



NationalCenter
f o r S c h o o l L e a d e r s h i p

Henrico County Public Schools
School Climate Survey Results - Division Summary

Report prepared by:
National Center for School Leadership

Prepared for:
Henrico County Public Schools - Spring 2010

A. SCHOOL PRIDE

Overall Dimension - School Pride

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	133,243	9	91
Henrico County Public Schools - All Responses	38,295	11	89
National Data - Non-School Based Staff	13,305	8	92
Henrico County Public Schools - Non-School Based Staff	3,951	8	92
National Data - Elementary Schools	62,457	8	92
Henrico County Public Schools - All Elementary Schools	15,741	8	92
National Data - Middle Schools	26,624	10	90
Henrico County Public Schools - All Middle Schools	8,005	15	85
National Data - High Schools	25,462	11	89
Henrico County Public Schools - All High Schools	9,685	12	88

1 . Considering everything, I am satisfied working at my school / department.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	19,609	9	91
Henrico County Public Schools - All Responses	5,615	9	91
National Data - Non-School Based Staff	1,926	10	90
Henrico County Public Schools - Non-School Based Staff	557	12	88
National Data - Elementary Schools	9,190	8	92
Henrico County Public Schools - All Elementary Schools	2,311	7	93
National Data - Middle Schools	3,923	9	91
Henrico County Public Schools - All Middle Schools	1,176	13	87
National Data - High Schools	3,776	10	90
Henrico County Public Schools - All High Schools	1,436	9	91

2 . I am committed to seeing my school / school district succeed.

Perspective	Actual	% of Responses Unfavorable -- Favorable	
National Data - All Responses	21,206	2	98
Henrico County Public Schools - All Responses	6,105	3	97
National Data - Non-School Based Staff	2,107	2	98
Henrico County Public Schools - Non-School Based Staff	622	3	97
National Data - Elementary Schools	9,899	2	98
Henrico County Public Schools - All Elementary Schools	2,481	2	98
National Data - Middle Schools	4,271	2	98
Henrico County Public Schools - All Middle Schools	1,298	4	96
National Data - High Schools	4,071	2	98
Henrico County Public Schools - All High Schools	1,556	2	98

3 . I would recommend my school / department to a friend seeking employment.

Perspective	Actual	% of Responses Unfavorable -- Favorable	
National Data - All Responses	19,019	10	90
Henrico County Public Schools - All Responses	5,408	11	89
National Data - Non-School Based Staff	1,868	11	89
Henrico County Public Schools - Non-School Based Staff	539	13	87
National Data - Elementary Schools	8,898	9	91
Henrico County Public Schools - All Elementary Schools	2,226	9	91
National Data - Middle Schools	3,809	10	90
Henrico County Public Schools - All Middle Schools	1,120	14	86
National Data - High Schools	3,670	10	90
Henrico County Public Schools - All High Schools	1,391	10	90

4 . I would recommend my school / school district to a family member seeking a school for their children.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	18,566	13	87
Henrico County Public Schools - All Responses	5,256	16	84
National Data - Non-School Based Staff	1,901	6	94
Henrico County Public Schools - Non-School Based Staff	584	5	95
National Data - Elementary Schools	8,690	12	88
Henrico County Public Schools - All Elementary Schools	2,154	14	86
National Data - Middle Schools	3,716	16	84
Henrico County Public Schools - All Middle Schools	1,101	19	81
National Data - High Schools	3,512	16	84
Henrico County Public Schools - All High Schools	1,292	20	80

5 . I plan to be with my school / department two years from now.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	18,395	10	90
Henrico County Public Schools - All Responses	5,240	15	85
National Data - Non-School Based Staff	1,887	8	92
Henrico County Public Schools - Non-School Based Staff	545	8	92
National Data - Elementary Schools	8,560	9	91
Henrico County Public Schools - All Elementary Schools	2,135	10	90
National Data - Middle Schools	3,660	13	87
Henrico County Public Schools - All Middle Schools	1,097	24	76
National Data - High Schools	3,544	12	88
Henrico County Public Schools - All High Schools	1,339	17	83

6 . My school / school district is well regarded in the community.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	18,193	11	89
Henrico County Public Schools - All Responses	5,229	11	89
National Data - Non-School Based Staff	1,855	7	93
Henrico County Public Schools - Non-School Based Staff	572	4	96
National Data - Elementary Schools	8,566	8	92
Henrico County Public Schools - All Elementary Schools	2,167	5	95
National Data - Middle Schools	3,583	13	87
Henrico County Public Schools - All Middle Schools	1,068	17	83
National Data - High Schools	3,474	15	85
Henrico County Public Schools - All High Schools	1,304	21	79

7 . Overall, my school / department does a good job of meeting my needs.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	18,255	11	89
Henrico County Public Schools - All Responses	5,442	11	89
National Data - Non-School Based Staff	1,761	10	90
Henrico County Public Schools - Non-School Based Staff	532	11	89
National Data - Elementary Schools	8,654	10	90
Henrico County Public Schools - All Elementary Schools	2,267	9	91
National Data - Middle Schools	3,662	11	89
Henrico County Public Schools - All Middle Schools	1,145	14	86
National Data - High Schools	3,415	12	88
Henrico County Public Schools - All High Schools	1,367	11	89

B. INTERNAL COMMUNICATION

Overall Dimension - Internal Communication

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	120,932	19	81
Henrico County Public Schools - All Responses	34,380	22	78
National Data - Non-School Based Staff	11,881	19	81
Henrico County Public Schools - Non-School Based Staff	3,403	23	77
National Data - Elementary Schools	56,948	18	82
Henrico County Public Schools - All Elementary Schools	14,170	20	80
National Data - Middle Schools	24,412	20	80
Henrico County Public Schools - All Middle Schools	7,363	25	75
National Data - High Schools	22,866	22	78
Henrico County Public Schools - All High Schools	8,625	23	77

8 . Overall, school/department information is communicated effectively to me.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	18,349	15	85
Henrico County Public Schools - All Responses	5,220	18	82
National Data - Non-School Based Staff	1,747	21	79
Henrico County Public Schools - Non-School Based Staff	504	25	75
National Data - Elementary Schools	8,702	14	86
Henrico County Public Schools - All Elementary Schools	2,165	16	84
National Data - Middle Schools	3,699	16	84
Henrico County Public Schools - All Middle Schools	1,114	22	78
National Data - High Schools	3,480	15	85
Henrico County Public Schools - All High Schools	1,317	14	86

