

APPENDIX A:
SURVEY RESULTS

APPENDIX A

APPENDIX A-1 COMPARISON SURVEY RESPONSES WITHIN BATH COUNTY PUBLIC SCHOOLS

PART A OF SURVEY	ADMINISTRATOR/ PRINCIPAL RESPONSES (%)	TEACHER RESPONSES (%)
1. Overall quality of public education in the Bath County Public Schools is: Good or Excellent Fair or Poor	 75 25	 78 22
2. Overall quality of education in the Bath County Public Schools is: Improving Staying the Same Getting Worse Don't Know	 38 63 0 0	 47 19 25 8
3. Grade given to the Bath County Public Schools teachers: Above Average (A or B) Below Average (D or F)	 88 0	 74 2
4. Grade given to the Bath County Public Schools school level administrators: Above Average (A or B) Below Average (D or F)	 88 13	 54 18
5. Grade given to the Bath County Public Schools central office administrators: Above Average (A or B) Below Average (D or F)	 88 0	 41 27

**APPENDIX A-2
COMPARISON SURVEY RESPONSES
WITHIN BATH COUNTY PUBLIC SCHOOLS**

PART B	(%A + SA) / (%D + SD) ¹	
	ADMINISTRATORS/ PRINCIPALS	TEACHERS
1. The emphasis on learning in this school division has increased in recent years.	88/0	65/15
2. Our schools are safe and secure from crime.	100/0	83/5
3. Our schools effectively handle misbehavior problems.	76/13	34/48
4. Our schools have sufficient space and facilities to support the instructional programs.	38/38	39/51
5. Our schools have the materials and supplies necessary for instruction in basic skills programs such as writing and mathematics.	88/0	64/17
6. Our schools can be described as "good places to learn."	100/0	86/8
7. There is administrative support for controlling student behavior in our schools.	75/0	45/34
8. Most students in our schools are motivated to learn.	75/0	49/32
9. Lessons are organized to meet students' needs.	63/0	78/8
10. The curriculum is broad and challenging for most students.	63/0	66/10
11. There is little a teacher can do to overcome education problems due to a student's home life.	13/63	20/60
12. Teachers in our schools know the material they teach.	88/0	87/3
13. Teachers in our schools care about students' needs.	63/0	85/5
14. Teachers expect students to do their very best.	76/0	81/9
15. The school division provides adequate technology-related staff development.	76/0	69/18
16. Principals and assistant principals in our schools care about students' needs.	88/0	86/5
17. In general, parents take responsibility for their children's behavior in our schools.	38/26	27/55
18. Parents in this school division are satisfied with the education their children are receiving.	63/0	49/14
19. Most parents seem to know what goes on in our schools.	50/13	34/33
20. Parents play an active role in decision-making in our schools.	75/0	27/39
21. This community really cares about its children's education.	75/13	47/22
22. The food services department encourages student participation through customer satisfaction surveys.	26/50	12/51
23. The school division requests input on the long range technology plan.	75/13	37/28
24. Funds are managed wisely to support education in this school division.	76/0	27/39
25. Sufficient student services are provided in this school division (e.g., counseling, speech therapy, health).	63/13	57/25
26. School-based personnel play an important role in making decisions that affect schools in this school division.	76/13	22/51
27. The school division provides adequate technical support.	63/13	56/20
28. Students are often late arriving to and/or departing from school because the buses do not arrive to school on time.	13/63	2/87
29. The food services department provides nutritious and appealing meals and snacks.	63/13	30/49

¹Percent responding Agree or Strongly Agree/Percent responding Disagree or Strongly Disagree. The neutral and don't know responses are omitted.

**APPENDIX A-3
COMPARISON SURVEY RESPONSES
WITHIN BATH COUNTY PUBLIC SCHOOLS**

PART C	(%G + E) / (%F + P) ¹	
	ADMINISTRATORS PRINCIPALS	TEACHERS
1. Board of Education members' knowledge of the educational needs of students in Bath County Public Schools.	63/38	24/65
2. Board of Education members' knowledge of operations in Bath County Public Schools.	76/26	32/58
3. Board of Education members' work at setting or revising policies for Bath County Public Schools.	50/50	36/54
4. The School District Superintendent's work as the educational leader of Bath County Public Schools.	88/13	34/65
5. The School District Superintendent's work as the chief administrator (manager) of Bath County Public Schools.	100/0	49/49
6. Principals' work as the instructional leaders of their schools.	88/0	69/30
7. Principals' work as the managers of the staff and teachers.	88/0	61/36
8. Teachers' work in meeting students' individual learning needs.	50/38	77/23
9. Teachers' work in communicating with parents.	63/38	64/34
10. Teachers' attitudes about their jobs.	75/26	44/54
11. Students' ability to learn.	76/13	71/29
12. The amount of time students spend on task learning in the classroom.	51/25	64/34
13. Parents' efforts in helping their children to do better in school.	50/25	20/78
14. Parents' participation in school activities and organizations.	25/76	17/84
15. How well students' test results are explained to parents.	63/25	30/55
16. The cleanliness and maintenance of facilities in Bath County Public Schools.	75/26	61/39
17. How well relations are maintained with various groups in the community.	88/0	39/53
18. Staff development opportunities provided by Bath County Public Schools for teachers.	76/13	47/53
19. Staff development opportunities provided by Bath County Public Schools for school administrators.	75/25	19/19
20. The school district's job of providing adequate instructional technology.	88/0	58/40
21. The school district's use of technology for administrative purposes.	75/13	45/20

