

**NORTH HAMPTON SCHOOL  
STAFF SURVEY**

Chad S. Novak  
Tracy A. Fowler, M.A.  
Andrew E. Smith, Ph.D.

University of New Hampshire  
Survey Center

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## **The University of New Hampshire**

### **Survey Center**

The UNH Survey Center is an independent, non-partisan academic survey research organization and a division of the UNH College of Liberal Arts.

The Survey Center conducts telephone, mail, e-mail, Internet, and intercept surveys, as well as focus groups and other qualitative research for university researchers, government agencies, public non-profit organizations, private businesses, and media clients.

Our senior staff has over 40 years experience in designing and conducting custom research on a broad range of political, social, health care, and other public policy issues.

Dr. Andrew E. Smith, Director  
UNH Survey Center  
Thompson Hall  
Durham, New Hampshire 03824  
603/862-2226 (voice)  
603/862-1488 (FAX)  
Andrew.Smith@unh.edu

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### Executive Summary

The University of New Hampshire Survey Center conducted a survey for the North Hampton School (NHS). The specific areas of interest staff members’ opinion of the school in regards to subjects including communication, work environment, and the curriculum. Ninety-six (96) staff members were emailed invitations with a link to the survey on January 6 and a reminder email was sent on January 15. Seventy-four (74) staff members responded to the survey between January 6 and January 18; the response rate is 77 percent.

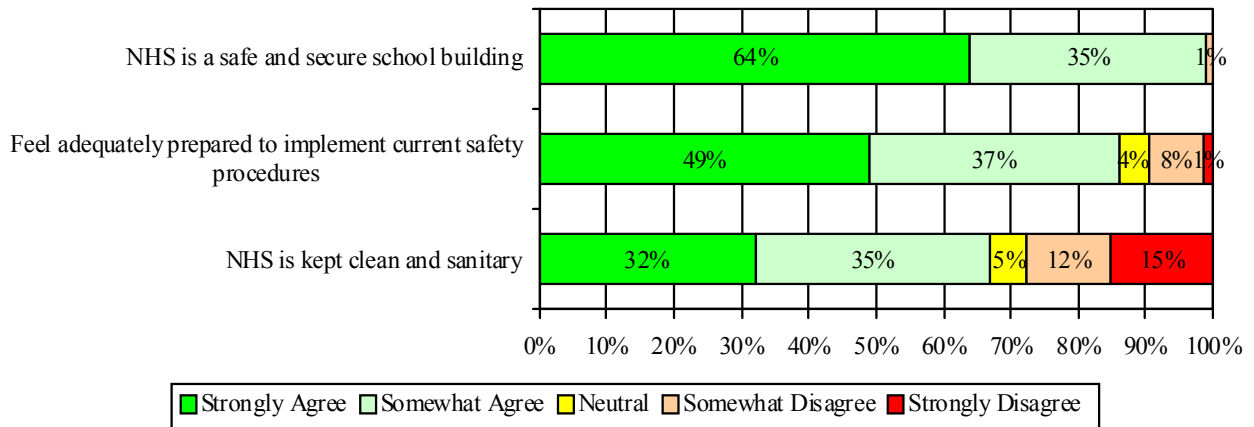
The following figures display survey results, detailed tabular results can be found in Appendix A and Appendix B includes the survey instrument.

*\*Caution should be used when interpreting demographic differences seen in the detailed tabular results. Due to the small number of cases in demographic categories, large differences in demographics may not translate into statistically significant differences.*

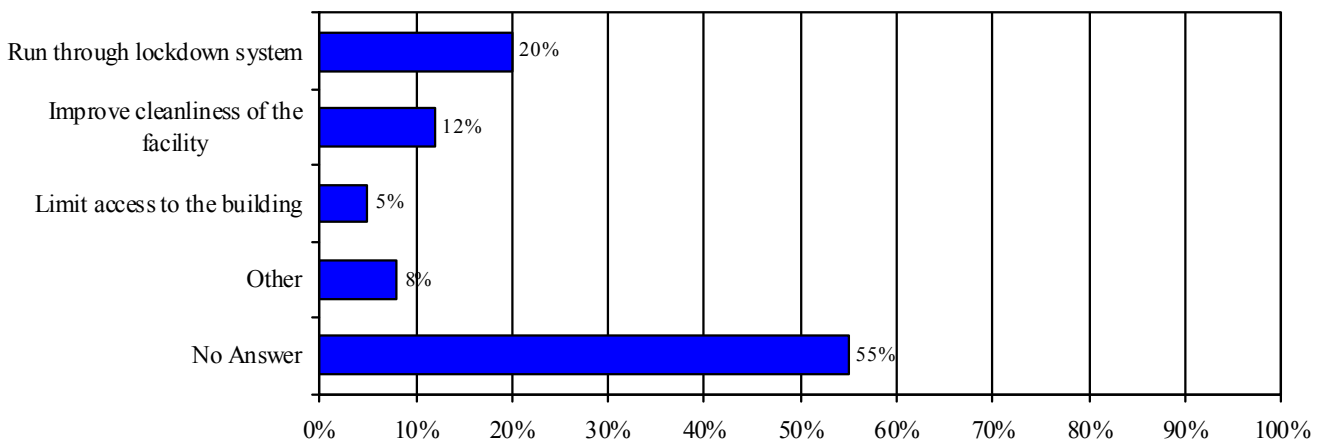
#### Safety and Security

*NHS staff members consider NHS a safe building, but they feel more can be done to keep it clean and sanitary.*

Virtually all NHS staff members (99%) agree (64% “strongly” and 35% “somewhat”) that NHS is a safe and secure building, 86 percent agree they feel adequately prepared to implement current safety procedures, and 67 percent agree that NHS is kept clean and sanitary.



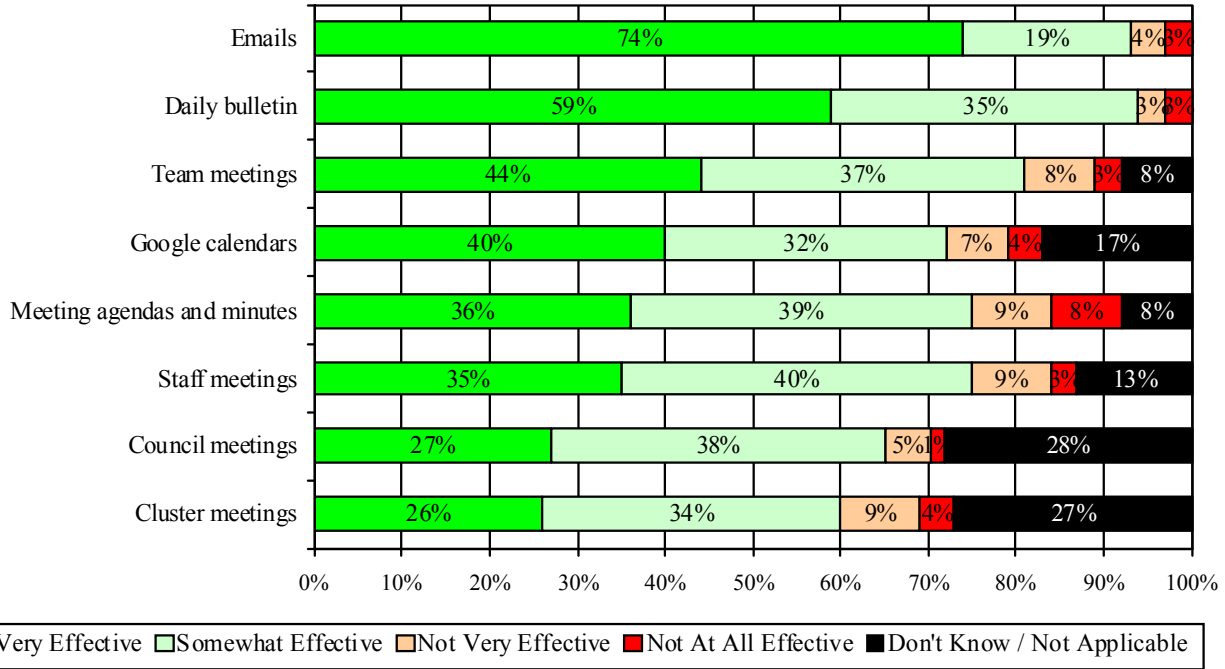
When asked for suggestions to improve safety and security, 20 percent suggested running through the lock down procedure, 12 percent suggested improving the cleanliness of the building, 5 percent suggested limiting access to the building, 8 percent said some other suggestions, and 55 percent had no answer.



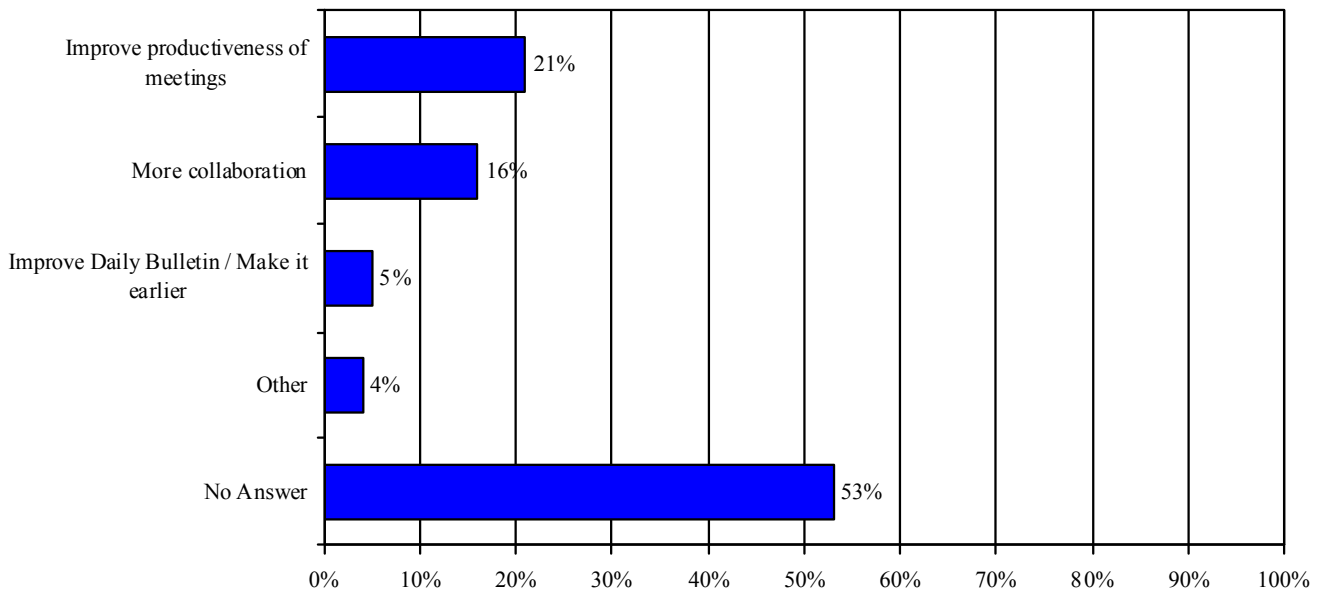
**Intra-school Communication**

*Emails are seen by NHS staff members as the most effective form of intra-school communication.*

Three-quarters of NHS staff members (74%) say emails are a very effective form of intra-school communication, followed by the daily bulletin (59%), team meetings (44%), Google calendars (40%), meeting agendas and minutes (36%), staff meetings (35%), council meetings (27%), and cluster meetings (26%).



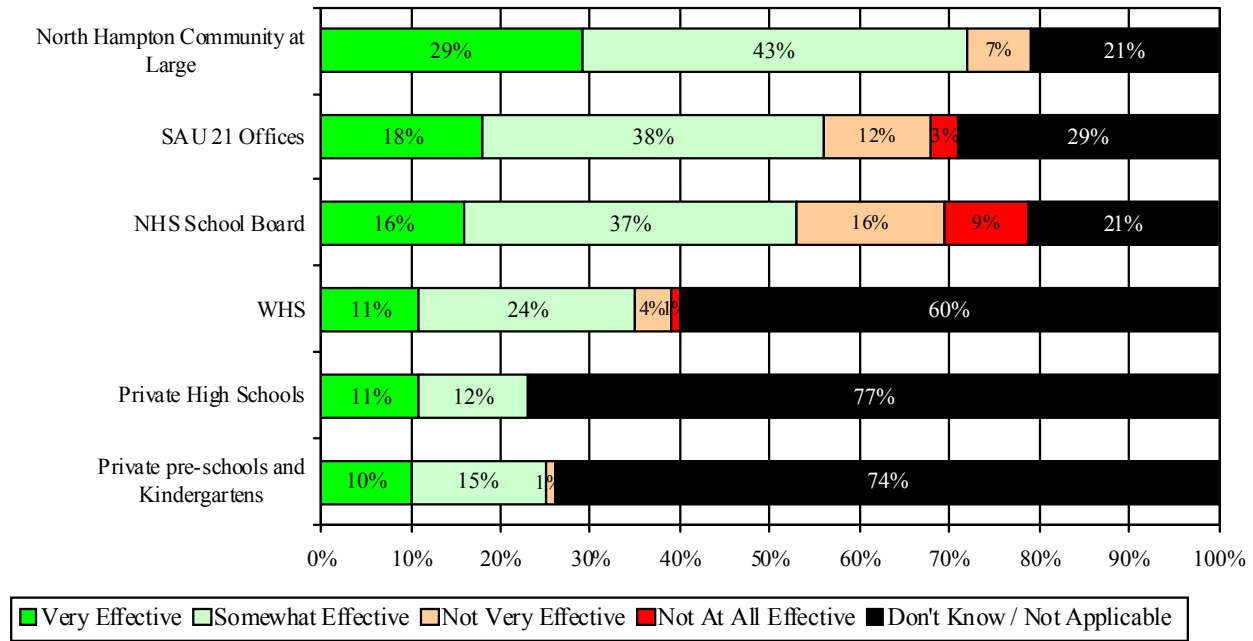
About one in five NHS staff members say improving the productiveness of meetings would improve the effectiveness of intra-school communication, followed by more collaboration (16%), improve the Daily Bulletin (5%), some other improvement (4%), and 53 percent had no answer.



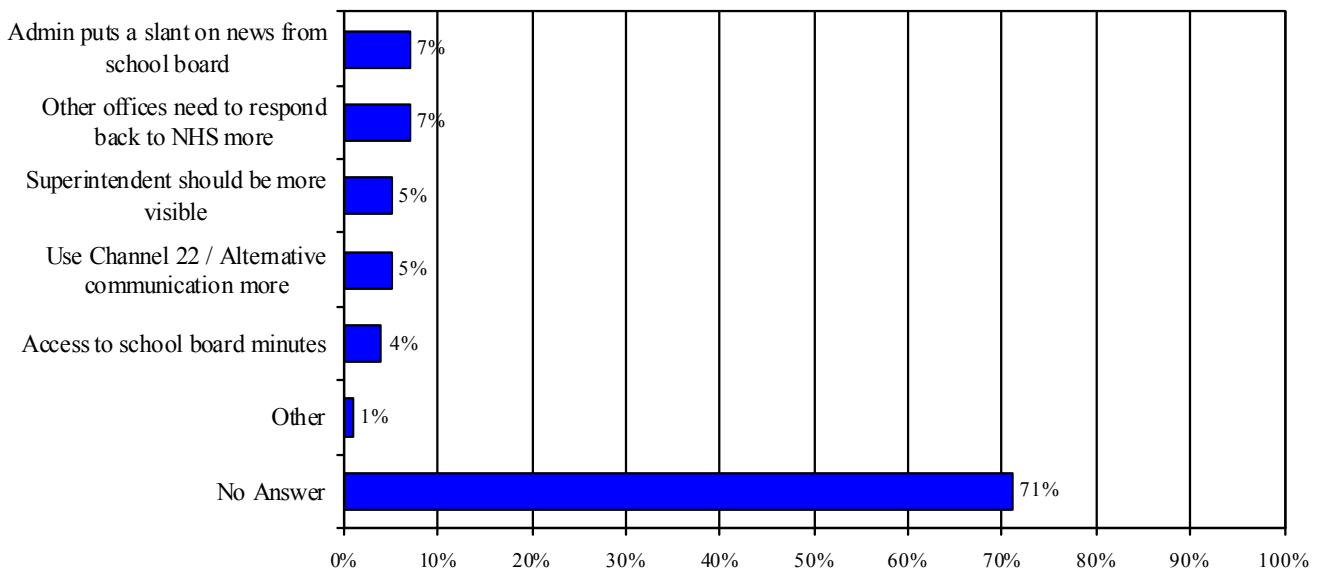
**Communication Outside NHS**

Many staff members feel they do not know enough about communication with outside organizations or offices that NHS may communicate with to rate the effectiveness of the communication.

Less than a third of NHS staff members (29%) think communication between NHS and the North Hampton community at large is very effective, followed by communication with the SAU 21 offices (18%), the NHS school board (16%), WHS (11%), private high schools (11%), and private pre-schools and kindergartens (10%).



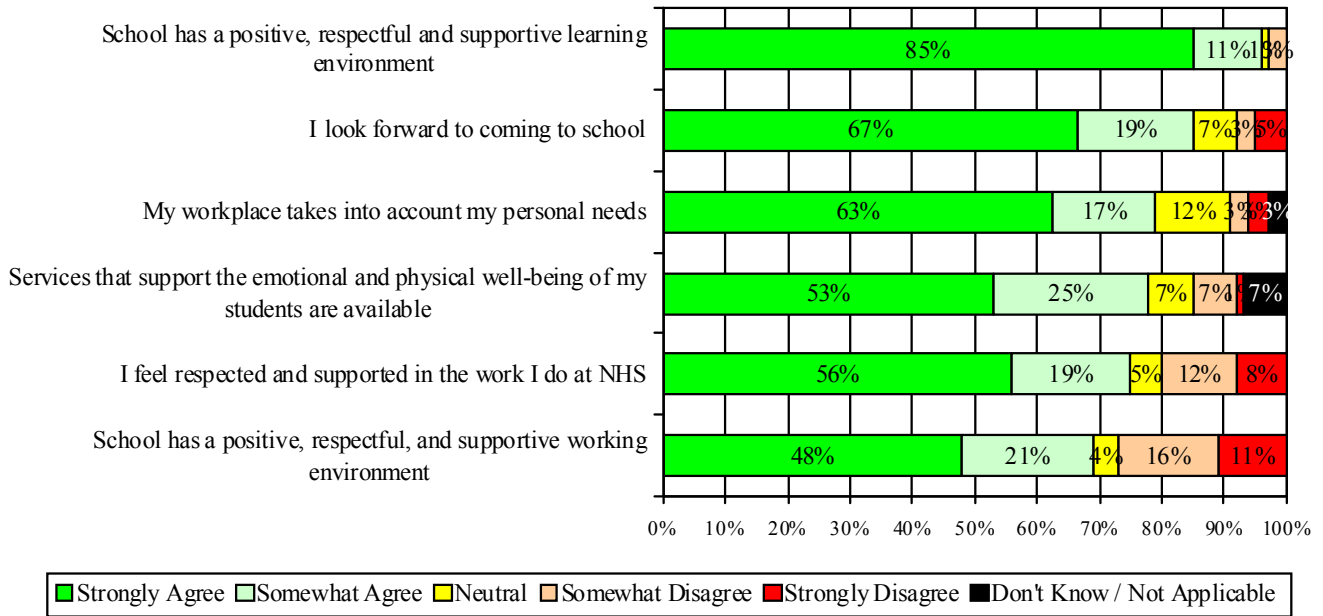
Less than one in ten NHS staff members (7%), when asked for additional comments on communication between NHS and outside offices, said that the administration puts a slant on news from the school board, followed by other offices need to respond back to NHS more (7%), the superintendent should be more visible (5%), use channel 22 or other alternative communication more (5%), have access to school board minutes (4%), some other comment (1%), and 71 percent had no answer.