9 . I am kept up-to-date on school/department level changes in procedure or practice.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	17,941	14	86
Henrico County Public Schools - All Responses	5,147	16	84
National Data - Non-School Based Staff	1,725	21	79
Henrico County Public Schools - Non-School Based Staff	504	23	77
National Data - Elementary Schools	8,472	13	87
Henrico County Public Schools - All Elementary Schools	2,139	12	88
National Data - Middle Schools	3,627	15	85
Henrico County Public Schools - All Middle Schools	1,094	21	79
National Data - High Schools	3,402	14	86
Henrico County Public Schools - All High Schools	1,291	14	86

10 . I get the information I need to perform my job effectively.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	18,394	10	90
Henrico County Public Schools - All Responses	5,301	11	89
National Data - Non-School Based Staff	1,766	14	86
Henrico County Public Schools - Non-School Based Staff	512	15	85
National Data - Elementary Schools	8,683	9	91
Henrico County Public Schools - All Elementary Schools	2,194	9	91
National Data - Middle Schools	3,710	11	89
Henrico County Public Schools - All Middle Schools	1,126	15	85
National Data - High Schools	3,498	11	89
Henrico County Public Schools - All High Schools	1,343	10	90

11 . Information is shared openly throughout my school/department.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	17,122	21	79
Henrico County Public Schools - All Responses	4,883	23	77
National Data - Non-School Based Staff	1,644	26	74
Henrico County Public Schools - Non-School Based Staff	462	31	69
National Data - Elementary Schools	8,151	18	82
Henrico County Public Schools - All Elementary Schools	2,045	19	81
National Data - Middle Schools	3,424	23	77
Henrico County Public Schools - All Middle Schools	1,044	31	69
National Data - High Schools	3,212	22	78
Henrico County Public Schools - All High Schools	1,216	22	78

12 . I have time available during the school / work day to collaborate with my peers regarding curriculum a instruction / best practice.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	16,556	33	67
Henrico County Public Schools - All Responses	4,692	43	57
National Data - Non-School Based Staff	1,675	21	79
Henrico County Public Schools - Non-School Based Staff	485	26	74
National Data - Elementary Schools	7,673	35	65
Henrico County Public Schools - All Elementary Schools	1,883	54	46
National Data - Middle Schools	3,391	29	71
Henrico County Public Schools - All Middle Schools	1,026	30	70
National Data - High Schools	3,160	41	59
Henrico County Public Schools - All High Schools	1,185	47	53

13 . I am able to share my ideas and opinions with school / department leadership.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	17,859	14	86
Henrico County Public Schools - All Responses	5,121	14	86
National Data - Non-School Based Staff	1,778	14	86
Henrico County Public Schools - Non-School Based Staff	503	17	83
National Data - Elementary Schools	8,410	12	88
Henrico County Public Schools - All Elementary Schools	2,142	10	90
National Data - Middle Schools	3,598	15	85
Henrico County Public Schools - All Middle Schools	1,096	18	82
National Data - High Schools	3,353	16	84
Henrico County Public Schools - All High Schools	1,252	15	85

14 . School-wide / department meetings are a good use of my time.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	14,711	29	71
Henrico County Public Schools - All Responses	4,016	33	67
National Data - Non-School Based Staff	1,546	17	83
Henrico County Public Schools - Non-School Based Staff	433	25	75
National Data - Elementary Schools	6,857	26	74
Henrico County Public Schools - All Elementary Schools	1,602	26	74
National Data - Middle Schools	2,963	33	67
Henrico County Public Schools - All Middle Schools	863	41	59
National Data - High Schools	2,761	41	59
Henrico County Public Schools - All High Schools	1,021	44	56

C. PARENT CONNECTIONS

Overall Dimension - Parent Connections

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	95,544	28	72
Henrico County Public Schools - All Responses	28,206	29	71
National Data - Non-School Based Staff	120	19	81
Henrico County Public Schools - Non-School Based Staff	--	Insufficient Responses	
National Data - Elementary Schools	50,929	23	77
Henrico County Public Schools - All Elementary Schools	13,393	24	76
National Data - Middle Schools	20,882	33	67
Henrico County Public Schools - All Middle Schools	6,615	30	70
National Data - High Schools	19,684	35	65
Henrico County Public Schools - All High Schools	7,557	36	64

15 . Teachers at my school are well-supported by the parents with respect to discipline issues.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	13,149	28	72
Henrico County Public Schools - All Responses	3,783	33	67
National Data - Non-School Based Staff	15	13	87
Henrico County Public Schools - Non-School Based Staff	0	Insufficient Responses	
National Data - Elementary Schools	6,975	24	76
Henrico County Public Schools - All Elementary Schools	1,765	30	70
National Data - Middle Schools	2,904	32	68
Henrico County Public Schools - All Middle Schools	907	32	68
National Data - High Schools	2,698	32	68
Henrico County Public Schools - All High Schools	1,020	40	60

16 . Teachers at my school have positive relationships with most parents.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	15,356	4	96
Henrico County Public Schools - All Responses	4,335	6	94
National Data - Non-School Based Staff	19	0	100
Henrico County Public Schools - Non-School Based Staff	0	Insufficient Responses	
National Data - Elementary Schools	8,324	3	97
Henrico County Public Schools - All Elementary Schools	2,111	3	97
National Data - Middle Schools	3,312	6	94
Henrico County Public Schools - All Middle Schools	999	9	91
National Data - High Schools	3,080	7	93
Henrico County Public Schools - All High Schools	1,125	7	93

17 . Parents at my school are very engaged in the learning of their child.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	12,954	39	61
Henrico County Public Schools - All Responses	3,949	38	62
National Data - Non-School Based Staff	19	16	84
Henrico County Public Schools - Non-School Based Staff	0	Insufficient Responses	
National Data - Elementary Schools	6,790	33	67
Henrico County Public Schools - All Elementary Schools	1,837	35	65
National Data - Middle Schools	2,838	44	56
Henrico County Public Schools - All Middle Schools	940	39	61
National Data - High Schools	2,773	45	55
Henrico County Public Schools - All High Schools	1,097	43	57

18 . Parents at my school are very aware of how their student is performing on homework and tests.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	13,769	21	79
Henrico County Public Schools - All Responses	4,079	22	78
National Data - Non-School Based Staff	18	11	89
Henrico County Public Schools - Non-School Based Staff	0	Insufficient Responses	
National Data - Elementary Schools	7,338	14	86
Henrico County Public Schools - All Elementary Schools	1,940	14	86
National Data - Middle Schools	2,984	28	72
Henrico County Public Schools - All Middle Schools	948	26	74
National Data - High Schools	2,874	31	69
Henrico County Public Schools - All High Schools	1,098	34	66