¹Percent responding *Good* or *Excellent* / Percent responding *Fair* or *Poor*. The *don't know* responses are omitted.

**APPENDIX A-4
COMPARISON SURVEY RESPONSES
WITHIN BATH COUNTY PUBLIC SCHOOLS**

PART D: WORK ENVIRONMENT	(% A + SA) / (% D + SD) ¹	
	ADMINISTRATORS/ PRINCIPALS	TEACHERS
1. I find Bath County Public Schools to be an exciting, challenging place to work.	88/0	63/9
2. The work standards and expectations in Bath County Public Schools are equal to or above those of most other school districts.	50/0	49/12
3. Bath County Public Schools officials enforce high work standards.	75/0	47/22
4. Most Bath County Public Schools teachers enforce high student learning standards.	75/0	73/9
5. Bath County Public Schools teachers and administrators have excellent working relationships.	88/0	37/42
6. <u>Teachers</u> who do not meet expected work standards are disciplined.	38/0	12/44
7. <u>Staff</u> who do not meet expected work standards are disciplined.	38/0	12/35
8. I feel that I have the authority to adequately perform my job responsibilities.	76/25	90/3
9. I have adequate facilities in which to conduct my work.	76/26	82/11
10. I have adequate equipment and computer support to conduct my work.	88/0	70/20
11. The workloads are equitably distributed among teachers and among staff members.	63/13	30/41
12. No one knows or cares about the amount or quality of work that I perform.	13/50	30/46
13. Workload is evenly distributed.	38/13	32/35
14. If there were an emergency in the schools, I would know how to respond appropriately.	100/0	91/5
15. I often observe other teachers and/or staff socializing rather than working while on the job.	25/38	30/43

¹Percent responding *Agree* or *Strongly Agree*/Percent responding *Disagree* or *Strongly Disagree*. The *neutral* and *don't know* responses are omitted.

**APPENDIX A-5
COMPARISON SURVEY RESPONSES
WITHIN BATH COUNTY PUBLIC SCHOOLS**

PART E: JOB SATISFACTION	(%A + SA) / (% D + SD) ¹	
	ADMINISTRATORS/ PRINCIPALS	TEACHERS
1. I am very satisfied with my job in Bath County Public Schools.	88/0	68/3
2. I plan to continue my career in Bath County Public Schools.	75/13	62/9
3. I am actively looking for a job outside of Bath County Public Schools.	25/63	10/63
4. Salary levels in Bath County Public Schools are competitive.	13/38	12/73
5. I feel that my work is appreciated by my supervisor(s).	75/13	43/31
6. I feel that I am an integral part of Bath County Public Schools team.	75/13	56/19
7. I feel that there is no future for me in Bath County Public Schools.	25/50	8/61
8. My salary level is adequate for my level of work and experience.	38/50	12/66

¹Percent responding *Agree* or *Strongly Agree*/Percent responding *Disagree* or *Strongly Disagree*. The *neutral* and *don't know* responses are omitted.

**APPENDIX A-6
COMPARISON SURVEY RESPONSES
WITHIN BATH COUNTY PUBLIC SCHOOLS**

PART F: ADMINISTRATIVE STRUCTURE/PRACTICES	(% A + SA) / (% D + SD) ¹	
	ADMINISTRATORS/ PRINCIPALS	TEACHERS
1. Most administrative practices in Bath County Public Schools are highly effective and efficient.	75/0	40/44
2. Administrative decisions are made promptly and decisively.	75/0	28/43
3. Bath County Public Schools administrators are easily accessible and open to input.	100/0	50/35
4. Authority for administrative decisions is delegated to the lowest possible level.	63/13	12/26
5. Teachers and staff are empowered with sufficient authority to effectively perform their responsibilities.	88/0	60/17
6. Major bottlenecks exist in many administrative processes which cause unnecessary time delays.	26/63	32/25
7. The extensive committee structure in Bath County Public Schools ensures adequate input from teachers and staff on most important decisions.	63/0	32/51
8. Bath County Public Schools has too many committees.	25/50	32/32
9. Bath County Public Schools has too many layers of administrators.	13/63	14/51
10. Most of Bath County Public Schools administrative processes (e.g., purchasing, travel requests, leave applications, personnel, etc.) are highly efficient and responsive.	88/0	56/24
11. Central office administrators are responsive to school needs.	88/0	37/27
12. Central office administrators provide quality service to schools.	100/0	40/26

¹Percent responding *Agree* or *Strongly Agree*/Percent responding *Disagree* or *Strongly Disagree*. The *neutral* and *don't know* responses are omitted.

