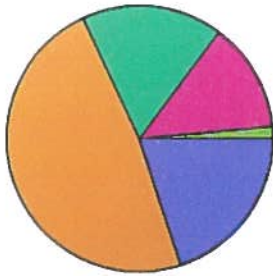
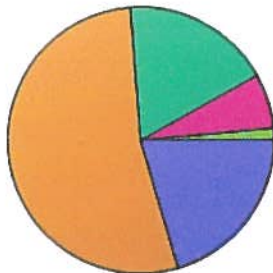


I. ADMINISTRATIVE EFFECTIVENESS: Central Office administrative personnel listen and are receptive to helping you meet your needs.



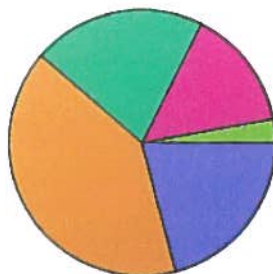
	Count	Percentage
5=Strongly Agree	42	20%
4=Agree	101	48.1%
3=No Opinion	36	17.14%
2=Disagree	28	13.33%
1=Strongly Disagree	3	1.43%
Total	210	100%

I. ADMINISTRATIVE EFFECTIVENESS: Central Office administrative personnel respond promptly to requested assistance.



	Count	Percentage
5=Strongly Agree	43	20.48%
4=Agree	112	53.33%
3=No Opinion	38	18.1%
2=Disagree	14	6.67%
1=Strongly Disagree	3	1.43%
Total	210	100%

I. ADMINISTRATIVE EFFECTIVENESS: Central Office administrative personnel provide effective leadership for this District.



	Count	Percentage
5=Strongly Agree	44	20.95%
4=Agree	85	40.48%
3=No Opinion	44	20.95%
2=Disagree	31	14.76%
1=Strongly Disagree	6	2.86%
Total	210	100%

I. ADMINISTRATIVE EFFECTIVENESS: Central Office personnel effectively communicate information of district wide importance.



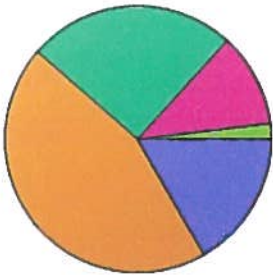
	Count	Percentage
5=Strongly Agree	50	23.81%
4=Agree	101	48.1%
3=No Opinion	29	13.81%
2=Disagree	26	12.38%
1=Strongly Disagree	4	1.9%
Total	210	100%

I. ADMINISTRATIVE EFFECTIVENESS: Central Office administrative personnel ensure adequate physical and financial resources to campuses.



	Count	Percentage
5=Strongly Agree	35	16.67%
4=Agree	90	42.86%
3=No Opinion	43	20.48%
2=Disagree	35	16.67%
1=Strongly Disagree	7	3.33%
Total	210	100%

I. ADMINISTRATIVE EFFECTIVENESS: Central Office administrative personnel ensure effective site-based decision making processes are in place and working.



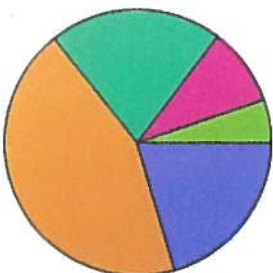
	Count	Percentage
5=Strongly Agree	35	16.67%
4=Agree	94	44.76%
3=No Opinion	53	25.24%
2=Disagree	24	11.43%
1=Strongly Disagree	4	1.9%
Total	210	100%

I. ADMINISTRATIVE EFFECTIVENESS: Central Office administrative personnel model a commitment to instructional excellence.



	Count	Percentage
5=Strongly Agree	43	20.48%
4=Agree	90	42.86%
3=No Opinion	50	23.81%
2=Disagree	21	10%
1=Strongly Disagree	6	2.86%
Total	210	100%