19 . Many parents volunteer time to assist in my school.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	14,166	51	49
Henrico County Public Schools - All Responses	4,276	47	53
National Data - Non-School Based Staff	18	44	56
Henrico County Public Schools - Non-School Based Staff	0	Insufficient Responses	
National Data - Elementary Schools	7,532	44	56
Henrico County Public Schools - All Elementary Schools	2,024	43	57
National Data - Middle Schools	3,104	57	43
Henrico County Public Schools - All Middle Schools	999	45	55
National Data - High Schools	2,904	56	44
Henrico County Public Schools - All High Schools	1,149	53	47

20 . The parents at my school are very involved in their child’s school life.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	12,633	45	55
Henrico County Public Schools - All Responses	3,926	42	58
National Data - Non-School Based Staff	15	33	67
Henrico County Public Schools - Non-School Based Staff	0	Insufficient Responses	
National Data - Elementary Schools	6,653	39	61
Henrico County Public Schools - All Elementary Schools	1,850	38	62
National Data - Middle Schools	2,794	51	49
Henrico County Public Schools - All Middle Schools	914	41	59
National Data - High Schools	2,657	51	49
Henrico County Public Schools - All High Schools	1,078	49	51

21 . I communicate frequently with most parents of my students.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	13,517	14	86
Henrico County Public Schools - All Responses	3,858	14	86
National Data - Non-School Based Staff	16	19	81
Henrico County Public Schools - Non-School Based Staff	0	Insufficient Responses	
National Data - Elementary Schools	7,317	9	91
Henrico County Public Schools - All Elementary Schools	1,866	7	93
National Data - Middle Schools	2,946	16	84
Henrico County Public Schools - All Middle Schools	908	15	85
National Data - High Schools	2,698	24	76
Henrico County Public Schools - All High Schools	990	24	76

D. WORK ENVIRONMENT

Overall Dimension - Work Environment

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	124,871	10	90
Henrico County Public Schools - All Responses	36,008	11	89
National Data - Non-School Based Staff	11,686	11	89
Henrico County Public Schools - Non-School Based Staff	3,414	12	88
National Data - Elementary Schools	59,528	9	91
Henrico County Public Schools - All Elementary Schools	15,246	8	92
National Data - Middle Schools	25,076	12	88
Henrico County Public Schools - All Middle Schools	7,548	15	85
National Data - High Schools	23,536	13	87
Henrico County Public Schools - All High Schools	8,958	13	87

22 . I work in a positive, professional work environment.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	18,031	13	87
Henrico County Public Schools - All Responses	5,173	13	87
National Data - Non-School Based Staff	1,745	14	86
Henrico County Public Schools - Non-School Based Staff	499	16	84
National Data - Elementary Schools	8,513	12	88
Henrico County Public Schools - All Elementary Schools	2,168	11	89
National Data - Middle Schools	3,622	13	87
Henrico County Public Schools - All Middle Schools	1,076	18	82
National Data - High Schools	3,432	14	86
Henrico County Public Schools - All High Schools	1,307	11	89

23 . I feel safe at work.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	19,254	5	95
Henrico County Public Schools - All Responses	5,578	5	95
National Data - Non-School Based Staff	1,924	5	95
Henrico County Public Schools - Non-School Based Staff	566	5	95
National Data - Elementary Schools	9,058	4	96
Henrico County Public Schools - All Elementary Schools	2,328	3	97
National Data - Middle Schools	3,878	5	95
Henrico County Public Schools - All Middle Schools	1,180	4	96
National Data - High Schools	3,608	6	94
Henrico County Public Schools - All High Schools	1,371	7	93

24 . The people that I work with trust and respect each other.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	17,771	12	88
Henrico County Public Schools - All Responses	5,126	13	87
National Data - Non-School Based Staff	1,693	17	83
Henrico County Public Schools - Non-School Based Staff	489	18	82
National Data - Elementary Schools	8,377	11	89
Henrico County Public Schools - All Elementary Schools	2,130	9	91
National Data - Middle Schools	3,609	13	87
Henrico County Public Schools - All Middle Schools	1,091	20	80
National Data - High Schools	3,400	12	88
Henrico County Public Schools - All High Schools	1,303	11	89

25 . The students in my school / school district show respect for our teachers.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	16,055	24	76
Henrico County Public Schools - All Responses	4,608	30	70
National Data - Non-School Based Staff	1,182	23	77
Henrico County Public Schools - Non-School Based Staff	346	25	75
National Data - Elementary Schools	7,934	17	83
Henrico County Public Schools - All Elementary Schools	2,010	21	79
National Data - Middle Schools	3,221	32	68
Henrico County Public Schools - All Middle Schools	999	37	63
National Data - High Schools	3,051	33	67
Henrico County Public Schools - All High Schools	1,156	42	58

26 . My peers exhibit a strong belief that all students can excel if we all do our jobs well.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	17,533	7	93
Henrico County Public Schools - All Responses	5,031	8	92
National Data - Non-School Based Staff	1,595	6	94
Henrico County Public Schools - Non-School Based Staff	464	7	93
National Data - Elementary Schools	8,523	5	95
Henrico County Public Schools - All Elementary Schools	2,201	4	96
National Data - Middle Schools	3,465	9	91
Henrico County Public Schools - All Middle Schools	1,032	12	88
National Data - High Schools	3,226	12	88
Henrico County Public Schools - All High Schools	1,208	11	89

27 . The people that I work with care about each other on a personal level.

Perspective	Actual	% of Responses Unfavorable -- Favorable	
National Data - All Responses	17,798	8	92
Henrico County Public Schools - All Responses	5,138	8	92
National Data - Non-School Based Staff	1,733	11	89
Henrico County Public Schools - Non-School Based Staff	507	12	88
National Data - Elementary Schools	8,437	7	93
Henrico County Public Schools - All Elementary Schools	2,169	5	95
National Data - Middle Schools	3,574	8	92
Henrico County Public Schools - All Middle Schools	1,063	11	89
National Data - High Schools	3,333	9	91
Henrico County Public Schools - All High Schools	1,274	9	91

28 . The people that I work with cooperate to get the job done.