**APPENDIX A-7
COMPARISON SURVEY RESPONSES
WITHIN BATH COUNTY PUBLIC SCHOOLS**

PART G: SCHOOL DISTRICT/PROGRAM FUNCTION	% NEEDS SOME IMPROVEMENT + NEEDS MAJOR IMPROVEMENT	/	% ADEQUATE ¹ + OUTSTANDING
	ADMINISTRATORS/ PRINCIPALS		TEACHERS
a. Budgeting	50/51		82/8
b. Strategic planning	63/38		56/24
c. Curriculum planning	76/13		44/51
d. Financial management and accounting	13/76		39/34
e. Community relations	38/63		47/34
f. Program evaluation, research, and assessment	51/38		47/33
g. Instructional technology	25/76		39/54
h. Pupil accounting	13/63		39/38
i. Instructional coordination/supervision	38/50		39/51
j. Instructional support	38/50		43/51
k. Federal Programs (e.g., Title I, Special Education) coordination	51/50		54/34
l. Personnel recruitment	26/75		44/24
m. Personnel selection	50/50		52/22
n. Personnel evaluation	51/51		43/47
o. Staff development	38/63		44/49
p. Data processing	13/50		26/34
q. Purchasing	25/63		33/37
r. Plant maintenance	88/13		36/36
s. Facilities planning	63/38		34/31
t. Transportation	50/51		20/44
u. Food service	50/50		46/40
v. Custodial services	50/50		44/51
w. Risk management	13/63		32/24
x. Administrative technology	13/76		29/36
y. Grants administration	38/38		33/15

¹Percent responding *Needs Some Improvement* or *Needs Major Improvement* / Percent responding *Adequate* or *Outstanding*. The *should be eliminated* and *don't know* responses are omitted.

**APPENDIX A-8
COMPARISON SURVEY RESPONSES
WITHIN BATH COUNTY PUBLIC SCHOOLS**

PART H: OPERATIONS	ADMINISTRATORS/ PRINCIPALS (%)	TEACHERS (%)
1. The overall operation of Bath County Public Schools is:		
Highly efficient	0	5
Above average in efficiency	63	25
Average in efficiency	38	54
Less efficient than most other school districts	0	8
Don't know	0	7
2. The operational efficiency of Bath County Public Schools could be improved by:		
Outsourcing some support services	25	17
Offering more programs	38	39
Offering fewer programs	0	5
Increasing the number of administrators	13	22
Reducing the number of administrators	13	14
Increasing the number of teachers	0	53
Reducing the number of teachers	25	0
Increasing the number of support staff	13	58
Reducing the number of support staff	0	2
Increasing the number of facilities	25	36
Reducing the number of facilities	0	3
Rezoning schools	13	2
Other	13	3

*Percentages may add up to over 100 percent due to rounding.

**APPENDIX A-9
COMPARISON SURVEY RESPONSES
BATH COUNTY PUBLIC SCHOOLS ADMINISTRATORS¹ AND
ADMINISTRATORS IN OTHER SCHOOL DISTRICTS**

PART A OF SURVEY	BATH COUNTY PUBLIC SCHOOLS ADMINISTRATORS (%)	OTHER SCHOOL DISTRICT ADMINISTRATORS (%)
1. Overall quality of public education in the school district is: Good or Excellent Fair or Poor	75 25	87 12
2. Overall quality of education in the school district is: Improving Staying the Same Getting Worse Don't Know	38 63 0 0	72 19 7 2
3. Grade given to teachers: Above Average (A or B) Below Average (D or F)	88 0	84 1
4. Grade given to school administrators: Above Average (A or B) Below Average (D or F)	88 13	85 2
5. Grade given to school district administrators: Above Average (A or B) Below Average (D or F)	88 0	70 8

¹ For comparison purposes, administrators and principals in other school districts were combined in order to benchmark against a similar grouping in Bath County Public Schools.

