2.08
36 I think that staff members in my building can count on fair, consistent treatment from the principal	2.08
34 I see our building administrators functioning as an effective team	2.00
32 I would characterize the staff in my building as empowered by the communication processes we use	2.00
60 I feel I have the curricula and materials I need for the students I teach	1.83
57 In my experience, needed materials and financial support for my classroom are readily available and accessible	1.33
5 Overall, I think staff in this district are comfortable expressing what they really think about an issue	1.33

**Montesano EA Climate Survey - June 2009 - Respondents: Beacon Avenue Elementary
Means - sorted from high to low - Questions 3 -- 62
Means can vary from 1 to 4. The higher the mean, the greater the agreement with statements
of positive conditions and the greater the disagreement with statements of negative
conditions. (Negative conditions are described in Questions 21, 22, 48, and 49.)**

Montesano EA Climate Survey -- June 2009 -- Beacon Avenue Elementary School

	Mean
50 I think my principal is an effective presence with students during school hours and at student events	3.89
47 I think the expertise and commitment of my principal are important ingredients in the success of our students	3.89
51 I feel I can discuss problems and concerns with my principal without fear of retribution	3.83
49 I feel that my classes and assignments depend on my remaining silent about issues	3.83
31 I think that my principal is open to improving communication within the building	3.83
55 I like working with the staff in this school	3.82
54 I think my principal advocates for staff when dealing with challenging or demanding parents	3.78
39 I feel I am valued as an individual by my principal	3.78
19 In my view, staff members demonstrate an awareness of the education challenges faced by our students and respond positively	3.78
13 I feel staff relationships in our school contribute to student success	3.78
52 I think staff members are provided a fair opportunity to voice concerns	3.78
40 I think that my principal exhibits respect for the staff	3.78
35 I feel that my principal is genuinely interested in the welfare of the staff in my building	3.78
43 I think that my principal treats staff fairly	3.72
38 In my view, staffprincipal relationships in our school contribute to student success	3.72
20 I feel I am flexible and open to change	3.72
48 I have felt threatened or uncomfortable with the way I am treated by the principal	3.72
46 In my experience, my principal supports staff in matters of student discipline	3.72
42 I feel that my principal respects the program areas in which I teach or work	3.72
11 In my opinion, staff members are careful to follow through on commitments	3.72
26 I feel I can count on an open line of communication between my principal and me	3.72
23 I believe staff here share a sense of responsibility for our school's successes or failures	3.67
16 I think that staff members in my building feel like they are part of a staffadministrative team working for kids	3.67
24 I believe the staff here can disagree on issues and still remain friends	3.67
12 The culture and climate in our school make me want to work here next year	3.67
10 In my experience, staff members demonstrate respect for the principal	3.67
37 I think my principal encourages discussion and shared-decision making	3.61
33 In my view, faculty meetings in our building have a sense of purpose and importance	3.61
45 I think the discipline applied by the principal is effective with the students I know	3.61
44 I feel that I can trust my principal	3.61
53 I think the amount of shared decision-making in my building is appropriate	3.56
30 I think that staff are open to improving communication within the building	3.56
29 I think my principal explains issues fully with all sides presented	3.56
27 I feel that staff members are provided a fair opportunity to voice concerns	3.56
41 I think my principal seeks the opinions of those affected by decisions before making and implementing those decisions	3.50
36 I think that staff members in my building can count on fair, consistent treatment from the principal	3.50
15 I feel free to talk with my colleagues about issues and concerns without fear of reprisal	3.50
8 I think that staff members enjoy equal treatment from colleagues	3.50
7 In my experience, staff in my building maintain relationships with one another that are characterized by mutual respect	3.50
17 I feel that staff members address issues and problems professionally	3.50

Montesano EA Climate Survey -- June 2009 -- Beacon Avenue Elementary School

	Mean
9 In my experience, staff members demonstrate respect for one another	3.50
21 I have felt threatened or uncomfortable with the way I am treated by other staff members	3.44
25 I feel the staff here work to solve problems, not just complain about them	3.39
62 I think the climate in my school encourages innovation in teaching	3.35
4 I feel my work is recognized as important	3.33
14 In my own personal experience, staff in this school express issues and concerns appropriately to one another	3.33
18 In my view, fellow staff members provide an environment that welcomes diverse opinions	3.28
22 I feel overwhelmed by a few people who dominate the conversation	3.24
34 I see our building administrators functioning as an effective team	3.19
56 In my experience, when our staff gets together, they talk about positive things happening in their classrooms	3.12
32 I would characterize the staff in my building as empowered by the communication processes we use	3.11
28 I feel that information relating to this school is openly and continuously shared with the staff as a whole	3.11
6 I feel we have clear learning goals that guide effectively our work with students	2.56
3 At this time, I feel I could recommend the Montesano School District to another teacher as a great place to work	2.28
58 In my experience, the technology available in our district has helped to enhance the quality of my work	2.12
61 In my experience, our students have the programs they need to meet their academic needs	2.00
57 In my experience, needed materials and financial support for my classroom are readily available and accessible	1.88
5 Overall, I think staff in this district are comfortable expressing what they really think about an issue	1.72
59 In my experience, our curricula are effective in helping students meet the learning standards we have defined for them	1.65
60 I feel I have the curricula and materials I need for the students I teach	1.59

Montesano EA Climate Survey - June 2009 - 0 - 10 years in the Montesano SD

Means - sorted from high to low - Questions 3 -- 62

Means can vary from 1 to 4. The higher the mean, the greater the agreement with statements of positive conditions and the greater the disagreement with statements of negative conditions. (Negative conditions are described in Questions 21, 22, 48, and 49.)

Montesano EA Climate Survey - June 2009 - 0 - 10 years worked in the Montesano School District