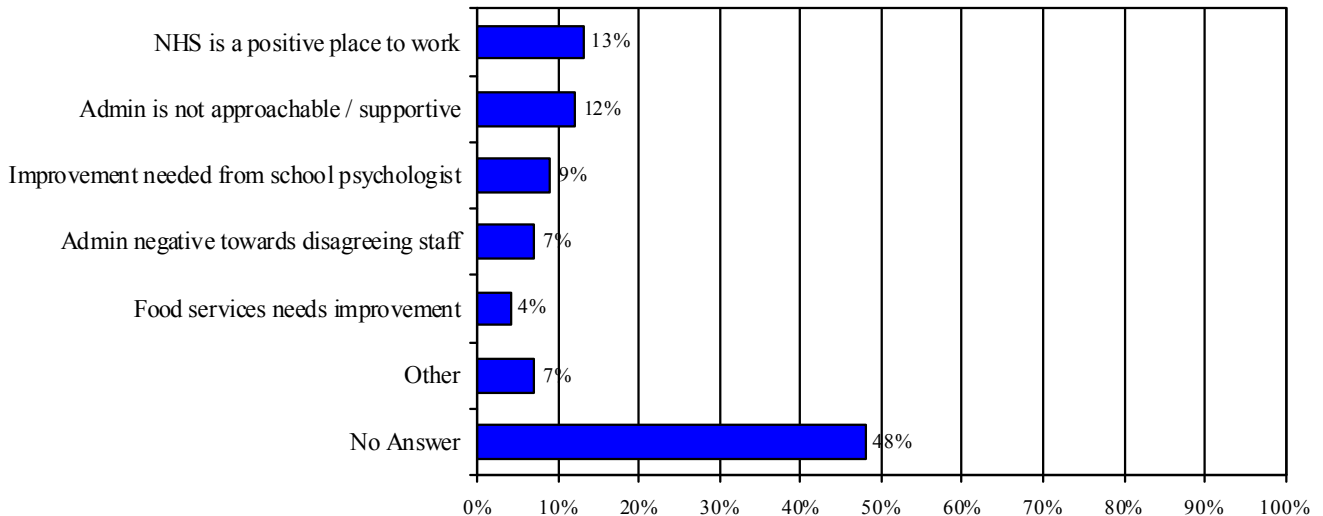
**Work Environment**

*The school is considered a positive, respectful and supportive learning environment.*

Almost all NHS staff members (96%) agree (85% “strongly” and 11% “somewhat”) that the school has a positive, respectful and supportive *learning* environment, 86 percent agree they look forward to coming to school, 80 percent agree their workplace takes into account their personal needs, 78 percent agree that services that support the emotional and physical well-being of their students are available, 75 percent agree they feel respected and supported in the work they do at NHS, and 69 percent agree the school has a positive, respectful, and supportive *working* environment.



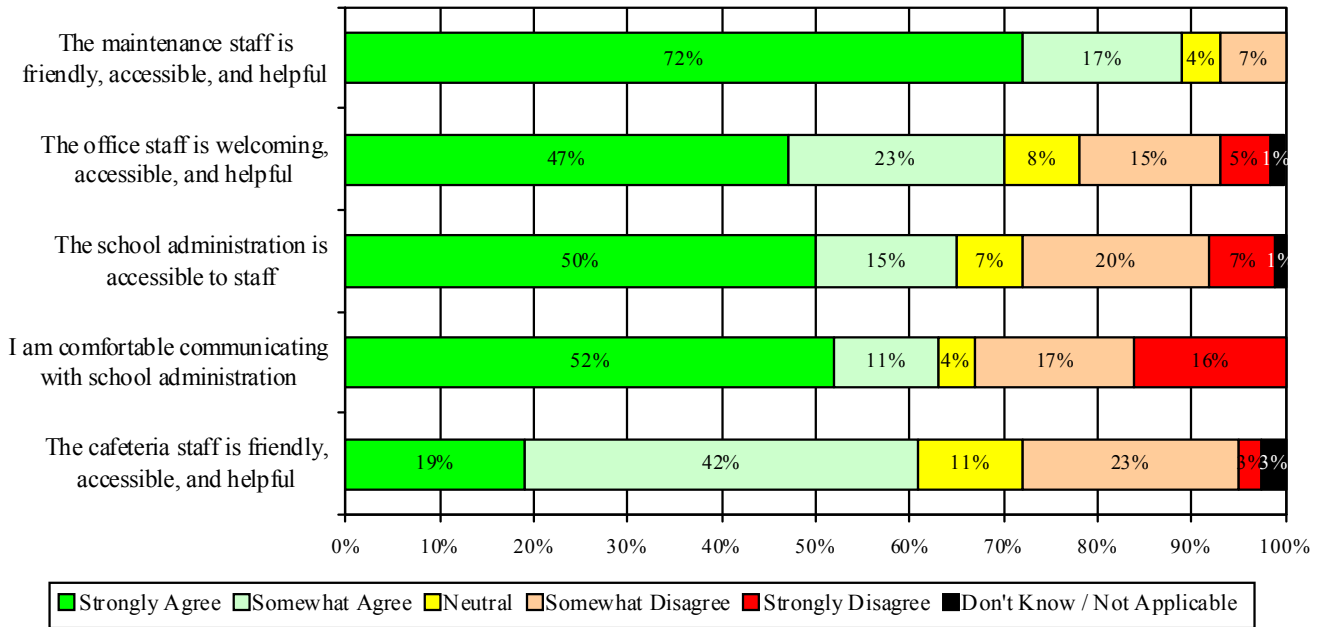
About one in ten NHS staff members (13%), when asked for additional comments on the NHS work environment, said that NHS is a positive place to work, followed by the administration is not approachable or supportive (12%), improvement needed from the school psychologist (9%), administration is negative towards staff members who disagree with them (7%), food services needs improvement (4%), some other comment (7%), and 48 percent had no answer.



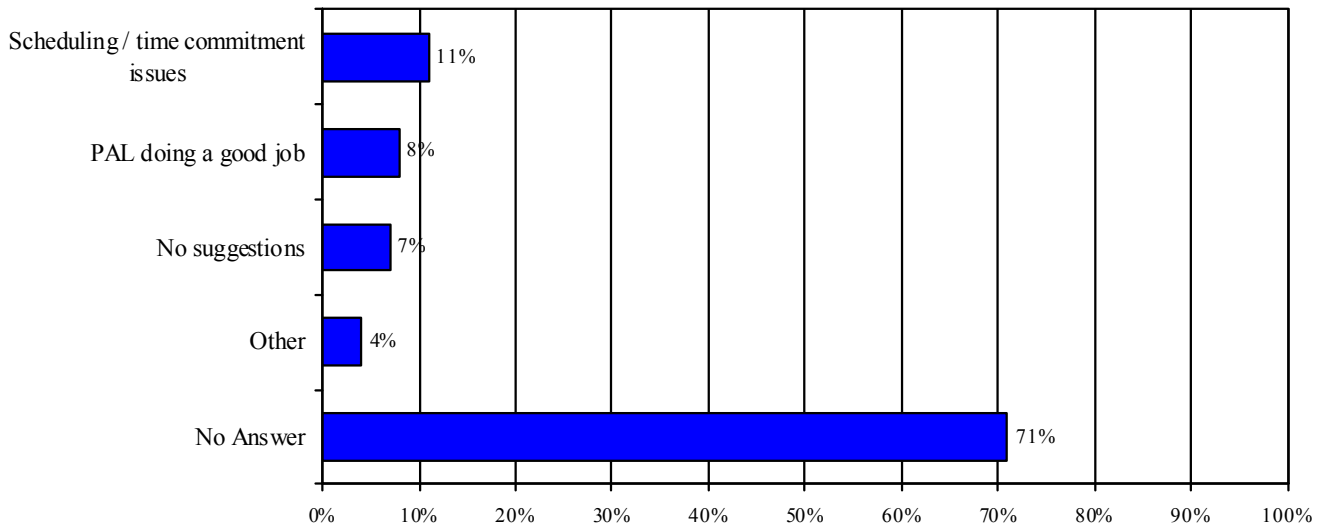
**Interactions with other NHS personnel**

While most feel comfortable approaching different offices within NHS, some feel that they are not welcoming or accessible enough.

A large majority of NHS staff members (89%) agree (72% “strongly” and 17% “somewhat”) that the maintenance staff is friendly, accessible, and helpful, 70 percent agree that the office staff is welcoming, accessible, and helpful, 65 percent agree that the school administration is accessible to staff, 63 percent agree that they are comfortable communicating with school administration, and 61 percent agree the cafeteria staff is friendly, accessible, and helpful.



Less than one-third of NHS staff members (30%) are interested in participating in PAL, 70 percent are not interested. One in ten NHS staff members (11%), when asked for suggestion to improve staff accessibility for PAL, said that the scheduling or time commitment needed was prohibitive, followed by PAL is doing a good job (8%), no suggestions (7%), some other suggestion (4%), and 71% had no answer.



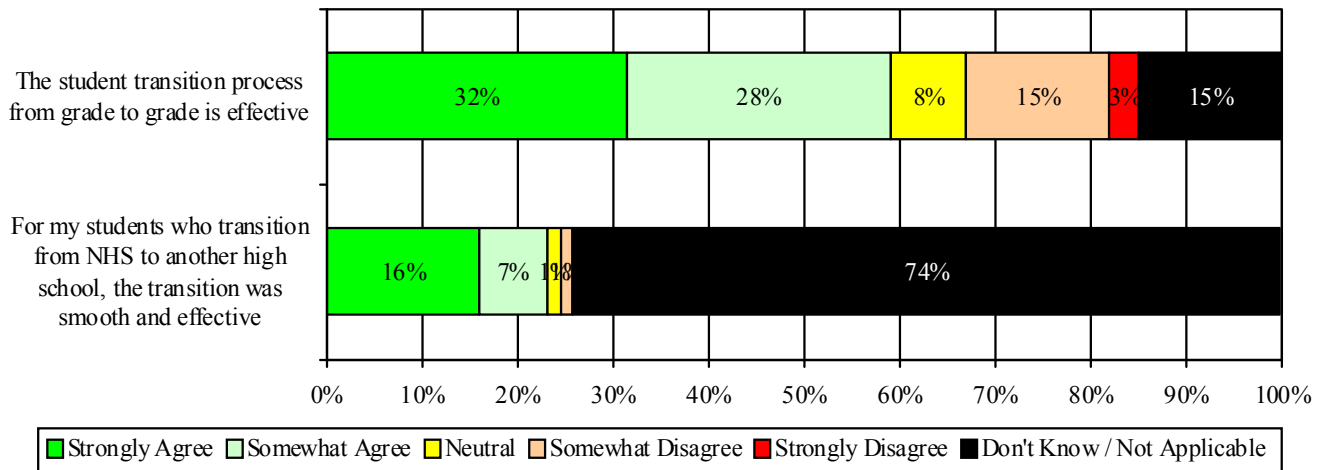


**Transition**

*A small majority agree that the transition process within NHS is effective, and most do not know what happens to students after they transition out of NHS.*

A third of NHS staff members (32%) strongly agree that the student transition process from grade to grade is effective, 28 percent somewhat agree, 15 percent somewhat disagree, 3 percent strongly disagree, 8 percent are neutral, and 15 percent don't know or say it is not applicable.

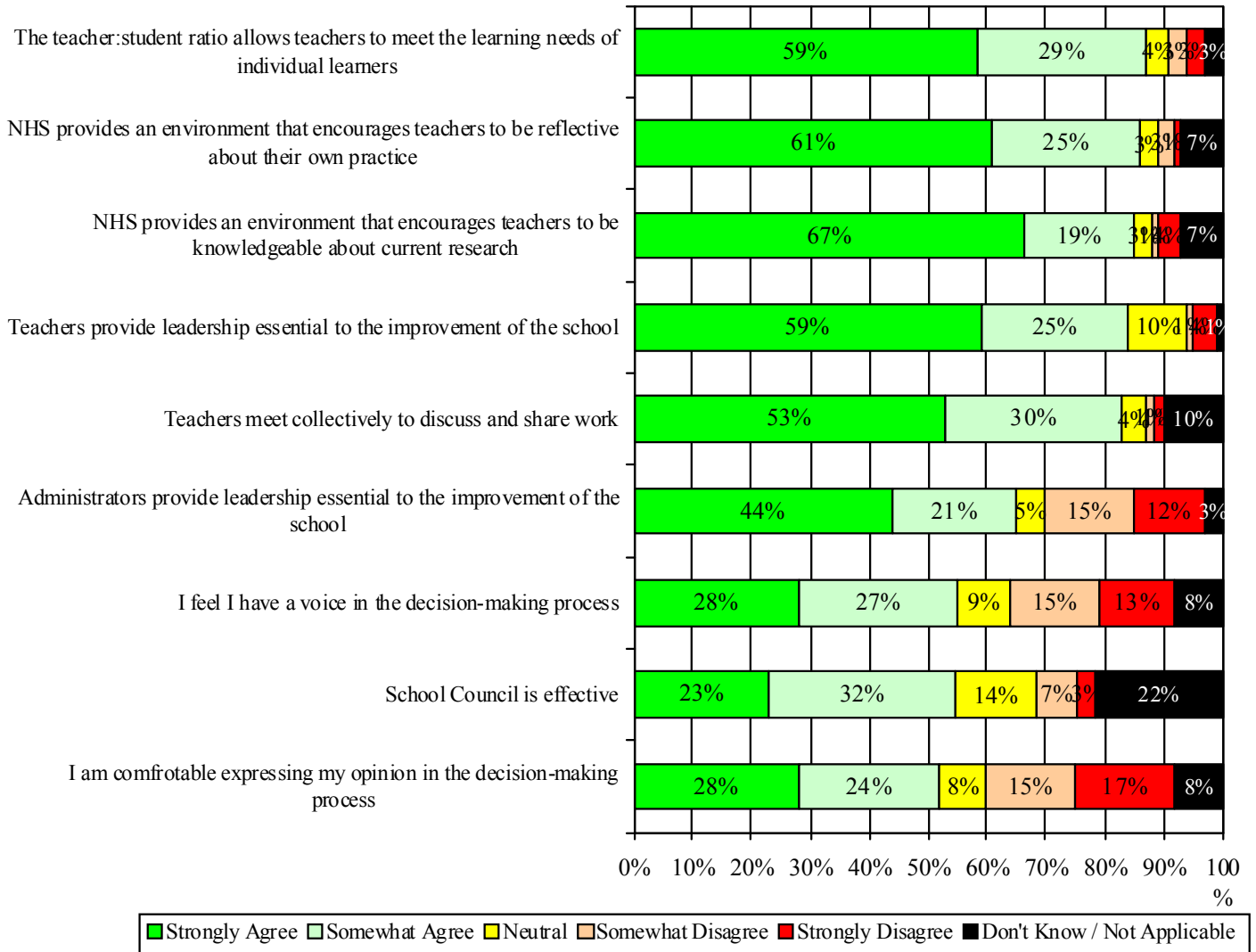
About one in five NHS staff members (16%) strongly agree that the transition process from NHS to another high school was smooth and effective, 7 percent somewhat agree, 1 percent somewhat disagree, 1 percent are neutral, and 74 percent don't know or say it is not applicable.



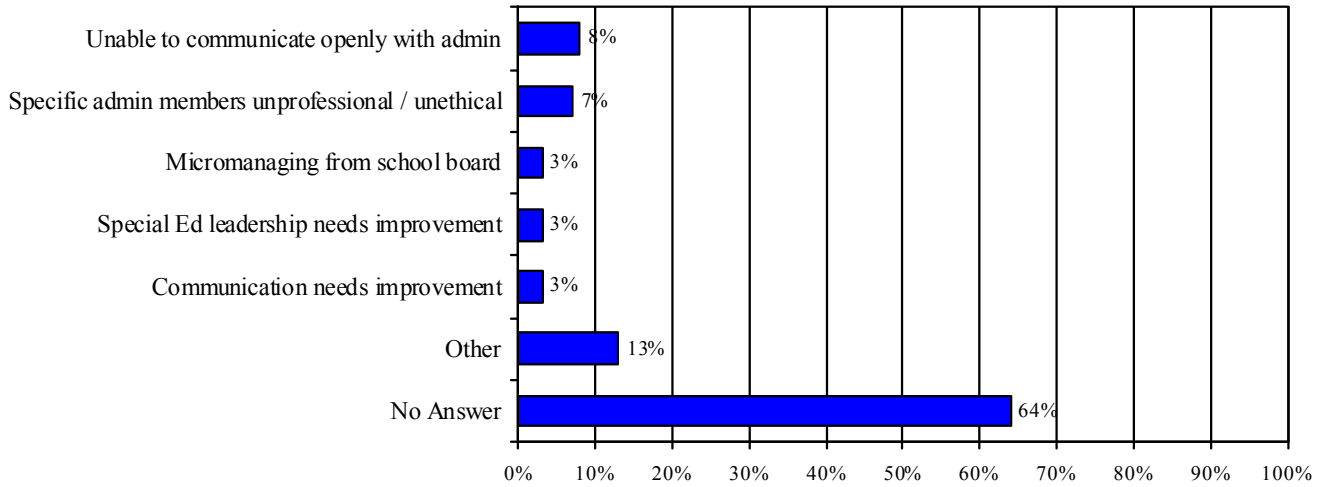
**School Governance**

Most NHS staff members view the teacher:student ratio favorably, but many do not feel comfortable expressing their opinions in the decision making process.

A large majority of NHS staff members (88%) agree (59% “strongly” and 29% “somewhat”), that the teacher:student ratio allows the teachers to meet the needs of individual learners, 86 percent agree that NHS provides an environment that encourages teachers to be reflective about their own practices, 86 percent agree that NHS provides an environment that encourages teachers to be knowledgeable about current research, 84 percent agree that teachers provide leadership essential to the improvement of the school, 83 percent agree that teachers meeting collectively to discuss and share work, 65 percent agree that administrators provide leadership essential to the improvement of the school, 55 percent agree they feel they have a voice in the decision-making process, 55 percent agree the School Council is effective, and 52 percent agree they are comfortable expressing their opinion in the decision-making process.



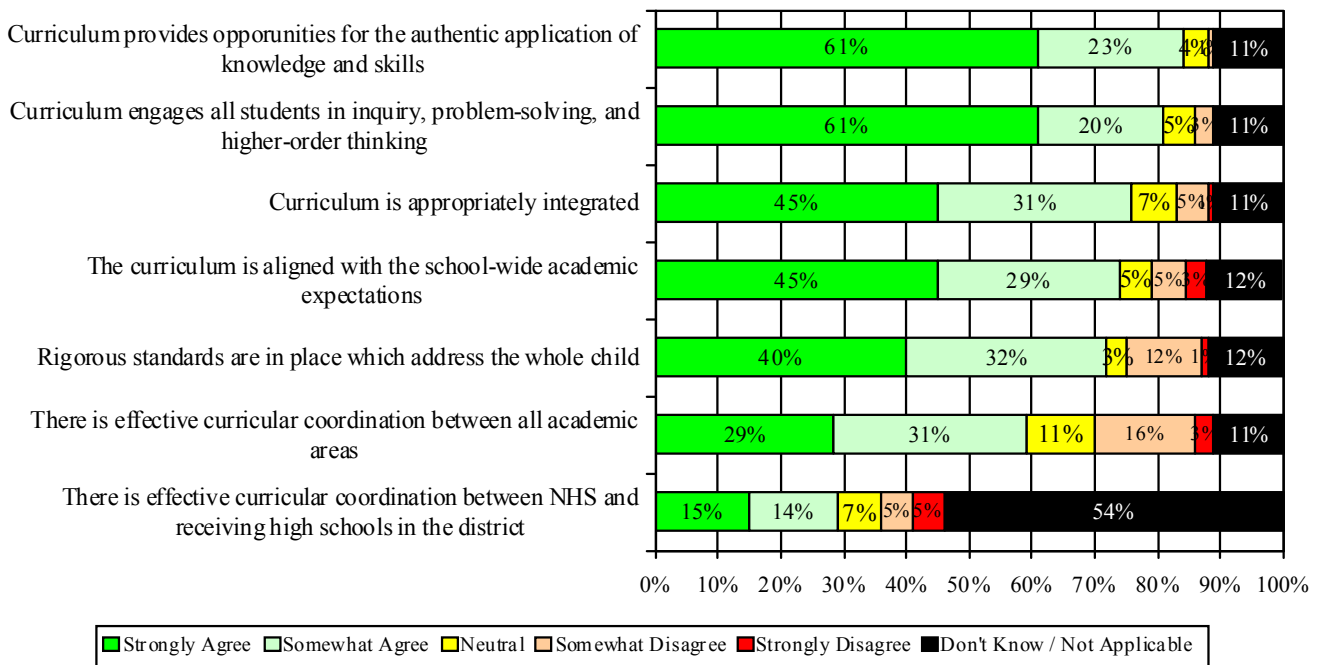
Less than one in ten NHS staff members (8%), when asked for additional comment about school governance, said they are unable to communicate openly with administration, followed by specific administration members act in an unprofessional or unethical manner (7%), the micromanaging from the school board (3%), Special Education leadership needs improvement (3%), communication in general needs improvement (3%), some other comment (13%), and 64 percent had no answer.