I. ADMINISTRATIVE EFFECTIVENESS: Central Office administrative personnel model honesty and integrity.



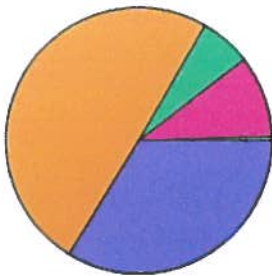
	Count	Percentage
5=Strongly Agree	43	20.48%
4=Agree	92	43.81%
3=No Opinion	44	20.95%
2=Disagree	20	9.52%
1=Strongly Disagree	11	5.24%
Total	210	100%

II. PHYSICAL PLANT: Your room or assigned work area is kept clean.



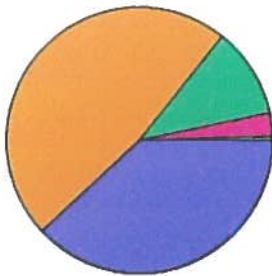
	Count	Percentage
5=Strongly Agree	81	38.57%
4=Agree	107	50.95%
3=No Opinion	12	5.71%
2=Disagree	9	4.29%
1=Strongly Disagree	1	0.48%
Total	210	100%

II. PHYSICAL PLANT: Restrooms in your building are clean.



	Count	Percentage
5=Strongly Agree	71	33.81%
4=Agree	104	49.52%
3=No Opinion	13	6.19%
2=Disagree	21	10%
1=Strongly Disagree	1	0.48%
Total	210	100%

II. PHYSICAL PLANT: Dining facilities are clean.



	Count	Percentage
5=Strongly Agree	80	38.1%
4=Agree	100	47.62%
3=No Opinion	23	10.95%
2=Disagree	6	2.86%
1=Strongly Disagree	1	0.48%
Total	210	100%

II. PHYSICAL PLANT: Grounds surrounding your building are manicured and free of trash.



	Count	Percentage
5=Strongly Agree	46	21.9%
4=Agree	103	49.05%
3=No Opinion	17	8.1%
2=Disagree	38	18.1%
1=Strongly Disagree	6	2.86%
Total	210	100%

II. PHYSICAL PLANT: Maintenance requests receive prompt attention and repairs are effective.



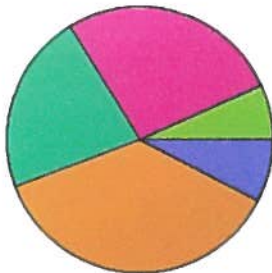
	Count	Percentage
5=Strongly Agree	69	32.86%
4=Agree	108	51.43%
3=No Opinion	22	10.48%
2=Disagree	6	2.86%
1=Strongly Disagree	5	2.38%
Total	210	100%

III. PERSONNEL/BENEFITS: The District provides a competitive, comprehensive benefit package for all personnel.



	Count	Percentage
5=Strongly Agree	26	12.38%
4=Agree	88	41.9%
3=No Opinion	49	23.33%
2=Disagree	38	18.1%
1=Strongly Disagree	9	4.29%
Total	210	100%

III. PERSONNEL/BENEFITS: The District salary schedule is competitive for the East Texas Area.



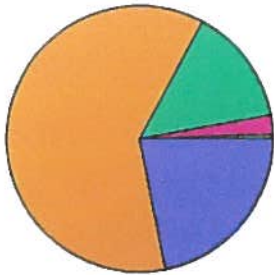
	Count	Percentage
5=Strongly Agree	16	7.62%
4=Agree	77	36.67%
3=No Opinion	46	21.9%
2=Disagree	57	27.14%
1=Strongly Disagree	14	6.67%
Total	210	100%

III. PERSONNEL/BENEFITS: Central Office administrative personnel provide effective administration of payroll, insurance claims, worker's compensation claims, etc.



	Count	Percentage
5=Strongly Agree	41	19.52%
4=Agree	125	59.52%
3=No Opinion	28	13.33%
2=Disagree	11	5.24%
1=Strongly Disagree	5	2.38%
Total	210	100%

III. PERSONNEL/BENEFITS: The Employee Handbook provides adequate information regarding payroll, contact persons, insurance, and claims procedures.



