NationalCenter

for School Leadership

Henrico County Public Schools
Staff Survey Results - Division Summary
Comparison Report 2012 - 2016

Report prepared by: **National Center for School Leadership**
Prepared for: Henrico County Public Schools

A. SCHOOL PRIDE

Overall Dimension - School Pride

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	236,067	9	91	400,468	10	90	521,221	10	90
Henrico County Public Schools - All Responses	***36,490***	9	91	***36,591***	11	89	***34,439***	13	87
National Data - Non-School	23,513	9	91	40,685	10	90	54,919	10	90
Henrico County Public Schools - Non-School Based	***2,459***	6	94	***2,457***	7	93	***2,842***	8	92
National Data - Elementary	95,509	8	92	172,379	10	90	226,781	9	91
Henrico County Public Schools - All Elementary	***16,215***	7	93	***16,363***	9	91	***15,051***	11	89
National Data - Middle	44,106	10	90	70,578	11	89	90,178	11	89
Henrico County Public Schools - All Middle Schools	***7,513***	11	89	***7,678***	15	85	***7,234***	17	83
National Data - High	46,297	11	89	84,404	13	87	112,103	12	88
Henrico County Public Schools - All High Schools	***8,894***	12	88	***8,833***	11	89	***8,033***	12	88

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	34,580	9	91	58,700	11	89	76,430	11	89
Henrico County Public Schools - All Responses	***5,399***	8	92	***5,403***	9	91	***5,038***	11	89
National Data - Non-School	3,430	10	90	5,935	12	88	8,010	12	88
Henrico County Public Schools - Non-School Based	***358***	8	92	***354***	8	92	***415***	10	90
National Data - Elementary	13,997	8	92	25,276	10	90	33,250	10	90
Henrico County Public Schools - All Elementary	***2,413***	6	94	***2,417***	7	93	***2,218***	10	90
National Data - Middle	6,481	10	90	10,392	11	89	13,297	11	89
Henrico County Public Schools - All Middle Schools	***1,095***	8	92	***1,141***	14	86	***1,052***	14	86
National Data - High	6,809	11	89	12,355	13	87	16,412	13	87
Henrico County Public Schools - All High Schools	***1,321***	9	91	***1,304***	9	91	***1,165***	11	89

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	37,633	2	98	64,214	2	98	83,575	2	98
Henrico County Public Schools - All Responses	***5,794***	2	98	***5,845***	2	98	***5,606***	2	98
National Data - Non-School	3,761	2	98	6,552	2	98	8,826	2	98
Henrico County Public Schools - Non-School Based	***378***	2	98	***386***	2	98	***444***	2	98
National Data - Elementary	15,150	2	98	27,464	2	98	36,132	2	98
Henrico County Public Schools - All Elementary	***2,575***	2	98	***2,586***	2	98	***2,442***	1	99
National Data - Middle	7,102	1	99	11,436	1	99	14,630	1	99
Henrico County Public Schools - All Middle Schools	***1,192***	2	98	***1,250***	2	98	***1,185***	2	98
National Data - High	7,425	2	98	13,692	1	99	18,144	2	98
Henrico County Public Schools - All High Schools	***1,418***	3	97	***1,408***	1	99	***1,312***	2	98

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	32,681	8	92	55,456	10	90	72,084	10	90
Henrico County Public Schools - All Responses	***4,997***	11	89	***4,970***	13	87	***4,684***	15	85
National Data - Non-School	3,325	7	93	5,777	8	92	7,761	8	92
Henrico County Public Schools - Non-School Based	***330***	8	92	***326***	9	91	***391***	8	92
National Data - Elementary	13,144	8	92	23,679	10	90	31,088	11	89
Henrico County Public Schools - All Elementary	***2,204***	9	91	***2,210***	13	87	***2,035***	15	85
National Data - Middle	6,099	9	91	9,760	10	90	12,468	11	89
Henrico County Public Schools - All Middle Schools	***1,014***	14	86	***1,020***	18	82	***995***	19	81
National Data - High	6,508	9	91	11,806	11	89	15,669	10	90
Henrico County Public Schools - All High Schools	***1,237***	14	86	***1,233***	12	88	***1,086***	13	87

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	33,509	11	89	56,648	13	87	73,710	13	87
Henrico County Public Schools - All Responses	***5,165***	10	90	***5,174***	12	88	***4,851***	15	85
National Data - Non-School	3,328	12	88	5,713	15	85	7,713	15	85
Henrico County Public Schools - Non-School Based	***353***	11	89	***335***	11	89	***404***	13	87
National Data - Elementary	13,565	10	90	24,447	12	88	32,126	12	88
Henrico County Public Schools - All Elementary	***2,287***	8	92	***2,335***	10	90	***2,125***	15	85
National Data - Middle	6,286	11	89	10,037	13	87	12,850	13	87
Henrico County Public Schools - All Middle Schools	***1,072***	10	90	***1,084***	16	84	***1,006***	19	81
National Data - High	6,569	13	87	11,863	16	84	15,754	16	84
Henrico County Public Schools - All High Schools	***1,260***	11	89	***1,247***	11	89	***1,145***	13	87

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	33,181	12	88	56,201	13	87	73,161	13	87
Henrico County Public Schools - All Responses	***5,002***	16	84	***5,079***	18	82	***4,752***	20	80
National Data - Non-School	3,350	6	94	5,771	9	91	7,804	8	92
Henrico County Public Schools - Non-School Based	***358***	4	96	***362***	4	96	***403***	6	94
National Data - Elementary	13,368	11	89	24,067	13	87	31,686	12	88
Henrico County Public Schools - All Elementary	***2,182***	14	86	***2,254***	16	84	***2,062***	20	80
National Data - Middle	6,182	15	85	9,875	17	83	12,594	17	83
Henrico County Public Schools - All Middle Schools	***1,055***	18	82	***1,084***	23	77	***1,015***	27	73
National Data - High	6,463	15	85	11,851	17	83	15,767	16	84
Henrico County Public Schools - All High Schools	***1,221***	19	81	***1,206***	18	82	***1,106***	17	83

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	32,029	11	89	53,898	12	88	70,122	12	88
Henrico County Public Schools - All Responses	***4,972***	11	89	***4,979***	15	85	***4,663***	15	85
National Data - Non-School	3,133	10	90	5,322	13	87	7,181	12	88
Henrico County Public Schools - Non-School Based	***348***	4	96	***355***	4	96	***393***	4	96
National Data - Elementary	13,058	9	91	23,512	10	90	30,983	9	91
Henrico County Public Schools - All Elementary	***2,228***	5	95	***2,225***	8	92	***2,030***	10	90
National Data - Middle	5,920	14	86	9,332	15	85	11,857	15	85
Henrico County Public Schools - All Middle Schools	***1,023***	14	86	***1,029***	22	78	***970***	23	77
National Data - High	6,244	16	84	11,286	17	83	15,019	17	83
Henrico County Public Schools - All High Schools	***1,199***	19	81	***1,209***	21	79	***1,097***	19	81

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	32,454	12	88	55,351	13	87	72,139	13	87
Henrico County Public Schools - All Responses	***5,161***	8	92	***5,141***	10	90	***4,845***	13	87
National Data - Non-School	3,186	13	87	5,615	14	86	7,624	15	85
Henrico County Public Schools - Non-School Based	***334***	9	91	***339***	9	91	***392***	12	88
National Data - Elementary	13,229	11	89	23,934	12	88	31,516	12	88
Henrico County Public Schools - All Elementary	***2,326***	6	94	***2,336***	8	92	***2,139***	11	89
National Data - Middle	6,036	13	87	9,746	13	87	12,482	13	87
Henrico County Public Schools - All Middle Schools	***1,062***	9	91	***1,070***	15	85	***1,011***	16	84
National Data - High	6,279	15	85	11,551	16	84	15,338	16	84
Henrico County Public Schools - All High Schools	***1,238***	11	89	***1,226***	10	90	***1,122***	13	87

B. INTERNAL COMMUNICATION

Overall Dimension - Internal Communication

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	213,517	20	80	364,112	22	78	473,906	22	78
Henrico County Public Schools - All Responses	***33,955***	17	83	***34,059***	16	84	***32,248***	20	80
National Data - Non-School	21,273	20	80	37,273	22	78	50,490	22	78
Henrico County Public Schools - Non-School Based	***2,218***	15	85	***2,220***	16	84	***2,653***	17	83
National Data - Elementary	86,678	17	83	156,861	19	81	206,340	19	81
Henrico County Public Schools - All Elementary	***15,240***	15	85	***15,345***	14	86	***14,249***	20	80
National Data - Middle	40,090	22	78	64,545	22	78	82,671	22	78
Henrico County Public Schools - All Middle Schools	***6,916***	16	84	***7,154***	20	80	***6,764***	19	81
National Data - High	41,626	26	74	76,333	27	73	100,921	27	73
Henrico County Public Schools - All High Schools	***8,232***	21	79	***8,107***	18	82	***7,336***	24	76

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	31,427	15	85	53,905	16	84	70,273	16	84
Henrico County Public Schools - All Responses	***5,033***	10	90	***5,035***	11	89	***4,754***	13	87
National Data - Non-School	3,153	16	84	5,564	17	83	7,527	17	83
Henrico County Public Schools - Non-School Based	***331***	10	90	***344***	11	89	***400***	12	88
National Data - Elementary	12,743	13	87	23,229	14	86	30,623	13	87
Henrico County Public Schools - All Elementary	***2,262***	8	92	***2,271***	8	92	***2,108***	10	90
National Data - Middle	5,916	16	84	9,607	15	85	12,308	15	85
Henrico County Public Schools - All Middle Schools	***1,034***	9	91	***1,057***	15	85	***1,000***	15	85
National Data - High	6,073	20	80	11,205	20	80	14,862	20	80
Henrico County Public Schools - All High Schools	***1,199***	14	86	***1,178***	12	88	***1,062***	18	82

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	31,616	15	85	53,812	17	83	69,934	17	83
Henrico County Public Schools - All Responses	***5,086***	10	90	***5,127***	10	90	***4,771***	13	87
National Data - Non-School	3,094	22	78	5,393	23	77	7,314	23	77
Henrico County Public Schools - Non-School Based	***325***	15	85	***319***	19	81	***388***	19	81
National Data - Elementary	12,890	12	88	23,374	14	86	30,723	14	86
Henrico County Public Schools - All Elementary	***2,293***	7	93	***2,305***	7	93	***2,107***	10	90
National Data - Middle	5,933	16	84	9,513	16	84	12,134	17	83
Henrico County Public Schools - All Middle Schools	***1,048***	12	88	***1,075***	14	86	***1,001***	13	87
National Data - High	6,129	19	81	11,245	21	79	14,818	21	79
Henrico County Public Schools - All High Schools	***1,221***	12	88	***1,241***	11	89	***1,094***	16	84