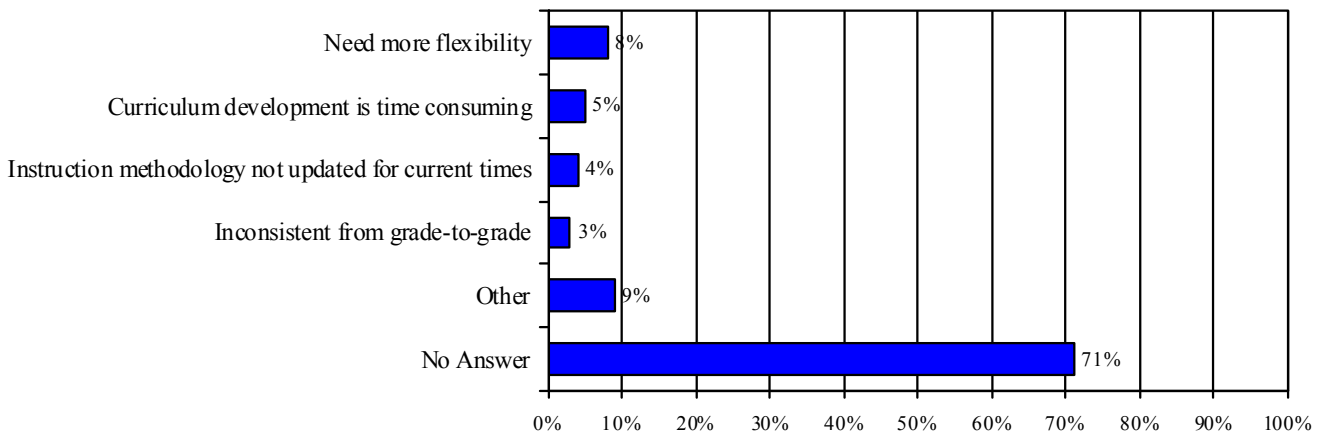
**Instruction**

Most NHS staff members think the curriculum is providing positive opportunities for students, but most don't know or don't agree that there is curriculum coordination within NHS and between NHS and district high schools.

Most NHS staff members (84%) agree (61% “strongly” and 23% “somewhat”) that the curriculum provides opportunities for the authentic application of knowledge and skills, 81 percent agree the curriculum engages all students in inquiry, problem-solving, and higher-order thinking, 76 percent agree the curriculum is appropriately integrated, 74 percent agree the curriculum is aligned with the school-wide academic expectations, 72 percent agree rigorous standards are in place which address the whole child, 60 percent agree that there is effective curricular coordination between all academic areas, and 29 percent agree that there is effective curricular coordination between NHS and receiving high schools in the district.



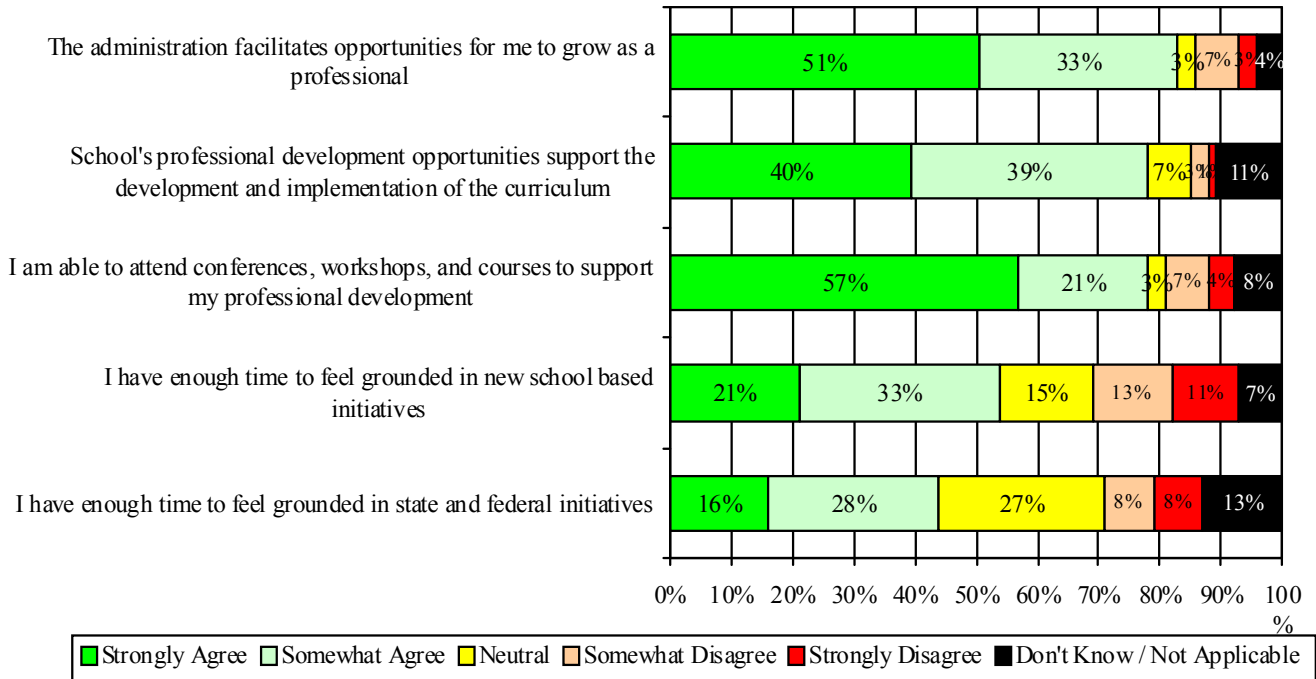
Less than one in ten NHS staff members (8%) when asked for additional comment about the curriculum instruction, said they need more flexibility, followed by curriculum development is time consuming (5%), instruction methodology is not updated for current times (4%), the curriculum is inconsistent from grade-to-grade (3%), some other comment (9%), and 71 percent had no answer.



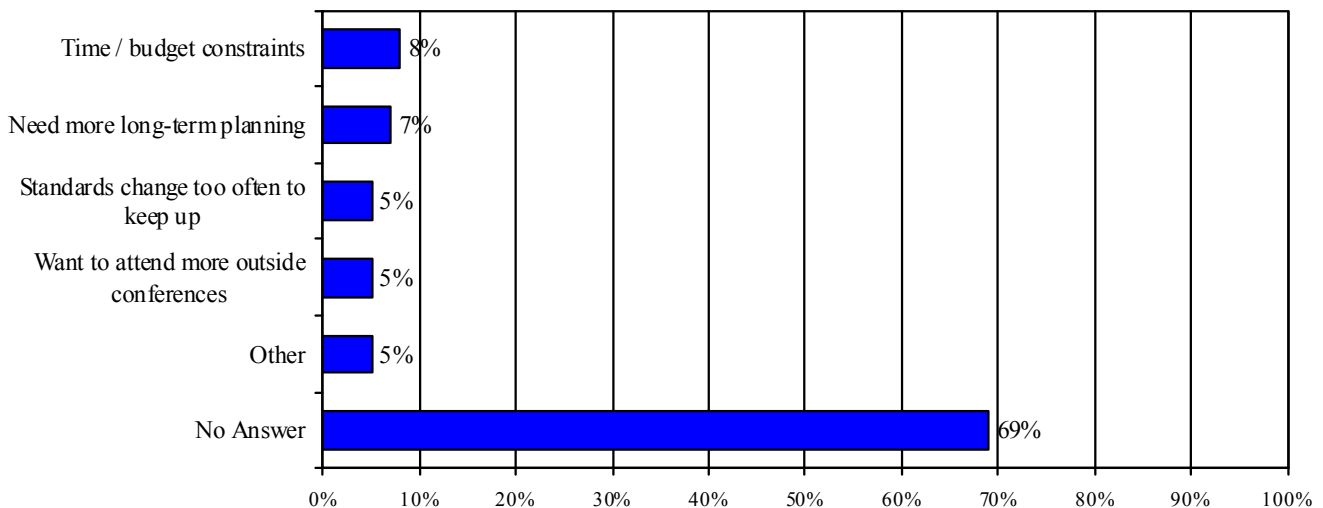
**Professional Development**

Many at NHS feel the administration facilitates opportunities for professional growth, but most say they don't have enough time to feel grounded in school-based, state and federal initiatives.

A large majority of NHS staff members (84%) agree (51% "strongly" and 33% "somewhat") that the administration facilitates opportunities for them to grow as a professional, 79 percent agree that school's professional development opportunities support the development and implementation of the curriculum, 78 percent agree that they are able to attend conferences, workshops, and courses to support my professional development, 54 percent agree that they have enough time to feel grounded in new school-based initiatives, and 44 percent agree that they have enough time to feel grounded in state and federal initiatives.



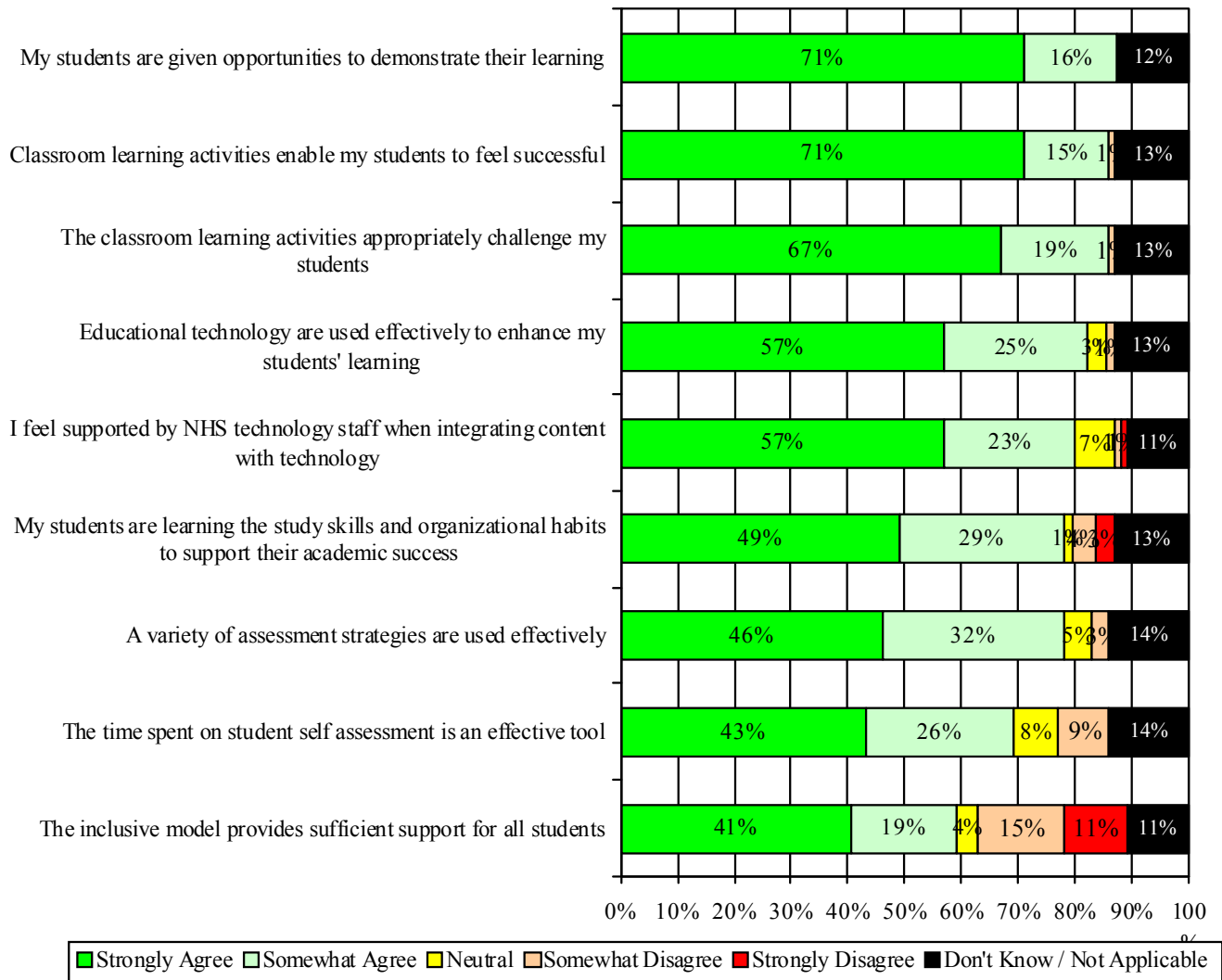
Less than one in ten NHS staff members (8%), when asked for additional comment about the curriculum regarding professional development, pointed out the time and budget constraints, followed by the need for more long-term planning (7%), standards change too often to keep up (5%), staff want to attend more outside conferences (5%), some other comment (5%), and 69 percent had no answer.



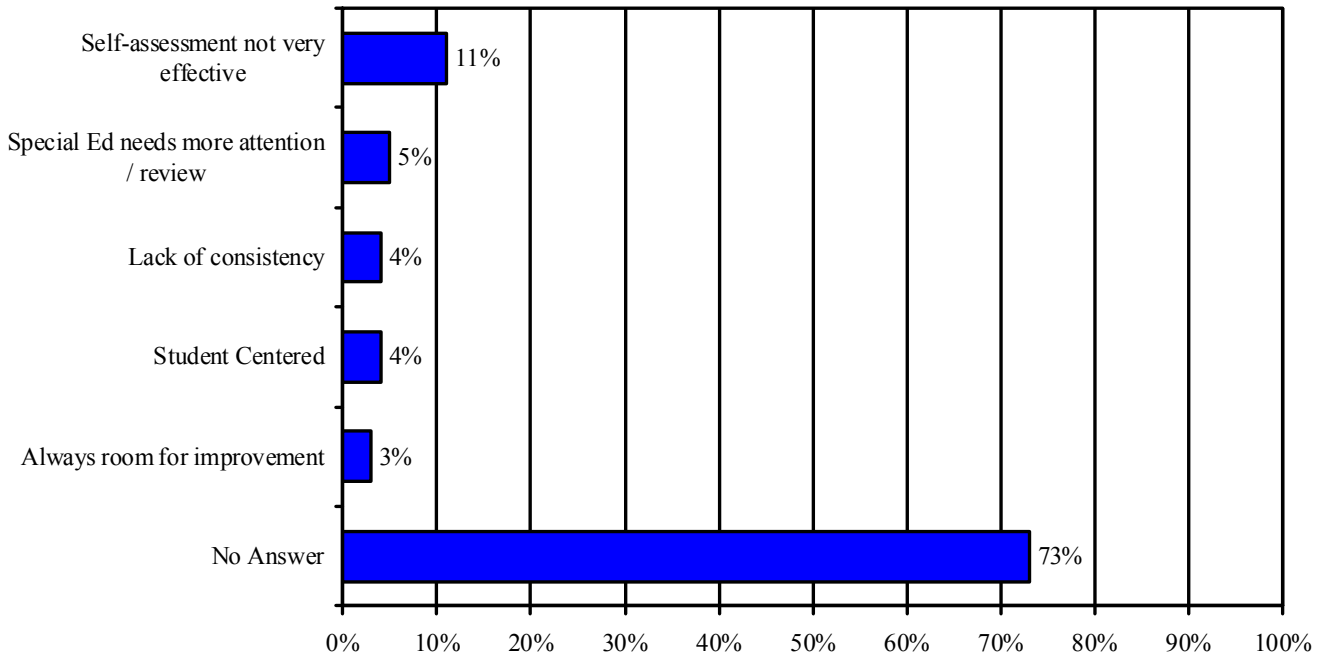
**Classroom Environment**

NHS staff members are generally positive about the classroom environment, or they don't know/feel it does not apply to them.

Most NHS staff members (87%) agree (71% “strongly” and 16% “somewhat”) that their students are given opportunities to demonstrate their learning, 86 percent agree that classroom learning activities enable their students to feel successful, 86 percent agree that the classroom learning activities appropriately challenge their students, 82 percent agree that education technology are used effectively to enhance their students’ learning, 80 percent agree that they feel supported by NHS technology staff when integrating content with technology, 78 percent agree their students are learning the study skills and organizational habits to support their academic success, 78 percent agree a variety of assessment strategies are used effectively, 69 percent agree the time spent on student self-assessment is an effective tool, and 60 percent agree that the inclusive model provides sufficient support for all students.



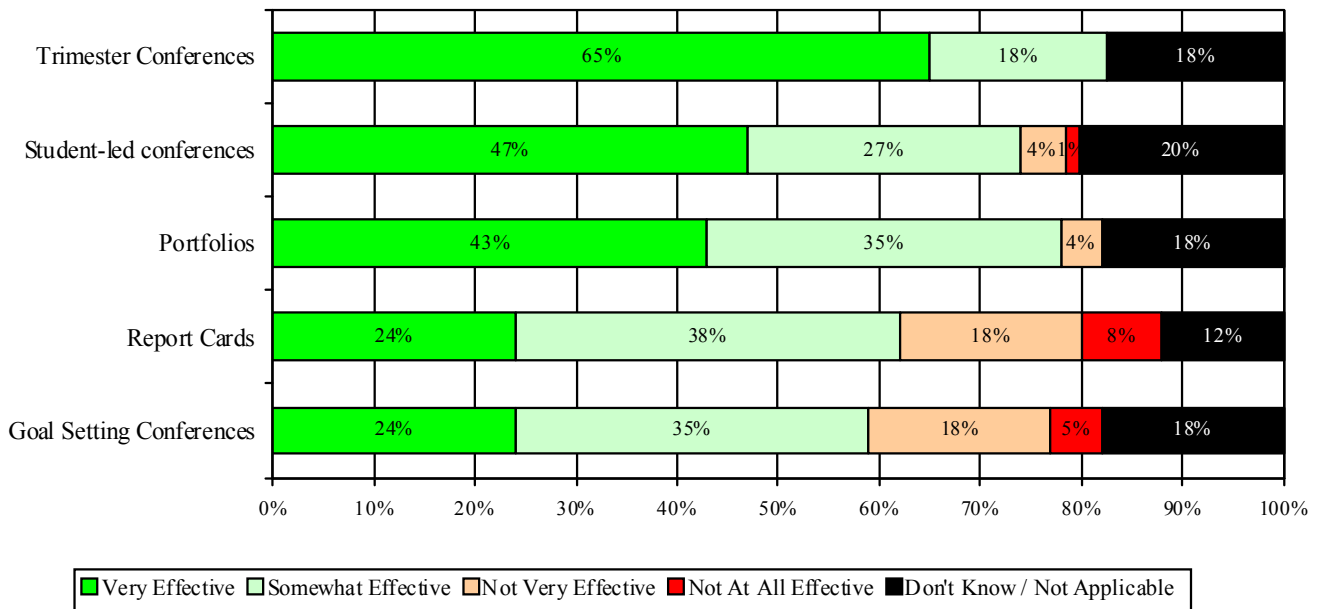
One in ten NHS staff members (11%), when asked for addition comment about the curriculum regarding classroom environment, said that self-assessment was not very effective, followed by Special Education needs more attention or review (5%), lack of consistency (4%), it is student centered (4%), there is always room for improvement (3%), and 73 percent had no answer.