	Mean
20 I feel I am flexible and open to change	3.71
55 I like working with the staff in this school	3.40
48 I have felt threatened or uncomfortable with the way I am treated by the principal	3.29
11 In my opinion, staff members are careful to follow through on commitments	3.29
19 In my view, staff members demonstrate an awareness of the education challenges faced by our students and respond positively	3.18
9 In my experience, staff members demonstrate respect for one another	3.17
23 I believe staff here share a sense of responsibility for our school's successes or failures	3.14
30 I think that staff are open to improving communication within the building	3.09
13 I feel staff relationships in our school contribute to student success	3.03
47 I think the expertise and commitment of my principal are important ingredients in the success of our students	3.00
42 I feel that my principal respects the program areas in which I teach or work	3.00
39 I feel I am valued as an individual by my principal	2.97
7 In my experience, staff in my building maintain relationships with one another that are characterized by mutual respect	2.91
35 I feel that my principal is genuinely interested in the welfare of the staff in my building	2.91
24 I believe the staff here can disagree on issues and still remain friends	2.91
54 I think my principal advocates for staff when dealing with challenging or demanding parents	2.88
21 I have felt threatened or uncomfortable with the way I am treated by other staff members	2.83
4 I feel my work is recognized as important	2.77
8 I think that staff members enjoy equal treatment from colleagues	2.74
50 I think my principal is an effective presence with students during school hours and at student events	2.74
10 In my experience, staff members demonstrate respect for the principal	2.74
17 I feel that staff members address issues and problems professionally	2.74
51 I feel I can discuss problems and concerns with my principal without fear of retribution	2.74
44 I feel that I can trust my principal	2.71
62 I think the climate in my school encourages innovation in teaching	2.71
22 I feel overwhelmed by a few people who dominate the conversation	2.70
56 In my experience, when our staff gets together, they talk about positive things happening in their classrooms	2.69
46 In my experience, my principal supports staff in matters of student discipline	2.67
14 In my own personal experience, staff in this school express issues and concerns appropriately to one another	2.66
12 The culture and climate in our school make me want to work here next year	2.66
49 I feel that my classes and assignments depend on my remaining silent about issues	2.65
25 I feel the staff here work to solve problems, not just complain about them	2.63
40 I think that my principal exhibits respect for the staff	2.63
16 I think that staff members in my building feel like they are part of a staffadministrative team working for kids	2.63
31 I think that my principal is open to improving communication within the building	2.60
26 I feel I can count on an open line of communication between my principal and me	2.60
38 In my view, staffprincipal relationships in our school contribute to student success	2.54
37 I think my principal encourages discussion and shared-decision making	2.54
45 I think the discipline applied by the principal is effective with the students I know	2.53
52 I think staff members are provided a fair opportunity to voice concerns	2.51
58 In my experience, the technology available in our district has helped to enhance the quality of my work	2.51

Montesano EA Climate Survey - June 2009 - 0 - 10 years worked in the Montesano School District

	Mean
18 In my view, fellow staff members provide an environment that welcomes diverse opinions	2.49
43 I think that my principal treats staff fairly	2.46
15 I feel free to talk with my colleagues about issues and concerns without fear of reprisal	2.46
53 I think the amount of shared decision-making in my building is appropriate	2.43
29 I think my principal explains issues fully with all sides presented	2.43
6 I feel we have clear learning goals that guide effectively our work with students	2.40
33 In my view, faculty meetings in our building have a sense of purpose and importance	2.38
36 I think that staff members in my building can count on fair, consistent treatment from the principal	2.37
27 I feel that staff members are provided a fair opportunity to voice concerns	2.37
41 I think my principal seeks the opinions of those affected by decisions before making and implementing those decisions	2.34
61 In my experience, our students have the programs they need to meet their academic needs	2.26
3 At this time, I feel I could recommend the Montesano School District to another teacher as a great place to work	2.26
28 I feel that information relating to this school is openly and continuously shared with the staff as a whole	2.20
34 I see our building administrators functioning as an effective team	2.17
60 I feel I have the curricula and materials I need for the students I teach	2.14
32 I would characterize the staff in my building as empowered by the communication processes we use	2.11
57 In my experience, needed materials and financial support for my classroom are readily available and accessible	2.09
59 In my experience, our curricula are effective in helping students meet the learning standards we have defined for them	2.00
5 Overall, I think staff in this district are comfortable expressing what they really think about an issue	1.69

**Montesano EA Climate Survey - June 2009 - 11 or more years in the Montesano SD
Means - sorted from high to low - Questions 3 -- 62
Means can vary from 1 to 4. The higher the mean, the greater the agreement with statements of positive conditions and the greater the disagreement with statements of negative conditions. (Negative conditions are described in Questions 21, 22, 48, and 49.)**

Montesano EA Climate Survey - June 2009 - 11 or more years in the Montesano School District

	Mean
20 I feel I am flexible and open to change	3.60
55 I like working with the staff in this school	3.58
48 I have felt threatened or uncomfortable with the way I am treated by the principal	3.48
11 In my opinion, staff members are careful to follow through on commitments	3.33
13 I feel staff relationships in our school contribute to student success	3.33
19 In my view, staff members demonstrate an awareness of the education challenges faced by our students and respond positively	3.32
30 I think that staff are open to improving communication within the building	3.32
47 I think the expertise and commitment of my principal are important ingredients in the success of our students	3.28
54 I think my principal advocates for staff when dealing with challenging or demanding parents	3.22
23 I believe staff here share a sense of responsibility for our school's successes or failures	3.16
24 I believe the staff here can disagree on issues and still remain friends	3.12
39 I feel I am valued as an individual by my principal	3.12
42 I feel that my principal respects the program areas in which I teach or work	3.08
25 I feel the staff here work to solve problems, not just complain about them	3.08
49 I feel that my classes and assignments depend on my remaining silent about issues	3.04
17 I feel that staff members address issues and problems professionally	3.04
14 In my own personal experience, staff in this school express issues and concerns appropriately to one another	3.04
51 I feel I can discuss problems and concerns with my principal without fear of retribution	3.00
21 I have felt threatened or uncomfortable with the way I am treated by other staff members	3.00
9 In my experience, staff members demonstrate respect for one another	2.96
22 I feel overwhelmed by a few people who dominate the conversation	2.96
50 I think my principal is an effective presence with students during school hours and at student events	2.92
4 I feel my work is recognized as important	2.92
35 I feel that my principal is genuinely interested in the welfare of the staff in my building	2.92
38 In my view, staff/principal relationships in our school contribute to student success	2.92
56 In my experience, when our staff gets together, they talk about positive things happening in their classrooms	2.92
26 I feel I can count on an open line of communication between my principal and me	2.88
7 In my experience, staff in my building maintain relationships with one another that are characterized by mutual respect	2.88
58 In my experience, the technology available in our district has helped to enhance the quality of my work	2.88
8 I think that staff members enjoy equal treatment from colleagues	2.84
46 In my experience, my principal supports staff in matters of student discipline	2.83
40 I think that my principal exhibits respect for the staff	2.80
62 I think the climate in my school encourages innovation in teaching	2.79
45 I think the discipline applied by the principal is effective with the students I know	2.76
31 I think that my principal is open to improving communication within the building	2.76
12 The culture and climate in our school make me want to work here next year	2.76
52 I think staff members are provided a fair opportunity to voice concerns	2.75
33 In my view, faculty meetings in our building have a sense of purpose and importance	2.72
6 I feel we have clear learning goals that guide effectively our work with students	2.72
43 I think that my principal treats staff fairly	2.68
18 In my view, fellow staff members provide an environment that welcomes diverse opinions	2.68

Montesano EA Climate Survey - June 2009 - 11 or more years in the Montesano School District