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	32,118	12	88	54,435	13	87	70,754	14	86
Henrico County Public Schools - All Responses	***5,172***	8	92	***5,145***	8	92	***4,823***	11	89
National Data - Non-School	3,163	15	85	5,459	17	83	7,356	17	83
Henrico County Public Schools - Non-School Based	***335***	10	90	***322***	13	87	***387***	11	89
National Data - Elementary	13,105	10	90	23,561	12	88	31,001	12	88
Henrico County Public Schools - All Elementary	***2,342***	6	94	***2,348***	6	94	***2,151***	9	91
National Data - Middle	5,972	12	88	9,603	13	87	12,277	14	86
Henrico County Public Schools - All Middle Schools	***1,037***	7	93	***1,074***	11	89	***1,009***	11	89
National Data - High	6,243	14	86	11,368	17	83	15,024	17	83
Henrico County Public Schools - All High Schools	***1,252***	9	91	***1,220***	8	92	***1,090***	13	87

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	29,609	32	68	50,476	33	67	65,808	32	68
Henrico County Public Schools - All Responses	***4,606***	40	60	***4,601***	38	62	***4,489***	43	57
National Data - Non-School	2,943	24	76	5,190	26	74	7,043	25	75
Henrico County Public Schools - Non-School Based	***304***	21	79	***327***	16	84	***373***	16	84
National Data - Elementary	11,836	31	69	21,352	33	67	28,062	32	68
Henrico County Public Schools - All Elementary	***2,016***	48	52	***2,037***	44	56	***1,969***	55	45
National Data - Middle	5,663	32	68	9,107	31	69	11,766	31	69
Henrico County Public Schools - All Middle Schools	***965***	30	70	***983***	31	69	***954***	29	71
National Data - High	5,942	40	60	10,858	40	60	14,356	39	61
Henrico County Public Schools - All High Schools	***1,144***	44	56	***1,082***	42	58	***1,021***	43	57

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	30,188	22	78	51,734	24	76	67,486	24	76
Henrico County Public Schools - All Responses	***4,872***	15	85	***4,895***	16	84	***4,608***	20	80
National Data - Non-School	3,005	27	73	5,292	28	72	7,167	28	72
Henrico County Public Schools - Non-School Based	***316***	20	80	***311***	22	78	***370***	24	76
National Data - Elementary	12,368	18	82	22,493	20	80	29,714	19	81
Henrico County Public Schools - All Elementary	***2,237***	11	89	***2,222***	11	89	***2,064***	16	84
National Data - Middle	5,616	25	75	9,051	25	75	11,620	25	75
Henrico County Public Schools - All Middle Schools	***964***	16	84	***1,018***	23	77	***948***	21	79
National Data - High	5,792	28	72	10,714	30	70	14,177	30	70
Henrico County Public Schools - All High Schools	***1,163***	18	82	***1,173***	16	84	***1,047***	23	77

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	32,353	16	84	55,037	18	82	71,376	18	82
Henrico County Public Schools - All Responses	***5,140***	11	89	***5,197***	11	89	***4,915***	16	84
National Data - Non-School	3,165	22	78	5,541	24	76	7,485	23	77
Henrico County Public Schools - Non-School Based	***320***	15	85	***323***	18	82	***393***	19	81
National Data - Elementary	13,287	13	87	23,935	15	85	31,372	15	85
Henrico County Public Schools - All Elementary	***2,332***	9	91	***2,351***	9	91	***2,186***	14	86
National Data - Middle	6,030	17	83	9,696	18	82	12,355	18	82
Henrico County Public Schools - All Middle Schools	***1,036***	12	88	***1,104***	15	85	***1,021***	15	85
National Data - High	6,273	19	81	11,470	22	78	15,123	22	78
Henrico County Public Schools - All High Schools	***1,250***	14	86	***1,237***	11	89	***1,127***	19	81

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	26,206	32	68	44,713	34	66	58,275	34	66
Henrico County Public Schools - All Responses	***4,046***	28	72	***4,059***	25	75	***3,888***	31	69
National Data - Non-School	2,750	17	83	4,834	19	81	6,598	20	80
Henrico County Public Schools - Non-School Based	***287***	14	86	***274***	18	82	***342***	17	83
National Data - Elementary	10,449	28	72	18,917	31	69	24,845	30	70
Henrico County Public Schools - All Elementary	***1,758***	21	79	***1,811***	18	82	***1,664***	26	74
National Data - Middle	4,960	36	64	7,968	36	64	10,211	36	64
Henrico County Public Schools - All Middle Schools	***832***	31	69	***843***	32	68	***831***	34	66
National Data - High	5,174	45	55	9,473	46	54	12,561	45	55
Henrico County Public Schools - All High Schools	***1,003***	41	59	***976***	35	65	***895***	42	58

C. PARENT CONNECTIONS

Overall Dimension - Parent Connections

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	166,737	26	74	284,151	27	73	367,981	27	73
Henrico County Public Schools - All Responses	***28,226***	27	73	***28,227***	29	71	***26,312***	29	71
National Data - Non-School	5	Insufficient Responses		25	16	84	27	15	85
Henrico County Public Schools - Non-School Based	--	Insufficient Responses		--	Insufficient Responses		--	Insufficient Responses	
National Data - Elementary	77,636	20	80	140,996	21	79	185,416	20	80
Henrico County Public Schools - All Elementary	***14,069***	23	77	***13,876***	24	76	***12,970***	25	75
National Data - Middle	34,165	32	68	54,750	33	67	69,898	33	67
Henrico County Public Schools - All Middle Schools	***6,099***	24	76	***6,491***	31	69	***6,066***	30	70
National Data - High	35,004	36	64	63,836	38	62	84,240	38	62
Henrico County Public Schools - All High Schools	***7,057***	33	67	***6,860***	34	66	***6,355***	33	67

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	23,550	15	85	40,687	14	86	52,930	14	86
Henrico County Public Schools - All Responses	***3,832***	13	87	***3,848***	13	87	***3,629***	14	86
National Data - Non-School	1	Insufficient Responses		3	Insufficient Responses		4	Insufficient Responses	
Henrico County Public Schools - Non-School Based	--	Insufficient Responses		--	Insufficient Responses		--	Insufficient Responses	
National Data - Elementary	11,025	9	91	20,232	9	91	26,744	8	92
Henrico County Public Schools - All Elementary	***1,911***	7	93	***1,907***	8	92	***1,814***	8	92
National Data - Middle	4,850	18	82	7,874	18	82	10,116	17	83
Henrico County Public Schools - All Middle Schools	***821***	13	87	***883***	15	85	***842***	15	85
National Data - High	4,929	25	75	9,183	24	76	12,129	23	77
Henrico County Public Schools - All High Schools	***956***	21	79	***912***	19	81	***844***	24	76

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	24,531	50	50	41,762	52	48	53,724	52	48
Henrico County Public Schools - All Responses	***4,244***	45	55	***4,250***	48	52	***3,978***	52	48
National Data - Non-School	1	Insufficient Responses		4	Insufficient Responses		4	Insufficient Responses	
Henrico County Public Schools - Non-School Based	--	Insufficient Responses		--	Insufficient Responses		--	Insufficient Responses	
National Data - Elementary	11,558	39	61	20,902	38	62	27,331	37	63
Henrico County Public Schools - All Elementary	***2,123***	42	58	***2,110***	43	57	***1,976***	49	51
National Data - Middle	4,913	62	38	7,903	65	35	10,017	66	34
Henrico County Public Schools - All Middle Schools	***920***	39	61	***958***	47	53	***893***	49	51
National Data - High	5,076	70	30	9,287	75	25	12,139	75	25
Henrico County Public Schools - All High Schools	***1,050***	50	50	***1,030***	52	48	***953***	53	47

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	23,956	19	81	40,569	20	80	52,592	20	80
Henrico County Public Schools - All Responses	***4,085***	21	79	***4,069***	23	77	***3,726***	22	78
National Data - Non-School	--	Insufficient Responses		3	Insufficient Responses		3	Insufficient Responses	
Henrico County Public Schools - Non-School Based	--	Insufficient Responses		--	Insufficient Responses		--	Insufficient Responses	
National Data - Elementary	11,073	12	88	19,970	13	87	26,318	13	87
Henrico County Public Schools - All Elementary	***2,005***	14	86	***1,974***	14	86	***1,820***	16	84
National Data - Middle	4,959	26	74	7,925	26	74	10,129	27	73
Henrico County Public Schools - All Middle Schools	***912***	21	79	***951***	28	72	***876***	27	73
National Data - High	5,049	30	70	9,200	32	68	12,139	31	69
Henrico County Public Schools - All High Schools	***1,027***	30	70	***1,009***	35	65	***913***	29	71

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	22,582	34	66	38,417	35	65	49,834	35	65
Henrico County Public Schools - All Responses	***3,956***	35	65	***4,025***	37	63	***3,716***	38	62
National Data - Non-School	1	Insufficient Responses		4	Insufficient Responses		4	Insufficient Responses	
Henrico County Public Schools - Non-School Based	--	Insufficient Responses		--	Insufficient Responses		--	Insufficient Responses	
National Data - Elementary	10,435	29	71	18,924	30	70	24,908	29	71
Henrico County Public Schools - All Elementary	***1,963***	33	67	***1,935***	34	66	***1,798***	36	64
National Data - Middle	4,600	39	61	7,382	41	59	9,464	40	60
Henrico County Public Schools - All Middle Schools	***836***	29	71	***925***	37	63	***866***	36	64
National Data - High	4,856	44	56	8,756	46	54	11,573	45	55
Henrico County Public Schools - All High Schools	***1,026***	42	58	***1,028***	42	58	***926***	38	62

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	22,942	25	75	39,066	27	73	50,626	27	73
Henrico County Public Schools - All Responses	***3,853***	30	70	***3,871***	33	67	***3,627***	33	67
National Data - Non-School	--	Insufficient Responses		3	Insufficient Responses		3	Insufficient Responses	
Henrico County Public Schools - Non-School Based	--	Insufficient Responses		--	Insufficient Responses		--	Insufficient Responses	
National Data - Elementary	10,566	21	79	19,165	23	77	25,121	23	77
Henrico County Public Schools - All Elementary	***1,906***	27	73	***1,875***	27	73	***1,761***	28	72
National Data - Middle	4,749	31	69	7,592	32	68	9,751	32	68
Henrico County Public Schools - All Middle Schools	***831***	29	71	***923***	38	62	***853***	36	64
National Data - High	4,888	32	68	8,924	35	65	11,846	35	65
Henrico County Public Schools - All High Schools	***977***	37	63	***929***	38	62	***876***	38	62

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	27,435	3	97	46,573	4	96	60,275	5	95
Henrico County Public Schools - All Responses	***4,334***	5	95	***4,225***	6	94	***3,977***	4	96
National Data - Non-School	1	Insufficient Responses		4	Insufficient Responses		4	Insufficient Responses	
Henrico County Public Schools - Non-School Based	--	Insufficient Responses		--	Insufficient Responses		--	Insufficient Responses	
National Data - Elementary	12,843	2	98	23,262	2	98	30,595	2	98
Henrico County Public Schools - All Elementary	***2,211***	3	97	***2,162***	3	97	***2,024***	3	97
National Data - Middle	5,594	4	96	8,917	5	95	11,355	4	96
Henrico County Public Schools - All Middle Schools	***925***	5	95	***933***	9	91	***895***	7	93
National Data - High	5,654	6	94	10,293	6	94	13,590	6	94
Henrico County Public Schools - All High Schools	***1,042***	10	90	***981***	8	92	***931***	7	93

21 . The parents at my school are very involved in their child's school life.