	Count	Percentage
5=Strongly Agree	46	21.9%
4=Agree	128	60.95%
3=No Opinion	30	14.29%
2=Disagree	5	2.38%
1=Strongly Disagree	1	0.48%
Total	210	100%

III. PERSONNEL/BENEFITS: Personnel policies in Employee Handbook are beneficial.



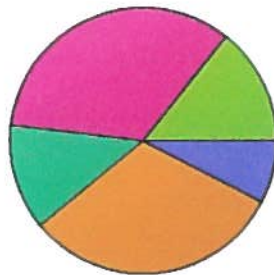
	Count	Percentage
5=Strongly Agree	44	20.95%
4=Agree	118	56.19%
3=No Opinion	40	19.05%
2=Disagree	6	2.86%
1=Strongly Disagree	2	0.95%
Total	210	100%

IV. STUDENT MANAGEMENT: The District's adopted Student Code of Conduct is effective.



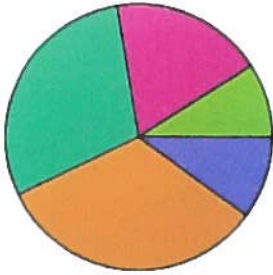
	Count	Percentage
5=Strongly Agree	25	11.9%
4=Agree	91	43.33%
3=No Opinion	45	21.43%
2=Disagree	37	17.62%
1=Strongly Disagree	12	5.71%
Total	210	100%

IV. STUDENT MANAGEMENT: Student behavior in the District is acceptable.



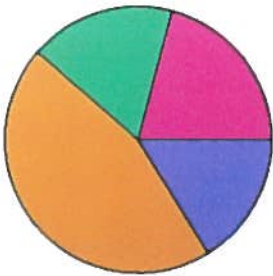
	Count	Percentage
5=Strongly Agree	16	7.62%
4=Agree	66	31.43%
3=No Opinion	27	12.86%
2=Disagree	71	33.81%
1=Strongly Disagree	30	14.29%
Total	210	100%

IV. STUDENT MANAGEMENT: Central Office personnel support consistent and firm discipline.



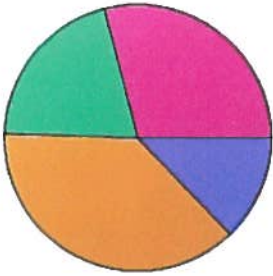
	Count	Percentage
5=Strongly Agree	21	10%
4=Agree	69	32.86%
3=No Opinion	62	29.52%
2=Disagree	39	18.57%
1=Strongly Disagree	19	9.05%
Total	210	100%

V. DISTRICT CLIMATE: Faculty and staff believe the Gladewater Independent School District to be a good place to work.



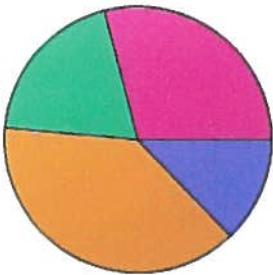
	Count	Percentage
5=Strongly Agree	34	16.19%
4=Agree	95	45.24%
3=No Opinion	37	17.62%
2=Disagree	44	20.95%
Total	210	100%

V. DISTRICT CLIMATE: Faculty and staff input are considered important in district planning.



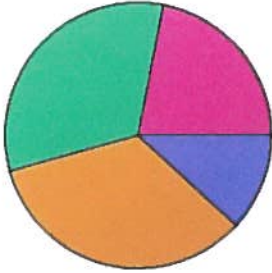
	Count	Percentage
5=Strongly Agree	27	12.86%
4=Agree	79	37.62%
3=No Opinion	43	20.48%
2=Disagree	61	29.05%
Total	210	100%

V. DISTRICT CLIMATE: Faculty and staff feel that they are recognized for doing outstanding jobs.



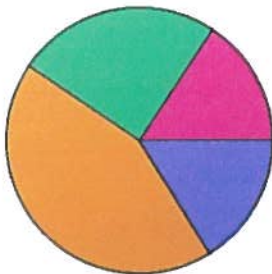
	Count	Percentage
5=Strongly Agree	27	12.86%
4=Agree	81	38.57%
3=No Opinion	41	19.52%
2=Disagree	61	29.05%
Total	210	100%

V. DISTRICT CLIMATE: Faculty and staff are encouraged to be "risk-takers" in seeking district-wide improvement.



	Count	Percentage
5=Strongly Agree	25	11.9%
4=Agree	71	33.81%
3=No Opinion	68	32.38%
2=Disagree	46	21.9%
Total	210	100%

V. DISTRICT CLIMATE: Faculty and staff feel pride in being a part of the efforts at Gladewater Independent School District.