	Mean
10 In my experience, staff members demonstrate respect for the principal	2.68
44 I feel that I can trust my principal	2.64
37 I think my principal encourages discussion and shared-decision making	2.64
15 I feel free to talk with my colleagues about issues and concerns without fear of reprisal	2.60
53 I think the amount of shared decision-making in my building is appropriate	2.58
41 I think my principal seeks the opinions of those affected by decisions before making and implementing those decisions	2.52
29 I think my principal explains issues fully with all sides presented	2.52
16 I think that staff members in my building feel like they are part of a staffadministrative team working for kids	2.52
27 I feel that staff members are provided a fair opportunity to voice concerns	2.52
61 In my experience, our students have the programs they need to meet their academic needs	2.50
36 I think that staff members in my building can count on fair, consistent treatment from the principal	2.44
3 At this time, I feel I could recommend the Montesano School District to another teacher as a great place to work	2.40
59 In my experience, our curricula are effective in helping students meet the learning standards we have defined for them	2.35
34 I see our building administrators functioning as an effective team	2.26
28 I feel that information relating to this school is openly and continuously shared with the staff as a whole	2.20
60 I feel I have the curricula and materials I need for the students I teach	2.13
32 I would characterize the staff in my building as empowered by the communication processes we use	2.04
57 In my experience, needed materials and financial support for my classroom are readily available and accessible	1.92
5 Overall, I think staff in this district are comfortable expressing what they really think about an issue	1.72

Montesano EA Climate Survey - June 2009

Means - Questions 3 -- 62 by building

Means can vary from 1 to 4. The higher the mean, the greater the agreement with statements of positive conditions and the greater the disagreement with statements of negative conditions. (Negative conditions are described in Questions 21, 22, 48, and 49.)

Montesano EA Climate Survey - June 2009.

	All Respondents	1 In which building do you work?		
	Mean	A Montesano Junior-Senior High	B Simpson Intermediate School	C Beacon Avenue Elementary School
		Mean	Mean	Mean
3 At this time, I feel I could recommend the Montesano School District to another teacher as a great place to work	2.32	2.31	2.50	2.28
4 I feel my work is recognized as important	2.83	2.55	2.67	3.33
5 Overall, I think staff in this district are comfortable expressing what they really think about an issue	1.70	1.83	1.33	1.72
6 I feel we have clear learning goals that guide effectively our work with students	2.53	2.41	2.92	2.56
7 In my experience, staff in my building maintain relationships with one another that are characterized by mutual respect	2.90	2.41	3.08	3.50
8 I think that staff members enjoy equal treatment from colleagues	2.78	2.21	3.00	3.50
9 In my experience, staff members demonstrate respect for one another	3.08	2.72	3.25	3.50
10 In my experience, staff members demonstrate respect for the principal	2.72	2.03	2.92	3.67
11 In my opinion, staff members are careful to follow through on commitments	3.31	3.00	3.33	3.72
12 The culture and climate in our school make me want to work here next year	2.70	2.00	3.00	3.67
13 I feel staff relationships in our school contribute to student success	3.15	2.61	3.42	3.78
14 In my own personal experience, staff in this school express issues and concerns appropriately to one another	2.82	2.31	3.17	3.33
15 I feel free to talk with my colleagues about issues and concerns without fear of reprisal	2.52	1.69	2.92	3.50
16 I think that staff members in my building feel like they are part of a staff/administrative team working for kids	2.58	1.83	2.75	3.67
17 I feel that staff members address issues and problems professionally	2.87	2.38	3.08	3.50
18 In my view, fellow staff members provide an environment that welcomes diverse opinions	2.57	2.03	2.75	3.28
19 In my view, staff members demonstrate an awareness of the education challenges faced by our students and respond positively	3.24	2.79	3.42	3.78
20 I feel I am flexible and open to change	3.67	3.62	3.67	3.72
21 I have felt threatened or uncomfortable with the way I am treated by other staff members	2.90	2.59	2.75	3.44
22 I feel overwhelmed by a few people who dominate the conversation	2.80	2.58	2.58	3.24

Questions 3 - 62 by Building

Montesano EA Climate Survey - June 2009.

	All Respondents	1 In which building do you work?		
		A Montesano Junior-Senior High	B Simpson Intermediate School	C Beacon Avenue Elementary School
	Mean	Mean	Mean	Mean
23 I believe staff here share a sense of responsibility for our school's successes or failures	3.15	2.76	3.25	3.67
24 I believe the staff here can disagree on issues and still remain friends	3.00	2.59	2.92	3.67
25 I feel the staff here work to solve problems, not just complain about them	2.82	2.34	3.08	3.39
26 I feel I can count on an open line of communication between my principal and me	2.72	2.00	3.00	3.72
27 I feel that staff members are provided a fair opportunity to voice concerns	2.43	1.76	2.42	3.56
28 I feel that information relating to this school is openly and continuously shared with the staff as a whole	2.20	1.41	2.58	3.11
29 I think my principal explains issues fully with all sides presented	2.47	1.72	2.58	3.56
30 I think that staff are open to improving communication within the building	3.18	2.83	3.42	3.56
31 I think that my principal is open to improving communication within the building	2.67	1.79	3.00	3.83
32 I would characterize the staff in my building as empowered by the communication processes we use	2.08	1.41	2.00	3.11
33 In my view, faculty meetings in our building have a sense of purpose and importance	2.53	1.86	2.50	3.61
34 I see our building administrators functioning as an effective team	2.21	1.72	2.00	3.19
35 I feel that my principal is genuinely interested in the welfare of the staff in my building	2.92	2.00	3.75	3.78
36 I think that staff members in my building can count on fair, consistent treatment from the principal	2.40	1.83	2.08	3.50
37 I think my principal encourages discussion and shared-decision making	2.58	1.83	2.75	3.61
38 In my view, staff/principal relationships in our school contribute to student success	2.69	1.93	2.83	3.72
39 I feel I am valued as an individual by my principal	3.03	2.41	3.33	3.78
40 I think that my principal exhibits respect for the staff	2.70	2.14	2.42	3.78
41 I think my principal seeks the opinions of those affected by decisions before making and implementing those decisions	2.42	1.66	2.58	3.50
42 I feel that my principal respects the program areas in which I teach or work	3.03	2.34	3.58	3.72
43 I think that my principal treats staff fairly	2.55	1.90	2.25	3.72
44 I feel that I can trust my principal	2.68	1.83	3.33	3.61
45 I think the discipline applied by the principal is effective with the students I know	2.63	2.10	2.17	3.61
46 In my experience, my principal supports staff in matters of student discipline	2.73	2.12	2.42	3.72
47 I think the expertise and commitment of my principal are important ingredients in the success of our students	3.12	2.36	3.67	3.89

Questions 3 - 62 by Building

Montesano EA Climate Survey - June 2009.