**APPENDIX A-10
COMPARISON SURVEY RESPONSES
BATH COUNTY PUBLIC SCHOOLS ADMINISTRATORS¹ AND
ADMINISTRATORS IN OTHER SCHOOL DISTRICTS**

PART B	(% A + SA) / (% D + SD) ²	
	BATH COUNTY PUBLIC SCHOOLS ADMINISTRATORS	OTHER SCHOOL DISTRICT ADMINISTRATORS
1. The emphasis on learning in this school division has increased in recent years.	88/0	86/6
2. Our schools are safe and secure from crime.	100/0	71/13
3. Our schools effectively handle misbehavior problems.	76/13	68/18
4. Our schools have sufficient space and facilities to support the instructional programs.	38/38	30/59
5. Our schools have the materials and supplies necessary for instruction in basic skills programs such as writing and mathematics.	88/0	70/18
6. Our schools can be described as "good places to learn."	100/0	89/3
7. There is administrative support for controlling student behavior in our schools.	75/0	83/8
8. Most students in our schools are motivated to learn.	75/0	73/13
9. Lessons are organized to meet students' needs.	63/0	72/10
10. The curriculum is broad and challenging for most students.	63/0	74/11
11. There is little a teacher can do to overcome education problems due to a student's home life.	13/63	16/71
12. Teachers in our schools know the material they teach.	88/0	83/4
13. Teachers in our schools care about students' needs.	63/0	89/3
14. Teachers expect students to do their very best.	76/0	83/6
15. The school division provides adequate technology-related staff development.	76/0	n/a
16. Principals and assistant principals in our schools care about students' needs.	88/0	93/2
17. In general, parents take responsibility for their children's behavior in our schools.	38/26	52/30
18. Parents in this school division are satisfied with the education their children are receiving.	63/0	66/11
19. Most parents seem to know what goes on in our schools.	50/13	40/39
20. Parents play an active role in decision-making in our schools.	75/0	47/23
21. This community really cares about its children's education.	75/13	72/12
22. The food services department encourages student participation through customer satisfaction surveys.	26/50	n/a
23. The school division requests input on the long range technology plan.	75/13	n/a
24. Funds are managed wisely to support education in this school division.	76/0	68/17
25. Sufficient student services are provided in this school division (e.g., counseling, speech therapy, health).	63/13	57/33
26. School-based personnel play an important role in making decisions that affect schools in this school division.	76/13	n/a
27. The school division provides adequate technical support.	63/13	n/a
28. Students are often late arriving to and/or departing from school because the buses do not arrive to school on time.	13/63	n/a
29. The food services department provides nutritious and appealing meals and snacks.	63/13	n/a

¹For comparison purposes, administrators and principals in other school districts were combined in order to benchmark against a similar grouping in Bath County Public Schools.

²Percent responding *Agree* or *Strongly Agree*/Percent responding *Disagree* or *Strongly Disagree*.

**APPENDIX A-11
COMPARISON SURVEY RESPONSES
BATH COUNTY PUBLIC SCHOOLS ADMINISTRATORS¹ AND
ADMINISTRATORS IN OTHER SCHOOL DISTRICTS**

PART C	(% G+ E) / (% F + P) ²	
	BATH COUNTY PUBLIC SCHOOLS ADMINISTRATORS	OTHER SCHOOL DISTRICT ADMINISTRATORS
1. Board of Education members' knowledge of the educational needs of students in the school district.	63/38	37/59
2. Board of Education members' knowledge of operations in Bath County Public Schools.	76/26	37/59
3. Board of Education members' work at setting or revising policies for the school district.	50/50	45/50
4. The school district Superintendent's work as the educational leader of the school district.	88/13	71/26
5. The school district Superintendent's work as the chief administrator (manager) of the school district.	100/0	73/26
6. Principals' work as the instructional leaders of their schools.	88/0	82/15
7. Principals' work as the managers of the staff and teachers.	88/0	86/11
8. Teachers' work in meeting students' individual learning needs.	50/38	73/23
9. Teachers' work in communicating with parents.	63/38	60/35
10. Teachers' attitudes about their jobs.	75/26	58/39
11. Students' ability to learn.	76/13	80/16
12. The amount of time students spend on task learning in the classroom.	51/25	66/25
13. Parents' efforts in helping their children to do better in school.	50/25	34/59
14. Parents' participation in school activities and organizations.	25/76	31/63
15. How well students' test results are explained to parents.	63/25	44/48
16. The cleanliness and maintenance of facilities in the school district.	75/26	64/35
17. How well relations are maintained with various groups in the community.	88/0	59/37
18. Staff development opportunities provided by the school district for teachers.	76/13	64/33
19. Staff development opportunities provided by the school district for school administrators.	75/25	57/40
20. The school district's job of providing adequate instructional technology.	88/0	49/49
21. The school district's use of technology for administrative purposes.	75/13	51/47

¹ For comparison purposes, administrators and principals in other school districts were combined in order to benchmark against a similar grouping in Bath County Public Schools.