	Count	Percentage
5=Strongly Agree	34	16.19%
4=Agree	91	43.33%
3=No Opinion	52	24.76%
2=Disagree	33	15.71%
Total	210	100%

VI. ACADEMIC PROGRAMS: Students receive a quality academic education in the Gladewater Independent School District.



	Count	Percentage
5=Strongly Agree	34	16.19%
4=Agree	125	59.52%
3=No Opinion	30	14.29%
2=Disagree	20	9.52%
1=Strongly Disagree	1	0.48%
Total	210	100%

VI. ACADEMIC PROGRAMS: There are sufficient high-quality academic programs in the District to prepare students for college or university success.



	Count	Percentage
5=Strongly Agree	32	15.24%
4=Agree	95	45.24%
3=No Opinion	53	25.24%
2=Disagree	26	12.38%
1=Strongly Disagree	4	1.9%
Total	210	100%

VI. ACADEMIC PROGRAMS: There are sufficient high-quality vocational programs in the District to prepare students for the world of work



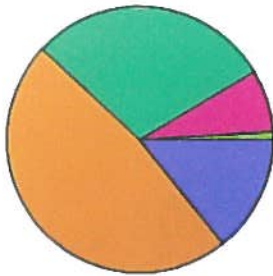
	Count	Percentage
5=Strongly Agree	24	11.43%
4=Agree	78	37.14%
3=No Opinion	68	32.38%
2=Disagree	36	17.14%
1=Strongly Disagree	4	1.9%
Total	210	100%

VI. ACADEMIC PROGRAMS: A diverse offering of special programs are offered to provide quality instruction for students with special needs.



	Count	Percentage
5=Strongly Agree	35	16.67%
4=Agree	100	47.62%
3=No Opinion	51	24.29%
2=Disagree	19	9.05%
1=Strongly Disagree	5	2.38%
Total	210	100%

VI. ACADEMIC PROGRAMS: District programs and special initiatives in the area of reading/Language Arts are sufficient to prepare students for college or work.



	Count	Percentage
5=Strongly Agree	30	14.29%
4=Agree	100	47.62%
3=No Opinion	62	29.52%
2=Disagree	16	7.62%
1=Strongly Disagree	2	0.95%
Total	210	100%

VI. ACADEMIC PROGRAMS: District programs and special initiatives in the area of mathematics are sufficient to prepare students for college or work.



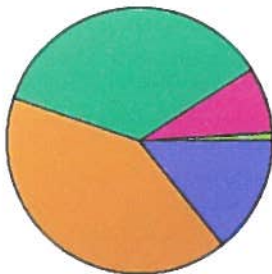
	Count	Percentage
5=Strongly Agree	28	13.33%
4=Agree	94	44.76%
3=No Opinion	63	30%
2=Disagree	21	10%
1=Strongly Disagree	4	1.9%
Total	210	100%

VI. ACADEMIC PROGRAMS: District programs and special initiatives in the area of science are sufficient to prepare students for college or work.



	Count	Percentage
5=Strongly Agree	29	13.81%
4=Agree	89	42.38%
3=No Opinion	71	33.81%
2=Disagree	18	8.57%
1=Strongly Disagree	3	1.43%
Total	210	100%

VI. ACADEMIC PROGRAMS: District programs and special initiatives in the area of social studies are sufficient to prepare students for college or work.