Perspective	Actual	% of Responses Unfavorable -- Favorable	
National Data - All Responses	18,429	6	94
Henrico County Public Schools - All Responses	5,354	7	93
National Data - Non-School Based Staff	1,814	8	92
Henrico County Public Schools - Non-School Based Staff	543	9	91
National Data - Elementary Schools	8,686	5	95
Henrico County Public Schools - All Elementary Schools	2,240	5	95
National Data - Middle Schools	3,707	5	95
Henrico County Public Schools - All Middle Schools	1,107	9	91
National Data - High Schools	3,486	7	93
Henrico County Public Schools - All High Schools	1,339	7	93

E. ORGANIZATION DYNAMICS

Overall Dimension - Organization Dynamics

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	122,385	13	87
Henrico County Public Schools - All Responses	35,520	14	86
National Data - Non-School Based Staff	12,100	13	87
Henrico County Public Schools - Non-School Based Staff	3,504	16	84
National Data - Elementary Schools	57,533	12	88
Henrico County Public Schools - All Elementary Schools	14,763	11	89
National Data - Middle Schools	24,550	14	86
Henrico County Public Schools - All Middle Schools	7,431	16	84
National Data - High Schools	23,239	15	85
Henrico County Public Schools - All High Schools	8,998	15	85

29 . I am involved in the decisions that affect my work.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	16,183	23	77
Henrico County Public Schools - All Responses	4,664	25	75
National Data - Non-School Based Staff	1,614	21	79
Henrico County Public Schools - Non-School Based Staff	473	29	71
National Data - Elementary Schools	7,592	20	80
Henrico County Public Schools - All Elementary Schools	1,900	17	83
National Data - Middle Schools	3,258	26	74
Henrico County Public Schools - All Middle Schools	985	29	71
National Data - High Schools	3,052	29	71
Henrico County Public Schools - All High Schools	1,197	31	69

30 . I feel comfortable sharing my ideas and opinions.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	17,500	14	86
Henrico County Public Schools - All Responses	5,128	13	87
National Data - Non-School Based Staff	1,767	14	86
Henrico County Public Schools - Non-School Based Staff	515	17	83
National Data - Elementary Schools	8,219	13	87
Henrico County Public Schools - All Elementary Schools	2,137	10	90
National Data - Middle Schools	3,486	16	84
Henrico County Public Schools - All Middle Schools	1,060	17	83
National Data - High Schools	3,317	15	85
Henrico County Public Schools - All High Schools	1,294	14	86

31 . I am encouraged to try new ways of doing things.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	17,311	10	90
Henrico County Public Schools - All Responses	4,961	10	90
National Data - Non-School Based Staff	1,618	15	85
Henrico County Public Schools - Non-School Based Staff	447	21	79
National Data - Elementary Schools	8,165	8	92
Henrico County Public Schools - All Elementary Schools	2,084	6	94
National Data - Middle Schools	3,488	10	90
Henrico County Public Schools - All Middle Schools	1,041	13	87
National Data - High Schools	3,334	11	89
Henrico County Public Schools - All High Schools	1,278	9	91

32 . I am given a fair opportunity to succeed in my school / department.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	17,909	8	92
Henrico County Public Schools - All Responses	5,183	8	92
National Data - Non-School Based Staff	1,717	12	88
Henrico County Public Schools - Non-School Based Staff	487	13	87
National Data - Elementary Schools	8,471	7	93
Henrico County Public Schools - All Elementary Schools	2,181	5	95
National Data - Middle Schools	3,606	8	92
Henrico County Public Schools - All Middle Schools	1,093	11	89
National Data - High Schools	3,387	8	92
Henrico County Public Schools - All High Schools	1,305	7	93

33 . I have the freedom I need to do my job.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	17,987	11	89
Henrico County Public Schools - All Responses	5,250	10	90
National Data - Non-School Based Staff	1,835	9	91
Henrico County Public Schools - Non-School Based Staff	540	11	89
National Data - Elementary Schools	8,428	12	88
Henrico County Public Schools - All Elementary Schools	2,172	9	91
National Data - Middle Schools	3,572	10	90
Henrico County Public Schools - All Middle Schools	1,082	12	88
National Data - High Schools	3,424	11	89
Henrico County Public Schools - All High Schools	1,335	9	91

34 . I feel the amount of work required of me is reasonable.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	17,222	24	76
Henrico County Public Schools - All Responses	5,050	26	74
National Data - Non-School Based Staff	1,778	15	85
Henrico County Public Schools - Non-School Based Staff	527	16	84
National Data - Elementary Schools	7,977	26	74
Henrico County Public Schools - All Elementary Schools	2,056	29	71
National Data - Middle Schools	3,487	25	75
Henrico County Public Schools - All Middle Schools	1,060	28	72
National Data - High Schools	3,285	28	72
Henrico County Public Schools - All High Schools	1,286	27	73

35 . The people I work with care a great deal about the quality of their work.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	18,273	5	95
Henrico County Public Schools - All Responses	5,284	5	95
National Data - Non-School Based Staff	1,771	6	94
Henrico County Public Schools - Non-School Based Staff	515	7	93
National Data - Elementary Schools	8,681	4	96
Henrico County Public Schools - All Elementary Schools	2,233	3	97
National Data - Middle Schools	3,653	4	96
Henrico County Public Schools - All Middle Schools	1,110	8	92
National Data - High Schools	3,440	6	94
Henrico County Public Schools - All High Schools	1,303	6	94

F. ACCOUNTABILITY

Overall Dimension - Accountability

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	119,482	11	89
Henrico County Public Schools - All Responses	34,500	13	87
National Data - Non-School Based Staff	11,515	14	86
Henrico County Public Schools - Non-School Based Staff	3,314	16	84
National Data - Elementary Schools	56,580	9	91
Henrico County Public Schools - All Elementary Schools	14,518	9	91
National Data - Middle Schools	24,132	12	88
Henrico County Public Schools - All Middle Schools	7,319	15	85
National Data - High Schools	22,502	13	87
Henrico County Public Schools - All High Schools	8,563	15	85

36 . I know what is expected of me at work.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	19,299	3	97
Henrico County Public Schools - All Responses	5,673	3	97
National Data - Non-School Based Staff	1,894	4	96
Henrico County Public Schools - Non-School Based Staff	566	3	97
National Data - Elementary Schools	9,029	3	97
Henrico County Public Schools - All Elementary Schools	2,322	2	98
National Data - Middle Schools	3,890	3	97
Henrico County Public Schools - All Middle Schools	1,191	4	96
National Data - High Schools	3,709	3	97
Henrico County Public Schools - All High Schools	1,457	2	98