² Percent responding *Good* or *Excellent* / Percent responding *Fair* or *Poor*.

**APPENDIX A-12
COMPARISON SURVEY RESPONSES
BATH COUNTY PUBLIC SCHOOLS ADMINISTRATORS¹ AND
ADMINISTRATORS IN OTHER SCHOOL DISTRICTS**

PART D: WORK ENVIRONMENT	(% A + SA) / (% D + SD)²	
	BATH COUNTY PUBLIC SCHOOLS ADMINISTRATORS	OTHER SCHOOL DISTRICT ADMINISTRATORS
1. I find the school district to be an exciting, challenging place to work.	88/0	84/6
2. The work standards and expectations in the school district are equal to or above those of most other school districts.	50/0	79/8
3. School district officials enforce high work standards.	75/0	75/11
4. Most school district teachers enforce high student learning standards.	75/0	74/7
5. School district teachers and administrators have excellent working relationships.	88/0	64/14
6. Teachers who do not meet expected work standards are disciplined.	38/0	33/36
7. Staff who do not meet expected work standards are disciplined.	38/0	45/30
8. I feel that I have the authority to adequately perform my job responsibilities.	76/25	80/13
9. I have adequate facilities in which to do my work.	76/26	71/22
10. I have adequate equipment and computer support to do my work.	88/0	66/26
11. The workloads are equitably distributed among teachers and among staff members.	63/13	50/25
12. No one knows or cares about the amount or quality of work that I perform.	13/50	19/67
13. Workload is evenly distributed.	38/13	39/40
14. If there were an emergency in the schools, I would know how to respond appropriately.	101/0	N/A
15. I often observe other teachers and/or staff socializing rather than working while on the job.	25/38	15/67

For comparison purposes, administrators and principals in other school districts were combined in order to benchmark against a similar grouping in Bath County Public Schools.

² Percent responding *Agree* or *Strongly Agree* / Percent responding *Disagree* or *Strongly Disagree*.

**APPENDIX A-13
COMPARISON SURVEY RESPONSES
BATH COUNTY PUBLIC SCHOOLS ADMINISTRATORS¹ AND
ADMINISTRATORS IN OTHER SCHOOL DISTRICTS**

PART E: JOB SATISFACTION	(% A + SA) / (% D + SD) ²	
	BATH COUNTY PUBLIC SCHOOLS ADMINISTRATORS	OTHER SCHOOL DISTRICT ADMINISTRATORS
1. I am very satisfied with my job in the school district.	88/0	80/10
2. I plan to continue my career in the school district.	75/13	82/5
3. I am actively looking for a job outside of the school district.	25/63	9/78
4. Salary levels in the school district are competitive (with other school districts).	13/38	41/46
5. I feel that my work is appreciated by my supervisor(s).	75/13	70/16
6. I feel that I am an integral part of the school district.	75/13	72/13
7. I feel that there is no future for me in the school district.	25/50	9/79
8. My salary level is adequate for my level of work and experience.	38/50	34/56

¹ For comparison purposes, administrators and principals in other school districts were combined in order to benchmark against a similar grouping in Bath County Public Schools.

² Percent responding *Agree* or *Strongly Agree* / Percent responding *Disagree* or *Strongly Disagree*.

**APPENDIX A-14
COMPARISON SURVEY RESPONSES
BATH COUNTY PUBLIC SCHOOLS ADMINISTRATORS¹ AND
ADMINISTRATORS IN OTHER SCHOOL DISTRICTS**

PART F: ADMINISTRATIVE STRUCTURE/PRACTICES	(% A + SA) / (% D + SD) ²	
	BATH COUNTY PUBLIC SCHOOLS ADMINISTRATORS	OTHER SCHOOL DISTRICT ADMINISTRATORS
1. Most administrative practices in the school district are highly effective and efficient.	75/0	62/20
2. Administrative decisions are made promptly and decisively.	75/0	50/30
3. School district administrators are easily accessible and open to input.	100/0	70/16
4. Authority for administrative decisions is delegated to the lowest possible level.	63/13	36/39
5. Teachers and staff are empowered with sufficient authority to effectively perform their responsibilities.	88/0	69/13
6. Major bottlenecks exist in many administrative processes which cause unnecessary time delays.	26/63	40/37
7. The extensive committee structure in the school district ensures adequate input from teachers and staff on most important decisions.	63/0	58/20
8. The school district has too many committees.	25/50	37/33
9. The school district has too many layers of administrators.	13/63	19/64
10. Most administrative processes (e.g., purchasing, travel requests, leave applications, personnel, etc.) are highly efficient and responsive.	88/0	59/24
11. Central office administrators are responsive to school needs.	88/0	69/15
12. Central office administrators provide quality service to schools.	100/0	70/13

¹ For comparison purposes, administrators and principals in other school districts were combined in order to benchmark against a similar grouping in Bath County Public Schools.