	Count	Percentage
5=Strongly Agree	30	14.29%
4=Agree	86	40.95%
3=No Opinion	75	35.71%
2=Disagree	17	8.1%
1=Strongly Disagree	2	0.95%
Total	210	100%

VI. ACADEMIC PROGRAMS: Staff development programs are driven by instructional needs.



	Count	Percentage
5=Strongly Agree	28	13.33%
4=Agree	93	44.29%
3=No Opinion	53	25.24%
2=Disagree	30	14.29%
1=Strongly Disagree	6	2.86%
Total	210	100%

VI. ACADEMIC PROGRAMS: Staff development programs are helpful in providing teachers with the skills and knowledge necessary to address diverse learning needs of students.



	Count	Percentage
5=Strongly Agree	26	12.38%
4=Agree	91	43.33%
3=No Opinion	58	27.62%
2=Disagree	28	13.33%
1=Strongly Disagree	7	3.33%
Total	210	100%

VI. ACADEMIC PROGRAMS: Academic programs are given priority in the total education program offered to students.



	Count	Percentage
5=Strongly Agree	29	13.81%
4=Agree	107	50.95%
3=No Opinion	46	21.9%
2=Disagree	20	9.52%
1=Strongly Disagree	8	3.81%
Total	210	100%

VI. ACADEMIC PROGRAMS: Curriculum documents and guides are sufficient to help teachers plan for the direct instruction.



	Count	Percentage
5=Strongly Agree	28	13.33%
4=Agree	101	48.1%
3=No Opinion	53	25.24%
2=Disagree	23	10.95%
1=Strongly Disagree	5	2.38%
Total	210	100%

VI. ACADEMIC PROGRAMS: Vertical teaming activities provide adequate cross-campus communication of curriculum design and expectations.



	Count	Percentage
5=Strongly Agree	22	10.48%
4=Agree	81	38.57%
3=No Opinion	68	32.38%
2=Disagree	32	15.24%
1=Strongly Disagree	7	3.33%
Total	210	100%

VII. TECHNOLOGY: The District provides sufficient hardware to accomplish instruction using technology.



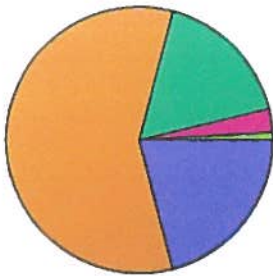
	Count	Percentage
5=Strongly Agree	39	18.57%
4=Agree	113	53.81%
3=No Opinion	28	13.33%
2=Disagree	26	12.38%
1=Strongly Disagree	4	1.9%
Total	210	100%

VII. TECHNOLOGY: The District provides adequate networking to assist in providing software applications.



	Count	Percentage
5=Strongly Agree	37	17.62%
4=Agree	128	60.95%
3=No Opinion	31	14.76%
2=Disagree	12	5.71%
1=Strongly Disagree	2	0.95%
Total	210	100%

VII. TECHNOLOGY: District provision of Internet and distance learning connectivity is adequate.



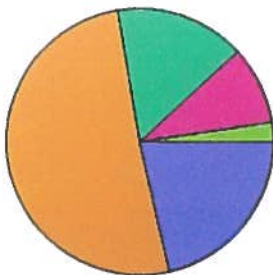
	Count	Percentage
5=Strongly Agree	44	20.95%
4=Agree	122	58.1%
3=No Opinion	36	17.14%
2=Disagree	6	2.86%
1=Strongly Disagree	2	0.95%
Total	210	100%

VII. TECHNOLOGY: The District-wide Technology Plan is appropriate to address for long term technology needs of the District.



	Count	Percentage
5=Strongly Agree	40	19.05%
4=Agree	104	49.52%
3=No Opinion	49	23.33%
2=Disagree	16	7.62%
1=Strongly Disagree	1	0.48%
Total	210	100%

VII. TECHNOLOGY: Sufficient support is given to campuses in maintaining technology and in training for use of technology.



	Count	Percentage
5=Strongly Agree	45	21.43%
4=Agree	107	50.95%
3=No Opinion	33	15.71%
2=Disagree	20	9.52%
1=Strongly Disagree	5	2.38%
Total	210	100%

VIII. EXTRACURRICULAR PROGRAMS: Sufficient extracurricular programs are offered in the district to address interests of students.