	All Respondents	1 In which building do you work?		
	Mean	A Montesano Junior-Senior High	B Simpson Intermediate School	C Beacon Avenue Elementary School
		Mean	Mean	Mean
48 I have felt threatened or uncomfortable with the way I am treated by the principal	3.37	3.10	3.42	3.72
49 I feel that my classes and assignments depend on my remaining silent about issues	2.81	2.04	3.09	3.83
50 I think my principal is an effective presence with students during school hours and at student events	2.82	1.76	3.75	3.89
51 I feel I can discuss problems and concerns with my principal without fear of retribution	2.85	1.93	3.42	3.83
52 I think staff members are provided a fair opportunity to voice concerns	2.61	1.96	2.33	3.78
53 I think the amount of shared decision-making in my building is appropriate	2.49	1.68	2.75	3.56
54 I think my principal advocates for staff when dealing with challenging or demanding parents	3.02	2.54	2.83	3.78
55 I like working with the staff in this school	3.47	3.17	3.67	3.82
56 In my experience, when our staff gets together, they talk about positive things happening in their classrooms	2.78	2.55	2.92	3.12
57 In my experience, needed materials and financial support for my classroom are readily available and accessible	2.02	2.41	1.33	1.88
58 In my experience, the technology available in our district has helped to enhance the quality of my work	2.66	3.14	2.17	2.12
59 In my experience, our curricula are effective in helping students meet the learning standards we have defined for them	2.14	2.52	2.08	1.65
60 I feel I have the curricula and materials I need for the students I teach	2.14	2.62	1.83	1.59
61 In my experience, our students have the programs they need to meet their academic needs	2.36	2.72	2.08	2.00
62 I think the climate in my school encourages innovation in teaching	2.75	2.24	3.17	3.35

Questions 3 - 62 by Building

Montesano EA Climate Survey - June 2009

Means - Questions 3 -- 62 by years worked in the Montesano School District

Means can vary from 1 to 4. The higher the mean, the greater the agreement with statements of positive conditions and the greater the disagreement with statements of negative conditions. (Negative conditions are described in Questions 21, 22, 48, and 49.)

Montesano EA Climate Survey - June 2009.

	All Responde nts	2 How many years have you worked in the Montesano school district?		
	Mean	A 0 – 5	B 6 – 10	D More than 15
		Mean	Mean	Mean
3 At this time, I feel I could recommend the Montesano School District to another teacher as a great place to work	2.32	2.47	2.10	2.41
4 I feel my work is recognized as important	2.83	3.07	2.55	2.91
5 Overall, I think staff in this district are comfortable expressing what they really think about an issue	1.70	2.07	1.40	1.68
6 I feel we have clear learning goals that guide effectively our work with students	2.53	2.33	2.45	2.82
7 In my experience, staff in my building maintain relationships with one another that are characterized by mutual respect	2.90	3.20	2.70	2.82
8 I think that staff members enjoy equal treatment from colleagues	2.78	3.00	2.55	2.73
9 In my experience, staff members demonstrate respect for one another	3.08	3.27	3.10	2.95
10 In my experience, staff members demonstrate respect for the principal	2.72	2.87	2.65	2.73
11 In my opinion, staff members are careful to follow through on commitments	3.31	3.33	3.25	3.32
12 The culture and climate in our school make me want to work here next year	2.70	2.80	2.55	2.68
13 I feel staff relationships in our school contribute to student success	3.15	3.13	2.95	3.29
14 In my own personal experience, staff in this school express issues and concerns appropriately to one another	2.82	3.00	2.40	2.95
15 I feel free to talk with my colleagues about issues and concerns without fear of reprisal	2.52	2.73	2.25	2.59
16 I think that staff members in my building feel like they are part of a staffadministrative team working for kids	2.58	2.73	2.55	2.50
17 I feel that staff members address issues and problems professionally	2.87	2.73	2.75	3.05
18 In my view, fellow staff members provide an environment that welcomes diverse opinions	2.57	2.47	2.50	2.59
19 In my view, staff members demonstrate an awareness of the education challenges faced by our students and respond positively	3.24	3.20	3.16	3.27
20 I feel I am flexible and open to change	3.67	3.87	3.60	3.64
21 I have felt threatened or uncomfortable with the way I am treated by other staff members	2.90	2.87	2.80	2.95
22 I feel overwhelmed by a few people who dominate the conversation	2.80	2.64	2.74	3.00
23 I believe staff here share a sense of responsibility for our school's successes or failures	3.15	3.07	3.20	3.14

Questions 3 - 62 by Years worked in the Montesano School District

Montesano EA Climate Survey - June 2009.

	All Responde nts	2 How many years have you worked in the Montesano school district?		
	Mean	A 0 – 5	B 6 – 10	D More than 15
		Mean	Mean	Mean
24 I believe the staff here can disagree on issues and still remain friends	3.00	3.20	2.70	3.05
25 I feel the staff here work to solve problems, not just complain about them	2.82	2.67	2.60	3.00
26 I feel I can count on an open line of communication between my principal and me	2.72	2.80	2.45	2.86
27 I feel that staff members are provided a fair opportunity to voice concerns	2.43	2.53	2.25	2.59
28 I feel that information relating to this school is openly and continuously shared with the staff as a whole	2.20	2.27	2.15	2.18
29 I think my principal explains issues fully with all sides presented	2.47	2.67	2.25	2.55
30 I think that staff are open to improving communication within the building	3.18	3.07	3.10	3.27
31 I think that my principal is open to improving communication within the building	2.67	2.73	2.50	2.73
32 I would characterize the staff in my building as empowered by the communication processes we use	2.08	2.40	1.90	2.05
33 In my view, faculty meetings in our building have a sense of purpose and importance	2.53	2.50	2.30	2.86
34 I see our building administrators functioning as an effective team	2.21	2.47	1.95	2.35
35 I feel that my principal is genuinely interested in the welfare of the staff in my building	2.92	3.13	2.75	2.95
36 I think that staff members in my building can count on fair, consistent treatment from the principal	2.40	2.73	2.10	2.59
37 I think my principal encourages discussion and shared-decision making	2.58	2.80	2.35	2.68
38 In my view, staff/principal relationships in our school contribute to student success	2.69	2.73	2.40	2.90
39 I feel I am valued as an individual by my principal	3.03	3.07	2.90	3.14
40 I think that my principal exhibits respect for the staff	2.70	2.93	2.40	2.86
41 I think my principal seeks the opinions of those affected by decisions before making and implementing those decisions	2.42	2.53	2.20	2.50
42 I feel that my principal respects the program areas in which I teach or work	3.03	3.07	2.95	3.05
43 I think that my principal treats staff fairly	2.55	2.93	2.10	2.77
44 I feel that I can trust my principal	2.68	2.87	2.60	2.68
45 I think the discipline applied by the principal is effective with the students I know	2.63	2.57	2.50	2.68
46 In my experience, my principal supports staff in matters of student discipline	2.73	3.00	2.39	2.76
47 I think the expertise and commitment of my principal are important ingredients in the success of our students	3.12	3.07	2.95	3.18
48 I have felt threatened or uncomfortable with the way I am treated by the principal	3.37	3.60	3.05	3.41

Questions 3 - 62 by Years worked in the Montesano School District

Montesano EA Climate Survey - June 2009.