² Percent responding *Agree* or *Strongly Agree* / Percent responding *Disagree* or *Strongly Disagree*.

**APPENDIX A-15
COMPARISON SURVEY RESPONSES
BATH COUNTY PUBLIC SCHOOLS ADMINISTRATORS¹ AND
ADMINISTRATORS IN OTHER SCHOOL DISTRICTS**

PART G:	% NEEDS SOME IMPROVEMENT + NEEDS MAJOR IMPROVEMENT	/	% ADEQUATE + OUTSTANDING ²
SCHOOL DISTRICT/PROGRAM FUNCTION	BATH COUNTY PUBLIC SCHOOLS ADMINISTRATORS		OTHER SCHOOL DISTRICTS ADMINISTRATORS
a. Budgeting	50/51		45/51
b. Strategic planning	63/38		46/43
c. Curriculum planning	76/13		43/50
d. Financial management and accounting	13/76		36/58
e. Community relations	38/63		43/52
f. Program evaluation, research, and assessment	51/38		41/51
g. Instructional technology	25/76		56/39
h. Pupil accounting	13/63		28/58
i. Instructional coordination/supervision	38/50		36/55
j. Instructional support	38/50		40/51
k. Federal Programs (e.g., Title I, Special Education) coordination	51/50		32/52
l. Personnel recruitment	26/75		44/46
m. Personnel selection	50/50		40/53
n. Personnel evaluation	51/51		46/50
o. Staff development	38/63		44/53
p. Data processing	13/50		39/49
q. Purchasing	25/63		34/58
r. Plant maintenance	88/13		50/47
s. Facilities planning	63/38		47/46
t. Transportation	50/51		33/60
u. Food service	50/50		29/66
v. Custodial services	50/50		42/54
w. Risk management	13/63		26/58
x. Administrative technology	13/76		49/47
y. Grants administration	38/38		n/a

¹ For comparison purposes, administrators and principals in other school districts were combined in order to benchmark against a similar grouping in Bath County Public Schools.

² Percent responding *Needs Some Improvement* or *Needs Major Improvement* / Percent responding *Adequate* or *Outstanding*.

**APPENDIX A-16
COMPARISON SURVEY RESPONSES
BATH COUNTY PUBLIC SCHOOLS TEACHERS AND
TEACHERS IN OTHER SCHOOL DISTRICTS**

PART A OF SURVEY	BATH COUNTY PUBLIC SCHOOLS (%)	OTHER SCHOOL DISTRICTS (%)
1. Overall quality of public education in the school district is: Good or Excellent Fair or Poor	 78 22	 74 25
2. Overall quality of education in the school district is: Improving Staying the Same Getting Worse Don't Know	 47 19 25 8	 53 27 16 4
3. Grade given to teachers: Above Average (A or B) Below Average (D or F)	 74 2	 83 1
4. Grade given to school administrators: Above Average (A or B) Below Average (D or F)	 54 18	 59 11
5. Grade given to school district administrators: Above Average (A or B) Below Average (D or F)	 41 27	 38 21

**APPENDIX A-17
COMPARISON SURVEY RESPONSES
BATH COUNTY PUBLIC SCHOOLS TEACHERS AND
TEACHERS IN OTHER SCHOOL DISTRICTS**

PART B	(% A + SA) / (% D + SD) ¹	
	BATH COUNTY PUBLIC SCHOOLS	OTHER SCHOOL DISTRICTS
1. The emphasis on learning in this school division has increased in recent years.	65/15	71/13
2. Our schools are safe and secure from crime.	83/5	53/28
3. Our schools effectively handle misbehavior problems.	34/48	37/48
4. Our schools have sufficient space and facilities to support the instructional programs.	39/51	28/62
5. Our schools have the materials and supplies necessary for instruction in basic skills programs such as writing and mathematics.	64/17	54/31
6. Our schools can be described as "good places to learn."	86/8	74/11
7. There is administrative support for controlling student behavior in our schools.	45/34	55/29
8. Most students in our schools are motivated to learn.	49/32	55/29
9. Lessons are organized to meet students' needs.	78/8	79/9
10. The curriculum is broad and challenging for most students.	66/10	77/11
11. There is little a teacher can do to overcome education problems due to a student's home life.	20/60	35/46
12. Teachers in our schools know the material they teach.	87/3	88/4
13. Teachers in our schools care about students' needs.	85/5	91/3
14. Teachers expect students to do their very best.	81/9	88/4
15. The school division provides adequate technology-related staff development.	69/18	n/a
16. Principals and assistant principals in our schools care about students' needs.	86/5	83/7
17. In general, parents take responsibility for their children's behavior in our schools.	27/55	27/53
18. Parents in this school division are satisfied with the education their children are receiving.	49/14	53/14
19. Most parents seem to know what goes on in our schools.	34/33	29/50
20. Parents play an active role in decision-making in our schools.	27/39	36/38
21. This community really cares about its children's education.	47/22	49/27
22. The food services department encourages student participation through customer satisfaction surveys.	12/51	n/a
23. The school division requests input on the long range technology plan.	37/28	n/a
24. Funds are managed wisely to support education in this school division.	27/39	28/46
25. Sufficient student services are provided in this school division (e.g., counseling, speech therapy, health).	57/25	53/34
26. School-based personnel play an important role in making decisions that affect schools in this school division.	22/51	35/33
27. The school division provides adequate technical support.	56/20	n/a
28. Students are often late arriving to and/or departing from school because the buses do not arrive to school on time.	2/87	17/60
29. The food services department provides nutritious and appealing meals and snacks.	30/49	43/34