	Count	Percentage
5=Strongly Agree	37	17.62%
4=Agree	115	54.76%
3=No Opinion	40	19.05%
2=Disagree	17	8.1%
1=Strongly Disagree	1	0.48%
Total	210	100%

VIII. EXTRACURRICULAR PROGRAMS: Athletic programs are of high quality.



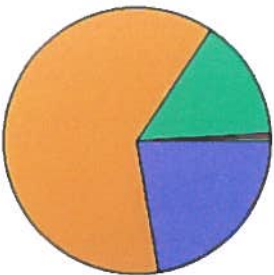
	Count	Percentage
5=Strongly Agree	40	19.05%
4=Agree	99	47.14%
3=No Opinion	64	30.48%
2=Disagree	7	3.33%
1=Strongly Disagree	0	0%
Total	210	100%

VIII. EXTRACURRICULAR PROGRAMS: Music programs are of high quality.



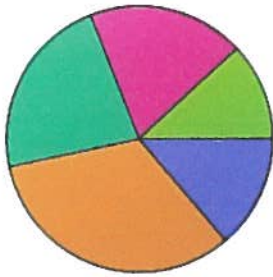
	Count	Percentage
5=Strongly Agree	49	23.33%
4=Agree	109	51.9%
3=No Opinion	48	22.86%
2=Disagree	4	1.9%
1=Strongly Disagree	0	0%
Total	210	100%

VIII. EXTRACURRICULAR PROGRAMS: Students are provided opportunity to participate in academic competitions.



	Count	Percentage
5=Strongly Agree	47	22.38%
4=Agree	130	61.9%
3=No Opinion	31	14.76%
2=Disagree	1	0.48%
1=Strongly Disagree	1	0.48%
Total	210	100%

IX. FOOD SERVICE: Meals offered by the District's cafeterias are nutritious.



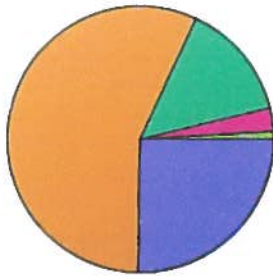
	Count	Percentage
5=Strongly Agree	29	13.81%
4=Agree	69	32.86%
3=No Opinion	47	22.38%
2=Disagree	40	19.05%
1=Strongly Disagree	25	11.9%
Total	210	100%

IX. FOOD SERVICE: Meals offered by the District's cafeterias are reasonably priced.



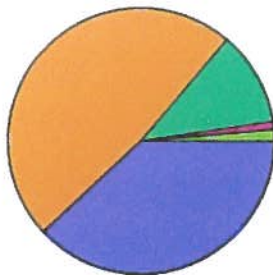
	Count	Percentage
5=Strongly Agree	16	7.62%
4=Agree	86	40.95%
3=No Opinion	48	22.86%
2=Disagree	46	21.9%
1=Strongly Disagree	14	6.67%
Total	210	100%

IX. FOOD SERVICE: Kitchens and dining areas are clean.



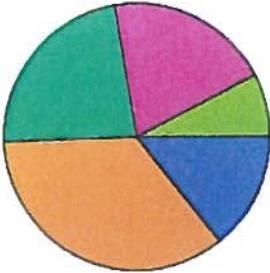
	Count	Percentage
5=Strongly Agree	53	25.24%
4=Agree	119	56.67%
3=No Opinion	30	14.29%
2=Disagree	6	2.86%
1=Strongly Disagree	2	0.95%
Total	210	100%

IX. FOOD SERVICE: Food Service personnel are friendly and helpful.



	Count	Percentage
5=Strongly Agree	80	38.1%
4=Agree	101	48.1%
3=No Opinion	24	11.43%
2=Disagree	2	0.95%
1=Strongly Disagree	3	1.43%
Total	210	100%

IX. FOOD SERVICE: Menus are sufficiently varied.



	Count	Percentage
5=Strongly Agree	30	14.29%
4=Agree	74	35.24%
3=No Opinion	48	22.86%
2=Disagree	42	20%
1=Strongly Disagree	16	7.62%
Total	210	100%