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	21,741	40	60	37,077	41	59	48,000	40	60
Henrico County Public Schools - All Responses	***3,922***	39	61	***3,939***	41	59	***3,659***	42	58
National Data - Non-School	1	Insufficient Responses		4	Insufficient Responses		5	Insufficient Responses	
Henrico County Public Schools - Non-School Based	--	Insufficient Responses		--	Insufficient Responses		--	Insufficient Responses	
National Data - Elementary	10,136	34	66	18,541	34	66	24,399	33	67
Henrico County Public Schools - All Elementary	***1,950***	36	64	***1,913***	37	63	***1,777***	40	60
National Data - Middle	4,500	47	53	7,157	48	52	9,066	47	53
Henrico County Public Schools - All Middle Schools	***854***	33	67	***918***	40	60	***841***	40	60
National Data - High	4,552	53	47	8,193	55	45	10,824	54	46
Henrico County Public Schools - All High Schools	***979***	44	56	***971***	44	56	***912***	43	57

D. WORK ENVIRONMENT

Overall Dimension - Work Environment

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	221,225	10	90	376,119	11	89	489,977	11	89
Henrico County Public Schools - All Responses	***35,512***	9	91	***35,565***	10	90	***33,545***	11	89
National Data - Non-School	20,983	11	89	36,662	12	88	49,648	12	88
Henrico County Public Schools - Non-School Based	***2,185***	9	91	***2,274***	9	91	***2,636***	9	91
National Data - Elementary	90,977	8	92	164,003	9	91	216,055	9	91
Henrico County Public Schools - All Elementary	***16,298***	6	94	***16,222***	6	94	***15,101***	8	92
National Data - Middle	41,204	11	89	66,039	12	88	84,618	12	88
Henrico County Public Schools - All Middle Schools	***7,146***	10	90	***7,513***	14	86	***7,034***	15	85
National Data - High	42,878	14	86	78,580	14	86	104,197	14	86
Henrico County Public Schools - All High Schools	***8,522***	12	88	***8,303***	11	89	***7,535***	12	88

22 . I feel safe at work.

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	34,089	5	95	57,725	6	94	75,143	6	94
Henrico County Public Schools - All Responses	***5,443***	4	96	***5,366***	6	94	***5,091***	7	93
National Data - Non-School	3,417	5	95	5,927	6	94	7,986	6	94
Henrico County Public Schools - Non-School Based	***353***	4	96	***363***	2	98	***426***	4	96
National Data - Elementary	13,818	5	95	24,822	6	94	32,690	5	95
Henrico County Public Schools - All Elementary	***2,462***	2	98	***2,429***	4	96	***2,279***	4	96
National Data - Middle	6,364	6	94	10,196	7	93	13,047	7	93
Henrico County Public Schools - All Middle Schools	***1,116***	4	96	***1,139***	9	91	***1,061***	10	90
National Data - High	6,638	6	94	12,057	8	92	15,998	8	92
Henrico County Public Schools - All High Schools	***1,313***	6	94	***1,255***	7	93	***1,147***	8	92

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	31,713	14	86	53,851	16	84	70,072	16	84
Henrico County Public Schools - All Responses	***5,116***	9	91	***5,122***	10	90	***4,724***	14	86
National Data - Non-School	3,119	15	85	5,419	17	83	7,349	17	83
Henrico County Public Schools - Non-School Based	***332***	11	89	***336***	8	92	***393***	11	89
National Data - Elementary	12,925	13	87	23,243	14	86	30,536	14	86
Henrico County Public Schools - All Elementary	***2,317***	8	92	***2,319***	8	92	***2,122***	12	88
National Data - Middle	5,930	14	86	9,514	16	84	12,158	16	84
Henrico County Public Schools - All Middle Schools	***1,030***	8	92	***1,075***	16	84	***988***	16	84
National Data - High	6,164	18	82	11,275	20	80	14,979	19	81
Henrico County Public Schools - All High Schools	***1,238***	11	89	***1,210***	9	91	***1,057***	14	86

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	31,148	7	93	53,014	7	93	69,242	7	93
Henrico County Public Schools - All Responses	***4,923***	7	93	***4,916***	7	93	***4,663***	7	93
National Data - Non-School	2,869	6	94	5,036	6	94	6,853	6	94
Henrico County Public Schools - Non-School Based	***300***	7	93	***312***	5	95	***362***	5	95
National Data - Elementary	13,044	5	95	23,546	5	95	31,097	5	95
Henrico County Public Schools - All Elementary	***2,315***	3	97	***2,271***	3	97	***2,121***	5	95
National Data - Middle	5,768	8	92	9,233	9	91	11,852	8	92
Henrico County Public Schools - All Middle Schools	***981***	9	91	***1,030***	12	88	***968***	10	90
National Data - High	5,910	12	88	10,816	12	88	14,386	12	88
Henrico County Public Schools - All High Schools	***1,134***	10	90	***1,122***	8	92	***1,043***	9	91

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	31,657	7	93	53,866	8	92	70,261	8	92
Henrico County Public Schools - All Responses	***5,126***	6	94	***5,147***	6	94	***4,844***	6	94
National Data - Non-School	3,108	11	89	5,429	11	89	7,336	11	89
Henrico County Public Schools - Non-School Based	***325***	8	92	***348***	9	91	***395***	9	91
National Data - Elementary	12,966	6	94	23,446	6	94	30,955	6	94
Henrico County Public Schools - All Elementary	***2,354***	4	96	***2,336***	4	96	***2,182***	4	96
National Data - Middle	5,890	7	93	9,410	8	92	12,110	8	92
Henrico County Public Schools - All Middle Schools	***1,017***	8	92	***1,071***	9	91	***989***	8	92
National Data - High	6,106	10	90	11,237	10	90	14,848	9	91
Henrico County Public Schools - All High Schools	***1,231***	8	92	***1,205***	6	94	***1,099***	7	93

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	32,567	6	94	55,408	6	94	72,112	6	94
Henrico County Public Schools - All Responses	***5,253***	4	96	***5,323***	5	95	***5,049***	4	96
National Data - Non-School	3,207	8	92	5,623	9	91	7,600	9	91
Henrico County Public Schools - Non-School Based	***342***	6	94	***351***	8	92	***415***	5	95
National Data - Elementary	13,252	5	95	23,929	5	95	31,465	5	95
Henrico County Public Schools - All Elementary	***2,403***	3	97	***2,404***	3	97	***2,238***	3	97
National Data - Middle	6,089	6	94	9,737	6	94	12,489	6	94
Henrico County Public Schools - All Middle Schools	***1,051***	4	96	***1,121***	6	94	***1,059***	5	95
National Data - High	6,307	7	93	11,569	8	92	15,328	8	92
Henrico County Public Schools - All High Schools	***1,260***	6	94	***1,257***	5	95	***1,140***	6	94

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	31,283	13	87	53,147	14	86	69,190	13	87
Henrico County Public Schools - All Responses	***5,084***	9	91	***5,116***	9	91	***4,791***	10	90
National Data - Non-School	3,054	18	82	5,325	19	81	7,219	19	81
Henrico County Public Schools - Non-School Based	***309***	12	88	***339***	13	87	***388***	12	88
National Data - Elementary	12,737	12	88	22,966	12	88	30,227	12	88
Henrico County Public Schools - All Elementary	***2,325***	7	93	***2,332***	6	94	***2,135***	8	92
National Data - Middle	5,824	12	88	9,304	13	87	11,918	13	87
Henrico County Public Schools - All Middle Schools	***1,006***	10	90	***1,080***	13	87	***1,007***	12	88
National Data - High	6,138	15	85	11,265	16	84	14,898	15	85
Henrico County Public Schools - All High Schools	***1,248***	10	90	***1,195***	8	92	***1,087***	11	89

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	28,768	19	81	49,108	21	79	63,957	21	79
Henrico County Public Schools - All Responses	***4,567***	26	74	***4,575***	28	72	***4,383***	31	69
National Data - Non-School	2,209	19	81	3,903	19	81	5,305	18	82
Henrico County Public Schools - Non-School Based	***224***	20	80	***225***	20	80	***257***	26	74
National Data - Elementary	12,235	13	87	22,051	16	84	29,085	15	85
Henrico County Public Schools - All Elementary	***2,122***	17	83	***2,131***	17	83	***2,024***	20	80
National Data - Middle	5,339	27	73	8,645	29	71	11,044	29	71
Henrico County Public Schools - All Middle Schools	***945***	32	68	***997***	39	61	***962***	43	57
National Data - High	5,615	29	71	10,361	31	69	13,760	28	72
Henrico County Public Schools - All High Schools	***1,098***	35	65	***1,059***	35	65	***962***	37	63

E. ORGANIZATION DYNAMICS

Overall Dimension - Organization Dynamics

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	215,758	14	86	367,620	15	85	477,981	15	85
Henrico County Public Schools - All Responses	***34,863***	12	88	***34,725***	13	87	***32,510***	16	84
National Data - Non-School	21,711	14	86	37,802	15	85	51,033	15	85
Henrico County Public Schools - Non-School Based	***2,245***	10	90	***2,326***	10	90	***2,745***	11	89
National Data - Elementary	87,551	13	87	158,289	14	86	207,878	14	86
Henrico County Public Schools - All Elementary	***15,790***	11	89	***15,668***	11	89	***14,409***	16	84
National Data - Middle	40,079	14	86	64,669	15	85	82,904	15	85
Henrico County Public Schools - All Middle Schools	***7,014***	12	88	***7,335***	16	84	***6,820***	17	83
National Data - High	42,051	17	83	76,962	18	82	101,709	18	82
Henrico County Public Schools - All High Schools	***8,433***	14	86	***8,160***	14	86	***7,282***	17	83