37 . I am given adequate feedback on the work I do.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	17,096	14	86
Henrico County Public Schools - All Responses	5,022	16	84
National Data - Non-School Based Staff	1,656	14	86
Henrico County Public Schools - Non-School Based Staff	484	16	84
National Data - Elementary Schools	8,115	13	87
Henrico County Public Schools - All Elementary Schools	2,112	12	88
National Data - Middle Schools	3,415	16	84
Henrico County Public Schools - All Middle Schools	1,050	20	80
National Data - High Schools	3,212	16	84
Henrico County Public Schools - All High Schools	1,257	18	82

38 . I am clear about how my performance will be evaluated.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	17,854	10	90
Henrico County Public Schools - All Responses	5,154	11	89
National Data - Non-School Based Staff	1,680	14	86
Henrico County Public Schools - Non-School Based Staff	493	15	85
National Data - Elementary Schools	8,449	8	92
Henrico County Public Schools - All Elementary Schools	2,168	9	91
National Data - Middle Schools	3,617	10	90
Henrico County Public Schools - All Middle Schools	1,090	15	85
National Data - High Schools	3,393	11	89
Henrico County Public Schools - All High Schools	1,285	12	88

39 . I am satisfied with the level of supervision I receive.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	18,182	7	93
Henrico County Public Schools - All Responses	5,276	8	92
National Data - Non-School Based Staff	1,801	9	91
Henrico County Public Schools - Non-School Based Staff	521	10	90
National Data - Elementary Schools	8,529	7	93
Henrico County Public Schools - All Elementary Schools	2,182	6	94
National Data - Middle Schools	3,661	8	92
Henrico County Public Schools - All Middle Schools	1,091	10	90
National Data - High Schools	3,450	8	92
Henrico County Public Schools - All High Schools	1,355	9	91

40 . My school / department does a good job of holding people accountable for results.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	15,989	17	83
Henrico County Public Schools - All Responses	4,553	21	79
National Data - Non-School Based Staff	1,594	21	79
Henrico County Public Schools - Non-School Based Staff	455	27	73
National Data - Elementary Schools	7,605	14	86
Henrico County Public Schools - All Elementary Schools	1,929	15	85
National Data - Middle Schools	3,201	18	82
Henrico County Public Schools - All Middle Schools	975	24	76
National Data - High Schools	2,965	22	78
Henrico County Public Schools - All High Schools	1,094	27	73

41 . My principal / department head has a good understanding of my strengths and weaknesses.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	17,225	13	87
Henrico County Public Schools - All Responses	4,942	15	85
National Data - Non-School Based Staff	1,748	11	89
Henrico County Public Schools - Non-School Based Staff	491	14	86
National Data - Elementary Schools	8,190	12	88
Henrico County Public Schools - All Elementary Schools	2,106	11	89
National Data - Middle Schools	3,458	15	85
Henrico County Public Schools - All Middle Schools	1,064	16	84
National Data - High Schools	3,152	17	83
Henrico County Public Schools - All High Schools	1,168	19	81

42 . I know precisely how my / our students performed last year on standardized tests compared to other schools in the school, district and state.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	13,837	15	85
Henrico County Public Schools - All Responses	3,880	18	82
National Data - Non-School Based Staff	1,142	33	67
Henrico County Public Schools - Non-School Based Staff	304	44	56
National Data - Elementary Schools	6,663	9	91
Henrico County Public Schools - All Elementary Schools	1,699	9	91
National Data - Middle Schools	2,890	14	86
Henrico County Public Schools - All Middle Schools	858	17	83
National Data - High Schools	2,621	20	80
Henrico County Public Schools - All High Schools	947	26	74

G. MEETING STUDENT NEEDS

Overall Dimension - Meeting Student Needs

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	108,149	8	92
Henrico County Public Schools - All Responses	30,640	10	90
National Data - Non-School Based Staff	6,477	10	90
Henrico County Public Schools - Non-School Based Staff	1,801	11	89
National Data - Elementary Schools	53,954	6	94
Henrico County Public Schools - All Elementary Schools	13,840	5	95
National Data - Middle Schools	22,633	9	91
Henrico County Public Schools - All Middle Schools	6,734	12	88
National Data - High Schools	20,519	13	87
Henrico County Public Schools - All High Schools	7,554	15	85

43 . My school / district makes meeting student needs its highest priority.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	17,451	7	93
Henrico County Public Schools - All Responses	4,998	7	93
National Data - Non-School Based Staff	1,540	9	91
Henrico County Public Schools - Non-School Based Staff	433	8	92
National Data - Elementary Schools	8,428	5	95
Henrico County Public Schools - All Elementary Schools	2,174	5	95
National Data - Middle Schools	3,526	8	92
Henrico County Public Schools - All Middle Schools	1,062	10	90
National Data - High Schools	3,252	10	90
Henrico County Public Schools - All High Schools	1,215	8	92

44 . School / district procedures and practices support student achievement.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	17,218	7	93
Henrico County Public Schools - All Responses	4,913	7	93
National Data - Non-School Based Staff	1,482	7	93
Henrico County Public Schools - Non-School Based Staff	416	8	92
National Data - Elementary Schools	8,311	5	95
Henrico County Public Schools - All Elementary Schools	2,145	4	96
National Data - Middle Schools	3,515	9	91
Henrico County Public Schools - All Middle Schools	1,054	9	91
National Data - High Schools	3,203	11	89
Henrico County Public Schools - All High Schools	1,186	10	90

45 . I have ready access to student achievement data for my students.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	14,114	6	94
Henrico County Public Schools - All Responses	3,947	8	92
National Data - Non-School Based Staff	17	12	88
Henrico County Public Schools - Non-School Based Staff	0	Insufficient Responses	
National Data - Elementary Schools	7,437	4	96
Henrico County Public Schools - All Elementary Schools	1,898	3	97
National Data - Middle Schools	3,171	7	93
Henrico County Public Schools - All Middle Schools	924	9	91
National Data - High Schools	2,862	10	90
Henrico County Public Schools - All High Schools	1,029	14	86

46 . I am able to immediately access useful student achievement data that is specific to my students.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	13,475	8	92
Henrico County Public Schools - All Responses	3,713	12	88
National Data - Non-School Based Staff	16	13	88
Henrico County Public Schools - Non-School Based Staff	0	Insufficient Responses	
National Data - Elementary Schools	7,119	5	95
Henrico County Public Schools - All Elementary Schools	1,792	5	95
National Data - Middle Schools	3,032	10	90
Henrico County Public Schools - All Middle Schools	865	14	86
National Data - High Schools	2,704	14	86
Henrico County Public Schools - All High Schools	966	22	78