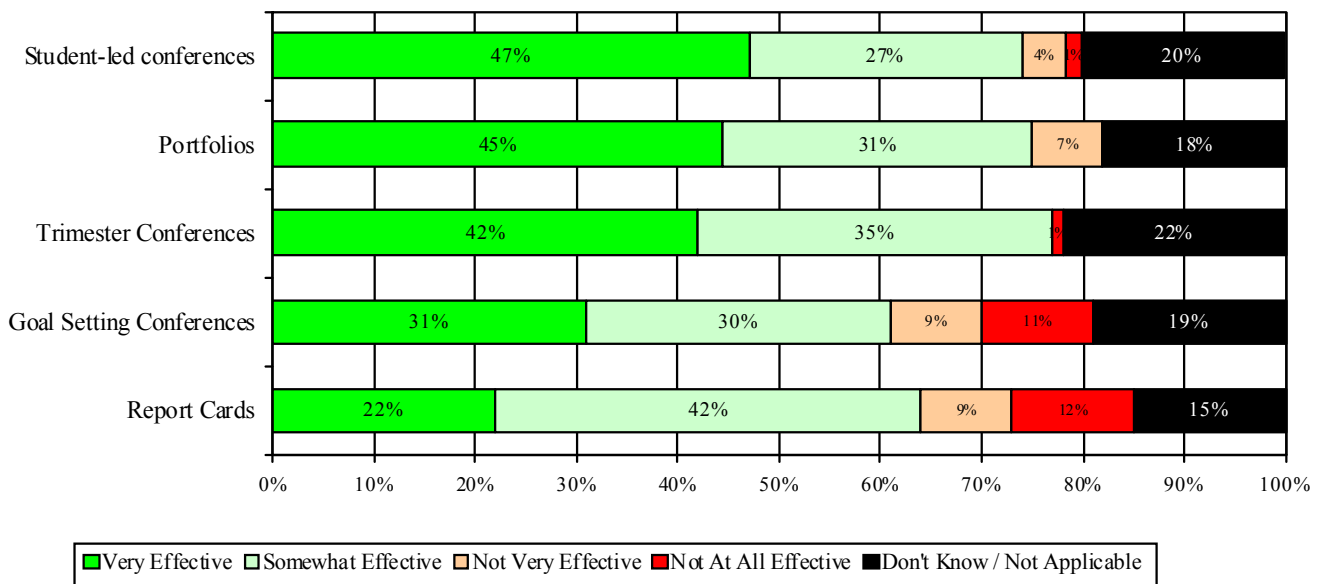
**Effectiveness of Assessment Methods**

*While trimester conferences are seen as the best way to inform parents about their child, student-led conferences are felt to be the best method to help students grow.*

Two-thirds of NHS staff members (65%) say that trimester conferences are a very effective assessment method for informing parents about their child, followed by student-led conferences (47%), portfolios (43%), report cards (24%) and goal setting conferences (24%).

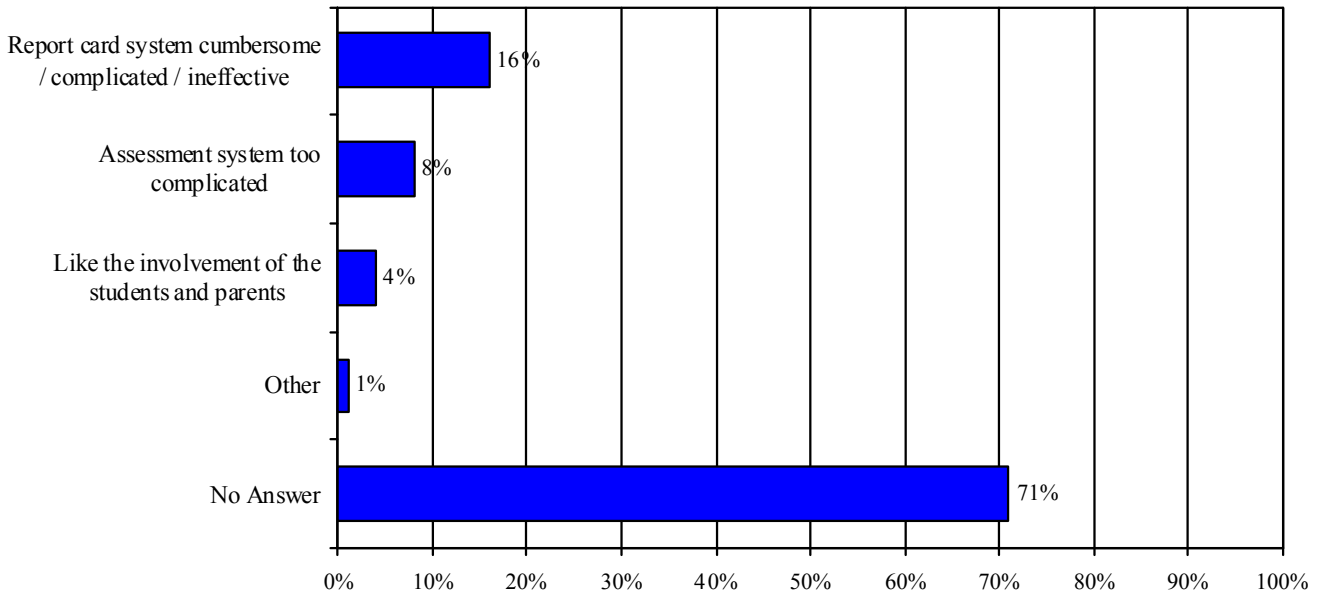


About half of NHS staff members (47%) say that student-led conferences are a very effective assessment method for helping student growth, followed by portfolios (45%), trimester conferences (42%), goal setting conferences (31%), and report cards (22%).



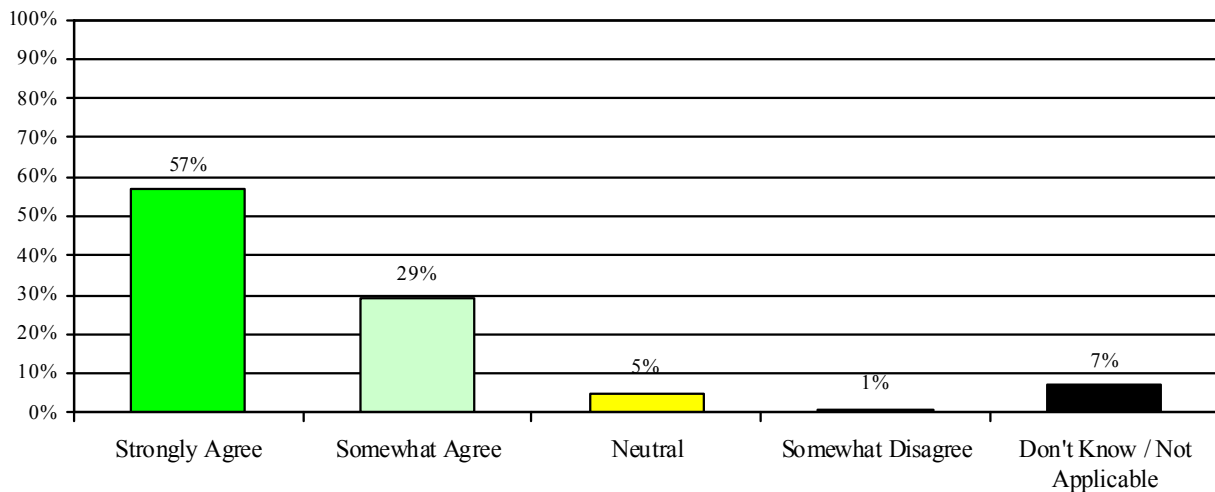


More than one in ten NH staff members (16%), when asked for additional comments about assessment, said that the report card system was cumbersome, complicated, and/or ineffective, followed by the assessment system in general was too complicated (8%), staff like the involvement of the students and parents (4%), some other comment (1%), and 71 percent had no answer.



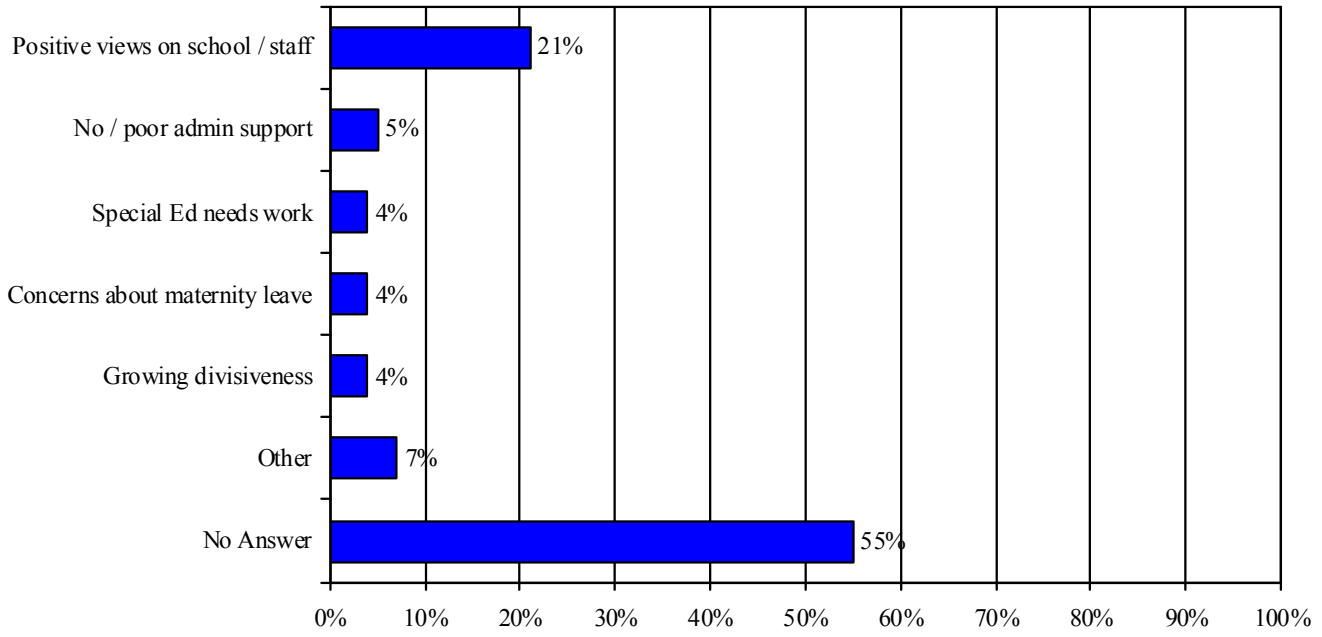
**Extracurricular Activities**

More than half of NHS staff members (57%) strongly agree that they feel there is a wide variety of extra-curricular offerings available through NHS to fit the interest(s) of their students, 29 percent somewhat agree, 1 percent somewhat disagree, 5 percent are neutral, and 7 percent don't know or say it does not apply to them.



**Other Comments**

When asked for other comments, one in five NHS staff members (21%) said they had positive views on the school and staff, followed by poor administration support (5%), Special Education needs work (4%), concerns about maternity leave (4%), growing divisiveness (4%), some other comment (7%), and 55 percent had no answer.



**APPENDIX A**  
**TABULAR RESULTS**

Q4.a: NHS is a safe and secure school building

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Number Responded
<b>North Hampton Staff Members</b>	<b>64%</b>	<b>35%</b>	<b>1%</b>	<b>74</b>
<b>Years at NHS</b>				
5 years or less	87%	13%	0%	23
6 to 10 years	52%	43%	5%	21
More than 10 years	64%	36%	0%	14
<b>Years in Education</b>				
5 years or less	86%	14%	0%	14
6 to 10 years	55%	45%	0%	11
11 to 20 years	75%	19%	6%	16
More than 20 years	59%	41%	0%	17
<b>Employment Status</b>				
Teaching staff	60%	38%	2%	50
Educational Staff	85%	15%	0%	13
Support Staff	67%	33%	0%	9

Q4.b: NHS is kept clean and sanitary

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Number Responded
<b>North Hampton Staff Members</b>	<b>32%</b>	<b>35%</b>	<b>5%</b>	<b>12%</b>	<b>15%</b>	<b>74</b>
<b>Years at NHS</b>						
5 years or less	59%	41%	0%	0%	0%	22
6 to 10 years	18%	45%	9%	14%	14%	22
More than 10 years	43%	43%	7%	0%	7%	14
<b>Years in Education</b>						
5 years or less	62%	38%	0%	0%	0%	13
6 to 10 years	25%	50%	17%	8%	0%	12
11 to 20 years	44%	38%	0%	6%	13%	16
More than 20 years	29%	47%	6%	6%	12%	17
<b>Employment Status</b>						
Teaching staff	22%	41%	6%	14%	18%	51
Educational Staff	54%	31%	8%	8%	0%	13
Support Staff	75%	13%	0%	0%	13%	8

Q4.c: I feel adequately prepared to implement current safety procedures (procedures for supervising children across the campus, procedures for handing off children, lockdown, fire drill)

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Number Responded
<b>North Hampton Staff Members</b>	<b>49%</b>	<b>37%</b>	<b>4%</b>	<b>8%</b>	<b>1%</b>	<b>75</b>
<b>Years at NHS</b>						
5 years or less	61%	35%	4%	0%	0%	23
6 to 10 years	55%	32%	5%	5%	5%	22
More than 10 years	64%	36%	0%	0%	0%	14
<b>Years in Education</b>						
5 years or less	57%	36%	7%	0%	0%	14
6 to 10 years	58%	42%	0%	0%	0%	12
11 to 20 years	69%	25%	0%	0%	6%	16
More than 20 years	53%	35%	6%	6%	0%	17
<b>Employment Status</b>						
Teaching staff	45%	45%	2%	6%	2%	51
Educational Staff	69%	23%	0%	8%	0%	13
Support Staff	56%	22%	22%	0%	0%	9

Q5R: Do you have any other suggestions to improve the safety and security of our school?

	Run through lockdown system	Improve cleanliness of the facility	Limit access to building	Other	No Answer	Number Responded
<b>North Hampton Staff Members</b>	<b>20%</b>	<b>12%</b>	<b>5%</b>	<b>8%</b>	<b>55%</b>	<b>75</b>
<b>Years at NHS</b>						
5 years or less	9%	0%	4%	4%	83%	23
6 to 10 years	18%	9%	14%	18%	41%	22
More than 10 years	7%	14%	0%	0%	79%	14
<b>Years in Education</b>						
5 years or less	14%	0%	0%	0%	86%	14
6 to 10 years	0%	8%	17%	25%	50%	12
11 to 20 years	6%	6%	6%	13%	69%	16
More than 20 years	24%	12%	6%	0%	59%	17
<b>Employment Status</b>						
Teaching staff	22%	16%	8%	10%	45%	51
Educational Staff	15%	0%	0%	8%	77%	13
Support Staff	11%	0%	0%	0%	89%	9

Q6.a: Please rate the current effectiveness of the following forms of intra-school communication at NHS: Daily bulletin

	Very Effective	Somewhat Effective	Not Very Effective	Don't Know / Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>59%</b>	<b>35%</b>	<b>3%</b>	<b>3%</b>	<b>74</b>
<b>Years at NHS</b>					
5 years or less	57%	35%	0%	9%	23
6 to 10 years	76%	19%	5%	0%	21
More than 10 years	79%	21%	0%	0%	14
<b>Years in Education</b>					
5 years or less	64%	21%	0%	14%	14
6 to 10 years	67%	25%	8%	0%	12
11 to 20 years	80%	20%	0%	0%	15
More than 20 years	65%	35%	0%	0%	17
<b>Employment Status</b>					
Teaching staff	66%	32%	2%	0%	50
Educational Staff	69%	31%	0%	0%	13
Support Staff	22%	56%	0%	22%	9

Q6.b: Please rate the current effectiveness of the following forms of intra-school communication at NHS: Emails

	Very Effective	Somewhat Effective	Not Very Effective	Don't Know / Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>74%</b>	<b>19%</b>	<b>4%</b>	<b>3%</b>	<b>74</b>
<b>Years at NHS</b>					
5 years or less	87%	4%	0%	9%	23
6 to 10 years	81%	19%	0%	0%	21
More than 10 years	79%	21%	0%	0%	14
<b>Years in Education</b>					
5 years or less	86%	0%	0%	14%	14
6 to 10 years	75%	25%	0%	0%	12
11 to 20 years	94%	6%	0%	0%	16
More than 20 years	75%	25%	0%	0%	16
<b>Employment Status</b>					
Teaching staff	78%	16%	6%	0%	50
Educational Staff	85%	15%	0%	0%	13
Support Staff	44%	33%	0%	22%	9

Q6.c: Please rate the current effectiveness of the following forms of intra-school communication at NHS: Google calendars

	Very Effective	Somewhat Effective	Not Very Effective	Not At All Effective	Don't Know / Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>40%</b>	<b>32%</b>	<b>7%</b>	<b>4%</b>	<b>17%</b>	<b>75</b>
<b>Years at NHS</b>						
5 years or less	35%	35%	0%	0%	30%	23
6 to 10 years	45%	23%	9%	5%	18%	22
More than 10 years	71%	21%	0%	0%	7%	14
<b>Years in Education</b>						
5 years or less	29%	36%	0%	0%	36%	14
6 to 10 years	42%	17%	8%	0%	33%	12
11 to 20 years	56%	25%	0%	6%	13%	16
More than 20 years	59%	29%	6%	0%	6%	17
<b>Employment Status</b>						
Teaching staff	49%	31%	8%	6%	6%	51
Educational Staff	15%	31%	0%	0%	54%	13
Support Staff	33%	22%	11%	0%	33%	9

Q6.d: Please rate the current effectiveness of the following forms of intra-school communication at NHS: Meeting agendas and minutes

	Very Effective	Somewhat Effective	Not Very Effective	Not At All Effective	Don't Know / Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>36%</b>	<b>39%</b>	<b>9%</b>	<b>8%</b>	<b>8%</b>	<b>75</b>
<b>Years at NHS</b>						
5 years or less	39%	39%	4%	0%	17%	23
6 to 10 years	41%	32%	14%	5%	9%	22
More than 10 years	57%	29%	7%	7%	0%	14
<b>Years in Education</b>						
5 years or less	36%	43%	0%	0%	21%	14
6 to 10 years	33%	8%	33%	0%	25%	12
11 to 20 years	50%	44%	6%	0%	0%	16
More than 20 years	53%	35%	0%	12%	0%	17
<b>Employment Status</b>						
Teaching staff	37%	37%	12%	12%	2%	51
Educational Staff	38%	38%	0%	0%	23%	13
Support Staff	22%	56%	0%	0%	22%	9

Q6.e: Please rate the current effectiveness of the following forms of intra-school communication at NHS: Staff meetings

	Very Effective	Somewhat Effective	Not Very Effective	Not At All Effective	Don't Know / Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>35%</b>	<b>40%</b>	<b>9%</b>	<b>3%</b>	<b>13%</b>	<b>75</b>
<b>Years at NHS</b>						
5 years or less	43%	30%	0%	0%	26%	23
6 to 10 years	32%	45%	5%	5%	14%	22
More than 10 years	64%	29%	0%	0%	7%	14
<b>Years in Education</b>						
5 years or less	36%	36%	0%	0%	29%	14
6 to 10 years	33%	50%	0%	0%	17%	12
11 to 20 years	56%	31%	6%	0%	6%	16
More than 20 years	47%	29%	0%	6%	18%	17
<b>Employment Status</b>						
Teaching Staff	43%	41%	12%	4%	0%	51
Educational Staff	8%	46%	0%	0%	46%	13
Support Staff	33%	22%	0%	0%	44%	9