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	30,524	10	90	52,101	11	89	67,812	10	90
Henrico County Public Schools - All Responses	***5,019***	7	93	***5,000***	7	93	***4,634***	9	91
National Data - Non-School	2,917	15	85	5,093	15	85	6,915	15	85
Henrico County Public Schools - Non-School Based	***304***	11	89	***319***	12	88	***380***	13	87
National Data - Elementary	12,457	9	91	22,578	9	91	29,710	9	91
Henrico County Public Schools - All Elementary	***2,278***	5	95	***2,264***	6	94	***2,048***	8	92
National Data - Middle	5,714	10	90	9,267	9	91	11,886	9	91
Henrico County Public Schools - All Middle Schools	***1,022***	7	93	***1,052***	8	92	***971***	10	90
National Data - High	5,972	13	87	10,910	13	87	14,388	13	87
Henrico County Public Schools - All High Schools	***1,215***	7	93	***1,189***	7	93	***1,055***	10	90

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	31,480	8	92	53,481	9	91	69,326	9	91
Henrico County Public Schools - All Responses	***5,086***	6	94	5,019	7	93	***4,698***	8	92
National Data - Non-School	3,103	12	88	5,386	13	87	7,245	13	87
Henrico County Public Schools - Non-School Based	***322***	10	90	338	10	90	***375***	11	89
National Data - Elementary	12,859	7	93	23,155	7	93	30,314	7	93
Henrico County Public Schools - All Elementary	***2,310***	4	96	2,286	5	95	***2,110***	7	93
National Data - Middle	5,864	8	92	9,449	8	92	12,074	8	92
Henrico County Public Schools - All Middle Schools	***1,016***	7	93	***1,034***	10	90	***983***	11	89
National Data - High	6,084	9	91	11,117	10	90	14,662	10	90
Henrico County Public Schools - All High Schools	***1,239***	7	93	1,184	7	93	***1,054***	8	92

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	28,654	24	76	48,741	25	75	63,547	25	75
Henrico County Public Schools - All Responses	***4,600***	20	80	***4,588***	21	79	***4,233***	26	74
National Data - Non-School	2,922	23	77	5,120	24	76	6,931	24	76
Henrico County Public Schools - Non-School Based	***307***	16	84	***311***	15	85	***374***	17	83
National Data - Elementary	11,639	21	79	21,008	22	78	27,615	21	79
Henrico County Public Schools - All Elementary	***2,081***	16	84	***2,068***	17	83	***1,873***	23	77
National Data - Middle	5,311	26	74	8,578	26	74	11,005	26	74
Henrico County Public Schools - All Middle Schools	***923***	22	78	***982***	27	73	***884***	28	72
National Data - High	5,582	31	69	10,145	32	68	13,504	32	68
Henrico County Public Schools - All High Schools	***1,101***	26	74	***1,063***	26	74	***932***	33	67

32 . I feel comfortable sharing my ideas and opinions.

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	30,791	16	84	52,644	17	83	68,481	16	84
Henrico County Public Schools - All Responses	***5,001***	10	90	***5,000***	11	89	***4,707***	14	86
National Data - Non-School	3,162	16	84	5,511	17	83	7,443	18	82
Henrico County Public Schools - Non-School Based	***320***	9	91	***337***	9	91	***407***	12	88
National Data - Elementary	12,447	14	86	22,595	15	85	29,692	15	85
Henrico County Public Schools - All Elementary	***2,260***	9	91	***2,253***	8	92	***2,073***	12	88
National Data - Middle	5,689	17	83	9,205	17	83	11,803	17	83
Henrico County Public Schools - All Middle Schools	***1,012***	12	88	***1,046***	14	86	***998***	15	85
National Data - High	6,010	18	82	11,039	20	80	14,609	20	80
Henrico County Public Schools - All High Schools	***1,207***	13	87	***1,179***	14	86	***1,049***	17	83

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	30,211	28	72	51,418	30	70	66,653	31	69
Henrico County Public Schools - All Responses	***4,861***	30	70	***4,846***	31	69	***4,583***	35	65
National Data - Non-School	3,137	18	82	5,457	20	80	7,354	21	79
Henrico County Public Schools - Non-School Based	***321***	15	85	***333***	14	86	***386***	15	85
National Data - Elementary	12,112	29	71	21,808	33	67	28,538	33	67
Henrico County Public Schools - All Elementary	***2,187***	35	65	***2,152***	32	68	***2,015***	40	60
National Data - Middle	5,653	27	73	9,110	28	72	11,634	28	72
Henrico County Public Schools - All Middle Schools	***982***	28	72	***1,040***	33	67	***971***	35	65
National Data - High	5,905	32	68	10,861	34	66	14,302	34	66
Henrico County Public Schools - All High Schools	***1,176***	29	71	1,149	34	66	***1,032***	36	64

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	31,490	12	88	53,737	13	87	70,012	13	87
Henrico County Public Schools - All Responses	***5,085***	9	91	***5,036***	12	88	***4,713***	15	85
National Data - Non-School	3,255	10	90	5,642	10	90	7,616	10	90
Henrico County Public Schools - Non-School Based	***336***	5	95	***345***	7	93	***416***	7	93
National Data - Elementary	12,703	13	87	22,998	13	87	30,264	13	87
Henrico County Public Schools - All Elementary	***2,260***	10	90	***2,252***	12	88	***2,059***	18	82
National Data - Middle	5,807	12	88	9,380	12	88	12,069	12	88
Henrico County Public Schools - All Middle Schools	***1,032***	9	91	***1,068***	14	86	***989***	16	84
National Data - High	6,183	14	86	11,350	15	85	15,028	14	86
Henrico County Public Schools - All High Schools	***1,251***	10	90	***1,189***	11	89	***1,061***	13	87

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	32,608	4	96	55,498	5	95	72,150	5	95
Henrico County Public Schools - All Responses	***5,211***	4	96	***5,236***	3	97	***4,942***	4	96
National Data - Non-School	3,215	7	93	5,593	8	92	7,529	8	92
Henrico County Public Schools - Non-School Based	***335***	4	96	***343***	5	95	***407***	5	95
National Data - Elementary	13,334	3	97	24,147	3	97	31,745	3	97
Henrico County Public Schools - All Elementary	***2,414***	2	98	***2,393***	2	98	***2,231***	3	97
National Data - Middle	6,041	4	96	9,680	4	96	12,433	4	96
Henrico County Public Schools - All Middle Schools	***1,027***	4	96	***1,113***	5	95	***1,024***	5	95
National Data - High	6,315	6	94	11,540	6	94	15,216	6	94
Henrico County Public Schools - All High Schools	***1,244***	7	93	***1,207***	4	96	***1,099***	4	96

F. ACCOUNTABILITY

Overall Dimension - Accountability

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	208,666	12	88	354,216	13	87	459,740	13	87
Henrico County Public Schools - All Responses	***34,033***	8	92	***33,922***	9	91	***31,857***	11	89
National Data - Non-School	20,691	16	84	35,974	17	83	48,427	18	82
Henrico County Public Schools - Non-School Based	***2,147***	9	91	***2,214***	13	87	***2,599***	14	86
National Data - Elementary	84,828	10	90	153,067	11	89	201,247	11	89
Henrico County Public Schools - All Elementary	***15,558***	6	94	***15,424***	6	94	***14,252***	9	91
National Data - Middle	39,209	12	88	62,884	13	87	80,230	13	87
Henrico County Public Schools - All Middle Schools	***6,904***	9	91	***7,261***	12	88	***6,719***	12	88
National Data - High	40,274	16	84	73,527	18	82	96,868	18	82
Henrico County Public Schools - All High Schools	***8,089***	11	89	***7,832***	11	89	***7,091***	15	85

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	31,119	12	88	52,396	14	86	67,989	14	86
Henrico County Public Schools - All Responses	***5,095***	8	92	***5,096***	9	91	***4,807***	10	90
National Data - Non-School	3,024	17	83	5,190	21	79	6,995	21	79
Henrico County Public Schools - Non-School Based	***319***	10	90	***321***	12	88	***391***	15	85
National Data - Elementary	12,637	10	90	22,652	12	88	29,784	11	89
Henrico County Public Schools - All Elementary	***2,334***	6	94	***2,325***	6	94	***2,168***	8	92
National Data - Middle	5,851	11	89	9,339	13	87	11,908	14	86
Henrico County Public Schools - All Middle Schools	***1,022***	9	91	***1,082***	11	89	***1,008***	12	88
National Data - High	6,034	15	85	10,935	18	82	14,398	18	82
Henrico County Public Schools - All High Schools	***1,224***	9	91	***1,187***	11	89	***1,052***	12	88

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	29,589	17	83	50,418	18	82	65,637	18	82
Henrico County Public Schools - All Responses	***4,934***	10	90	***4,970***	11	89	***4,605***	15	85
National Data - Non-School	2,964	18	82	5,155	20	80	6,963	20	80
Henrico County Public Schools - Non-School Based	***315***	8	92	***325***	11	89	***388***	16	84
National Data - Elementary	12,130	14	86	21,963	15	85	28,952	15	85
Henrico County Public Schools - All Elementary	***2,249***	8	92	***2,241***	8	92	***2,060***	12	88
National Data - Middle	5,479	18	82	8,823	18	82	11,294	19	81
Henrico County Public Schools - All Middle Schools	***1,002***	12	88	***1,066***	15	85	***962***	16	84
National Data - High	5,657	22	78	10,362	23	77	13,705	23	77
Henrico County Public Schools - All High Schools	***1,170***	12	88	***1,159***	12	88	***1,016***	18	82

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	31,797	8	92	54,028	9	91	70,007	9	91
Henrico County Public Schools - All Responses	***5,237***	5	95	***5,211***	6	94	***4,855***	8	92
National Data - Non-School	3,226	10	90	5,611	11	89	7,517	11	89
Henrico County Public Schools - Non-School Based	***339***	5	95	***350***	9	91	***407***	9	91
National Data - Elementary	12,884	7	93	23,264	8	92	30,509	8	92
Henrico County Public Schools - All Elementary	***2,359***	4	96	***2,340***	5	95	***2,145***	7	93
National Data - Middle	5,975	8	92	9,557	9	91	12,184	9	91
Henrico County Public Schools - All Middle Schools	***1,059***	5	95	***1,115***	8	92	***1,025***	9	91
National Data - High	6,101	10	90	11,176	10	90	14,720	10	90
Henrico County Public Schools - All High Schools	***1,270***	6	94	1,214	5	95	***1,091***	9	91