47 . My school / district does a good job of addressing the academic needs of most students.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	17,152	6	94
Henrico County Public Schools - All Responses	4,902	6	94
National Data - Non-School Based Staff	1,445	6	94
Henrico County Public Schools - Non-School Based Staff	406	7	93
National Data - Elementary Schools	8,280	5	95
Henrico County Public Schools - All Elementary Schools	2,127	3	97
National Data - Middle Schools	3,499	6	94
Henrico County Public Schools - All Middle Schools	1,058	8	92
National Data - High Schools	3,215	9	91
Henrico County Public Schools - All High Schools	1,201	9	91

48 . Teachers at my school / district are well-prepared to deal with the needs of all students.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	15,695	12	88
Henrico County Public Schools - All Responses	4,515	14	86
National Data - Non-School Based Staff	1,182	17	83
Henrico County Public Schools - Non-School Based Staff	333	20	80
National Data - Elementary Schools	7,716	10	90
Henrico County Public Schools - All Elementary Schools	1,992	10	90
National Data - Middle Schools	3,172	14	86
Henrico County Public Schools - All Middle Schools	960	17	83
National Data - High Schools	2,955	16	84
Henrico County Public Schools - All High Schools	1,122	18	82

49 . Teachers actively use student achievement data in collaboration with peers on a regular basis.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	13,044	13	87
Henrico County Public Schools - All Responses	3,652	15	85
National Data - Non-School Based Staff	795	14	86
Henrico County Public Schools - Non-School Based Staff	213	16	84
National Data - Elementary Schools	6,663	8	92
Henrico County Public Schools - All Elementary Schools	1,712	6	94
National Data - Middle Schools	2,718	14	86
Henrico County Public Schools - All Middle Schools	811	16	84
National Data - High Schools	2,328	26	74
Henrico County Public Schools - All High Schools	835	32	68

H. READINESS FOR CHANGE

Overall Dimension - Readiness for Change

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	102,440	15	85
Henrico County Public Schools - All Responses	29,018	16	84
National Data - Non-School Based Staff	8,743	18	82
Henrico County Public Schools - Non-School Based Staff	2,447	21	79
National Data - Elementary Schools	49,864	11	89
Henrico County Public Schools - All Elementary Schools	12,712	11	89
National Data - Middle Schools	20,794	16	84
Henrico County Public Schools - All Middle Schools	6,275	19	81
National Data - High Schools	18,877	20	80
Henrico County Public Schools - All High Schools	6,946	22	78

50 . I believe that my school / department changes practices as needed in order to improve student achiev

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	15,881	9	91
Henrico County Public Schools - All Responses	4,511	9	91
National Data - Non-School Based Staff	1,290	9	91
Henrico County Public Schools - Non-School Based Staff	367	11	89
National Data - Elementary Schools	7,718	7	93
Henrico County Public Schools - All Elementary Schools	1,973	6	94
National Data - Middle Schools	3,253	10	90
Henrico County Public Schools - All Middle Schools	980	11	89
National Data - High Schools	2,969	13	87
Henrico County Public Schools - All High Schools	1,093	12	88

51 . My school / department has a highly effective school / department improvement planning process.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	13,985	14	86
Henrico County Public Schools - All Responses	3,945	15	85
National Data - Non-School Based Staff	1,277	23	77
Henrico County Public Schools - Non-School Based Staff	348	31	69
National Data - Elementary Schools	6,789	10	90
Henrico County Public Schools - All Elementary Schools	1,754	9	91
National Data - Middle Schools	2,837	15	85
Henrico County Public Schools - All Middle Schools	854	17	83
National Data - High Schools	2,529	19	81
Henrico County Public Schools - All High Schools	910	19	81

52 . Our school / district improvement planning process is inclusive and considers feedback from a wide range of teachers/ employees within our school / district.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	13,679	18	82
Henrico County Public Schools - All Responses	3,846	18	82
National Data - Non-School Based Staff	1,243	21	79
Henrico County Public Schools - Non-School Based Staff	340	17	83
National Data - Elementary Schools	6,646	15	85
Henrico County Public Schools - All Elementary Schools	1,704	13	87
National Data - Middle Schools	2,758	21	79
Henrico County Public Schools - All Middle Schools	825	24	76
National Data - High Schools	2,484	23	77
Henrico County Public Schools - All High Schools	899	23	77

53 . My school / district is actively engaged in improving instructional practices in a meaningful way.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	15,532	8	92
Henrico County Public Schools - All Responses	4,399	9	91
National Data - Non-School Based Staff	1,269	6	94
Henrico County Public Schools - Non-School Based Staff	345	7	93
National Data - Elementary Schools	7,623	6	94
Henrico County Public Schools - All Elementary Schools	1,967	6	94
National Data - Middle Schools	3,167	9	91
Henrico County Public Schools - All Middle Schools	938	12	88
National Data - High Schools	2,856	11	89
Henrico County Public Schools - All High Schools	1,059	12	88

54 . Staff development opportunities at my school / district are very relevant to my work

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	14,114	26	74
Henrico County Public Schools - All Responses	3,931	33	67
National Data - Non-School Based Staff	1,271	29	71
Henrico County Public Schools - Non-School Based Staff	358	33	67
National Data - Elementary Schools	6,757	20	80
Henrico County Public Schools - All Elementary Schools	1,632	24	76
National Data - Middle Schools	2,818	28	72
Henrico County Public Schools - All Middle Schools	851	36	64
National Data - High Schools	2,667	36	64
Henrico County Public Schools - All High Schools	988	46	54

55 . I am satisfied with the professional development opportunities that are available to me.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	14,865	24	76
Henrico County Public Schools - All Responses	4,230	26	74
National Data - Non-School Based Staff	1,404	31	69
Henrico County Public Schools - Non-School Based Staff	408	35	65
National Data - Elementary Schools	7,048	19	81
Henrico County Public Schools - All Elementary Schools	1,764	19	81
National Data - Middle Schools	2,965	27	73
Henrico County Public Schools - All Middle Schools	900	30	70
National Data - High Schools	2,805	31	69
Henrico County Public Schools - All High Schools	1,052	33	67

56 . My school / district uses student achievement data to drive instruction in the classroom.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	14,384	5	95
Henrico County Public Schools - All Responses	4,156	6	94
National Data - Non-School Based Staff	989	5	95
Henrico County Public Schools - Non-School Based Staff	281	7	93
National Data - Elementary Schools	7,283	3	97
Henrico County Public Schools - All Elementary Schools	1,918	2	98
National Data - Middle Schools	2,996	5	95
Henrico County Public Schools - All Middle Schools	927	6	94
National Data - High Schools	2,567	10	90
Henrico County Public Schools - All High Schools	945	12	88