Q6.f: Please rate the current effectiveness of the following forms of intra-school communication at NHS: Council meetings

	Very Effective	Somewhat Effective	Not Very Effective	Not At All Effective	Don't Know / Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>27%</b>	<b>38%</b>	<b>5%</b>	<b>1%</b>	<b>28%</b>	<b>74</b>
<b>Years at NHS</b>						
5 years or less	22%	43%	0%	0%	35%	23
6 to 10 years	33%	33%	0%	0%	33%	21
More than 10 years	50%	21%	7%	0%	21%	14
<b>Years in Education</b>						
5 years or less	21%	36%	0%	0%	43%	14
6 to 10 years	27%	36%	0%	0%	36%	11
11 to 20 years	25%	44%	6%	0%	25%	16
More than 20 years	53%	24%	0%	0%	24%	17
<b>Employment Status</b>						
Teaching Staff	32%	50%	6%	2%	10%	50
Educational Staff	8%	15%	0%	0%	77%	13
Support Staff	33%	11%	0%	0%	56%	9



Q6.g: Please rate the current effectiveness of the following forms of intra-school communication at NHS: Cluster meetings

	Very Effective	Somewhat Effective	Not Very Effective	Not At All Effective	Don't Know / Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>26%</b>	<b>34%</b>	<b>9%</b>	<b>4%</b>	<b>27%</b>	<b>74</b>
<b>Years at NHS</b>						
5 years or less	30%	26%	4%	4%	35%	23
6 to 10 years	23%	36%	9%	5%	27%	22
More than 10 years	43%	21%	7%	0%	29%	14
<b>Years in Education</b>						
5 years or less	36%	21%	0%	0%	43%	14
6 to 10 years	8%	25%	17%	8%	42%	12
11 to 20 years	31%	38%	13%	0%	19%	16
More than 20 years	41%	29%	0%	6%	24%	17
<b>Employment Status</b>						
Teaching staff	31%	43%	14%	6%	6%	51
Educational Staff	8%	8%	0%	0%	83%	12
Support Staff	22%	11%	0%	0%	67%	9

Q6.h: Please rate the current effectiveness of the following forms of intra-school communication at NHS: Team meetings

	Very Effective	Somewhat Effective	Not Very Effective	Not At All Effective	Don't Know / Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>44%</b>	<b>37%</b>	<b>8%</b>	<b>3%</b>	<b>8%</b>	<b>75</b>
<b>Years at NHS</b>						
5 years or less	48%	30%	0%	0%	22%	23
6 to 10 years	45%	41%	5%	9%	0%	22
More than 10 years	57%	36%	0%	0%	7%	14
<b>Years in Education</b>						
5 years or less	50%	21%	0%	0%	29%	14
6 to 10 years	42%	42%	8%	0%	8%	12
11 to 20 years	63%	38%	0%	0%	0%	16
More than 20 years	41%	41%	0%	12%	6%	17
<b>Employment Status</b>						
Teaching staff	49%	39%	10%	2%	0%	51
Educational Staff	38%	31%	8%	0%	23%	13
Support Staff	33%	22%	0%	11%	33%	9

Q7R: What do you believe would improve the effectiveness of intra-school communication?

	More collaboration	Improve productiveness of meetings	Improve Daily Bulletin / Make it earlier	Other	No Answer	Number Responded
<b>North Hampton Staff Members</b>	<b>16%</b>	<b>21%</b>	<b>5%</b>	<b>4%</b>	<b>53%</b>	<b>75</b>
<b>Years at NHS</b>						
5 years or less	4%	0%	4%	4%	87%	23
6 to 10 years	18%	32%	0%	0%	50%	22
More than 10 years	29%	14%	0%	0%	57%	14
<b>Years in Education</b>						
5 years or less	7%	0%	0%	0%	93%	14
6 to 10 years	8%	25%	0%	0%	67%	12
11 to 20 years	6%	19%	0%	6%	69%	16
More than 20 years	35%	18%	6%	0%	41%	17
<b>Employment Status</b>						
Teaching staff	20%	27%	6%	4%	43%	51
Educational Staff	0%	15%	0%	0%	85%	13
Support Staff	11%	0%	0%	11%	78%	9

Q8.a: Please rate the effectiveness of the communication between NHS and each of the following offices / communities: Private Pre-Schools and Kindergartens

	Very Effective	Somewhat Effective	Not Very Effective	Don't Know / Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>10%</b>	<b>15%</b>	<b>1%</b>	<b>74%</b>	<b>73</b>
<b>Years at NHS</b>					
5 years or less	5%	14%	0%	82%	22
6 to 10 years	18%	18%	0%	64%	22
More than 10 years	8%	8%	0%	85%	13
<b>Years in Education</b>					
5 years or less	7%	7%	0%	86%	14
6 to 10 years	17%	33%	0%	50%	12
11 to 20 years	13%	6%	0%	81%	16
More than 20 years	7%	13%	0%	80%	15
<b>Employment Status</b>					
Teaching staff	8%	18%	0%	74%	50
Educational Staff	8%	15%	8%	69%	13
Support Staff	25%	0%	0%	75%	8

Q8.b: Please rate the effectiveness of the communication between NHS and each of the following offices / communities: WHS

	Very Effective	Somewhat Effective	Not Very Effective	Not At All Effective	Don't Know / Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	11%	24%	4%	1%	60%	72
<b>Years at NHS</b>						
5 years or less	9%	17%	4%	0%	70%	23
6 to 10 years	10%	33%	10%	0%	48%	21
More than 10 years	25%	33%	0%	8%	33%	12
<b>Years in Education</b>						
5 years or less	14%	7%	7%	0%	71%	14
6 to 10 years	8%	25%	0%	0%	67%	12
11 to 20 years	19%	31%	13%	6%	31%	16
More than 20 years	7%	43%	0%	0%	50%	14
<b>Employment Status</b>						
Teaching staff	8%	24%	6%	2%	59%	49
Educational Staff	0%	23%	0%	0%	77%	13
Support Staff	50%	25%	0%	0%	25%	8

Q8.c: Please rate the effectiveness of the communication between NHS and each of the following offices / communities: Private High Schools

	Very Effective	Somewhat Effective	Don't Know / Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	11%	12%	77%	73
<b>Years at NHS</b>				
5 years or less	19%	0%	81%	21
6 to 10 years	5%	23%	73%	22
More than 10 years	21%	14%	64%	14
<b>Years in Education</b>				
5 years or less	23%	0%	77%	13
6 to 10 years	8%	17%	75%	12
11 to 20 years	25%	13%	63%	16
More than 20 years	0%	19%	81%	16
<b>Employment Status</b>				
Teaching staff	8%	14%	78%	50
Educational Staff	8%	17%	75%	12
Support Staff	33%	0%	67%	9

Q8.d: Please rate the effectiveness of the communication between NHS and each of the following offices / communities: SAU 21 Office

	Very Effective	Somewhat Effective	Not Very Effective	Not At All Effective	Don't Know / Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>18%</b>	<b>38%</b>	<b>12%</b>	<b>3%</b>	<b>29%</b>	<b>73</b>
<b>Years at NHS</b>						
5 years or less	23%	50%	0%	0%	27%	22
6 to 10 years	14%	27%	23%	5%	32%	22
More than 10 years	29%	43%	7%	7%	14%	14
<b>Years in Education</b>						
5 years or less	15%	54%	0%	0%	31%	13
6 to 10 years	25%	33%	0%	0%	42%	12
11 to 20 years	31%	19%	13%	6%	31%	16
More than 20 years	12%	53%	24%	6%	6%	17
<b>Employment Status</b>						
Teaching staff	10%	37%	16%	4%	33%	49
Educational Staff	31%	54%	0%	0%	15%	13
Support Staff	44%	33%	0%	0%	22%	9

Q8.e: Please rate the effectiveness of the communication between NHS and each of the following offices / communities: NHS School Board

	Very Effective	Somewhat Effective	Not Very Effective	Not At All Effective	Don't Know / Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>16%</b>	<b>37%</b>	<b>16%</b>	<b>9%</b>	<b>21%</b>	<b>75</b>
<b>Years at NHS</b>						
5 years or less	13%	26%	9%	4%	48%	23
6 to 10 years	23%	36%	32%	5%	5%	22
More than 10 years	21%	43%	14%	21%	0%	14
<b>Years in Education</b>						
5 years or less	7%	21%	14%	0%	57%	14
6 to 10 years	25%	33%	17%	0%	25%	12
11 to 20 years	31%	25%	25%	13%	6%	16
More than 20 years	12%	53%	18%	18%	0%	17
<b>Employment Status</b>						
Teaching staff	14%	39%	18%	14%	16%	51
Educational Staff	23%	23%	15%	0%	38%	13
Support Staff	22%	44%	11%	0%	22%	9

Q8.f: Please rate the effectiveness of the communication between NHS and each of the following offices / communities: North Hampton Community at Large

	Very Effective	Somewhat Effective	Not Very Effective	Don't Know / Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	29%	43%	7%	21%	75
<b>Years at NHS</b>					
5 years or less	17%	26%	4%	52%	23
6 to 10 years	45%	41%	14%	0%	22
More than 10 years	50%	50%	0%	0%	14
<b>Years in Education</b>					
5 years or less	14%	29%	7%	50%	14
6 to 10 years	17%	50%	8%	25%	12
11 to 20 years	56%	25%	6%	13%	16
More than 20 years	47%	47%	6%	0%	17
<b>Employment Status</b>					
Teaching Staff	31%	49%	6%	14%	51
Educational Staff	15%	31%	15%	38%	13
Support Staff	44%	22%	0%	33%	9

Q9R: Do you have any additional comments on communication between NHS and other offices / communities?

	Use Channel 22 / Alternative Communication more	Other offices need to respond back to NHS more - two-way street	Access to school board minutes	Administration puts a slant on news from school board	Superintendent should be more visible	Other	No Answer	Number Responded
<b>North Hampton Staff Members</b>	5%	7%	4%	7%	5%	1%	71%	75
<b>Years at NHS</b>								
5 years or less	4%	4%	0%	0%	0%	0%	91%	23
6 to 10 years	5%	5%	9%	9%	0%	5%	68%	22
More than 10 years	7%	7%	0%	7%	7%	0%	71%	14
<b>Years in Education</b>								
5 years or less	0%	0%	0%	0%	0%	0%	100%	14
6 to 10 years	0%	0%	0%	0%	0%	0%	100%	12
11 to 20 years	13%	13%	13%	6%	0%	0%	56%	16
More than 20 years	6%	6%	0%	12%	6%	6%	65%	17
<b>Employment Status</b>								
Teaching Staff	4%	8%	6%	10%	8%	2%	63%	51
Educational Staff	0%	0%	0%	0%	0%	0%	100%	13
Support Staff	22%	0%	0%	0%	0%	0%	78%	9

Q10.a: The school has a positive, respectful and supportive learning environment.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Number Responded
<b>North Hampton Staff Members</b>	<b>85%</b>	<b>11%</b>	<b>1%</b>	<b>3%</b>	<b>75</b>
<b>Years at NHS</b>					
5 years or less	96%	4%	0%	0%	23
6 to 10 years	77%	14%	5%	5%	22
More than 10 years	86%	7%	0%	7%	14
<b>Years in Education</b>					
5 years or less	100%	0%	0%	0%	14
6 to 10 years	83%	8%	8%	0%	12
11 to 20 years	94%	6%	0%	0%	16
More than 20 years	71%	18%	0%	12%	17
<b>Employment Status</b>					
Teaching staff	88%	12%	0%	0%	51
Educational Staff	85%	8%	8%	0%	13
Support Staff	67%	11%	0%	22%	9

Q10.b: The school has a positive, respectful and supportive working environment.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Number Responded
<b>North Hampton Staff Members</b>	<b>48%</b>	<b>21%</b>	<b>4%</b>	<b>16%</b>	<b>11%</b>	<b>75</b>
<b>Years at NHS</b>						
5 years or less	74%	17%	4%	4%	0%	23
6 to 10 years	45%	23%	5%	14%	14%	22
More than 10 years	64%	14%	0%	21%	0%	14
<b>Years in Education</b>						
5 years or less	79%	21%	0%	0%	0%	14
6 to 10 years	42%	33%	8%	17%	0%	12
11 to 20 years	63%	13%	0%	19%	6%	16
More than 20 years	59%	12%	6%	12%	12%	17
<b>Employment Status</b>						
Teaching staff	45%	22%	4%	18%	12%	51
Educational Staff	54%	31%	8%	8%	0%	13
Support Staff	67%	11%	0%	11%	11%	9

Q10.c: The maintenance staff is friendly, accessible and helpful.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Number Responded
<b>North Hampton Staff Members</b>	<b>72%</b>	<b>17%</b>	<b>4%</b>	<b>7%</b>	<b>75</b>
<b>Years at NHS</b>					
5 years or less	96%	4%	0%	0%	23
6 to 10 years	77%	9%	5%	9%	22
More than 10 years	93%	7%	0%	0%	14
<b>Years in Education</b>					
5 years or less	100%	0%	0%	0%	14
6 to 10 years	92%	8%	0%	0%	12
11 to 20 years	88%	0%	6%	6%	16
More than 20 years	76%	18%	0%	6%	17
<b>Employment Status</b>					
Teaching Staff	67%	20%	4%	10%	51
Educational Staff	92%	8%	0%	0%	13
Support Staff	89%	11%	0%	0%	9

Q10.d: The cafeteria staff is friendly, accessible and helpful.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>19%</b>	<b>42%</b>	<b>11%</b>	<b>23%</b>	<b>3%</b>	<b>3%</b>	<b>74</b>
<b>Years at NHS</b>							
5 years or less	36%	55%	0%	0%	0%	9%	22
6 to 10 years	5%	36%	18%	36%	5%	0%	22
More than 10 years	21%	43%	14%	14%	7%	0%	14
<b>Years in Education</b>							
5 years or less	46%	46%	0%	0%	0%	8%	13
6 to 10 years	8%	42%	25%	25%	0%	0%	12
11 to 20 years	19%	38%	13%	13%	13%	6%	16
More than 20 years	12%	53%	6%	29%	0%	0%	17
<b>Employment Status</b>							
Teaching Staff	8%	43%	14%	29%	4%	2%	51
Educational Staff	42%	42%	0%	17%	0%	0%	12
Support Staff	56%	33%	0%	0%	0%	11%	9

Q10.e: The school administration is accessible to staff.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>50%</b>	<b>15%</b>	<b>7%</b>	<b>20%</b>	<b>7%</b>	<b>1%</b>	<b>74</b>
<b>Years at NHS</b>							
5 years or less	55%	32%	0%	9%	0%	5%	22
6 to 10 years	64%	9%	5%	14%	9%	0%	22
More than 10 years	71%	7%	14%	7%	0%	0%	14
<b>Years in Education</b>							
5 years or less	50%	36%	0%	7%	0%	7%	14
6 to 10 years	50%	25%	8%	8%	8%	0%	12
11 to 20 years	80%	7%	7%	7%	0%	0%	15
More than 20 years	65%	6%	6%	18%	6%	0%	17
<b>Employment Status</b>							
Teaching Staff	52%	14%	6%	22%	6%	0%	50
Educational Staff	46%	23%	0%	23%	8%	0%	13
Support Staff	56%	11%	11%	11%	0%	11%	9

Q10.f: I am comfortable communicating with school administration.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Number Responded
<b>North Hampton Staff Members</b>	<b>52%</b>	<b>11%</b>	<b>4%</b>	<b>17%</b>	<b>16%</b>	<b>75</b>
<b>Years at NHS</b>						
5 years or less	65%	26%	0%	4%	4%	23
6 to 10 years	59%	5%	9%	14%	14%	22
More than 10 years	71%	7%	0%	21%	0%	14
<b>Years in Education</b>						
5 years or less	64%	29%	0%	7%	0%	14
6 to 10 years	50%	17%	17%	0%	17%	12
11 to 20 years	75%	6%	0%	19%	0%	16
More than 20 years	65%	6%	0%	18%	12%	17
<b>Employment Status</b>						
Teaching Staff	53%	8%	6%	20%	14%	51
Educational Staff	46%	23%	0%	15%	15%	13
Support Staff	67%	11%	0%	11%	11%	9



Q10.g: The office staff is welcoming, accessible and helpful.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>47%</b>	<b>23%</b>	<b>8%</b>	<b>15%</b>	<b>5%</b>	<b>1%</b>	<b>74</b>
<b>Years at NHS</b>							
5 years or less	74%	17%	0%	4%	0%	4%	23
6 to 10 years	43%	33%	5%	10%	10%	0%	21
More than 10 years	64%	29%	0%	7%	0%	0%	14
<b>Years in Education</b>							
5 years or less	86%	7%	0%	0%	0%	7%	14
6 to 10 years	27%	45%	9%	9%	9%	0%	11
11 to 20 years	69%	25%	0%	6%	0%	0%	16
More than 20 years	53%	29%	0%	12%	6%	0%	17
<b>Employment Status</b>							
Teaching Staff	44%	28%	10%	16%	2%	0%	50
Educational Staff	54%	15%	0%	15%	15%	0%	13
Support Staff	67%	11%	0%	0%	11%	11%	9

Q10.h: My workplace takes into account my personal needs.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>63%</b>	<b>17%</b>	<b>12%</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>	<b>75</b>
<b>Years at NHS</b>							
5 years or less	74%	13%	0%	4%	0%	9%	23
6 to 10 years	73%	5%	18%	0%	5%	0%	22
More than 10 years	79%	14%	7%	0%	0%	0%	14
<b>Years in Education</b>							
5 years or less	71%	21%	0%	0%	0%	7%	14
6 to 10 years	67%	0%	17%	8%	0%	8%	12
11 to 20 years	94%	0%	0%	0%	6%	0%	16
More than 20 years	65%	18%	18%	0%	0%	0%	17
<b>Employment Status</b>							
Teaching Staff	65%	18%	10%	4%	4%	0%	51
Educational Staff	54%	15%	23%	0%	0%	8%	13
Support Staff	56%	22%	11%	0%	0%	11%	9

Q10.i: I feel respected and supported in the work I do at NHS.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Number Responded
<b>North Hampton Staff Members</b>	<b>56%</b>	<b>19%</b>	<b>5%</b>	<b>12%</b>	<b>8%</b>	<b>75</b>
<b>Years at NHS</b>						
5 years or less	74%	13%	4%	9%	0%	23
6 to 10 years	68%	14%	0%	9%	9%	22
More than 10 years	64%	29%	7%	0%	0%	14
<b>Years in Education</b>						
5 years or less	71%	14%	7%	7%	0%	14
6 to 10 years	67%	25%	0%	8%	0%	12
11 to 20 years	81%	13%	0%	6%	0%	16
More than 20 years	59%	18%	6%	6%	12%	17
<b>Employment Status</b>						
Teaching Staff	57%	18%	6%	10%	10%	51
Educational Staff	62%	23%	0%	15%	0%	13
Support Staff	56%	22%	11%	0%	11%	9

Q10.j: I look forward to coming to school.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Number Responded
<b>North Hampton Staff Members</b>	<b>67%</b>	<b>19%</b>	<b>7%</b>	<b>3%</b>	<b>5%</b>	<b>75</b>
<b>Years at NHS</b>						
5 years or less	83%	13%	0%	0%	4%	23
6 to 10 years	73%	5%	5%	9%	9%	22
More than 10 years	79%	14%	7%	0%	0%	14
<b>Years in Education</b>						
5 years or less	79%	14%	0%	0%	7%	14
6 to 10 years	75%	17%	8%	0%	0%	12
11 to 20 years	81%	6%	0%	13%	0%	16
More than 20 years	76%	6%	6%	0%	12%	17
<b>Employment Status</b>						
Teaching Staff	69%	16%	8%	4%	4%	51
Educational Staff	69%	31%	0%	0%	0%	13
Support Staff	56%	22%	0%	0%	22%	9