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	24,652	14	86	41,824	15	85	53,994	15	85
Henrico County Public Schools - All Responses	***3,761***	13	87	***3,812***	14	86	***3,632***	14	86
National Data - Non-School	2,150	29	71	3,828	29	71	5,132	29	71
Henrico County Public Schools - Non-School Based	***201***	29	71	***228***	34	66	***243***	33	67
National Data - Elementary	9,870	10	90	17,742	10	90	23,232	10	90
Henrico County Public Schools - All Elementary	***1,750***	7	93	***1,716***	9	91	***1,612***	10	90
National Data - Middle	4,920	12	88	7,919	13	87	10,083	13	87
Henrico County Public Schools - All Middle Schools	***791***	14	86	***860***	13	87	***795***	13	87
National Data - High	4,993	19	81	9,056	21	79	11,820	22	78
Henrico County Public Schools - All High Schools	***881***	19	81	***886***	18	82	***862***	15	85

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	33,878	4	96	57,451	4	96	74,582	4	96
Henrico County Public Schools - All Responses	***5,503***	2	98	***5,483***	2	98	***5,198***	3	97
National Data - Non-School	3,378	5	95	5,880	6	94	7,922	6	94
Henrico County Public Schools - Non-School Based	***354***	2	98	***355***	3	97	***426***	4	96
National Data - Elementary	13,700	4	96	24,670	4	96	32,397	4	96
Henrico County Public Schools - All Elementary	***2,476***	1	99	***2,470***	2	98	***2,309***	3	97
National Data - Middle	6,325	3	97	10,168	4	96	12,966	4	96
Henrico County Public Schools - All Middle Schools	***1,116***	2	98	***1,176***	3	97	***1,100***	3	97
National Data - High	6,619	5	95	12,097	5	95	15,984	5	95
Henrico County Public Schools - All High Schools	***1,344***	3	97	***1,283***	2	98	***1,168***	3	97

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	30,036	15	85	51,283	16	84	66,674	16	84
Henrico County Public Schools - All Responses	***4,897***	9	91	***4,777***	12	88	***4,540***	15	85
National Data - Non-School	3,074	15	85	5,326	17	83	7,165	18	82
Henrico County Public Schools - Non-School Based	***320***	7	93	***329***	11	89	***378***	13	87
National Data - Elementary	12,262	13	87	22,258	13	87	29,298	13	87
Henrico County Public Schools - All Elementary	***2,256***	7	93	***2,208***	9	91	***2,067***	12	88
National Data - Middle	5,595	15	85	9,013	15	85	11,522	16	84
Henrico County Public Schools - All Middle Schools	***994***	9	91	***1,000***	15	85	***951***	17	83
National Data - High	5,676	21	79	10,479	22	78	13,857	22	78
Henrico County Public Schools - All High Schools	***1,124***	15	85	***1,078***	15	85	***976***	21	79

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	27,595	18	82	46,816	19	81	60,857	20	80
Henrico County Public Schools - All Responses	***4,606***	14	86	***4,573***	13	87	***4,220***	17	83
National Data - Non-School	2,875	21	79	4,984	23	77	6,733	24	76
Henrico County Public Schools - Non-School Based	***299***	14	86	***306***	20	80	***366***	19	81
National Data - Elementary	11,345	13	87	20,518	14	86	27,075	14	86
Henrico County Public Schools - All Elementary	***2,134***	10	90	***2,124***	8	92	***1,891***	11	89
National Data - Middle	5,064	19	81	8,065	20	80	10,273	21	79
Henrico County Public Schools - All Middle Schools	***920***	15	85	***962***	20	80	***878***	19	81
National Data - High	5,194	28	72	9,422	30	70	12,384	30	70
Henrico County Public Schools - All High Schools	***1,076***	18	82	1,025	16	84	***926***	27	73

G. MEETING STUDENT NEEDS

Overall Dimension - Meeting Student Needs

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	191,387	9	91	324,525	10	90	420,749	10	90
Henrico County Public Schools - All Responses	***31,010***	8	92	***30,738***	8	92	***29,110***	9	91
National Data - Non-School	11,746	11	89	20,377	13	87	27,602	13	87
Henrico County Public Schools - Non-School Based	***1,255***	9	91	***1,284***	9	91	***1,430***	10	90
National Data - Elementary	81,907	7	93	147,517	7	93	194,193	7	93
Henrico County Public Schools - All Elementary	***14,963***	4	96	***14,715***	5	95	***13,747***	7	93
National Data - Middle	37,409	10	90	60,087	10	90	76,496	11	89
Henrico County Public Schools - All Middle Schools	***6,395***	9	91	***6,611***	11	89	***6,284***	10	90
National Data - High	37,767	15	85	69,025	16	84	90,812	16	84
Henrico County Public Schools - All High Schools	***7,178***	13	87	***7,028***	13	87	***6,596***	13	87

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	24,022	9	91	41,017	10	90	52,835	10	90
Henrico County Public Schools - All Responses	***3,818***	9	91	***3,808***	10	90	***3,634***	8	92
National Data - Non-School	1	Insufficient Responses		4	Insufficient Responses		4	Insufficient Responses	
Henrico County Public Schools - Non-School Based	--	Insufficient Responses		--	Insufficient Responses		--	Insufficient Responses	
National Data - Elementary	10,764	6	94	19,480	7	93	25,611	7	93
Henrico County Public Schools - All Elementary	***1,921***	4	96	***1,904***	4	96	***1,801***	5	95
National Data - Middle	5,154	8	92	8,374	9	91	10,637	9	91
Henrico County Public Schools - All Middle Schools	***827***	12	88	***875***	10	90	***844***	7	93
National Data - High	5,194	14	86	9,613	15	85	12,514	16	84
Henrico County Public Schools - All High Schools	***916***	17	83	***894***	21	79	***843***	14	86

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	25,080	6	94	42,620	6	94	55,183	7	93
Henrico County Public Schools - All Responses	***4,036***	6	94	***4,005***	7	93	***3,811***	6	94
National Data - Non-School	1	Insufficient Responses		4	Insufficient Responses		4	Insufficient Responses	
Henrico County Public Schools - Non-School Based	--	Insufficient Responses		--	Insufficient Responses		--	Insufficient Responses	
National Data - Elementary	11,247	4	96	20,229	5	95	26,705	5	95
Henrico County Public Schools - All Elementary	***2,029***	2	98	***1,994***	3	97	***1,876***	4	96
National Data - Middle	5,386	6	94	8,683	6	94	11,073	6	94
Henrico County Public Schools - All Middle Schools	***848***	7	93	***919***	7	93	***880***	6	94
National Data - High	5,436	10	90	10,017	10	90	13,168	11	89
Henrico County Public Schools - All High Schools	***998***	12	88	***942***	15	85	***904***	11	89

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	30,153	7	93	51,024	8	92	66,182	8	92
Henrico County Public Schools - All Responses	***4,878***	6	94	***4,773***	6	94	***4,510***	8	92
National Data - Non-School	2,626	7	93	4,539	10	90	6,122	10	90
Henrico County Public Schools - Non-School Based	***284***	6	94	***281***	5	95	***310***	7	93
National Data - Elementary	12,473	5	95	22,408	6	94	29,478	6	94
Henrico County Public Schools - All Elementary	***2,283***	4	96	***2,222***	3	97	***2,072***	6	94
National Data - Middle	5,687	7	93	9,151	8	92	11,630	8	92
Henrico County Public Schools - All Middle Schools	***994***	7	93	***1,003***	10	90	***942***	10	90
National Data - High	5,824	11	89	10,598	11	89	13,967	11	89
Henrico County Public Schools - All High Schools	***1,129***	9	91	***1,089***	9	91	***1,031***	8	92

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	30,742	8	92	52,205	9	91	67,572	9	91
Henrico County Public Schools - All Responses	***4,996***	6	94	***4,985***	6	94	***4,690***	8	92
National Data - Non-School	2,774	9	91	4,835	12	88	6,536	12	88
Henrico County Public Schools - Non-School Based	***292***	10	90	***295***	6	94	***337***	7	93
National Data - Elementary	12,831	6	94	23,093	6	94	30,265	6	94
Henrico County Public Schools - All Elementary	***2,343***	4	96	***2,326***	4	96	***2,164***	6	94
National Data - Middle	5,728	8	92	9,254	9	91	11,734	9	91
Henrico County Public Schools - All Middle Schools	***1,015***	7	93	***1,031***	10	90	***959***	10	90
National Data - High	5,861	13	87	10,683	14	86	14,029	14	86
Henrico County Public Schools - All High Schools	***1,151***	8	92	***1,151***	6	94	***1,060***	10	90

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	30,185	9	91	51,043	10	90	66,422	10	90
Henrico County Public Schools - All Responses	***4,892***	6	94	***4,838***	8	92	***4,533***	9	91
National Data - Non-School	2,676	8	92	4,627	11	89	6,327	11	89
Henrico County Public Schools - Non-School Based	***282***	7	93	***289***	7	93	***332***	6	94
National Data - Elementary	12,579	6	94	22,624	7	93	29,764	7	93
Henrico County Public Schools - All Elementary	***2,293***	4	96	***2,260***	4	96	***2,073***	8	92
National Data - Middle	5,656	10	90	9,045	10	90	11,545	11	89
Henrico County Public Schools - All Middle Schools	***992***	8	92	***1,011***	12	88	***952***	12	88
National Data - High	5,744	15	85	10,434	16	84	13,829	16	84
Henrico County Public Schools - All High Schools	***1,136***	10	90	***1,108***	11	89	***1,022***	11	89

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	23,542	14	86	39,959	15	85	52,058	15	85
Henrico County Public Schools - All Responses	***3,810***	10	90	***3,833***	10	90	***3,711***	9	91
National Data - Non-School	1,531	13	87	2,666	14	86	3,620	13	87
Henrico County Public Schools - Non-School Based	***165***	8	92	***179***	9	91	***198***	10	90
National Data - Elementary	10,348	9	91	18,742	9	91	24,850	9	91
Henrico County Public Schools - All Elementary	***1,918***	4	96	***1,892***	3	97	***1,803***	5	95
National Data - Middle	4,598	15	85	7,285	16	84	9,330	17	83
Henrico County Public Schools - All Middle Schools	***787***	11	89	***834***	13	87	***813***	7	93
National Data - High	4,344	29	71	7,945	31	69	10,465	31	69
Henrico County Public Schools - All High Schools	***796***	25	75	***809***	21	79	***778***	19	81

