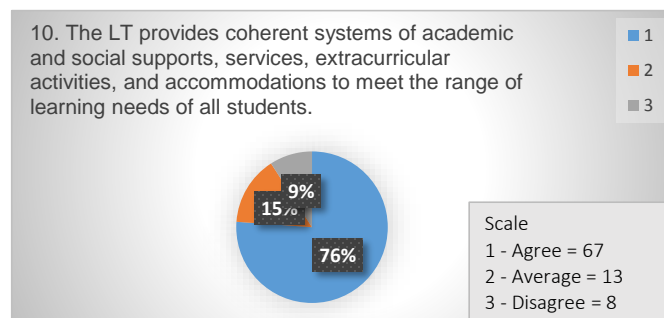
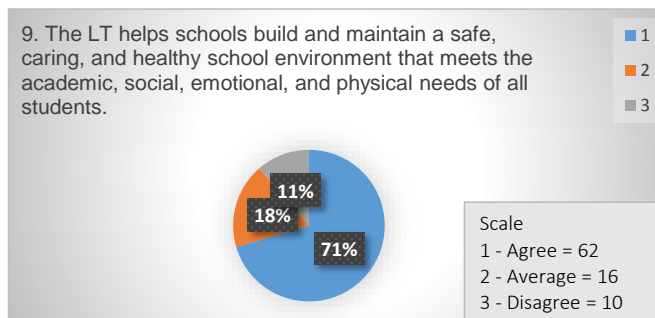
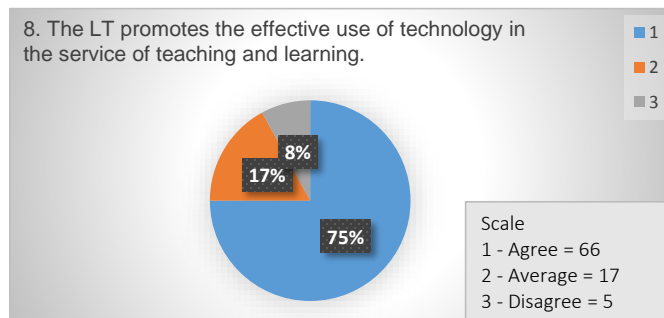
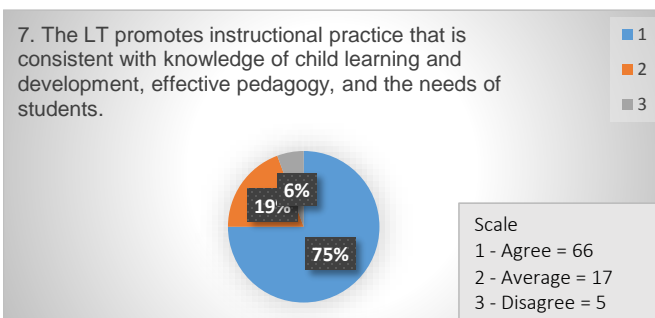
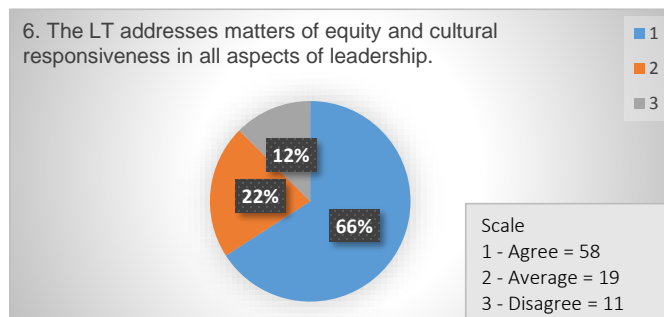
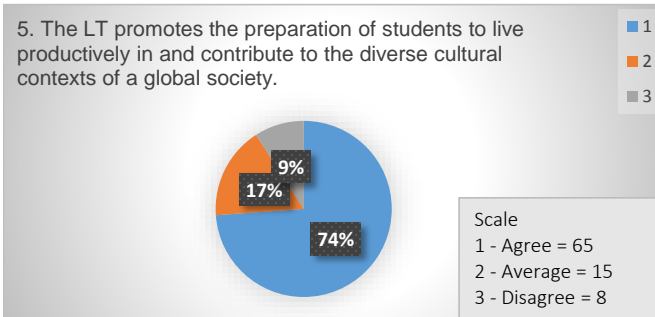
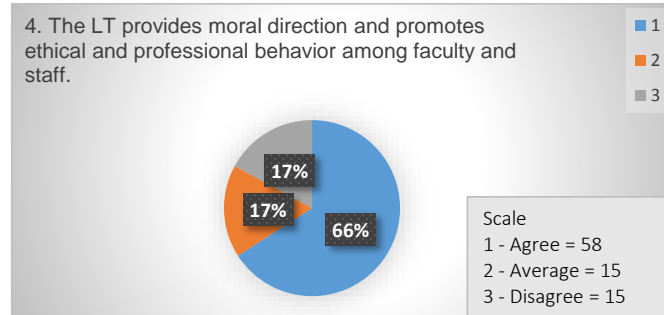
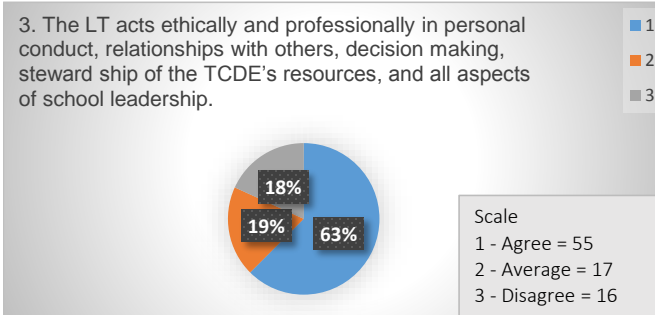
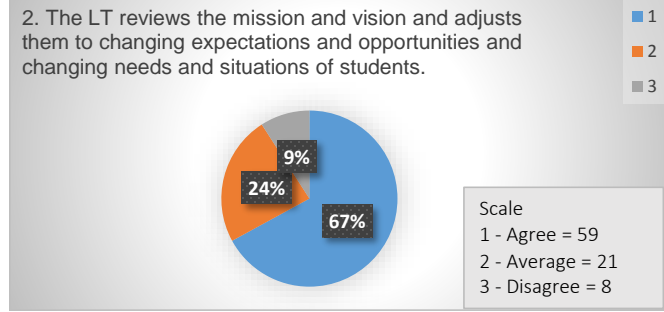
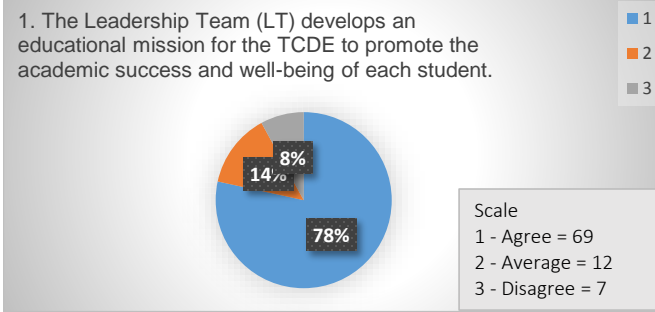