Q10.k: Services that support the emotional and physical well-being of my students (nurse, psychologist, guidance counselor) are available and responsive to my students needs.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>53%</b>	<b>25%</b>	<b>7%</b>	<b>7%</b>	<b>1%</b>	<b>7%</b>	<b>75</b>
<b>Years at NHS</b>							
5 years or less	61%	22%	4%	0%	0%	13%	23
6 to 10 years	55%	36%	0%	5%	0%	5%	22
More than 10 years	71%	14%	0%	7%	0%	7%	14
<b>Years in Education</b>							
5 years or less	71%	21%	0%	0%	0%	7%	14
6 to 10 years	42%	25%	8%	8%	0%	17%	12
11 to 20 years	63%	31%	0%	0%	0%	6%	16
More than 20 years	65%	24%	0%	6%	0%	6%	17
<b>Employment Status</b>							
Teaching staff	53%	27%	8%	10%	2%	0%	51
Educational Staff	46%	31%	8%	0%	0%	15%	13
Support Staff	67%	0%	0%	0%	0%	33%	9

Q10.l: The student transition process from grade to grade is effective.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>32%</b>	<b>28%</b>	<b>8%</b>	<b>15%</b>	<b>3%</b>	<b>15%</b>	<b>75</b>
<b>Years at NHS</b>							
5 years or less	43%	26%	0%	0%	0%	30%	23
6 to 10 years	23%	41%	5%	23%	0%	9%	22
More than 10 years	50%	21%	0%	14%	0%	14%	14
<b>Years in Education</b>							
5 years or less	50%	29%	0%	0%	0%	21%	14
6 to 10 years	17%	33%	0%	17%	0%	33%	12
11 to 20 years	38%	31%	0%	19%	0%	13%	16
More than 20 years	41%	29%	6%	12%	0%	12%	17
<b>Employment Status</b>							
Teaching staff	29%	31%	12%	20%	2%	6%	51
Educational Staff	38%	31%	0%	0%	0%	31%	13
Support Staff	44%	0%	0%	11%	0%	44%	9

Q10.m: For my students who transitioned from NHS to another high school, the transition was smooth and effective.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	16%	7%	1%	1%	74%	73
<b>Years at NHS</b>						
5 years or less	9%	5%	0%	0%	86%	22
6 to 10 years	18%	5%	0%	5%	73%	22
More than 10 years	43%	14%	0%	0%	43%	14
<b>Years in Education</b>						
5 years or less	14%	7%	0%	0%	79%	14
6 to 10 years	17%	0%	0%	0%	83%	12
11 to 20 years	25%	6%	0%	6%	63%	16
More than 20 years	25%	13%	0%	0%	63%	16
<b>Employment Status</b>						
Teaching Staff	16%	6%	2%	2%	73%	49
Educational Staff	8%	15%	0%	0%	77%	13
Support Staff	33%	0%	0%	0%	67%	9

Q11R: Do you have any additional comments on the NHS work environment?

	Admin negative towards disagreeing staff	Improvement needed from school psychologist	NHS is a positive place to work	Admin is not approachable / supportive	Food services needs improvement	Other	No Answer	Number Responded
<b>North Hampton Staff Members</b>	7%	9%	13%	12%	4%	7%	48%	75
<b>Years at NHS</b>								
5 years or less	0%	9%	13%	9%	0%	0%	70%	23
6 to 10 years	14%	14%	0%	5%	5%	9%	55%	22
More than 10 years	0%	7%	29%	0%	0%	14%	50%	14
<b>Years in Education</b>								
5 years or less	0%	0%	7%	7%	0%	0%	86%	14
6 to 10 years	8%	17%	8%	8%	0%	8%	50%	12
11 to 20 years	6%	13%	25%	0%	0%	0%	56%	16
More than 20 years	6%	12%	6%	6%	6%	18%	47%	17
<b>Employment Status</b>								
Teaching Staff	4%	14%	14%	14%	6%	8%	41%	51
Educational Staff	8%	0%	15%	15%	0%	0%	62%	13
Support Staff	0%	0%	11%	0%	0%	11%	78%	9

Q12: Are you interested in participating in PAL?

	Yes	No	Number Responded
<b>North Hampton Staff Members</b>	<b>30%</b>	<b>70%</b>	<b>73</b>
<b>Years at NHS</b>			
5 years or less	22%	78%	23
6 to 10 years	27%	73%	22
More than 10 years	43%	57%	14
<b>Years in Education</b>			
5 years or less	7%	93%	14
6 to 10 years	8%	92%	12
11 to 20 years	44%	56%	16
More than 20 years	47%	53%	17
<b>Employment Status</b>			
Teaching staff	33%	67%	49
Educational Staff	15%	85%	13
Support Staff	33%	67%	9

Q13R: Do you have suggestions for making PAL more accessible to staff at NHS?

	No suggestions	Scheduling / Time commitment	Time PAL doing a good job	Other	No Answer	Number Responded
<b>North Hampton Staff Members</b>	<b>7%</b>	<b>11%</b>	<b>8%</b>	<b>4%</b>	<b>71%</b>	<b>75</b>
<b>Years at NHS</b>						
5 years or less	0%	4%	0%	4%	91%	23
6 to 10 years	14%	5%	9%	5%	68%	22
More than 10 years	0%	7%	14%	7%	71%	14
<b>Years in Education</b>						
5 years or less	0%	0%	0%	0%	100%	14
6 to 10 years	8%	0%	0%	8%	83%	12
11 to 20 years	0%	13%	19%	0%	69%	16
More than 20 years	12%	6%	6%	12%	65%	17
<b>Employment Status</b>						
Teaching staff	6%	16%	10%	6%	63%	51
Educational Staff	0%	0%	0%	0%	100%	13
Support Staff	11%	0%	11%	0%	78%	9

Q14.a: School Council is effective.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>23%</b>	<b>32%</b>	<b>14%</b>	<b>7%</b>	<b>3%</b>	<b>22%</b>	<b>73</b>
<b>Years at NHS</b>							
5 years or less	17%	30%	4%	0%	0%	48%	23
6 to 10 years	24%	48%	14%	0%	0%	14%	21
More than 10 years	57%	7%	7%	7%	7%	14%	14
<b>Years in Education</b>							
5 years or less	14%	14%	7%	0%	0%	64%	14
6 to 10 years	17%	58%	8%	0%	0%	17%	12
11 to 20 years	33%	40%	13%	7%	0%	7%	15
More than 20 years	47%	18%	6%	0%	6%	24%	17
<b>Employment Status</b>							
Teaching Staff	25%	37%	18%	6%	4%	10%	51
Educational Staff	9%	27%	9%	0%	0%	55%	11
Support Staff	33%	11%	0%	0%	0%	56%	9

Q14.b: I feel I have a voice in the decision-making process.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>28%</b>	<b>27%</b>	<b>9%</b>	<b>15%</b>	<b>13%</b>	<b>8%</b>	<b>75</b>
<b>Years at NHS</b>							
5 years or less	17%	39%	13%	9%	0%	22%	23
6 to 10 years	36%	41%	0%	14%	9%	0%	22
More than 10 years	57%	7%	14%	7%	7%	7%	14
<b>Years in Education</b>							
5 years or less	7%	36%	14%	7%	0%	36%	14
6 to 10 years	25%	50%	8%	17%	0%	0%	12
11 to 20 years	56%	31%	0%	6%	0%	0%	16
More than 20 years	41%	18%	12%	12%	12%	6%	17
<b>Employment Status</b>							
Teaching Staff	33%	29%	8%	18%	12%	0%	51
Educational Staff	15%	23%	15%	15%	8%	23%	13
Support Staff	22%	22%	11%	0%	11%	33%	9

Q14.c: I am comfortable expressing my opinion in the decision-making process.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>28%</b>	<b>24%</b>	<b>8%</b>	<b>15%</b>	<b>17%</b>	<b>8%</b>	<b>75</b>
<b>Years at NHS</b>							
5 years or less	17%	39%	13%	4%	4%	22%	23
6 to 10 years	36%	27%	9%	14%	14%	0%	22
More than 10 years	64%	7%	7%	14%	0%	7%	14
<b>Years in Education</b>							
5 years or less	7%	36%	14%	7%	0%	36%	14
6 to 10 years	33%	33%	17%	8%	8%	0%	12
11 to 20 years	44%	38%	0%	13%	6%	0%	16
More than 20 years	53%	6%	12%	12%	12%	6%	17
<b>Employment Status</b>							
Teaching Staff	35%	24%	8%	16%	18%	0%	51
Educational Staff	8%	31%	8%	23%	8%	23%	13
Support Staff	22%	22%	11%	0%	11%	33%	9

Q14.d: Teachers provide leadership essential to the improvement of the school.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>59%</b>	<b>25%</b>	<b>10%</b>	<b>1%</b>	<b>4%</b>	<b>1%</b>	<b>73</b>
<b>Years at NHS</b>							
5 years or less	57%	33%	5%	0%	0%	5%	21
6 to 10 years	64%	18%	14%	5%	0%	0%	22
More than 10 years	64%	7%	21%	0%	7%	0%	14
<b>Years in Education</b>							
5 years or less	62%	23%	8%	0%	0%	8%	13
6 to 10 years	55%	36%	9%	0%	0%	0%	11
11 to 20 years	69%	25%	6%	0%	0%	0%	16
More than 20 years	59%	6%	24%	6%	6%	0%	17
<b>Employment Status</b>							
Teaching Staff	65%	25%	4%	2%	4%	0%	51
Educational Staff	58%	25%	17%	0%	0%	0%	12
Support Staff	38%	13%	38%	0%	0%	13%	8

Q14.e: Administrators provide leadership essential to the improvement of the school.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>44%</b>	<b>21%</b>	<b>5%</b>	<b>15%</b>	<b>12%</b>	<b>3%</b>	<b>75</b>
<b>Years at NHS</b>							
5 years or less	52%	26%	4%	9%	0%	9%	23
6 to 10 years	45%	32%	5%	9%	9%	0%	22
More than 10 years	71%	14%	0%	7%	7%	0%	14
<b>Years in Education</b>							
5 years or less	43%	36%	0%	7%	0%	14%	14
6 to 10 years	42%	25%	17%	17%	0%	0%	12
11 to 20 years	69%	25%	0%	0%	6%	0%	16
More than 20 years	59%	18%	0%	12%	12%	0%	17
<b>Employment Status</b>							
Teaching staff	45%	25%	6%	12%	12%	0%	51
Educational Staff	46%	15%	8%	23%	8%	0%	13
Support Staff	44%	11%	0%	11%	11%	22%	9

Q14.f: Teachers meet collaboratively to discuss and share work and the results of student assessment for the purpose of revising the curriculum and improving instructional strategies.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>53%</b>	<b>30%</b>	<b>4%</b>	<b>1%</b>	<b>1%</b>	<b>10%</b>	<b>73</b>
<b>Years at NHS</b>							
5 years or less	50%	36%	0%	0%	0%	14%	22
6 to 10 years	62%	24%	10%	0%	0%	5%	21
More than 10 years	57%	21%	0%	0%	0%	21%	14
<b>Years in Education</b>							
5 years or less	50%	29%	0%	0%	0%	21%	14
6 to 10 years	64%	27%	9%	0%	0%	0%	11
11 to 20 years	56%	38%	0%	0%	0%	6%	16
More than 20 years	56%	19%	6%	0%	0%	19%	16
<b>Employment Status</b>							
Teaching staff	59%	33%	4%	2%	2%	0%	49
Educational Staff	62%	23%	8%	0%	0%	8%	13
Support Staff	22%	11%	0%	0%	0%	67%	9



Q14.g: NHS provides an environment that encourages teachers to be knowledgeable about current research and effective instructional approaches.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>67%</b>	<b>19%</b>	<b>3%</b>	<b>1%</b>	<b>4%</b>	<b>7%</b>	<b>75</b>
<b>Years at NHS</b>							
5 years or less	78%	13%	0%	0%	0%	9%	23
6 to 10 years	77%	14%	0%	5%	0%	5%	22
More than 10 years	64%	21%	0%	0%	0%	14%	14
<b>Years in Education</b>							
5 years or less	79%	7%	0%	0%	0%	14%	14
6 to 10 years	75%	17%	0%	8%	0%	0%	12
11 to 20 years	81%	19%	0%	0%	0%	0%	16
More than 20 years	65%	18%	0%	0%	0%	18%	17
<b>Employment Status</b>							
Teaching Staff	71%	22%	2%	0%	6%	0%	51
Educational Staff	77%	15%	0%	8%	0%	0%	13
Support Staff	33%	11%	0%	0%	0%	56%	9

Q14.h: NHS provides an environment that encourages teachers to be reflective about their own practice.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>61%</b>	<b>25%</b>	<b>3%</b>	<b>3%</b>	<b>1%</b>	<b>7%</b>	<b>75</b>
<b>Years at NHS</b>							
5 years or less	61%	30%	0%	0%	0%	9%	23
6 to 10 years	73%	14%	5%	5%	0%	5%	22
More than 10 years	79%	7%	0%	0%	0%	14%	14
<b>Years in Education</b>							
5 years or less	57%	29%	0%	0%	0%	14%	14
6 to 10 years	58%	33%	8%	0%	0%	0%	12
11 to 20 years	94%	6%	0%	0%	0%	0%	16
More than 20 years	65%	12%	0%	6%	0%	18%	17
<b>Employment Status</b>							
Teaching Staff	65%	29%	2%	4%	0%	0%	51
Educational Staff	62%	31%	8%	0%	0%	0%	13
Support Staff	44%	0%	0%	0%	0%	56%	9

Q14.i: The teacher:student ratio allows teachers to meet the learning needs of individual learners.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>59%</b>	<b>29%</b>	<b>4%</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>	<b>75</b>
<b>Years at NHS</b>							
5 years or less	61%	30%	0%	0%	0%	9%	23
6 to 10 years	64%	27%	0%	9%	0%	0%	22
More than 10 years	71%	21%	7%	0%	0%	0%	14
<b>Years in Education</b>							
5 years or less	64%	21%	0%	0%	0%	14%	14
6 to 10 years	50%	42%	0%	8%	0%	0%	12
11 to 20 years	75%	25%	0%	0%	0%	0%	16
More than 20 years	65%	24%	6%	6%	0%	0%	17
<b>Employment Status</b>							
Teaching staff	63%	27%	2%	4%	4%	0%	51
Educational Staff	62%	38%	0%	0%	0%	0%	13
Support Staff	33%	33%	11%	0%	0%	22%	9

Q15R: Do you have any additional comments about school governance?

	Specific Admin members unprofessional/unethical	Micromanaging from school board	Unable to communicate openly with Admin	Special Ed leadership needs improvement	Communication needs improvement	Other	No Answer	Number Responded
<b>North Hampton Staff Members</b>	<b>7%</b>	<b>3%</b>	<b>8%</b>	<b>3%</b>	<b>3%</b>	<b>13%</b>	<b>64%</b>	<b>75</b>
<b>Years at NHS</b>								
5 years or less	0%	0%	4%	0%	0%	4%	91%	23
6 to 10 years	9%	0%	5%	0%	0%	18%	68%	22
More than 10 years	0%	14%	7%	0%	0%	14%	64%	14
<b>Years in Education</b>								
5 years or less	0%	0%	7%	0%	0%	0%	93%	14
6 to 10 years	0%	0%	0%	0%	0%	8%	92%	12
11 to 20 years	0%	6%	6%	0%	0%	25%	63%	16
More than 20 years	12%	6%	6%	0%	0%	12%	65%	17
<b>Employment Status</b>								
Teaching staff	6%	4%	10%	4%	4%	18%	55%	51
Educational Staff	0%	0%	0%	0%	0%	8%	92%	13
Support Staff	11%	0%	0%	0%	0%	0%	89%	9

Q16.a: Rigorous standards are in place which address the whole child and clearly identify what students are expected to know and be able to do across the curriculum.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>40%</b>	<b>32%</b>	<b>3%</b>	<b>12%</b>	<b>1%</b>	<b>12%</b>	<b>75</b>
<b>Years at NHS</b>							
5 years or less	43%	35%	0%	0%	0%	22%	23
6 to 10 years	41%	36%	5%	9%	0%	9%	22
More than 10 years	64%	21%	0%	0%	0%	14%	14
<b>Years in Education</b>							
5 years or less	43%	29%	0%	0%	0%	29%	14
6 to 10 years	42%	42%	8%	0%	0%	8%	12
11 to 20 years	44%	38%	0%	13%	0%	6%	16
More than 20 years	59%	24%	0%	0%	0%	18%	17
<b>Employment Status</b>							
Teaching staff	39%	43%	0%	16%	0%	2%	51
Educational Staff	54%	15%	15%	0%	0%	15%	13
Support Staff	33%	0%	0%	0%	0%	67%	9

Q16.b: The curriculum is aligned with the school-wide academic expectations and ensures that all students have sufficient opportunity to practice and achieve each of those expectations.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>45%</b>	<b>29%</b>	<b>5%</b>	<b>5%</b>	<b>3%</b>	<b>12%</b>	<b>75</b>
<b>Years at NHS</b>							
5 years or less	52%	26%	0%	0%	0%	22%	23
6 to 10 years	50%	32%	5%	5%	0%	9%	22
More than 10 years	64%	14%	7%	0%	0%	14%	14
<b>Years in Education</b>							
5 years or less	43%	29%	0%	0%	0%	29%	14
6 to 10 years	50%	25%	8%	8%	0%	8%	12
11 to 20 years	63%	25%	6%	0%	0%	6%	16
More than 20 years	59%	24%	0%	0%	0%	18%	17
<b>Employment Status</b>							
Teaching staff	43%	41%	4%	8%	2%	2%	51
Educational Staff	62%	8%	15%	0%	0%	15%	13
Support Staff	33%	0%	0%	0%	0%	67%	9

Q16.c: The curriculum is appropriately integrated and emphasizes depth of understanding over breadth of coverage.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>45%</b>	<b>31%</b>	<b>7%</b>	<b>5%</b>	<b>1%</b>	<b>11%</b>	<b>75</b>
<b>Years at NHS</b>							
5 years or less	57%	26%	0%	0%	0%	17%	23
6 to 10 years	50%	27%	5%	9%	0%	9%	22
More than 10 years	57%	29%	0%	0%	0%	14%	14
<b>Years in Education</b>							
5 years or less	43%	36%	0%	0%	0%	21%	14
6 to 10 years	58%	17%	8%	8%	0%	8%	12
11 to 20 years	56%	31%	0%	6%	0%	6%	16
More than 20 years	59%	24%	0%	0%	0%	18%	17
<b>Employment Status</b>							
Teaching staff	45%	39%	6%	6%	2%	2%	51
Educational Staff	69%	8%	15%	0%	0%	8%	13
Support Staff	22%	11%	0%	0%	0%	67%	9

Q16.d: The curriculum engages all students in inquiry, problem-solving, and higher-order thinking.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>61%</b>	<b>20%</b>	<b>5%</b>	<b>3%</b>	<b>11%</b>	<b>75</b>
<b>Years at NHS</b>						
5 years or less	65%	17%	0%	0%	17%	23
6 to 10 years	64%	14%	9%	5%	9%	22
More than 10 years	71%	14%	0%	0%	14%	14
<b>Years in Education</b>						
5 years or less	50%	29%	0%	0%	21%	14
6 to 10 years	75%	8%	8%	0%	8%	12
11 to 20 years	75%	13%	6%	0%	6%	16
More than 20 years	65%	12%	0%	6%	18%	17
<b>Employment Status</b>						
Teaching staff	65%	25%	4%	4%	2%	51
Educational Staff	62%	15%	15%	0%	8%	13
Support Staff	33%	0%	0%	0%	67%	9

Q16.e: The curriculum provides opportunities for the authentic application of knowledge and skills.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>61%</b>	<b>23%</b>	<b>4%</b>	<b>1%</b>	<b>11%</b>	<b>75</b>
<b>Years at NHS</b>						
5 years or less	74%	9%	0%	0%	17%	23
6 to 10 years	64%	23%	5%	0%	9%	22
More than 10 years	64%	21%	0%	0%	14%	14
<b>Years in Education</b>						
5 years or less	71%	7%	0%	0%	21%	14
6 to 10 years	75%	8%	8%	0%	8%	12
11 to 20 years	75%	19%	0%	0%	6%	16
More than 20 years	53%	29%	0%	0%	18%	17
<b>Employment Status</b>						
Teaching staff	61%	33%	2%	2%	2%	51
Educational Staff	77%	0%	15%	0%	8%	13
Support Staff	33%	0%	0%	0%	67%	9

Q16.f: There is effective curricular coordination and articulation between and among all academic areas within the school.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>29%</b>	<b>31%</b>	<b>11%</b>	<b>16%</b>	<b>3%</b>	<b>11%</b>	<b>75</b>
<b>Years at NHS</b>							
5 years or less	30%	43%	4%	4%	0%	17%	23
6 to 10 years	27%	32%	14%	18%	0%	9%	22
More than 10 years	43%	29%	7%	7%	0%	14%	14
<b>Years in Education</b>							
5 years or less	36%	29%	7%	7%	0%	21%	14
6 to 10 years	17%	58%	8%	8%	0%	8%	12
11 to 20 years	31%	31%	6%	25%	0%	6%	16
More than 20 years	41%	29%	12%	0%	0%	18%	17
<b>Employment Status</b>							
Teaching staff	24%	39%	12%	22%	2%	2%	51
Educational Staff	54%	23%	15%	0%	0%	8%	13
Support Staff	33%	0%	0%	0%	0%	67%	9

Q16.g: There is effective curricular coordination and articulation between NHS and the receiving high school in the district.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>15%</b>	<b>14%</b>	<b>7%</b>	<b>5%</b>	<b>5%</b>	<b>54%</b>	<b>74</b>
<b>Years at NHS</b>							
5 years or less	14%	14%	0%	0%	0%	73%	22
6 to 10 years	9%	18%	14%	9%	9%	41%	22
More than 10 years	36%	14%	0%	14%	7%	29%	14
<b>Years in Education</b>							
5 years or less	21%	14%	0%	0%	0%	64%	14
6 to 10 years	8%	8%	17%	0%	0%	67%	12
11 to 20 years	13%	25%	0%	13%	13%	38%	16
More than 20 years	25%	13%	6%	13%	6%	38%	16
<b>Employment Status</b>							
Teaching Staff	12%	12%	8%	8%	8%	52%	50
Educational Staff	23%	15%	8%	0%	0%	54%	13
Support Staff	22%	11%	0%	0%	0%	67%	9

Q17R: Do you have any additional comments about curriculum?