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	27,663	13	87	46,657	15	85	60,497	15	85
Henrico County Public Schools - All Responses	***4,580***	13	87	***4,496***	13	87	***4,221***	16	84
National Data - Non-School	2,137	19	81	3,702	21	79	4,989	21	79
Henrico County Public Schools - Non-School Based	***232***	15	85	***240***	18	82	***253***	21	79
National Data - Elementary	11,665	11	89	20,941	12	88	27,520	12	88
Henrico County Public Schools - All Elementary	***2,176***	10	90	***2,117***	10	90	***1,958***	12	88
National Data - Middle	5,200	15	85	8,295	16	84	10,547	16	84
Henrico County Public Schools - All Middle Schools	***932***	14	86	***938***	18	82	***894***	21	79
National Data - High	5,364	18	82	9,735	19	81	12,840	18	82
Henrico County Public Schools - All High Schools	***1,052***	15	85	***1,035***	14	86	***958***	17	83

H. READINESS FOR CHANGE

Overall Dimension - Readiness for Change

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	180,210	17	83	305,151	18	82	396,650	18	82
Henrico County Public Schools - All Responses	***29,441***	12	88	***29,007***	13	87	***27,337***	15	85
National Data - Non-School	15,681	21	79	27,251	23	77	37,161	22	78
Henrico County Public Schools - Non-School Based	***1,704***	15	85	***1,640***	20	80	***1,927***	19	81
National Data - Elementary	75,428	13	87	135,310	14	86	178,034	14	86
Henrico County Public Schools - All Elementary	***13,847***	9	91	***13,616***	8	92	***12,563***	12	88
National Data - Middle	33,765	18	82	54,457	19	81	69,536	19	81
Henrico County Public Schools - All Middle Schools	***5,984***	13	87	***6,209***	17	83	***5,841***	16	84
National Data - High	34,485	25	75	62,823	26	74	82,837	26	74
Henrico County Public Schools - All High Schools	***6,765***	17	83	***6,522***	18	82	***6,036***	21	79

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	26,119	29	71	44,135	32	68	57,564	32	68
Henrico County Public Schools - All Responses	***4,218***	21	79	***4,150***	24	76	***3,912***	26	74
National Data - Non-School	2,538	33	67	4,380	35	65	5,971	34	66
Henrico County Public Schools - Non-School Based	***264***	28	72	***252***	42	58	***309***	38	62
National Data - Elementary	10,572	24	76	18,891	29	71	24,943	28	72
Henrico County Public Schools - All Elementary	***1,903***	18	82	***1,896***	17	83	***1,736***	20	80
National Data - Middle	4,885	31	69	7,850	32	68	10,064	32	68
Henrico County Public Schools - All Middle Schools	***847***	21	79	***887***	26	74	***851***	26	74
National Data - High	5,169	38	62	9,413	40	60	12,435	40	60
Henrico County Public Schools - All High Schools	***1,028***	26	74	***965***	31	69	***875***	32	68

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	28,042	10	90	47,546	11	89	61,790	11	89
Henrico County Public Schools - All Responses	***4,581***	7	93	***4,531***	7	93	***4,275***	10	90
National Data - Non-School	2,366	11	89	4,168	12	88	5,720	13	87
Henrico County Public Schools - Non-School Based	***245***	9	91	***248***	7	93	***295***	11	89
National Data - Elementary	11,773	7	93	21,169	8	92	27,795	8	92
Henrico County Public Schools - All Elementary	***2,158***	4	96	***2,125***	4	96	***1,959***	8	92
National Data - Middle	5,255	12	88	8,463	12	88	10,817	12	88
Henrico County Public Schools - All Middle Schools	***943***	7	93	***967***	11	89	***910***	12	88
National Data - High	5,379	17	83	9,750	18	82	12,869	18	82
Henrico County Public Schools - All High Schools	***1,059***	11	89	***1,029***	9	91	***965***	12	88

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	24,264	16	84	40,815	18	82	53,128	18	82
Henrico County Public Schools - All Responses	***4,062***	9	91	***3,903***	11	89	***3,701***	14	86
National Data - Non-School	2,313	26	74	4,026	29	71	5,510	29	71
Henrico County Public Schools - Non-School Based	***251***	15	85	***227***	22	78	***280***	20	80
National Data - Elementary	10,150	11	89	18,076	13	87	23,793	12	88
Henrico County Public Schools - All Elementary	***1,935***	6	94	***1,861***	6	94	***1,723***	10	90
National Data - Middle	4,455	17	83	7,157	18	82	9,129	19	81
Henrico County Public Schools - All Middle Schools	***825***	10	90	***830***	17	83	***767***	14	86
National Data - High	4,499	25	75	8,154	26	74	10,791	25	75
Henrico County Public Schools - All High Schools	***898***	14	86	***853***	14	86	***809***	18	82

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	27,404	9	91	46,434	10	90	60,295	10	90
Henrico County Public Schools - All Responses	***4,503***	7	93	***4,447***	7	93	***4,116***	9	91
National Data - Non-School	2,231	7	93	3,841	10	90	5,210	10	90
Henrico County Public Schools - Non-School Based	***245***	6	94	***234***	7	93	***267***	6	94
National Data - Elementary	11,597	6	94	20,787	7	93	27,335	7	93
Henrico County Public Schools - All Elementary	***2,157***	5	95	***2,116***	3	97	***1,922***	7	93
National Data - Middle	5,171	10	90	8,383	10	90	10,692	10	90
Henrico County Public Schools - All Middle Schools	***912***	6	94	***943***	9	91	***885***	12	88
National Data - High	5,237	15	85	9,561	16	84	12,607	16	84
Henrico County Public Schools - All High Schools	***1,018***	11	89	***991***	10	90	***895***	14	86

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
	25,169	6	94	42,884	7	93	55,441	7	93
Henrico County Public Schools - All Responses	***4,270***	4	96	***4,229***	4	96	***4,080***	4	96
National Data - Non-School	1,767	6	94	3,086	7	93	4,163	7	93
Henrico County Public Schools - Non-School Based	***211***	4	96	***206***	6	94	***241***	4	96
National Data - Elementary	11,024	3	97	20,025	4	96	26,300	4	96
Henrico County Public Schools - All Elementary	***2,112***	1	99	***2,062***	1	99	***1,970***	2	98
National Data - Middle	4,818	7	93	7,764	7	93	9,882	8	92
Henrico County Public Schools - All Middle Schools	***874***	4	96	***911***	4	96	***877***	4	96
National Data - High	4,609	13	87	8,434	14	86	11,031	15	85
Henrico County Public Schools - All High Schools	***917***	10	90	***915***	8	92	***848***	7	93

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	24,150	21	79	40,639	22	78	52,960	22	78
Henrico County Public Schools - All Responses	***3,873***	13	87	***3,803***	16	84	***3,551***	19	81
National Data - Non-School	2,177	25	75	3,720	27	73	5,089	26	74
Henrico County Public Schools - Non-School Based	***244***	12	88	***237***	18	82	***254***	17	83
National Data - Elementary	10,040	16	84	17,885	18	82	23,596	17	83
Henrico County Public Schools - All Elementary	***1,826***	9	91	***1,776***	10	90	***1,624***	16	84
National Data - Middle	4,473	24	76	7,184	24	76	9,192	25	75
Henrico County Public Schools - All Middle Schools	***777***	15	85	***808***	23	77	***753***	19	81
National Data - High	4,627	30	70	8,391	30	70	11,106	30	70
Henrico County Public Schools - All High Schools	***876***	20	80	***852***	20	80	***794***	29	71

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	25,062	28	72	42,698	30	70	55,472	30	70
Henrico County Public Schools - All Responses	***3,934***	25	75	***3,944***	24	76	***3,702***	27	73
National Data - Non-School	2,289	31	69	4,030	34	66	5,498	33	67
Henrico County Public Schools - Non-School Based	***244***	30	70	***236***	35	65	***281***	31	69
National Data - Elementary	10,272	22	78	18,477	25	75	24,272	24	76
Henrico County Public Schools - All Elementary	***1,756***	20	80	***1,780***	17	83	***1,629***	23	77
National Data - Middle	4,708	30	70	7,656	30	70	9,760	31	69
Henrico County Public Schools - All Middle Schools	***806***	27	73	***863***	29	71	***798***	26	74
National Data - High	4,965	38	62	9,120	40	60	11,998	39	61
Henrico County Public Schools - All High Schools	***969***	32	68	***917***	31	69	***850***	34	66

I. DIRECTION OF THE ORGANIZATION

Overall Dimension - Direction of the Organization

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	179,047	11	89	303,226	13	87	393,900	13	87
Henrico County Public Schools - All Responses	***30,042***	10	90	***29,433***	11	89	***27,444***	12	88
National Data - Non-School	15,250	13	87	26,519	16	84	36,188	15	85
Henrico County Public Schools - Non-School Based	***1,687***	10	90	***1,711***	9	91	***1,902***	8	92
National Data - Elementary	75,850	8	92	135,744	10	90	178,272	10	90
Henrico County Public Schools - All Elementary	***14,204***	6	94	***13,873***	7	93	***12,745***	10	90
National Data - Middle	33,488	13	87	53,773	14	86	68,574	15	85
Henrico County Public Schools - All Middle Schools	***6,198***	11	89	***6,194***	16	84	***5,834***	15	85
National Data - High	34,495	19	81	62,693	20	80	82,693	20	80
Henrico County Public Schools - All High Schools	***6,788***	16	84	***6,601***	14	86	***6,024***	16	84

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	27,595	8	92	46,377	10	90	60,181	10	90
Henrico County Public Schools - All Responses	***4,646***	6	94	***4,557***	8	92	***4,171***	10	90
National Data - Non-School	2,481	8	92	4,283	11	89	5,824	11	89
Henrico County Public Schools - Non-School Based	***275***	7	93	***282***	4	96	***309***	4	96
National Data - Elementary	11,466	6	94	20,476	7	93	26,882	7	93
Henrico County Public Schools - All Elementary	***2,169***	4	96	***2,136***	5	95	***1,928***	8	92
National Data - Middle	5,102	9	91	8,174	10	90	10,418	11	89
Henrico County Public Schools - All Middle Schools	***965***	7	93	***942***	12	88	***880***	12	88
National Data - High	5,269	14	86	9,500	16	84	12,515	15	85
Henrico County Public Schools - All High Schools	***1,055***	11	89	***1,028***	10	90	***913***	12	88