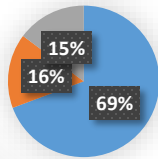
TEHAMA COUNTY DEPARTMENT OF EDUCATION EMPLOYEE SURVEY REPORT

88 Respondents of 320 Invited

FEBRUARY 2016

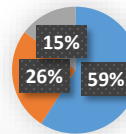


11. The LT recruits, hires, supports, develops, and retains effective and caring teachers and other professional staff and forms them into an educationally effective team.



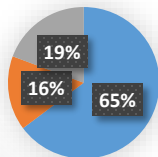
Scale  
1 - Agree = 61  
2 - Average = 14  
3 - Disagree = 13

12. The LT delivers actionable feedback about instruction and other professional practice through valid, research-anchored systems of supervision and evaluation to support the development of teachers' and staff members' knowledge, skills, and practice.



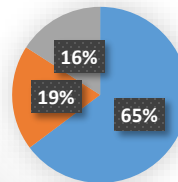
Scale  
1 - Agree = 52  
2 - Average = 23  
3 - Disagree = 13

13. The LT develops and supports open, productive, caring, and trusting working relationships among leaders, faculty, and staff to promote professional capacity and the improvement of practice.



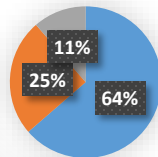
Scale  
1 - Agree = 57  
2 - Average = 14  
3 - Disagree = 17

14. The LT provides opportunities for collaborative examination of practice, collegial feedback, and collective learning.



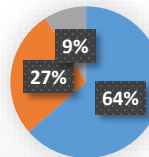
Scale  
1 - Agree = 57  
2 - Average = 17  
3 - Disagree = 14

15. The LT maintains a presence in the community to understand its strengths and needs, develops productive relationships, and engages its resources for the schools.



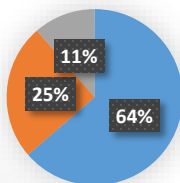
Scale  
1 - Agree = 56  
2 - Average = 22  
3 - Disagree = 10

16. The LT understands, values, and employs the community's cultural, social, intellectual, and political resources to promote student learning and school improvement.



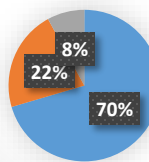
Scale  
1 - Agree = 56  
2 - Average = 24  
3 - Disagree = 8

17. The LT develops and maintains data and communication systems to deliver actionable information for classroom and school improvement.



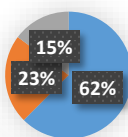
Scale  
1 - Agree = 56  
2 - Average = 22  
3 - Disagree = 10

18. The LT knows, complies with, and helps the schools understand local, state, and federal laws, right, policies, and regulations so as to promote student success.



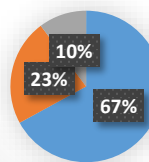
Scale  
1 - Agree = 62  
2 - Average = 19  
3 - Disagree = 7

19. The LT manages uncertainty, risk, competing initiatives, and politics of change with courage and perseverance, providing support and encouragement, and openly communicating the need for, process for, and outcomes of improvement efforts.



Scale  
1 - Agree = 55  
2 - Average = 20  
3 - Disagree = 13

20. The LT engages others in an ongoing process of evidence-based inquiry, learning, strategic goal setting, planning, implementation, and evaluation for continuous school and classroom improvement.



Scale  
1 - Agree = 59  
2 - Average = 20  
3 - Disagree = 9