	Inconsistent from grade-to-grade	Instruction methodology not updated for current times	Need more flexibility	Curriculum development is time consuming	Other	No Answer	Number Responded
<b>North Hampton Staff Members</b>	<b>3%</b>	<b>4%</b>	<b>8%</b>	<b>5%</b>	<b>9%</b>	<b>71%</b>	<b>75</b>
<b>Years at NHS</b>							
5 years or less	0%	0%	4%	0%	4%	91%	23
6 to 10 years	0%	0%	9%	5%	9%	77%	22
More than 10 years	0%	14%	7%	0%	0%	79%	14
<b>Years in Education</b>							
5 years or less	0%	0%	0%	0%	7%	93%	14
6 to 10 years	0%	0%	8%	0%	0%	92%	12
11 to 20 years	0%	0%	6%	0%	13%	81%	16
More than 20 years	0%	12%	12%	6%	0%	71%	17
<b>Employment Status</b>							
Teaching Staff	4%	6%	12%	6%	12%	61%	51
Educational Staff	0%	0%	0%	0%	0%	100%	13
Support Staff	0%	0%	0%	0%	0%	100%	9

Q18.a: The school's professional development opportunities support the development and implementation of the curriculum.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>40%</b>	<b>39%</b>	<b>7%</b>	<b>3%</b>	<b>1%</b>	<b>11%</b>	<b>75</b>
<b>Years at NHS</b>							
5 years or less	30%	43%	9%	0%	0%	17%	23
6 to 10 years	55%	27%	5%	5%	0%	9%	22
More than 10 years	71%	14%	0%	0%	0%	14%	14
<b>Years in Education</b>							
5 years or less	14%	50%	14%	0%	0%	21%	14
6 to 10 years	33%	50%	8%	0%	0%	8%	12
11 to 20 years	81%	13%	0%	0%	0%	6%	16
More than 20 years	59%	18%	0%	6%	0%	18%	17
<b>Employment Status</b>							
Teaching Staff	45%	41%	6%	4%	2%	2%	51
Educational Staff	23%	62%	8%	0%	0%	8%	13
Support Staff	33%	0%	0%	0%	0%	67%	9

Q18.b: I am able to attend conferences, workshops, or courses to support my professional development.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>57%</b>	<b>21%</b>	<b>3%</b>	<b>7%</b>	<b>4%</b>	<b>8%</b>	<b>75</b>
<b>Years at NHS</b>							
5 years or less	52%	17%	4%	0%	0%	26%	23
6 to 10 years	64%	23%	0%	9%	5%	0%	22
More than 10 years	86%	14%	0%	0%	0%	0%	14
<b>Years in Education</b>							
5 years or less	29%	21%	7%	0%	0%	43%	14
6 to 10 years	83%	17%	0%	0%	0%	0%	12
11 to 20 years	75%	25%	0%	0%	0%	0%	16
More than 20 years	71%	12%	0%	12%	6%	0%	17
<b>Employment Status</b>							
Teaching Staff	69%	18%	2%	6%	4%	2%	51
Educational Staff	31%	31%	0%	15%	0%	23%	13
Support Staff	33%	22%	11%	0%	11%	22%	9

Q18.c: The administration facilitates opportunities for me to grow as a professional.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>51%</b>	<b>33%</b>	<b>3%</b>	<b>7%</b>	<b>3%</b>	<b>4%</b>	<b>75</b>
<b>Years at NHS</b>							
5 years or less	52%	35%	0%	0%	0%	13%	23
6 to 10 years	64%	23%	5%	9%	0%	0%	22
More than 10 years	79%	21%	0%	0%	0%	0%	14
<b>Years in Education</b>							
5 years or less	36%	43%	0%	0%	0%	21%	14
6 to 10 years	67%	33%	0%	0%	0%	0%	12
11 to 20 years	88%	13%	0%	0%	0%	0%	16
More than 20 years	59%	24%	6%	12%	0%	0%	17
<b>Employment Status</b>							
Teaching Staff	59%	27%	2%	8%	4%	0%	51
Educational Staff	46%	38%	0%	8%	0%	8%	13
Support Staff	22%	44%	11%	0%	0%	22%	9

Q18.d: I have enough time to feel grounded in new school based initiatives.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>21%</b>	<b>33%</b>	<b>15%</b>	<b>13%</b>	<b>11%</b>	<b>7%</b>	<b>75</b>
<b>Years at NHS</b>							
5 years or less	22%	43%	9%	9%	0%	17%	23
6 to 10 years	23%	41%	9%	18%	5%	5%	22
More than 10 years	36%	29%	21%	7%	7%	0%	14
<b>Years in Education</b>							
5 years or less	7%	36%	14%	14%	0%	29%	14
6 to 10 years	25%	50%	0%	25%	0%	0%	12
11 to 20 years	44%	38%	6%	6%	0%	0%	16
More than 20 years	24%	35%	24%	6%	6%	6%	17
<b>Employment Status</b>							
Teaching Staff	24%	35%	14%	14%	14%	0%	51
Educational Staff	23%	31%	23%	8%	0%	15%	13
Support Staff	11%	22%	11%	22%	0%	33%	9



Q18.e: I have enough time to feel grounded in state and federal initiatives.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>16%</b>	<b>28%</b>	<b>27%</b>	<b>8%</b>	<b>8%</b>	<b>13%</b>	<b>75</b>
<b>Years at NHS</b>							
5 years or less	9%	30%	22%	4%	0%	35%	23
6 to 10 years	27%	41%	14%	14%	0%	5%	22
More than 10 years	29%	21%	36%	7%	7%	0%	14
<b>Years in Education</b>							
5 years or less	0%	29%	29%	0%	0%	43%	14
6 to 10 years	17%	33%	0%	25%	0%	25%	12
11 to 20 years	31%	38%	19%	13%	0%	0%	16
More than 20 years	29%	29%	35%	0%	6%	0%	17
<b>Employment Status</b>							
Teaching staff	22%	29%	24%	12%	10%	4%	51
Educational Staff	0%	23%	38%	0%	0%	38%	13
Support Staff	11%	22%	33%	0%	0%	33%	9

Q19R: Do you have any additional comments about curriculum?

	Want to attend more outside conferences	Need more long-term planning	Time / budget constraints	Standards change too often to keep up	Other	No Answer	Number Responded
<b>North Hampton Staff Members</b>	<b>5%</b>	<b>7%</b>	<b>8%</b>	<b>5%</b>	<b>5%</b>	<b>69%</b>	<b>75</b>
<b>Years at NHS</b>							
5 years or less	4%	9%	0%	0%	4%	83%	23
6 to 10 years	5%	5%	5%	14%	0%	73%	22
More than 10 years	0%	0%	0%	0%	7%	93%	14
<b>Years in Education</b>							
5 years or less	0%	7%	0%	0%	0%	93%	14
6 to 10 years	0%	8%	0%	0%	0%	92%	12
11 to 20 years	13%	6%	0%	13%	6%	63%	16
More than 20 years	0%	0%	6%	6%	6%	82%	17
<b>Employment Status</b>							
Teaching staff	6%	8%	10%	8%	8%	61%	51
Educational Staff	0%	0%	0%	0%	0%	100%	13
Support Staff	11%	0%	0%	0%	0%	89%	9

Q20.a: The classroom learning activities appropriately challenge my students.

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>67%</b>	<b>19%</b>	<b>1%</b>	<b>13%</b>	<b>75</b>
<b>Years at NHS</b>					
5 years or less	70%	9%	0%	22%	23
6 to 10 years	64%	23%	5%	9%	22
More than 10 years	57%	21%	0%	21%	14
<b>Years in Education</b>					
5 years or less	57%	14%	0%	29%	14
6 to 10 years	67%	25%	0%	8%	12
11 to 20 years	56%	25%	6%	13%	16
More than 20 years	76%	6%	0%	18%	17
<b>Employment Status</b>					
Teaching staff	76%	20%	2%	2%	51
Educational Staff	77%	15%	0%	8%	13
Support Staff	0%	11%	0%	89%	9

Q20.b: The classroom learning activities enable my students to feel successful.

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>71%</b>	<b>15%</b>	<b>1%</b>	<b>13%</b>	<b>75</b>
<b>Years at NHS</b>					
5 years or less	74%	4%	0%	22%	23
6 to 10 years	77%	14%	0%	9%	22
More than 10 years	64%	14%	0%	21%	14
<b>Years in Education</b>					
5 years or less	64%	7%	0%	29%	14
6 to 10 years	75%	17%	0%	8%	12
11 to 20 years	75%	13%	0%	13%	16
More than 20 years	76%	6%	0%	18%	17
<b>Employment Status</b>					
Teaching staff	84%	14%	0%	2%	51
Educational Staff	77%	15%	0%	8%	13
Support Staff	0%	11%	0%	89%	9

Q20.c: My students are learning the study skills and organizational habits to support his/her/their academic success.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>49%</b>	<b>29%</b>	<b>1%</b>	<b>4%</b>	<b>3%</b>	<b>13%</b>	<b>75</b>
<b>Years at NHS</b>							
5 years or less	52%	26%	0%	0%	0%	22%	23
6 to 10 years	64%	23%	0%	5%	0%	9%	22
More than 10 years	57%	21%	0%	0%	0%	21%	14
<b>Years in Education</b>							
5 years or less	43%	29%	0%	0%	0%	29%	14
6 to 10 years	58%	33%	0%	0%	0%	8%	12
11 to 20 years	63%	19%	0%	6%	0%	13%	16
More than 20 years	65%	18%	0%	0%	0%	18%	17
<b>Employment Status</b>							
Teaching staff	59%	33%	0%	4%	2%	2%	51
Educational Staff	46%	38%	8%	0%	0%	8%	13
Support Staff	11%	0%	0%	0%	0%	89%	9

Q20.d: The inclusive model provides sufficient support for all students.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>41%</b>	<b>19%</b>	<b>4%</b>	<b>15%</b>	<b>11%</b>	<b>11%</b>	<b>75</b>
<b>Years at NHS</b>							
5 years or less	35%	26%	9%	9%	0%	22%	23
6 to 10 years	55%	23%	0%	9%	9%	5%	22
More than 10 years	71%	0%	0%	14%	0%	14%	14
<b>Years in Education</b>							
5 years or less	29%	29%	0%	14%	0%	29%	14
6 to 10 years	42%	17%	17%	8%	8%	8%	12
11 to 20 years	75%	13%	0%	6%	0%	6%	16
More than 20 years	53%	18%	0%	12%	6%	12%	17
<b>Employment Status</b>							
Teaching staff	47%	18%	4%	18%	12%	2%	51
Educational Staff	38%	38%	0%	8%	8%	8%	13
Support Staff	22%	0%	0%	11%	0%	67%	9

Q20.e: Educational Technology and Library/Media are used effectively to enhance my students' learning.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>57%</b>	<b>25%</b>	<b>3%</b>	<b>1%</b>	<b>13%</b>	<b>75</b>
<b>Years at NHS</b>						
5 years or less	57%	22%	4%	0%	17%	23
6 to 10 years	55%	23%	5%	5%	14%	22
More than 10 years	64%	14%	0%	0%	21%	14
<b>Years in Education</b>						
5 years or less	57%	21%	0%	0%	21%	14
6 to 10 years	58%	25%	8%	0%	8%	12
11 to 20 years	63%	13%	6%	6%	13%	16
More than 20 years	53%	24%	0%	0%	24%	17
<b>Employment Status</b>						
Teaching Staff	65%	27%	4%	2%	2%	51
Educational Staff	62%	31%	0%	0%	8%	13
Support Staff	11%	0%	0%	0%	89%	9

Q20.f: I feel supported by NHS technology staff when integrating content with technology.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>57%</b>	<b>23%</b>	<b>7%</b>	<b>1%</b>	<b>1%</b>	<b>11%</b>	<b>74</b>
<b>Years at NHS</b>							
5 years or less	65%	17%	0%	0%	0%	17%	23
6 to 10 years	50%	23%	9%	5%	0%	14%	22
More than 10 years	77%	8%	8%	0%	0%	8%	13
<b>Years in Education</b>							
5 years or less	64%	14%	0%	0%	0%	21%	14
6 to 10 years	50%	25%	17%	0%	0%	8%	12
11 to 20 years	63%	19%	0%	6%	0%	13%	16
More than 20 years	69%	13%	6%	0%	0%	13%	16
<b>Employment Status</b>							
Teaching Staff	63%	27%	6%	2%	0%	2%	51
Educational Staff	62%	23%	8%	0%	0%	8%	13
Support Staff	25%	0%	0%	0%	0%	75%	8

Q20.g: A variety of assessment strategies are used effectively to determine student knowledge, skills, and to assess student growth over time.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>46%</b>	<b>32%</b>	<b>5%</b>	<b>3%</b>	<b>14%</b>	<b>74</b>
<b>Years at NHS</b>						
5 years or less	48%	30%	0%	0%	22%	23
6 to 10 years	41%	41%	5%	0%	14%	22
More than 10 years	69%	15%	0%	0%	15%	13
<b>Years in Education</b>						
5 years or less	43%	29%	0%	0%	29%	14
6 to 10 years	33%	58%	0%	0%	8%	12
11 to 20 years	56%	25%	6%	0%	13%	16
More than 20 years	63%	19%	0%	0%	19%	16
<b>Employment Status</b>						
Teaching staff	49%	39%	6%	4%	2%	51
Educational Staff	54%	23%	8%	0%	15%	13
Support Staff	13%	0%	0%	0%	88%	8

Q20.h: The time spent on student self assessment is an effective tool for student growth.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>43%</b>	<b>26%</b>	<b>8%</b>	<b>9%</b>	<b>14%</b>	<b>74</b>
<b>Years at NHS</b>						
5 years or less	43%	22%	4%	9%	22%	23
6 to 10 years	50%	32%	0%	5%	14%	22
More than 10 years	69%	15%	0%	0%	15%	13
<b>Years in Education</b>						
5 years or less	36%	29%	0%	7%	29%	14
6 to 10 years	42%	33%	8%	8%	8%	12
11 to 20 years	50%	31%	0%	6%	13%	16
More than 20 years	75%	6%	0%	0%	19%	16
<b>Employment Status</b>						
Teaching staff	49%	27%	10%	12%	2%	51
Educational Staff	54%	23%	8%	0%	15%	13
Support Staff	0%	13%	0%	0%	88%	8

Q20.i: My students are given opportunities to demonstrate his/her/their learning.

	Strongly Agree	Somewhat Agree	Don't Know/ Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>71%</b>	<b>16%</b>	<b>12%</b>	<b>73</b>
<b>Years at NHS</b>				
5 years or less	70%	9%	22%	23
6 to 10 years	71%	19%	10%	21
More than 10 years	77%	8%	15%	13
<b>Years in Education</b>				
5 years or less	64%	7%	29%	14
6 to 10 years	75%	17%	8%	12
11 to 20 years	73%	13%	13%	15
More than 20 years	75%	13%	13%	16
<b>Employment Status</b>				
Teaching staff	82%	16%	2%	50
Educational Staff	77%	15%	8%	13
Support Staff	13%	0%	88%	8

Q21R: Do you have any additional comments about curriculum?