	All Responde nts	2 How many years have you worked in the Montesano school district?		
	Mean	A 0 – 5	B 6 – 10	D More than 15
		Mean	Mean	Mean
49 I feel that my classes and assignments depend on my remaining silent about issues	2.81	3.13	2.26	3.00
50 I think my principal is an effective presence with students during school hours and at student events	2.82	2.73	2.75	2.91
51 I feel I can discuss problems and concerns with my principal without fear of retribution	2.85	3.07	2.50	2.91
52 I think staff members are provided a fair opportunity to voice concerns	2.61	2.73	2.35	2.76
53 I think the amount of shared decision-making in my building is appropriate	2.49	2.73	2.20	2.62
54 I think my principal advocates for staff when dealing with challenging or demanding parents	3.02	3.00	2.76	3.20
55 I like working with the staff in this school	3.47	3.47	3.35	3.57
56 In my experience, when our staff gets together, they talk about positive things happening in their classrooms	2.78	2.53	2.80	2.90
57 In my experience, needed materials and financial support for my classroom are readily available and accessible	2.02	2.07	2.10	2.00
58 In my experience, the technology available in our district has helped to enhance the quality of my work	2.66	2.73	2.35	2.90
59 In my experience, our curricula are effective in helping students meet the learning standards we have defined for them	2.14	2.00	2.00	2.45
60 I feel I have the curricula and materials I need for the students I teach	2.14	2.33	2.00	2.19
61 In my experience, our students have the programs they need to meet their academic needs	2.36	2.27	2.25	2.52
62 I think the climate in my school encourages innovation in teaching	2.75	2.67	2.75	2.81

Questions 3 - 62 by Years worked in the Montesano School District

Montesano Climate Survey, June 2009

Column 1-

- A = Montesano Junior-Senior High
- B = Simpson Intermediate
- C = Beacon Avenue Elementary
- D = Other or combination

Column 2 -

- A. What works in your school? What should be celebrated?
- B. What challenges do you think need to be addressed in your school? What changes make your work better?

Building	Comment
	<p>A. I believe that the staff gets along well and everyone has a voice in decisions to be made</p> <p>B. the one issue I would like to see addressed is for us to have an updated curriculum in math and reading. Another issue is the District moving teachers in September. It does not allow them to prepare for the upcoming year</p>
	<p>I work as a specialist in all three buildings. At <u>Beacon</u>, staff members participate on a variety of committees -- RTI, Care Team, Site Council -- and give input or collaborate for the student and/or schools benefit. Principal and special Ed administrator, special and regular ed teachers work together to develop supports and programs for children with challenges -- for example, behavior. <u>Simpson</u>: similar community atmosphere -- communities, collaboration. Principal is active in IEP meetings and support for special Ed, regular Ed teachers RE difficult kids and or learning Center programs. <u>High School</u>: principal has never attended an IEP that I'm aware of. Does not display collaborative efforts, communication style that allows for open discussion or input. I doubt he even knows my name and position</p>
	<p>A. communication among the teachers and the two elementary school principals is excellent. I don't know firsthand about the high school. Collaboration among teachers with materials and new ideas is excellent..</p> <p>B. the high school principal doesn't know who I am or what I do. There is no set reading or math curriculum in elementary schools so meeting GLEs and state requirements is sketchy -- no set materials available and no money for workbooks. A district-wide curriculum would be GREAT if money was also available for the workbooks and materials that went with them.</p>
a	<p>The new technology. Promethean [?] boards & cameras are fantastic.</p> <p>Scheduling & class size. Using an extra period to help lower class size.</p>
a	<p>A. Caring teachers wanting the best for their students. Many teachers go above & beyond their duties to help students.</p> <p>B. Intimidation and retribution by principal if you question or</p>

	disagree with him. All staff members should be treated equally.
a	<p>I have felt supported by each and every administrator I have worked for during my 21 years in Montesano. Dr. Corley has made every attempt to secure materials and equipment when I have needed them. He has supported me if there have been conflicts with parents or students. I have no complaints.</p> <p>I wish our staff was more united but it has not been so through the leadership of the three principals I have worked for in this building. We sit in the same groups at <u>every</u> meeting and function and complain if forced to move. I am pleased to see that people have friends and support groups.</p> <p>To answer question B, my work would be made better if we could stop finding fault and working to remove each administrator hired at this building. I would like to see us focus on teaching and learning, communicating positively to and about students, and communicating with one another w/o sarcasm and snide remarks.</p> <p>I am sure that David Life and Bob Corley are not perfect, but I'm not sure what our staff expects or is looking for. I have worked for a principal in another district who micro-managed each classroom, lesson plan book, and discipline decision. There were constant "surprise" observations with little notes left in your box listing ideas for improvement. The staff had no freedom and was intimidated. It was a miserable teaching experience.</p> <p>We have so much freedom and support by comparison that I have trouble understanding the difficulties we go through every other year. I also have a difficult time imagining a principal who could survive working here more than 2-3 years. Who are we going to find that will meet our standards (whatever those are) and still work toward improvement and excellence in our building? Where will this perfect candidate be found?</p> <p>I know that change is difficult. The Bill Denham-Ron Bennett-Teri Zillyette years were wonderful (though I remember being asked to vote a no-confidence vote for Bill). I really think we are going to have to settle in and provide continuity and stability for our students. They deserve it.</p>
a	<ol style="list-style-type: none"> 1. Because we are a small school, if we as a staff chose to work on a problem, the problem is usually fixed. 2. If we quit thinking as us (teachers) against them (administration) and start working together we could solve all the problems. Unfortunately, it has never been this way the entire time I have worked here.
a	<ol style="list-style-type: none"> A. Teachers work well with the motivated students and the students with learning disabilities. B. Unmotivated students are left alone and in some cases pushed down until they quit or become a discipline issue and are suspended. It seems borderline seniors are counseled towards quitting so they won't embarrass us at graduation time.—To solve this and other issues we need an environment