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	22,590	13	87	39,218	15	85	51,247	15	85
Henrico County Public Schools - All Responses	***3,995***	14	86	***3,882***	14	86	***3,628***	14	86
National Data - Non-School	1,940	13	87	3,414	16	84	4,683	15	85
Henrico County Public Schools - Non-School Based	***209***	12	88	***218***	9	91	***244***	5	95
National Data - Elementary	10,048	9	91	18,081	11	89	23,760	10	90
Henrico County Public Schools - All Elementary	***1,888***	10	90	***1,848***	9	91	***1,705***	12	88
National Data - Middle	4,429	16	84	7,144	16	84	9,122	17	83
Henrico County Public Schools - All Middle Schools	***850***	14	86	***813***	19	81	***764***	15	85
National Data - High	4,497	22	78	8,254	24	76	10,884	24	76
Henrico County Public Schools - All High Schools	***890***	22	78	***846***	20	80	***790***	21	79

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	29,715	9	91	49,941	11	89	65,068	10	90
Henrico County Public Schools - All Responses	***4,909***	10	90	***4,803***	12	88	***4,475***	14	86
National Data - Non-School	2,943	8	92	5,066	11	89	6,875	10	90
Henrico County Public Schools - Non-School Based	***325***	4	96	***322***	3	97	***359***	4	96
National Data - Elementary	12,213	7	93	21,765	9	91	28,695	8	92
Henrico County Public Schools - All Elementary	***2,245***	7	93	***2,202***	9	91	***2,012***	13	87
National Data - Middle	5,387	10	90	8,575	12	88	10,941	13	87
Henrico County Public Schools - All Middle Schools	***1,001***	11	89	***1,000***	18	82	***947***	21	79
National Data - High	5,698	13	87	10,300	15	85	13,689	15	85
Henrico County Public Schools - All High Schools	***1,147***	13	87	***1,117***	12	88	***1,007***	14	86

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	24,245	22	78	41,186	24	76	53,304	24	76
Henrico County Public Schools - All Responses	***3,928***	18	82	***3,892***	18	82	***3,668***	20	80
National Data - Non-School	1,925	38	62	3,403	39	61	4,594	38	62
Henrico County Public Schools - Non-School Based	***199***	30	70	***211***	35	65	***232***	31	69
National Data - Elementary	10,128	16	84	18,217	18	82	23,879	18	82
Henrico County Public Schools - All Elementary	***1,862***	11	89	***1,804***	11	89	***1,680***	15	85
National Data - Middle	4,589	24	76	7,381	25	75	9,451	25	75
Henrico County Public Schools - All Middle Schools	***820***	21	79	***854***	22	78	***806***	21	79
National Data - High	4,800	32	68	8,789	33	67	11,520	33	67
Henrico County Public Schools - All High Schools	***890***	27	73	***884***	25	75	***824***	26	74

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	20,898	13	87	35,494	15	85	46,139	16	84
Henrico County Public Schools - All Responses	***3,540***	10	90	***3,490***	11	89	***3,266***	12	88
National Data - Non-School	1,576	12	88	2,772	15	85	3,834	15	85
Henrico County Public Schools - Non-School Based	***174***	9	91	***180***	8	92	***196***	6	94
National Data - Elementary	9,089	9	91	16,274	11	89	21,393	11	89
Henrico County Public Schools - All Elementary	***3,540***	5	95	***1,706***	6	94	***1,576***	9	91
National Data - Middle	3,859	15	85	6,236	17	83	7,995	18	82
Henrico County Public Schools - All Middle Schools	***729***	11	89	***743***	17	83	***700***	12	88
National Data - High	3,993	23	77	7,293	25	75	9,586	25	75
Henrico County Public Schools - All High Schools	***770***	18	82	***750***	17	83	***688***	17	83

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	26,140	10	90	44,117	11	89	57,180	11	89
Henrico County Public Schools - All Responses	***4,378***	8	92	***4,232***	10	90	***3,967***	11	89
National Data - Non-School	2,042	10	90	3,575	13	87	4,922	13	87
Henrico County Public Schools - Non-School Based	***236***	9	91	***225***	7	93	***265***	6	94
National Data - Elementary	11,151	6	94	19,903	8	92	26,108	8	92
Henrico County Public Schools - All Elementary	***2,107***	4	96	***2,028***	6	94	***1,876***	9	91
National Data - Middle	4,929	12	88	7,892	12	88	10,020	13	87
Henrico County Public Schools - All Middle Schools	***898***	9	91	***888***	15	85	***843***	12	88
National Data - High	4,926	17	83	8,969	19	81	11,846	19	81
Henrico County Public Schools - All High Schools	***967***	14	86	***939***	13	87	***848***	14	86

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	27,864	7	93	46,893	8	92	60,781	8	92
Henrico County Public Schools - All Responses	***4,646***	5	95	***4,577***	6	94	***4,269***	7	93
National Data - Non-School	2,343	6	94	4,006	9	91	5,456	9	91
Henrico County Public Schools - Non-School Based	***269***	6	94	***273***	5	95	***297***	6	94
National Data - Elementary	11,755	5	95	21,028	6	94	27,555	6	94
Henrico County Public Schools - All Elementary	***2,199***	3	97	***2,149***	3	97	***1,968***	5	95
National Data - Middle	5,193	8	92	8,371	9	91	10,627	9	91
Henrico County Public Schools - All Middle Schools	***935***	6	94	***954***	10	90	***894***	10	90
National Data - High	5,312	12	88	9,588	13	87	12,653	13	87
Henrico County Public Schools - All High Schools	***1,069***	9	91	***1,037***	7	93	***954***	9	91

J. LEADERSHIP DYNAMICS

Overall Dimension - Leadership Dynamics

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	197,239	17	83	338,589	18	82	442,079	18	82
Henrico County Public Schools - All Responses	***33,847***	11	89	***33,377***	11	89	***31,134***	16	84
National Data - Non-School	20,071	20	80	35,221	22	78	47,809	22	78
Henrico County Public Schools - Non-School Based	***2,138***	13	87	***2,137***	13	87	***2,546***	18	82
National Data - Elementary	81,362	14	86	147,631	16	84	194,780	15	85
Henrico County Public Schools - All Elementary	***15,679***	9	91	***15,449***	8	92	***14,171***	13	87
National Data - Middle	36,931	18	82	59,745	18	82	76,579	18	82
Henrico County Public Schools - All Middle Schools	***6,789***	10	90	***6,964***	18	82	***6,360***	19	81
National Data - High	38,279	22	78	70,299	23	77	93,005	23	77
Henrico County Public Schools - All High Schools	***7,903***	14	86	***7,615***	11	89	***6,914***	20	80

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	27,804	18	82	48,336	19	81	63,443	19	81
Henrico County Public Schools - All Responses	***4,928***	11	89	***4,862***	11	89	***4,521***	17	83
National Data - Non-School	2,930	20	80	5,117	22	78	6,959	23	77
Henrico County Public Schools - Non-School Based	***314***	11	89	***316***	12	88	***361***	17	83
National Data - Elementary	11,798	15	85	21,459	16	84	28,328	16	84
Henrico County Public Schools - All Elementary	***2,284***	10	90	***2,247***	9	91	***2,063***	14	86
National Data - Middle	5,373	18	82	8,680	18	82	11,138	19	81
Henrico County Public Schools - All Middle Schools	***988***	9	91	***1,012***	18	82	***925***	19	81
National Data - High	5,557	22	78	10,185	23	77	13,523	24	76
Henrico County Public Schools - All High Schools	***1,152***	14	86	***1,116***	10	90	***1,005***	21	79

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	27,432	22	78	46,969	23	77	61,064	23	77
Henrico County Public Schools - All Responses	***4,607***	17	83	***4,548***	17	83	***4,240***	24	76
National Data - Non-School	2,740	25	75	4,845	26	74	6,563	27	73
Henrico County Public Schools - Non-School Based	***284***	16	84	***293***	16	84	***344***	21	79
National Data - Elementary	11,248	19	81	20,452	20	80	26,889	19	81
Henrico County Public Schools - All Elementary	***2,145***	13	87	***2,116***	11	89	***1,958***	18	82
National Data - Middle	5,044	23	77	8,165	23	77	10,425	24	76
Henrico County Public Schools - All Middle Schools	***909***	18	82	***955***	27	73	***866***	30	70
National Data - High	5,241	29	71	9,656	30	70	12,747	30	70
Henrico County Public Schools - All High Schools	***1,083***	24	76	***1,028***	19	81	***919***	29	71

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	29,012	16	84	49,604	17	83	64,502	16	84
Henrico County Public Schools - All Responses	***4,883***	10	90	***4,827***	10	90	***4,490***	14	86
National Data - Non-School	2,910	19	81	5,130	21	79	6,932	21	79
Henrico County Public Schools - Non-School Based	***307***	11	89	***318***	13	87	***373***	16	84
National Data - Elementary	11,844	13	87	21,457	14	86	28,251	14	86
Henrico County Public Schools - All Elementary	***2,255***	8	92	***2,207***	8	92	***2,023***	11	89
National Data - Middle	5,381	16	84	8,728	16	84	11,156	16	84
Henrico County Public Schools - All Middle Schools	***994***	9	91	***1,028***	15	85	***932***	15	85
National Data - High	5,551	20	80	10,213	21	79	13,468	21	79
Henrico County Public Schools - All High Schools	***1,137***	13	87	***1,092***	10	90	***995***	17	83

67 . School / department leadership is accessible.

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	29,012	12	88	49,498	13	87	64,590	13	87
Henrico County Public Schools - All Responses	***5,021***	7	93	***4,911***	7	93	***4,558***	11	89
National Data - Non-School	2,925	15	85	5,111	16	84	6,933	17	83
Henrico County Public Schools - Non-School Based	***319***	8	92	***313***	8	92	***366***	16	84
National Data - Elementary	11,731	11	89	21,266	12	88	28,070	12	88
Henrico County Public Schools - All Elementary	***2,307***	5	95	***2,268***	5	95	***2,073***	8	92
National Data - Middle	5,381	12	88	8,716	13	87	11,207	13	87
Henrico County Public Schools - All Middle Schools	***1,025***	6	94	***1,024***	13	87	***927***	13	87
National Data - High	5,632	16	84	10,315	17	83	13,669	17	83
Henrico County Public Schools - All High Schools	***1,174***	9	91	***1,123***	7	93	***1,024***	14	86

68 . School / department leadership is effective.