	Student centered	Lack of consistency	Always room for improvement	Special Ed needs more attention / review	Self-assessment not very effective	No Answer	Number Responded
<b>North Hampton Staff Members</b>	<b>4%</b>	<b>4%</b>	<b>3%</b>	<b>5%</b>	<b>11%</b>	<b>73%</b>	<b>75</b>
<b>Years at NHS</b>							
5 years or less	4%	0%	0%	0%	4%	91%	23
6 to 10 years	5%	5%	0%	5%	9%	77%	22
More than 10 years	0%	0%	7%	7%	0%	86%	14
<b>Years in Education</b>							
5 years or less	0%	0%	0%	0%	0%	100%	14
6 to 10 years	8%	0%	0%	0%	8%	83%	12
11 to 20 years	6%	6%	0%	0%	13%	75%	16
More than 20 years	0%	0%	6%	12%	0%	82%	17
<b>Employment Status</b>							
Teaching staff	4%	6%	4%	8%	14%	65%	51
Educational Staff	0%	0%	0%	0%	0%	100%	13
Support Staff	0%	0%	0%	0%	0%	100%	9

Q22.a: Please rate the effectiveness of the following assessments for informing parents about their child: Goal setting conferences

	Very Effective	Somewhat Effective	Not Very Effective	Not At All Effective	Don't Know / Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>24%</b>	<b>35%</b>	<b>18%</b>	<b>5%</b>	<b>18%</b>	<b>74</b>
<b>Years at NHS</b>						
5 years or less	13%	30%	13%	4%	39%	23
6 to 10 years	27%	45%	18%	0%	9%	22
More than 10 years	62%	31%	0%	0%	8%	13
<b>Years in Education</b>						
5 years or less	14%	43%	7%	0%	36%	14
6 to 10 years	8%	33%	25%	8%	25%	12
11 to 20 years	31%	38%	19%	0%	13%	16
More than 20 years	56%	31%	0%	0%	13%	16
<b>Employment Status</b>						
Teaching Staff	24%	39%	24%	8%	6%	51
Educational Staff	31%	38%	8%	0%	23%	13
Support Staff	25%	0%	0%	0%	75%	8

Q22.b: Please rate the effectiveness of the following assessments for informing parents about their child: Student-led conferences

	Very Effective	Somewhat Effective	Not Very Effective	Not At All Effective	Don't Know / Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>47%</b>	<b>27%</b>	<b>4%</b>	<b>1%</b>	<b>20%</b>	<b>74</b>
<b>Years at NHS</b>						
5 years or less	35%	22%	0%	4%	39%	23
6 to 10 years	55%	36%	0%	0%	9%	22
More than 10 years	92%	0%	0%	0%	8%	13
<b>Years in Education</b>						
5 years or less	43%	14%	0%	7%	36%	14
6 to 10 years	25%	50%	0%	0%	25%	12
11 to 20 years	63%	25%	0%	0%	13%	16
More than 20 years	81%	6%	0%	0%	13%	16
<b>Employment Status</b>						
Teaching Staff	55%	35%	4%	2%	4%	51
Educational Staff	38%	15%	0%	0%	46%	13
Support Staff	25%	0%	0%	0%	75%	8

Q22.c: Please rate the effectiveness of the following assessments for informing parents about their child: Trimester conferences

	Very Effective	Somewhat Effective	Don't Know / Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>65%</b>	<b>18%</b>	<b>18%</b>	<b>74</b>
<b>Years at NHS</b>				
5 years or less	39%	22%	39%	23
6 to 10 years	68%	23%	9%	22
More than 10 years	85%	8%	8%	13
<b>Years in Education</b>				
5 years or less	29%	29%	43%	14
6 to 10 years	50%	33%	17%	12
11 to 20 years	75%	13%	13%	16
More than 20 years	81%	6%	13%	16
<b>Employment Status</b>				
Teaching Staff	78%	16%	6%	51
Educational Staff	31%	38%	31%	13
Support Staff	25%	0%	75%	8

Q22.d: Please rate the effectiveness of the following assessments for informing parents about their child: Report cards

	Very Effective	Somewhat Effective	Not Very Effective	Not At All Effective	Don't Know / Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>24%</b>	<b>38%</b>	<b>18%</b>	<b>8%</b>	<b>12%</b>	<b>74</b>
<b>Years at NHS</b>						
5 years or less	26%	39%	9%	0%	26%	23
6 to 10 years	18%	50%	14%	9%	9%	22
More than 10 years	54%	31%	8%	0%	8%	13
<b>Years in Education</b>						
5 years or less	21%	43%	7%	0%	29%	14
6 to 10 years	17%	50%	8%	8%	17%	12
11 to 20 years	25%	44%	25%	0%	6%	16
More than 20 years	50%	31%	0%	6%	13%	16
<b>Employment Status</b>						
Teaching Staff	22%	43%	24%	10%	2%	51
Educational Staff	46%	31%	8%	0%	15%	13
Support Staff	13%	13%	0%	0%	75%	8



Q22.e: Please rate the effectiveness of the following assessments for informing parents about their child: Portfolios

	Very Effective	Somewhat Effective	Not Very Effective	Don't Know / Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>43%</b>	<b>35%</b>	<b>4%</b>	<b>18%</b>	<b>74</b>
<b>Years at NHS</b>					
5 years or less	26%	35%	4%	35%	23
6 to 10 years	36%	45%	9%	9%	22
More than 10 years	85%	8%	0%	8%	13
<b>Years in Education</b>					
5 years or less	14%	36%	7%	43%	14
6 to 10 years	33%	42%	17%	8%	12
11 to 20 years	63%	31%	0%	6%	16
More than 20 years	56%	25%	0%	19%	16
<b>Employment Status</b>					
Teaching Staff	49%	45%	4%	2%	51
Educational Staff	31%	15%	8%	46%	13
Support Staff	25%	0%	0%	75%	8

Q23.a: Please rate the effectiveness of the following assessments for helping student growth: Goal setting conferences

	Very Effective	Somewhat Effective	Not Very Effective	Not At All Effective	Don't Know / Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>31%</b>	<b>30%</b>	<b>9%</b>	<b>11%</b>	<b>19%</b>	<b>74</b>
<b>Years at NHS</b>						
5 years or less	26%	22%	4%	9%	39%	23
6 to 10 years	27%	45%	14%	0%	14%	22
More than 10 years	62%	31%	0%	0%	8%	13
<b>Years in Education</b>						
5 years or less	29%	29%	7%	0%	36%	14
6 to 10 years	17%	25%	17%	17%	25%	12
11 to 20 years	38%	44%	6%	0%	13%	16
More than 20 years	50%	31%	0%	0%	19%	16
<b>Employment Status</b>						
Teaching Staff	27%	37%	14%	16%	6%	51
Educational Staff	38%	23%	0%	0%	38%	13
Support Staff	25%	0%	0%	0%	75%	8

Q23.b: Please rate the effectiveness of the following assessments for helping student growth: Student-led conferences

	Very Effective	Somewhat Effective	Not Very Effective	Not At All Effective	Don't Know / Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>47%</b>	<b>27%</b>	<b>4%</b>	<b>1%</b>	<b>20%</b>	<b>74</b>
<b>Years at NHS</b>						
5 years or less	35%	22%	0%	4%	39%	23
6 to 10 years	55%	32%	0%	0%	14%	22
More than 10 years	92%	0%	0%	0%	8%	13
<b>Years in Education</b>						
5 years or less	36%	21%	0%	7%	36%	14
6 to 10 years	25%	50%	0%	0%	25%	12
11 to 20 years	69%	19%	0%	0%	13%	16
More than 20 years	81%	0%	0%	0%	19%	16
<b>Employment Status</b>						
Teaching Staff	51%	37%	6%	2%	4%	51
Educational Staff	38%	8%	0%	0%	54%	13
Support Staff	25%	0%	0%	0%	75%	8

Q23.c: Please rate the effectiveness of the following assessments for helping student growth: Trimester conferences

	Very Effective	Somewhat Effective	Not At All Effective	Don't Know / Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>42%</b>	<b>35%</b>	<b>1%</b>	<b>22%</b>	<b>74</b>
<b>Years at NHS</b>					
5 years or less	30%	30%	0%	39%	23
6 to 10 years	36%	50%	0%	14%	22
More than 10 years	77%	15%	0%	8%	13
<b>Years in Education</b>					
5 years or less	21%	36%	0%	43%	14
6 to 10 years	42%	42%	0%	17%	12
11 to 20 years	50%	38%	0%	13%	16
More than 20 years	56%	25%	0%	19%	16
<b>Employment Status</b>					
Teaching Staff	51%	39%	2%	8%	51
Educational Staff	23%	31%	0%	46%	13
Support Staff	25%	0%	0%	75%	8

Q23.d: Please rate the effectiveness of the following assessments for helping student growth: Report cards

	Very Effective	Somewhat Effective	Not Very Effective	Not At All Effective	Don't Know / Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>22%</b>	<b>42%</b>	<b>9%</b>	<b>12%</b>	<b>15%</b>	<b>74</b>
<b>Years at NHS</b>						
5 years or less	17%	48%	9%	0%	26%	23
6 to 10 years	9%	68%	0%	9%	14%	22
More than 10 years	62%	23%	0%	8%	8%	13
<b>Years in Education</b>						
5 years or less	0%	64%	7%	0%	29%	14
6 to 10 years	25%	42%	8%	8%	17%	12
11 to 20 years	31%	56%	0%	6%	6%	16
More than 20 years	38%	38%	0%	6%	19%	16
<b>Employment Status</b>						
Teaching Staff	22%	49%	12%	16%	2%	51
Educational Staff	23%	46%	0%	0%	31%	13
Support Staff	25%	0%	0%	0%	75%	8

Q23.e: Please rate the effectiveness of the following assessments for helping student growth: Portfolios

	Very Effective	Somewhat Effective	Not Very Effective	Don't Know / Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>45%</b>	<b>31%</b>	<b>7%</b>	<b>18%</b>	<b>74</b>
<b>Years at NHS</b>					
5 years or less	35%	26%	4%	35%	23
6 to 10 years	41%	36%	14%	9%	22
More than 10 years	85%	8%	0%	8%	13
<b>Years in Education</b>					
5 years or less	21%	29%	7%	43%	14
6 to 10 years	42%	33%	17%	8%	12
11 to 20 years	63%	25%	6%	6%	16
More than 20 years	63%	19%	0%	19%	16
<b>Employment Status</b>					
Teaching Staff	51%	41%	6%	2%	51
Educational Staff	31%	15%	8%	46%	13
Support Staff	25%	0%	0%	75%	8

Q24R: Do you have any additional comments on assessments?

	Like the involvement of the students and parents	Assessment system too complicated	Report card system cumbersome/complicated/ineffective	Other	No Answer	Number Responded
<b>North Hampton Staff Members</b>	<b>4%</b>	<b>8%</b>	<b>16%</b>	<b>1%</b>	<b>71%</b>	<b>75</b>
<b>Years at NHS</b>						
5 years or less	4%	0%	9%	0%	87%	23
6 to 10 years	5%	14%	14%	5%	64%	22
More than 10 years	7%	0%	0%	0%	93%	14
<b>Years in Education</b>						
5 years or less	0%	0%	7%	0%	93%	14
6 to 10 years	8%	8%	8%	0%	75%	12
11 to 20 years	13%	6%	13%	0%	69%	16
More than 20 years	0%	6%	6%	6%	82%	17
<b>Employment Status</b>						
Teaching Staff	4%	10%	22%	2%	63%	51
Educational Staff	0%	0%	0%	0%	100%	13
Support Staff	11%	0%	0%	0%	89%	9

Q25: I feel that there is a wide variety of extra-curricular offerings available through NHS to fit the interest(s) of my students.

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Don't Know/Not Applicable	Number Responded
<b>North Hampton Staff Members</b>	<b>57%</b>	<b>29%</b>	<b>5%</b>	<b>1%</b>	<b>7%</b>	<b>75</b>
<b>Years at NHS</b>						
5 years or less	57%	26%	4%	0%	13%	23
6 to 10 years	45%	36%	9%	0%	9%	22
More than 10 years	71%	21%	7%	0%	0%	14
<b>Years in Education</b>						
5 years or less	43%	36%	7%	0%	14%	14
6 to 10 years	67%	8%	17%	0%	8%	12
11 to 20 years	63%	31%	0%	0%	6%	16
More than 20 years	53%	35%	6%	0%	6%	17
<b>Employment Status</b>						
Teaching Staff	63%	31%	4%	0%	2%	51
Educational Staff	62%	31%	8%	0%	0%	13
Support Staff	22%	22%	11%	0%	44%	9

Q26R: Are there any other comments you would like to share with NHS?

	Positive views on school/ staff	No / poor administration support	Special Ed needs a lot of work	Concerns about maternity leave	Growing divisiveness	Other	No Answer	Number Responded
<b>North Hampton Staff Members</b>	21%	5%	4%	4%	4%	7%	55%	75
<b>Years at NHS</b>								
5 years or less	13%	0%	0%	0%	0%	4%	83%	23
6 to 10 years	18%	9%	5%	5%	0%	5%	59%	22
More than 10 years	36%	0%	0%	0%	7%	7%	50%	14
<b>Years in Education</b>								
5 years or less	7%	0%	0%	0%	0%	0%	93%	14
6 to 10 years	8%	0%	0%	8%	0%	8%	75%	12
11 to 20 years	31%	6%	0%	0%	0%	13%	50%	16
More than 20 years	29%	6%	6%	0%	6%	0%	53%	17
<b>Employment Status</b>								
Teaching staff	24%	8%	4%	2%	4%	8%	51%	51
Educational Staff	0%	0%	0%	15%	8%	0%	77%	13
Support Staff	33%	0%	11%	0%	0%	0%	56%	9

**APPENDIX B**  
**QUESTIONNAIRE**

# North Hampton School Staff Survey

The North Hampton School, in cooperation with the UNH Survey Center, is conducting a survey about the opinions of teachers and staff about a variety of topics that impact NHS. The purpose of the survey is to find out how we are doing as a school as well as expectations and experiences of staff at the North Hampton School.

This survey will only be successful with your help. We know that you are extremely busy, but please take a few minutes to complete this confidential online survey. Your responses will not be connected to you in any way and will be compiled by the UNH Survey Center and reported to the school board and administration in aggregate only.

Thank you for your time!

1. How many years have you been employed at NHS?

\_\_\_\_\_

2. How many years have you been employed in education?

\_\_\_\_\_

3. Please select the category below that describes your position at NHS?

- Teaching staff /Administration (Including School Nurse, Guidance Counselor and Teachers)
- Educational Associates (Teachers Aides)
- Support Staff (Office, food service and Maintenance)

## Safety and Security

4. Please state your level of agreement with each statement about safety and security.

	<i>Strongly Agree</i>	<i>Somewh at Agree</i>	<i>Neutral</i>	<i>Somewh at Disagree</i>	<i>Strongly Disagree</i>	<i>Don't Know / Not Applicable</i>
NHS is a safe and secure school building	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
NHS is kept clean and sanitary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel adequately prepared to implement current safety procedures (procedures for supervising children across the campus, procedures for handing off children, lockdown, fire drill)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5. Do you have any other suggestions to improve the safety and security of our school?

\_\_\_\_\_

6. Please rate the current effectiveness of the following forms of intra-school communication at NHS.

	<i>Very Effective</i>	<i>Somewhat Effective</i>	<i>Not Very Effective</i>	<i>Not At All Effective</i>	<i>Don't Know / Not Applicable</i>
Daily bulletin	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Emails	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Google calendars	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Meeting agendas and minutes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staff meetings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Council meetings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cluster meetings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Team meetings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. What do you believe would improve the effectiveness of intra-school communication?

---

## Communication

8. Please rate the effectiveness of the communication between NHS and each of the following offices / communities.

	<i>Very Effective</i>	<i>Somewhat Effective</i>	<i>Not Very Effective</i>	<i>Not At All Effective</i>	<i>Don't Know / Not Applicable</i>
Private Pre-Schools and Kindergartens	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
WHS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Private High Schools	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
SAU 21Office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
NHS School Board	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
North Hampton Community at Large	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

9. Do you have any additional comments on communication between NHS and other offices / communities?

---



## Work Environment

**10.** Next, please tell me your level of agreement with each of the following statements.

	<i>Strongly Agree</i>	<i>Somewh at Agree</i>	<i>Neutral</i>	<i>Somewh at Disagree</i>	<i>Strongly Disagree</i>	<i>Don't Know / Not Applicab le</i>
The school has a positive, respectful and supportive learning environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The school has a positive, respectful and supportive working environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The maintenance staff is friendly, accessible and helpful.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The cafeteria staff is friendly, accessible and helpful.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The school administration is accessible to staff.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am comfortable communicating with school administration.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The office staff is welcoming, accessible and helpful.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My workplace takes into account my personal needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel respected and supported in the work I do at NHS.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I look forward to coming to school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Services that support the emotional and physical well-being of my students (nurse, psychologist, guidance counselor) are available and responsive to my students needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The student transition process from grade to grade is effective.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
For my students who transitioned from NHS to another high school, the transition was smooth and effective.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**11.** Do you have any additional comments on the NHS work environment?

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## Parents Active in Learning (PAL)

**12.** Are you interested in participating in PAL?

- Yes
- No

**13.** Do you have suggestions for making PAL more accessible to staff at NHS?

---

## School Governance

**14.** Next, please tell me your level of agreement with each of the following statements.

	<i>Strongly Agree</i>	<i>Somewh at Agree</i>	<i>Neutral</i>	<i>Somewh at Disagree</i>	<i>Strongly Disagree</i>	<i>Don't Know / Not Applicab le</i>
School Council is effective.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel I have a voice in the decision-making process.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am comfortable expressing my opinion in the decision-making process.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teachers provide leadership essential to the improvement of the school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Administrators provide leadership essential to the improvement of the school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teachers meet collaboratively to discuss and share work and the results of student assessment for the purpose of revising the curriculum and improving instructional strategies.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
NHS provides an environment that encourages teachers to be knowledgeable about current research and effective instructional approaches.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
NHS provides an environment that encourages teachers to be reflective about their own practice.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The teacher:student ratio allows teachers to meet the learning needs of individual learners.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**15.** Do you have any additional comments about school governance?

---

## Curriculum - Instruction

**16.** Next, please tell me your level of agreement with each of the following statements.

	<i>Strongly Agree</i>	<i>Somewh at Agree</i>	<i>Neutral</i>	<i>Somewh at Disagree</i>	<i>Strongly Disagree</i>	<i>Don't Know / Not Applicab le</i>
Rigorous standards are in place which address the whole child and clearly identify what students are expected to know and be able to do across the curriculum.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The curriculum is aligned with the school-wide academic expectations and ensures that all students have sufficient opportunity to practice and achieve each of those expectations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The curriculum is appropriately integrated and emphasizes depth of understanding over breadth of coverage.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The curriculum engages all students in inquiry, problem-solving, and higher-order thinking.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The curriculum provides opportunities for the authentic application of knowledge and skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There is effective curricular coordination and articulation between and among all academic areas within the school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There is effective curricular coordination and articulation between NHS and the receiving high school in the district.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**17.** Do you have any additional comments about curriculum?

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## Curriculum - Professional Development

**18.** Next, please tell me your level of agreement with each of the following statements.

	<i>Strongly Agree</i>	<i>Somewha t Agree</i>	<i>Neutral</i>	<i>Somewha t Disagree</i>	<i>Strongly Disagree</i>	<i>Don't Know / Not Applicabl e</i>
The school's professional development opportunities support the development and implementation of the curriculum.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am able to attend conferences, workshops, or courses to support my professional development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The administration facilitates opportunities for me to grow as a professional.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have enough time to feel grounded in new school based initiatives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have enough time to feel grounded in state and federal initiatives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**19.** Do you have any additional comments about curriculum?

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## Curriculum - Classroom Environment

**20.** Next, please tell me your level of agreement with each of the following statements.

	<i>Strongly Agree</i>	<i>Somewhat Agree</i>	<i>Neutral</i>	<i>Somewhat Disagree</i>	<i>Strongly Disagree</i>	<i>Don't Know / Not Applicable</i>
The classroom learning activities appropriately challenge my students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The classroom learning activities enable my students to feel successful.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My students are learning the study skills and organizational habits to support his/her/their academic success.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The inclusive model provides sufficient support for all students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Educational Technology and Library/Media are used effectively to enhance my students' learning.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel supported by NHS technology staff when integrating content with technology.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A variety of assessment strategies are used effectively to determine student knowledge, skills, and to assess student growth over time.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The time spent on student self assessment is an effective tool for student growth.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My students are given opportunities to demonstrate his/her/their learning.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**21.** Do you have any additional comments about curriculum?

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## Assessment

**22.** Please rate the effectiveness of the following assessments for informing parents about their child.

	<i>Very Effective</i>	<i>Somewhat Effective</i>	<i>Not Very Effective</i>	<i>Not At All Effective</i>	<i>Don't Know / Not Applicable</i>
Goal setting conferences	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Student-led conferences	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trimester conferences	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Report cards	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Portfolios	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**23.** Please rate the effectiveness of the following assessments for helping student growth.

	<i>Very Effective</i>	<i>Somewhat Effective</i>	<i>Not Very Effective</i>	<i>Not At All Effective</i>	<i>Don't Know / Not Applicable</i>
Goal setting conferences	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Student-led conferences	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trimester conferences	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Report cards	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Portfolios	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**24.** Do you have any additional comments on assessments?

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## Extracurricular Activities

**25.** I feel that there is a wide variety of extra-curricular offerings available through NHS to fit the interest(s) of my students.

- Strongly Agree*
- Somewhat Agree*
- Neutral*
- Somewhat Disagree*
- Strongly Disagree*
- Don't Know / Not Applicable*

## Thank You

**26.** Are there any other comments you would like to share with NHS?

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