	<p>where teachers can brainstorm without fear of reprisal. All of us are concerned about teaching assignments made as punishment or a way of moving a teacher out of the way (to another building). Lack of trust, faith and confidence in administration is at epidemic levels. Financial mismanagement and a principal who pulls the superintendent's puppet strings call for real and immediate change.</p>
a	<p>A. The school made good choices in terms of technology upgrades, however, it seems that we may have overpaid and overreached in the spending. Adding a functional computer lab has also been a benefit. Class sizes makes for flexibility in learning/ teaching and meet the needs of students, however, the current sizes came w/o funding and have caused financial challenges to our district. The addition of NOVA Net makes credit retrieval now a possibility for students to graduate, however, we are giving away an asset that all other districts charge students for. In terms of financial decision making, this seems to be irresponsible.</p> <p>B. In order for staff to function, we need to buy into the idea that we are a staff. That would mean departments w/ chairpersons, departmental meetings, curriculum goals and standards. This is completely vacant here. Departments could propose scheduled courses, offerings and contribute to the master schedule. Tight now, no one has a clue what their teaching assignment (if any) might entail. Scheduling trainings on Friday early release days indicates that we don't believe in following the best practices of our profession, this is simply idiotic. Staffings need an agenda, need to be highly relevant, and need to be something that allow input.</p>
a	<p>A. -----</p> <p>B. The building principal has a lot of rough edges regarding his personality. Whenever he encounters someone, one of the edges usually scratches someone. He is oftentimes abrupt and/ or rude and doesn't do his research about an issue before approaching someone.</p> <p>The building needs a fresh start as an administrator; some one who encourages others to express themselves and is supportive.</p>
a	<p>B. The union should not be out to get the administration. All groups should work together for the common good.</p>
a	<p>A. The staff, despite absolutely no leadership from principal, work hard everyday to keep the school afloat. The principal refuses to work with kids, discipline kids—even if the VP is swamped with work. He is so lazy it affects the rest of the building. Our staff is really good.</p> <p>B. Challenges:</p> <ol style="list-style-type: none"> 1. Staff needs to be able to question moves made by Supt/ Principal without fear. 2. Principal needs to do <u>Something</u>. <ol style="list-style-type: none"> a. Take ½ discipline b. Lead curriculum adoption

	<ul style="list-style-type: none"> c. Get out of office d. Quit shopping for personal stuff e. Supervise events <p>3. Take responsibility for mistakes.</p> <ul style="list-style-type: none"> a. Don't blame someone else b. Do something in community. No one knows him—he has no connection with students, staff, community. <p>4. Quit being vindictive, underhanded and paranoid.</p> <p>5. Come & work <u>every day</u>, work <u>all day</u>.</p>
a	<p>A. Athletics and activities have been, for the most part, highly successful. For the most part we have good kids. Staff is willing to help each other when <u>asked</u> particularly in departments.</p> <p>B. Trust and morale are big issues between staff and administration. They have been for several years. If we have a budget let us spend it instead of freezing it every year in January. Same w/ travel.</p>
a	<p>A. The faculty, for the most part, works well together to provide the best education possible with budget freezes/ cuts for programs. Some of us do a lot with a little in terms of classroom resources purchased by the district.</p> <p>B. Administrative leadership is next to non-existent for many of us, who try to avoid contact/ confrontation with the M.H.S. principal. Inappropriate e-mails and comments to teachers is <u>NOT</u> conducive to a positive work environment, and fear of retribution prevents many of us from speaking up about administrative actions or non-actions</p>
a	<p>The staff of the math department. We continually discuss issues and methods and work to improve our classes. Success of former students.</p> <p>The division of administration and staff. We must address toe overall environment of communication and willingness to work together versus administrative hiding of agendas!</p>
a	<ul style="list-style-type: none"> A. Dedicated and professional staff B. Communication and trust level are beyond poor.
a	<p>-Works well: This is a building of very hard working staff.</p> <p>-Communication is sometimes a challenge. New ideas are sometimes perceived as challenging or attacking the other person.</p>
a	<p>A.</p> <p>There is a huge amount of community support here. I hey have very positive feelings about our district and what we do for kids. The majority of the staff here in the building at all levels (paras, secretaries, counselors, etc.) are hard working and care about kids.</p> <p>B.</p> <p>There are many changes that need to be addressed at this school. The large majority of those changes need to occur at the administrative level in this building. There are certain staff members who are very cozy with the administration and act as their eyes and ears. These people have been put in positions of authority as a</p>

reward for loyalty. In many cases, these people do little or nothing to justify these positions, some of which are a drain on resources that could be used in other areas. Loyalty is rewarded over competence and hard work.

This has created a dysfunctional work environment where a large number of staff cannot speak out to people inside or outside the district for fear of it getting back to the administration and facing reprisals. This is why many of us do not show up and voice our concerns at school board meetings. For example, at a previous board meeting, the high school principal wrote down the names of the teachers who attended and was heard to remark that he had made note of who clapped at the wrong times.

When the principal is even in the building, as he is regularly absent, he handles few if any discipline issues. All of the work is passed down to the Vice-Principal, who is then forced to do the work of two administrators. We have a student handbook at the high school that is rarely if ever followed in the prescribed punishments for student behavior. That is not to say that there should not be some flexibility in the handbook, but when it is inconsistent, it allows a breakdown of discipline in the school. This makes it harder for teachers to teach and impossible for students to learn. The principal has been known to go around after kids leave the building and throw away materials that students leave at school. This includes backpacks and binders which have contained school property such as library and textbooks. The only reason that these materials have been saved is that the custodial staff continuously fishes them out of the garbage cans!

The principal is only concerned about hearing what he wants to hear and silencing contrary opinions. During the previous two years, we had departments and department heads at the high school. The department heads would meet regularly with the administration to talk about building issues. It was established early on that the function of these meetings was not to meet and talk about building issues, but to hear the principal talk implementing his policies and goals. The only input that was allowed was the variety that supported the administration. Dissent was quickly silenced. When the principal discovered that the department heads were not going to go along with all of his ideas, the building departments were dissolved.

Now he was trying to have the conference room redesigned to be his new office at the community's expense. There is nothing wrong with his office. It has worked fine for the previous four principals over the last 18 years. The roof on the high school, on the other hand, has leaked for years and caused water damage, but those repairs are going to have to wait.

The high school deserves to have the administrators it pays for. The past two principals, who have both been hired by the current superintendent, have been atrocious. It is time for a change. We need to have an administrator that the entire staff can look up to and trust. The integrity of the building and the district has diminished so far in the

	<p>past five years it is truly sad for those of us who remember when things were better. Character, integrity, honest, compassion and trust are five qualities that are required for principals to possess and our current administrator has none of them. Instead we are presented with arrogance, paranoia, deceit, obstinacy, and aloofness. The students, staff and community of Montesano deserve better.</p>
a	<p>What works in our school? What should be celebrated?</p> <p>Well I would say the teachers are dedicated professionals and work hard to ensure success for students and provide quality education at all times. We have outstanding programs, such as college in the high school math, Advanced placement programs. English teachers that are successful with teaching students how to be successful on the WASL and in life.</p> <p>Our staff volunteer with our students to increase participation in clubs and sporting events.</p> <p>We have a fabulous staff of teachers and para-educators that are truly dedicated to our community and our students.</p> <p>What Challenges do you think need to be addressed in your school? What changes make your work better?</p> <p>Challenges are that we have no administrative support. Our vice principal at the high school tries to assist us, however if he is not here discipline doesn't get handled or the principal makes deals or bargains with kids. There is no consistency with our students. Students know that Mr. Corley isn't here that much, due to illness or whatever reasons and they laugh at him. When he talks with students he doesn't know their names, after they have been here with him and even worked as a TA in his office.</p> <p>He likes to "go after" staff members if they don't do what he thinks they should do or he will target them if they have ever challenged his thoughts or ideas of what he believes should be done.</p> <p>Our principal also talks degrading to staff members or belittles them through emails, but will not discuss to their face any issues if he doesn't like you. The joke in the high school is if Mr. Corley hasn't talked to you, you must be on his list. If he wants someone to be reprimanded he will send the vice-principal to do it, and when asked why you are being reprimanded the vice-principal doesn't know the entire story, because it is not his issue, or he isn't privy to the information.</p> <p>I do not feel we have leadership in our district that is open and one that encourages expression of ideas. If you are seen as voting against the administration you are on a list. Mr. Corley does keep names and goes after people.</p> <p>We need a leadership in a superintendent that can manage their principal's behavior and evaluate effectively, which doesn't seem to</p>