¹ Percent responding Agree or Strongly Agree / Percent responding Disagree or Strongly Disagree. The neutral and don't know responses are omitted.

**APPENDIX A-18
COMPARISON SURVEY RESPONSES
BATH COUNTY PUBLIC SCHOOLS TEACHERS AND
TEACHERS IN OTHER SCHOOL DISTRICTS**

PART C	(%G+ E) / (%F + P)¹	
	BATH COUNTY PUBLIC SCHOOLS	OTHER SCHOOL DISTRICTS
1. Board of Education members' knowledge of the educational needs of students in the school district.	24/65	24/64
2. Board of Education members' knowledge of operations in the school district.	32/58	29/55
3. Board of Education members' work at setting or revising policies for the school district.	36/54	27/58
4. The school district Superintendent's work as the educational leader of the school district.	34/65	49/40
5. The school district Superintendent's work as the chief administrator (manager) of the school district.	49/49	50/38
6. Principals' work as the instructional leaders of their schools.	69/30	63/36
7. Principals' work as the managers of the staff and teachers.	61/36	67/32
8. Teachers' work in meeting students' individual learning needs.	77/23	79/20
9. Teachers' work in communicating with parents.	64/34	75/24
10. Teachers' attitudes about their jobs.	44/54	50/49
11. Students' ability to learn.	71/29	64/35
12. The amount of time students spend on task learning in the classroom.	64/34	60/37
13. Parents' efforts in helping their children to do better in school.	20/78	21/76
14. Parents' participation in school activities and organizations.	17/84	23/75
15. How well students' test results are explained to parents.	30/55	38/52
16. The cleanliness and maintenance of facilities in the school district.	61/39	52/47
17. How well relations are maintained with various groups in the community.	39/53	43/44
18. Staff development opportunities provided by the school district for teachers.	47/53	61/38
19. Staff development opportunities provided by the school district for school administrators.	19/19	32/22
20. The school district's job of providing adequate instructional technology.	58/40	47/51
21. The school district's use of technology for administrative purposes.	45/20	45/31

¹ Percent responding *Good* or *Excellent* / Percent responding *Fair* or *Poor*. The *don't know* responses are omitted.

**APPENDIX A-19
COMPARISON SURVEY RESPONSES
BATH COUNTY PUBLIC SCHOOLS TEACHERS AND
TEACHERS IN OTHER SCHOOL DISTRICTS**

PART D: WORK ENVIRONMENT	(% A + SA) / (% D + SD) ¹	
	BATH COUNTY PUBLIC SCHOOLS	OTHER SCHOOL DISTRICTS
1. I find the school district to be an exciting, challenging place to work.	63/9	69/12
2. The work standards and expectations in the school district are equal to or above those of most other school districts.	49/12	63/14
3. School district officials enforce high work standards.	47/22	63/15
4. Most school district teachers enforce high student learning standards.	73/9	78/8
5. School district teachers and administrators have excellent working relationships.	37/42	45/26
6. Teachers who do not meet expected work standards are disciplined.	12/44	25/39
7. Staff who do not meet expected work standards are disciplined.	12/35	23/36
8. I feel that I have the authority to adequately perform my job responsibilities.	90/3	81/12
9. I have adequate facilities in which to do my work.	82/11	69/23
10. I have adequate equipment and computer support to do my work.	70/20	54/36
11. The workloads are equitably distributed among teachers and among staff members.	30/41	40/43
12. No one knows or cares about the amount or quality of work that I perform.	30/46	24/58
13. Workload is evenly distributed.	32/35	36/43
14. If there were an emergency in the schools, I would know how to respond appropriately.	91/5	87/7
15. I often observe other teachers and/or staff socializing rather than working while on the job.	30/43	18/66

¹ Percent responding *Agree* or *Strongly Agree* / Percent responding *Disagree* or *Strongly Disagree*. The *neutral* and *don't know* responses are omitted.