I. DIRECTION OF THE ORGANIZATION

Overall Dimension - Direction of the Organization

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	102,990	11	89
Henrico County Public Schools - All Responses	29,076	13	87
National Data - Non-School Based Staff	8,622	11	89
Henrico County Public Schools - Non-School Based Staff	2,407	13	87
National Data - Elementary Schools	50,176	8	92
Henrico County Public Schools - All Elementary Schools	12,727	8	92
National Data - Middle Schools	20,845	12	88
Henrico County Public Schools - All Middle Schools	6,195	16	84
National Data - High Schools	19,185	16	84
Henrico County Public Schools - All High Schools	7,115	18	82

57 . I consider my school / district to be an excellent school / district.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	17,033	9	91
Henrico County Public Schools - All Responses	4,986	10	90
National Data - Non-School Based Staff	1,664	6	94
Henrico County Public Schools - Non-School Based Staff	486	4	96
National Data - Elementary Schools	8,070	8	92
Henrico County Public Schools - All Elementary Schools	2,112	8	92
National Data - Middle Schools	3,410	10	90
Henrico County Public Schools - All Middle Schools	1,046	15	85
National Data - High Schools	3,202	12	88
Henrico County Public Schools - All High Schools	1,230	12	88

58 . My school / district readily addresses academic challenges in order to constantly improve.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	15,996	6	94
Henrico County Public Schools - All Responses	4,594	6	94
National Data - Non-School Based Staff	1,328	5	95
Henrico County Public Schools - Non-School Based Staff	369	6	94
National Data - Elementary Schools	7,809	5	95
Henrico County Public Schools - All Elementary Schools	2,040	4	96
National Data - Middle Schools	3,245	7	93
Henrico County Public Schools - All Middle Schools	973	8	92
National Data - High Schools	2,970	9	91
Henrico County Public Schools - All High Schools	1,117	9	91

59 . I know the specifics of how my school / district intends to improve student achievement in the coming

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	13,611	23	77
Henrico County Public Schools - All Responses	3,794	30	70
National Data - Non-School Based Staff	1,079	36	64
Henrico County Public Schools - Non-School Based Staff	301	46	54
National Data - Elementary Schools	6,620	16	84
Henrico County Public Schools - All Elementary Schools	1,635	21	79
National Data - Middle Schools	2,782	24	76
Henrico County Public Schools - All Middle Schools	834	33	67
National Data - High Schools	2,580	31	69
Henrico County Public Schools - All High Schools	946	39	61

60 . My school / district is headed in the right direction in terms of improving student achievement.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	14,987	9	91
Henrico County Public Schools - All Responses	4,227	10	90
National Data - Non-School Based Staff	1,145	8	92
Henrico County Public Schools - Non-School Based Staff	303	9	91
National Data - Elementary Schools	7,423	6	94
Henrico County Public Schools - All Elementary Schools	1,896	5	95
National Data - Middle Schools	3,078	11	89
Henrico County Public Schools - All Middle Schools	924	13	87
National Data - High Schools	2,756	15	85
Henrico County Public Schools - All High Schools	1,020	15	85

61 . I believe student achievement in my school / district will improve significantly over the next 3 years.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	13,624	12	88
Henrico County Public Schools - All Responses	3,735	15	85
National Data - Non-School Based Staff	1,091	10	90
Henrico County Public Schools - Non-School Based Staff	298	13	87
National Data - Elementary Schools	6,676	8	92
Henrico County Public Schools - All Elementary Schools	1,632	8	92
National Data - Middle Schools	2,763	14	86
Henrico County Public Schools - All Middle Schools	790	17	83
National Data - High Schools	2,545	22	78
Henrico County Public Schools - All High Schools	928	25	75

62 . My school / district has a high-quality plan for improving student achievement over the next 3 years.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	11,841	11	89
Henrico County Public Schools - All Responses	3,137	13	87
National Data - Non-School Based Staff	886	10	90
Henrico County Public Schools - Non-School Based Staff	238	13	87
National Data - Elementary Schools	5,924	8	92
Henrico County Public Schools - All Elementary Schools	1,410	8	92
National Data - Middle Schools	2,372	14	86
Henrico County Public Schools - All Middle Schools	669	18	82
National Data - High Schools	2,176	18	82
Henrico County Public Schools - All High Schools	750	19	81

63 . I am confident my school / district will deal successfully with future educational challenges.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	15,898	7	93
Henrico County Public Schools - All Responses	4,603	7	93
National Data - Non-School Based Staff	1,429	5	95
Henrico County Public Schools - Non-School Based Staff	412	7	93
National Data - Elementary Schools	7,654	5	95
Henrico County Public Schools - All Elementary Schools	2,002	4	96
National Data - Middle Schools	3,195	8	92
Henrico County Public Schools - All Middle Schools	959	10	90
National Data - High Schools	2,956	11	89
Henrico County Public Schools - All High Schools	1,124	10	90

J. LEADERSHIP DYNAMICS

Overall Dimension - Leadership Dynamics

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	114,058	16	84
Henrico County Public Schools - All Responses	33,187	17	83
National Data - Non-School Based Staff	11,342	18	82
Henrico County Public Schools - Non-School Based Staff	3,260	21	79
National Data - Elementary Schools	53,935	14	86
Henrico County Public Schools - All Elementary Schools	13,981	14	86
National Data - Middle Schools	22,880	17	83
Henrico County Public Schools - All Middle Schools	7,040	22	78
National Data - High Schools	21,349	17	83
Henrico County Public Schools - All High Schools	8,143	16	84

64 . School / department leadership is effective.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	16,584	16	84
Henrico County Public Schools - All Responses	4,826	18	82
National Data - Non-School Based Staff	1,643	17	83
Henrico County Public Schools - Non-School Based Staff	468	19	81
National Data - Elementary Schools	7,800	15	85
Henrico County Public Schools - All Elementary Schools	2,013	17	83
National Data - Middle Schools	3,343	18	82
Henrico County Public Schools - All Middle Schools	1,036	23	77
National Data - High Schools	3,134	17	83
Henrico County Public Schools - All High Schools	1,195	16	84