	<p>be working at this time. Ethics is also a quality that should be our principal's main foundation of functioning. I don't believe Mr. Corley likes kids; he doesn't handle discipline and will not interact with students on a regular basis. He spends hours of his time closed in his room, and seems to have more time plotting how or who he is going to attack rather than what is in the best interest of our students.</p> <p>I feel our district is in dire straights and I fear that with the lack of effectiveness our administration at the high school and district office exhibit we are not making decisions or goals that enhance our community or our students.</p> <p>Trust is a huge issue, and isn't here at the high school. High School teachers no longer eat in the lunch room due to Mr. Corley sitting in there. It is sad that someone with the experience and the possibility of doing great things has done nothing, but tear our staff apart and work in a subvert manner against staff and para-professionals.</p>
a	<p>A. I am amazed with how much freedom I am given to teach to my skills and interests, and the support I am given by administrators when I need it.</p> <p>B. I feel discouraged and embarrassed by the conduct of MEA leadership in encouraging a witch hunt against our administrators, who I feel do an outstanding, though imperfect, job. I feel that union meetings are an ineffective waste of time and wish our leadership would focus more on real progress and less on unsubstantiated opinions, the faults and mistakes of certain individuals, and a climate of gossip and backstabbing. I feel strongly enough about this as to have removed myself from all union activity until new leadership has been established.</p>
a	<p>A. Kids! We have a great student body, and that can be easily seen from the outside looking in.</p> <p>B. Challenges come back to why, as teachers, we are here. We are here for the kids, and due to current circumstances that are making the high school a tension-filled atmosphere, kids are taking second place. Large egos are not a welcome addition to a high school teaching or administrative staff. Large egos inhibit a cohesive environment, which is what is taking place w/ in the high school. Changes need to take place in the form of a united staff, which makes everyone's primary goal of student success possible. That cohesive staff only comes from an open-minded and creative principal, which we do not have.</p>
a	<p>Please note "principal" refers to principal only, <u>not</u> vice principal who is making a great effort to do both jobs. Also it is too bad that support staff weren't included because they have their own stories to tell. Celebrate: Great faculty who, for the most part, really care about all students. Great support from the community.</p> <p>Challenges: 1. Terrible morale among staff</p> <ol style="list-style-type: none"> 2. No real leader—just a figurehead—who is ethically "challenged" and frequently missing. 3. Absence of the feeling of teamwork 4. No respect for staff competence or judgment—blind loyalty is

	<p>what is rewarded here.</p> <p>5. <u>No</u> trust—I don't think most of the staff would believe anything said by either Bob or Marti because we have all had personal experiences w/ this</p> <p>6. No "real" interaction between staff or students with the principal. (Bob spends most of day in his office—if he is here)</p> <p>7. Loss of the feeling that doing the right things for kids was valued here.</p>
b	<p>A. Teachers collaborate to improve student learning. Teachers are innovative and hard working. We like each other.</p> <p>B. We have a problem with communication. Questions or divergent opinions are often interpreted as personal attacks. This stifles discussion and leaves people feeling either defensive or shut out. I would be helpful if we could make comments or ask questions without immediate judgment. Group discussions are really frustrating. It seems like our principal (who is a good, caring person) is very stressed.</p>
b	<p>A. Classroom autonomy, Creative, dedicated teachers.</p> <p>B. The principal "plays favorites" and non-conformity is seen as insubordination.</p> <p>Ability grouping doesn't work and makes future grades constantly have to catch-up just to achieve grade level.</p> <p>Students should be retained in lower grades. Social promotion only hurts low achievers in future years since they have never improved and get further behind every year.</p>
b	<p>Not treated like a professional sometimes.</p> <p>Staff meetings have no value. Could get email and learn more.</p>
b	<p>A. We have an awesome staff who really cares about our kids and their education. This is the 3rd building I have worked in and it is by far the closest staff I have worked with. For the most part, I feel that we all have each other's backs, if needed. I really appreciate working at Simpson with the staff and students I get to work with.</p> <p>B. I think we could be more positive in listening to other's ideas. Sometimes staff members get cut short on giving an idea or suggestion when we are supposed to be brainstorming new ideas. I also think not all the staff treats our students with respect.</p>
b	<p>A. The staff is committed to teaching & to their students. Celebration: Having a staff that are concerned about the district because of and for the sake of students.</p> <p>B. Communication that is truly open and staff who can be comfortable asking questions, bringing up ideas without getting a feeling of "quit complaining," "don't be negative," "we need to move on," "that can't work.'</p>
b	<p>A. Our school collaborates well. We work together to make decisions through building management, and the minutes are always communicated by grade level representatives. We also enjoy each other's company. It makes coming to work each day enjoyable—We are like family . . . sometimes we disagree, but we do so respectfully.</p>

	<p>B. I feel that we need to improve on district communication (not school). I have gotten the sense this year that our building principal was in a hard position. Her staff was asking questions, expecting answers, and she had none to give, or couldn't. At our school, I hope we don't lose any more para support. With the loss of recess before school, I am asked to be in my room and that can't always happen. I would really like to see the kids get their morning recess back. (w/o me supervising them)</p>
b	<p>A. Teachers do a great job of collaborating with each other and finding creative ways to fund both needed and extra programs for students. Teachers make-do and supplement our out-dated & fragmented curricula. Teachers support each other with student discipline challenges.</p> <p>B. –Lack of curricula –Time for students to play (recess) --Student discipline not always taken seriously enough-student's word over teacher's Scheduling so Title and SpEd do not impact academic areas as much. --Fear of speaking out against district-our principal may not do anything, but can get in trouble from Marti Harruff. --Inequity between administrators. My administrator puts in many <u>extra</u> hours. HS Principal is barely even at school, let alone extra-curricular activities.</p>
B	<p>A. use of community resources (CBEC, Grays Harbor College, Health Department – Project Alert); after-school program</p> <p>B. - principal support of teachers in terms of manipulative and enabled students and their demanding parents. Change: principal supporting teachers and being <u>their</u> advocate before anyone else - basic materials aren't funded -- paper, workbooks -- and teachers are made to feel ashamed for wanting to use these. Change: if nothing else, fund the basics - students being pulled out of class all day and teachers being expected to somehow miraculously teach them all subjects. Change: students pulled out at <u>one</u> time during the day - mutual respect. Change: I would like to be treated as a professional by my supervisor and community as opposed to a public servant</p>
c	<p>A. Teachers and staff at Beacon communicate well and often work together to solve common problems.</p> <p>B. Although I believe our principal supports our programs he is unable to get funding for curriculum. He answers our questions the best he can—but he does not seem to have influence with the district office when it comes to staffing or curriculum adoption.</p>
c	<p>A. I believe we respect and work as a team at our school. No one needs to “go on” alone. Sometimes people need to offer help to other staff but we need to know when someone needs help. Everyone works hard and Cares for the children.</p> <p>B. 1. My greatest concern is that every classroom has a number of children (in my own 4-5) that have “problems” that need the help and expertise of a counselor!! I've taught a long time, but</p>