**APPENDIX A-20
COMPARISON SURVEY RESPONSES
BATH COUNTY PUBLIC SCHOOLS TEACHERS
AND TEACHERS IN OTHER SCHOOL DISTRICTS**

PART E: JOB SATISFACTION	(% A + SA) / (% D + SD) ¹	
	BATH COUNTY PUBLIC SCHOOLS	OTHER SCHOOL DISTRICTS
1. I am very satisfied with my job in the school district.	68/3	70/15
2. I plan to continue my career in the school district.	62/9	76/8
3. I am actively looking for a job outside of the school district.	10/63	11/74
4. Salary levels in the school district are competitive (with other school districts).	12/73	33/53
5. I feel that my work is appreciated by my supervisor(s).	43/31	65/21
6. I feel that I am an integral part of the school district.	56/19	59/20
7. I feel that there is no future for me in the school district.	8/61	12/73
8. My salary level is adequate for my level of work and experience.	12/66	20/69

¹ Percent responding *Agree* or *Strongly Agree* / Percent responding *Disagree* or *Strongly Disagree*. The *neutral* and *don't know* responses are omitted.

**APPENDIX A-21
COMPARISON SURVEY RESPONSES
BATH COUNTY PUBLIC SCHOOLS TEACHERS AND
TEACHERS IN OTHER SCHOOL DISTRICTS**

PART F: ADMINISTRATIVE STRUCTURE/PRACTICES	(% A + SA) / (% D + SD) ¹	
	BATH COUNTY PUBLIC SCHOOLS	OTHER SCHOOL DISTRICTS
1. Most administrative practices in the school district are highly effective and efficient.	40/44	34/36
2. Administrative decisions are made promptly and decisively.	28/43	36/36
3. School district administrators are easily accessible and open to input.	50/35	39/35
4. Authority for administrative decisions is delegated to the lowest possible level.	12/26	15/29
5. Teachers and staff are empowered with sufficient authority to effectively perform their responsibilities.	60/17	55/27
6. Major bottlenecks exist in many administrative processes which cause unnecessary time delays.	32/25	45/19
7. The extensive committee structure in the school district ensures adequate input from teachers and staff on most important decisions.	32/51	29/39
8. The school district has too many committees.	32/32	43/13
9. The school district has too many layers of administrators.	14/51	53/15
10. Most administrative processes (e.g., purchasing, travel requests, leave applications, personnel, etc.) are highly efficient and responsive.	56/24	35/28
11. Central office administrators are responsive to school needs.	37/27	27/34
12. Central office administrators provide quality service to schools.	40/26	27/31

¹ Percent responding *Agree* or *Strongly Agree* / Percent responding *Disagree* or *Strongly Disagree*. The *neutral* and *don't know* responses are omitted.

**APPENDIX A-22
COMPARISON SURVEY RESPONSES
BATH COUNTY PUBLIC SCHOOLS TEACHERS AND
TEACHERS IN OTHER SCHOOL DISTRICTS**

PART G: SCHOOL DISTRICT/PROGRAM FUNCTION	% NEEDS SOME IMPROVEMENT + NEEDS MAJOR IMPROVEMENT	/	% ADEQUATE ¹ + OUTSTANDING
	BATH COUNTY PUBLIC SCHOOLS		OTHER SCHOOL DISTRICTS
a. Budgeting	82/8		65/16
b. Strategic planning	56/24		47/24
c. Curriculum planning	44/51		52/41
d. Financial management and accounting	39/34		49/23
e. Community relations	47/34		53/38
f. Program evaluation, research, and assessment	47/33		42/38
g. Instructional technology	39/54		53/40
h. Pupil accounting	39/38		29/39
i. Instructional coordination/supervision	39/51		38/48
j. Instructional support	43/51		48/45
k. Federal Programs (e.g., Title I, Special Education) coordination	54/34		36/40
l. Personnel recruitment	44/24		40/35
m. Personnel selection	52/22		42/37
n. Personnel evaluation	43/47		41/48
o. Staff development	44/49		42/52
p. Data processing	26/34		21/34
q. Purchasing	33/37		33/30
r. Plant maintenance	36/36		41/37
s. Facilities planning	34/31		41/28
t. Transportation	20/44		32/46
u. Food service	46/40		41/47
v. Custodial services	44/51		44/49
w. Risk management	32/24		22/32
x. Administrative technology	29/36		24/34
y. Grants administration	33/15		21/32

¹ Percent responding *Needs Some Improvement* or *Needs Major Improvement* / Percent responding *Adequate* or *Outstanding*. The *neutral* and *don't know* responses are omitted.