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	28,951	17	83	49,425	19	81	64,452	19	81
Henrico County Public Schools - All Responses	***4,905***	11	89	***4,807***	12	88	***4,516***	18	82
National Data - Non-School	2,913	20	80	5,100	22	78	6,947	22	78
Henrico County Public Schools - Non-School Based	***313***	12	88	***312***	13	87	***367***	17	83
National Data - Elementary	11,757	15	85	21,345	16	84	28,179	16	84
Henrico County Public Schools - All Elementary	***2,274***	9	91	***2,224***	9	91	***2,060***	15	85
National Data - Middle	5,370	18	82	8,675	18	82	11,099	19	81
Henrico County Public Schools - All Middle Schools	***988***	10	90	***988***	18	82	***902***	20	80
National Data - High	5,585	22	78	10,237	24	76	13,558	24	76
Henrico County Public Schools - All High Schools	***1,138***	14	86	***1,117***	11	89	***1,021***	22	78

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	26,477	19	81	45,989	20	80	60,448	20	80
Henrico County Public Schools - All Responses	***4,692***	12	88	***4,669***	13	87	***4,367***	18	82
National Data - Non-School	2,749	26	74	4,831	26	74	6,598	26	74
Henrico County Public Schools - Non-School Based	***299***	19	81	***290***	19	81	***359***	25	75
National Data - Elementary	11,339	15	85	20,570	16	84	27,217	16	84
Henrico County Public Schools - All Elementary	***2,176***	9	91	***2,178***	9	91	***1,978***	13	87
National Data - Middle	5,098	19	81	8,215	20	80	10,537	20	80
Henrico County Public Schools - All Middle Schools	***929***	13	87	***963***	19	81	***904***	19	81
National Data - High	5,281	25	75	9,670	26	74	12,802	26	74
Henrico County Public Schools - All High Schools	***1,101***	14	86	***1,069***	13	87	***966***	22	78

70. School / department leadership listens to my concerns.

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
National Data - All	28,551	16	84	48,768	17	83	63,580	16	84
Henrico County Public Schools - All Responses	***4,811***	10	90	***4,753***	10	90	***4,442***	14	86
National Data - Non-School	2,904	18	82	5,087	19	81	6,877	20	80
Henrico County Public Schools - Non-School Based	***302***	11	89	***295***	11	89	***376***	16	84
National Data - Elementary	11,645	14	86	21,082	14	86	27,846	14	86
Henrico County Public Schools - All Elementary	***2,238***	8	92	***2,209***	8	92	***2,016***	11	89
National Data - Middle	5,284	17	83	8,566	16	84	11,017	17	83
Henrico County Public Schools - All Middle Schools	***956***	9	91	***994***	15	85	***904***	16	84
National Data - High	5,432	21	79	10,023	21	79	13,238	21	79
Henrico County Public Schools - All High Schools	***1,118***	11	89	***1,070***	10	90	***984***	17	83

K. CUSTOM QUESTIONS

Overall Dimension - Custom Questions

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
Henrico County Public Schools - ***All Responses***	33,294	22	78	28,883	17	83	34,797	32	68
Henrico County Public Schools - ***Non-School Based Staff***	1,575	17	83	506	14	86	***867***	8	92
Henrico County Public Schools - ***All Elementary Schools***	15,326	19	81	13,737	16	84	16,256	31	69
Henrico County Public Schools - ***All Middle Schools***	7,104	21	79	6,761	19	81	7,864	31	69
Henrico County Public Schools - ***All High Schools***	8,014	29	71	6,866	18	82	8,519	37	63

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable -- Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
Henrico County Public Schools - ***All Responses***	3,853	27	73	--	Insufficient Responses	3,959	9	91
Henrico County Public Schools - ***Non-School Based Staff***	244	21	79	--	Insufficient Responses	***325***	5	95
Henrico County Public Schools - ***All Elementary Schools***	1,745	25	75	--	Insufficient Responses	1,809	6	94
Henrico County Public Schools - ***All Middle Schools***	809	25	75	--	Insufficient Responses	796	10	90
Henrico County Public Schools - ***All High Schools***	905	35	65	--	Insufficient Responses	890	13	87

72. Information about transportation services is easy to understand.

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
Henrico County Public Schools - ***All Responses***	2,781	19	81	2,759	12	88	3,658	51	49
Henrico County Public Schools - ***Non-School Based Staff***	138	10	90	1	Insufficient Responses		--	Insufficient Responses	
Henrico County Public Schools - ***All Elementary Schools***	1,298	17	83	1,335	12	88	1,708	50	50
Henrico County Public Schools - ***All Middle Schools***	579	14	86	669	10	90	854	45	55
Henrico County Public Schools - ***All High Schools***	657	30	70	664	15	85	959	56	44

73. Information about transportation services is readily available.

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
Henrico County Public Schools - ***All Responses***	3,043	20	80	2,948	13	87	3,760	49	51
Henrico County Public Schools - ***Non-School Based Staff***	149	15	85	1	Insufficient Responses		--	Insufficient Responses	
Henrico County Public Schools - ***All Elementary Schools***	1,384	17	83	1,406	12	88	1,764	48	52
Henrico County Public Schools - ***All Middle Schools***	646	16	84	721	12	88	885	44	56
Henrico County Public Schools - ***All High Schools***	740	31	69	719	15	85	972	53	47

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
Henrico County Public Schools - ***All Responses***	4,812	10	90	4,558	11	89	4,124	17	83
Henrico County Public Schools - ***Non-School Based Staff***	170	8	92	--	Insufficient Responses		--	Insufficient Responses	
Henrico County Public Schools - ***All Elementary Schools***	2,289	9	91	2,251	9	91	2,033	13	87
Henrico County Public Schools - ***All Middle Schools***	1,009	10	90	1,013	17	83	910	19	81
Henrico County Public Schools - ***All High Schools***	1,150	13	87	1,132	10	90	1,020	21	79

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
Henrico County Public Schools - ***All Responses***	3,638	42	58	3,325	39	61	3,767	61	39
Henrico County Public Schools - ***Non-School Based Staff***	144	37	63	--	Insufficient Responses		--	Insufficient Responses	
Henrico County Public Schools - ***All Elementary Schools***	1,784	35	65	1,689	32	68	1,783	51	49
Henrico County Public Schools - ***All Middle Schools***	780	52	48	798	45	55	899	65	35
Henrico County Public Schools - ***All High Schools***	810	49	51	741	45	55	947	74	26

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
Henrico County Public Schools - ***All Responses***	3,924	18	82	3,667	12	88	3,930	37	63
Henrico County Public Schools - ***Non-School Based Staff***	179	13	87	1	Insufficient Responses		--	Insufficient Responses	
Henrico County Public Schools - ***All Elementary Schools***	1,902	14	86	1,867	8	92	1,895	29	71
Henrico County Public Schools - ***All Middle Schools***	804	10	90	862	15	85	914	38	62
Henrico County Public Schools - ***All High Schools***	898	36	64	802	14	86	975	49	51

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
Henrico County Public Schools - ***All Responses***	3,409	18	82	3,783	17	83	3,354	11	89
Henrico County Public Schools - ***Non-School Based Staff***	212	11	89	251	13	87	***280***	8	92
Henrico County Public Schools - ***All Elementary Schools***	1,553	16	84	1,719	12	88	1,520	8	92
Henrico County Public Schools - ***All Middle Schools***	716	19	81	816	21	79	700	13	87
Henrico County Public Schools - ***All High Schools***	790	26	74	850	25	75	733	17	83

78 . Laptop repairs are completed within 24 hours.

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
Henrico County Public Schools - ***All Responses***	3,144	40	60	3,207	24	76	3,887	46	54
Henrico County Public Schools - ***Non-School Based Staff***	119	39	61	--	Insufficient Responses		--	Insufficient Responses	
Henrico County Public Schools - ***All Elementary Schools***	1,203	36	64	1,359	32	68	1,802	58	42
Henrico County Public Schools - ***All Middle Schools***	799	37	63	875	16	84	956	28	72
Henrico County Public Schools - ***All High Schools***	904	47	53	866	19	81	985	38	62

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

Perspective	2012 Actual	2012 % of Responses Unfavorable	2012 % of Responses Favorable	2014 Actual	2014 % of Responses Unfavorable	2014 % of Responses Favorable	2016 Actual	2016 % of Responses Unfavorable	2016 % of Responses Favorable
Henrico County Public Schools - ***All Responses***	4,690	11	89	4,636	14	86	4,358	14	86
Henrico County Public Schools - ***Non-School Based Staff***	220	9	91	252	14	86	262	10	90
Henrico County Public Schools - ***All Elementary Schools***	2,168	13	87	2,111	16	84	1,942	16	84
Henrico County Public Schools - ***All Middle Schools***	962	8	92	1,007	14	86	950	15	85
Henrico County Public Schools - ***All High Schools***	1,160	9	91	1,092	9	91	1,038	9	91

80. Using the grading scale that teachers use to evaluate student work, please grade the school at which you work.

Perspective	2012 Actual	2012 % of Responses Unfavorable -- Favorable		2014 Actual	2014 % of Responses Unfavorable -- Favorable		2016 Actual	2016 % of Responses Unfavorable -- Favorable	
Henrico County Public Schools - ***All Responses***	5,639	A	43%	5,654	A	40%	5,314	A	37%
		B	33%		B	31%		B	30%
		C	13%		C	15%		C	17%
		D	3%		D	5%		D	6%
		F	1%		F	1%		F	1%
		No Response	7%		No Response	9%		No Response	9%
Henrico County Public Schools - ***Non-School Based Staff***	354	A	30%	355	A	23%	431	A	22%
		B	24%		B	25%		B	26%
		C	8%		C	8%		C	10%
		D	1%		D	2%		D	4%
		F	1%		F	1%		F	1%
		No Response	37%		No Response	42%		No Response	37%
Henrico County Public ***All Elementary Schools***	2,530	A	50%	2,516	A	48%	2,335	A	44%
		B	32%		B	30%		B	30%
		C	11%		C	12%		C	16%
		D	2%		D	3%		D	5%
		F	0%		F	0%		F	1%
		No Response	4%		No Response	5%		No Response	5%
Henrico County Public Schools - ***All Middle Schools***	1,144	A	43%	1,231	A	35%	1,204	A	32%
		B	33%		B	28%		B	36%
		C	15%		C	19%		C	19%
		D	4%		D	8%		D	6%
		F	1%		F	2%		F	1%
		No Response	4%		No Response	7%		No Response	6%
Henrico County Public Schools - ***All High Schools***	1,388	A	35%	1,342	A	36%	1,139	A	35%
		B	36%		B	34%		B	27%
		C	17%		C	18%		C	19%
		D	5%		D	5%		D	9%
		F	2%		F	1%		F	2%
		No Response	5%		No Response	7%		No Response	8%