65 . I have trust and confidence in our school / department leadership.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	16,593	16	84
Henrico County Public Schools - All Responses	4,815	17	83
National Data - Non-School Based Staff	1,655	17	83
Henrico County Public Schools - Non-School Based Staff	475	21	79
National Data - Elementary Schools	7,827	15	85
Henrico County Public Schools - All Elementary Schools	2,010	16	84
National Data - Middle Schools	3,342	17	83
Henrico County Public Schools - All Middle Schools	1,026	22	78
National Data - High Schools	3,113	17	83
Henrico County Public Schools - All High Schools	1,197	15	85

66 . School / department leadership encourages us to share ideas and opinions.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	16,461	14	86
Henrico County Public Schools - All Responses	4,808	15	85
National Data - Non-School Based Staff	1,641	18	82
Henrico County Public Schools - Non-School Based Staff	492	22	78
National Data - Elementary Schools	7,831	13	87
Henrico County Public Schools - All Elementary Schools	2,027	11	89
National Data - Middle Schools	3,275	16	84
Henrico County Public Schools - All Middle Schools	1,008	20	80
National Data - High Schools	3,060	16	84
Henrico County Public Schools - All High Schools	1,169	14	86

67 . School / department leadership listens to my concerns.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	16,316	15	85
Henrico County Public Schools - All Responses	4,747	14	86
National Data - Non-School Based Staff	1,645	16	84
Henrico County Public Schools - Non-School Based Staff	475	20	80
National Data - Elementary Schools	7,720	13	87
Henrico County Public Schools - All Elementary Schools	2,015	10	90
National Data - Middle Schools	3,260	16	84
Henrico County Public Schools - All Middle Schools	991	19	81
National Data - High Schools	3,033	17	83
Henrico County Public Schools - All High Schools	1,153	15	85

68 . School / department leadership keeps me well informed about what is going on.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	15,728	18	82
Henrico County Public Schools - All Responses	4,547	20	80
National Data - Non-School Based Staff	1,561	24	76
Henrico County Public Schools - Non-School Based Staff	444	29	71
National Data - Elementary Schools	7,470	16	84
Henrico County Public Schools - All Elementary Schools	1,929	16	84
National Data - Middle Schools	3,147	20	80
Henrico County Public Schools - All Middle Schools	962	26	74
National Data - High Schools	2,926	19	81
Henrico County Public Schools - All High Schools	1,110	18	82

69 . School / department leadership acts consistently; they do as they say.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	15,652	22	78
Henrico County Public Schools - All Responses	4,487	26	74
National Data - Non-School Based Staff	1,540	23	77
Henrico County Public Schools - Non-School Based Staff	435	27	73
National Data - Elementary Schools	7,427	20	80
Henrico County Public Schools - All Elementary Schools	1,895	22	78
National Data - Middle Schools	3,154	25	75
Henrico County Public Schools - All Middle Schools	972	31	69
National Data - High Schools	2,905	26	74
Henrico County Public Schools - All High Schools	1,081	29	71

70 . School / department leadership is accessible.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
National Data - All Responses	16,724	11	89
Henrico County Public Schools - All Responses	4,957	10	90
National Data - Non-School Based Staff	1,657	11	89
Henrico County Public Schools - Non-School Based Staff	471	12	88
National Data - Elementary Schools	7,860	10	90
Henrico County Public Schools - All Elementary Schools	2,092	9	91
National Data - Middle Schools	3,359	11	89
Henrico County Public Schools - All Middle Schools	1,045	14	86
National Data - High Schools	3,178	11	89
Henrico County Public Schools - All High Schools	1,238	9	91

K. CUSTOM QUESTIONS

Overall Dimension - Custom Questions

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
Henrico County Public Schools - All Responses	25,174	24	76
Henrico County Public Schools - Non-School Based Staff	1,609	20	80
Henrico County Public Schools - All Elementary Schools	10,848	20	80
Henrico County Public Schools - All Middle Schools	5,688	29	71
Henrico County Public Schools - All High Schools	6,458	26	74

71 . Students with disabilities are provided with appropriate support to meet their instructional needs.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
Henrico County Public Schools - All Responses	4,186	11	89
Henrico County Public Schools - Non-School Based Staff	261	14	86
Henrico County Public Schools - All Elementary Schools	1,835	11	89
Henrico County Public Schools - All Middle Schools	894	12	88
Henrico County Public Schools - All High Schools	1,106	8	92

72 . I am satisfied with the quality of the school lunches.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
Henrico County Public Schools - All Responses	3,549	59	41
Henrico County Public Schools - Non-School Based Staff	161	56	44
Henrico County Public Schools - All Elementary Schools	1,609	52	48
Henrico County Public Schools - All Middle Schools	851	66	34
Henrico County Public Schools - All High Schools	872	64	36

73 . I am satisfied with the transportation services provided for students.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
Henrico County Public Schools - All Responses	3,540	15	85
Henrico County Public Schools - Non-School Based Staff	261	10	90
Henrico County Public Schools - All Elementary Schools	1,639	15	85
Henrico County Public Schools - All Middle Schools	754	11	89
Henrico County Public Schools - All High Schools	796	22	78

74 . I am satisfied with the leadership of the principal and administrative staff at my school.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
Henrico County Public Schools - All Responses	4,544	17	83
Henrico County Public Schools - Non-School Based Staff	174	10	90
Henrico County Public Schools - All Elementary Schools	2,016	16	84
Henrico County Public Schools - All Middle Schools	1,042	22	78
Henrico County Public Schools - All High Schools	1,207	15	85

75 . I am satisfied with the vision and leadership of the Superintendent.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
Henrico County Public Schools - All Responses	3,539	10	90
Henrico County Public Schools - Non-School Based Staff	312	11	89
Henrico County Public Schools - All Elementary Schools	1,543	6	94
Henrico County Public Schools - All Middle Schools	750	13	87
Henrico County Public Schools - All High Schools	847	16	84

76 . I am satisfied with the vision and leadership of the School Board.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
Henrico County Public Schools - All Responses	3,144	11	89
Henrico County Public Schools - Non-School Based Staff	302	12	88
Henrico County Public Schools - All Elementary Schools	1,311	6	94
Henrico County Public Schools - All Middle Schools	675	13	87
Henrico County Public Schools - All High Schools	774	16	84

77 . Laptop repairs are completed within 24 hours.

Perspective	Actual	% of Responses	
		Unfavorable	Favorable
Henrico County Public Schools - All Responses	2,672	52	48
Henrico County Public Schools - Non-School Based Staff	138	62	38
Henrico County Public Schools - All Elementary Schools	895	44	56
Henrico County Public Schools - All Middle Schools	722	62	38
Henrico County Public Schools - All High Schools	856	49	51