	<p>the type of problems children have are “unique” to that child. I’ve not dealt with anyone else similar to them. We’ve been able to take “baby steps” towards improvement but nothing like what a counselor could do.</p> <p>2. I would like to <u>not worry</u> about paper-budget supplies for myself and co-workers.</p>
c	<p>A. We have a positive school environment. We treat each other with respect.</p> <p>B. WE HAVE NO MONEY FOR ANYTHING!</p>
c	<p>A. Most of the staff works well with one another and is encouraging. The teachers and paras work as a team and are willing to share ideas.</p> <p>B. I do not feel supported by my administrators.</p>
c	<p>□ The hard work the staff does—we should celebrate each other—we are too pressed for time to “celebrate.”</p> <p>Challenges</p> <ul style="list-style-type: none"> □ Better/updated curriculum □ Class sets for reading classes (new novels) □ Lap tops w/ Internet in each room (not 1 per centrum) □ New math for whole school <p>Unfortunately, all these challenges are tied to dollars we <u>DON’T</u> have!</p>
c	<p>Positive relaxed atmosphere from principal—he takes time to listen talks to you—I appreciate what teachers do for kids. Shares information & follows through with behavior in classroom</p> <p>Adjustment to change & all the chaos during construction.</p>
c	<p>A. Communication works—staff is always asked for input and solutions. Working together works great—staff looks for the best learning for our students.</p> <p>B. We need updated curriculum—Also in the lower grades we should not have to use our budget to purchase curriculum items—such as workbooks. By the time we buy all the curriculum items there is no money left for other classroom needs. Upper grades have textbooks and kids bring their own paper. It is different for the lower grades K-3. We are tired of making copies for our curriculum. Budgets aren’t fair.</p>
c	<p>A. Our principal listens & has always supported me with challenging students &/or parents. *Everybody helps/cares about <u>all</u> kids, not just those in our classrooms. Paras, teachers, custodians, secretaries etc . . . go out of their way to welcome/help kids. This caring attitude also extends to each other on staff.</p> <p>B. *Money is always an issue. At times help is needed for kids in crisis or for high-needs transfer kids. It feels like kids need to fail or threaten others to receive the help they need. Our principal & Spec Ed. Director advocate for what is needed, but are not always heard. *The other issue is a current, consistent curriculum that is not outdated & pieced together. *Teachers should have <u>working</u> computers. If they stop working, there is not a replacement.</p>

c	<p>A. What works well in your school?</p> <p>□ I think our principal treats us (teachers) as professionals. He doesn't question and undermine the decisions we make. He holds teachers to a very high level of expectations and accountability. I think staff at our school should celebrate being treated as well educated, highly qualified professionals.</p> <p>B. What challenges do you think need to be addressed in your school? What changes might make your work better?</p> <p>□ When I began teaching in this district seven years ago, the curriculum was aligned and we had wonderful programs thriving in our schools. Unfortunately it seems as though updating curriculum and aligning state and district standards has taken a back seat to many other things. I feel our administrators really need to look at whether we are really doing "what's best for kids."</p>
c	<p>A. The general feeling at Beacon Elementary is positive. Staff members overall feel included, heard and supported. Our school should celebrate that we have a good team attitude.</p> <p>B. More money for curricula and needed classroom materials from the district would be great. At this point we have to make do with whatever we can find.</p>
c	<p>#3 Depends on building assignment #5 " " " " #34 (If our Sp Ed Director counts as bldg. adm., yes; otherwise we only have one administrator.) #57 Now that curriculum purchases (consumable workbooks) are taken out of our budget for supplies, we have to choose. This has an extremely negative impact on early primary classrooms. We do not have hardbound texts; we cannot ask students to bring notebook paper and have them copy lessons. It is not a realistic expectation for 5, 6, and 7 year olds. A. We respect the fact that teachers have different instructional styles and different learning environments. B. Our Sp Education population seems to be consuming a great deal of our time in the classroom. There are so many disruptions during each day that some regular ed. students are not receiving the instructional time they need to be successful.</p>
C	<p>A. Mr. Lucas is really great and allowing discussions on all topics he listened to everyone, but is quick to help turn the discussion into a positive one if it starts to turn negative. (It usually turns negative when discussing district-wide issues) when he does turn the discussion around, it is done in a way where <u>everyone's</u> opinion is valued and respected</p> <p>B. curriculum is a huge challenge here in Montesano. We have <u>not</u> had new curriculum in a very long time. Our teacher should be praised for the <u>extra</u> amount of time and effort creating their own curriculum. We are praised here at our building, but not district-wide. I really think our administration at <u>District office</u> needs to realize what a disservice to this to our children. Why would people want to send their kids to Monte went the quality of curriculum is much better and more updated</p>

	in surrounding districts?
d	<p>A. all of the counselors are wonderful. Celebrate special services: our special ed director is awesome. She is a great leader and works with the whole team. Simpson: first grade is ability group; getting computers for students. Beacon: staff is caring, funny, and loves the students. The principal has a positive relationship with staff and parents. He backs he staff. High school: some very good teachers. The vice principal works very well with special education students.</p> <p>B. Challenges:</p> <ol style="list-style-type: none"> 2. We do not have current curriculum. Research has shown that only direct, explicit instruction works and we do not have the curriculum for this. We are completely irresponsible as a district to not have good reading and math curriculum for the K -- 6 grades. I would not recommend the school district to attend nor to work in. It is like asking a surgeon to operate with a butter knife. No one should have to design their own curriculum. The WOW training, and all it cost, could have bought the whole school district Reading curriculum. Don't let our superintendent trick you into thinking it was a good use of money 3. our High Cap program does not use research-based instruction High Cap students need direct explicit instruction at a higher level, not projects. 4. We are not ability grouping our reading and math students. 5. We retain students when research shows that it is not effective. 6. Our superintendent is way overpaid for a district this size 7. So is our business manager who doesn't even have a college degree 8. we do not make research-based decisions, often instead decisions are made based on feelings 9. the high school principal is not dealing with a couple staff members to create a hostile work environment <p>Why is XXX over technology when she knows nothing and does not have any good leadership skills? She is also not carrying her weight in terms of classes she teaches.</p>