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**Professional Growth Assessment Results for Principal at Phillips High
Professional Staff
2013-14**

Considers input when setting goals				
QP1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	10	40.00	10	40.00
Agree	9	36.00	19	76.00
Disagree	4	16.00	23	92.00
Strongly Disagree	2	8.00	25	100.00

Considers input when providing direction				
QP2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	10	40.00	10	40.00
Agree	9	36.00	19	76.00
Disagree	4	16.00	23	92.00
Strongly Disagree	2	8.00	25	100.00

Communicates goals, policies, directions				
QP3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	12	48.00	12	48.00
Agree	10	40.00	22	88.00
Disagree	2	8.00	24	96.00
Strongly Disagree	1	4.00	25	100.00

Involves faculty in goals and policies				
QP4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	9	36.00	9	36.00
Agree	10	40.00	19	76.00
Disagree	4	16.00	23	92.00
Strongly Disagree	2	8.00	25	100.00

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Expects teachers to inform parents				
QP5	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	18	72.00	18	72.00
Agree	7	28.00	25	100.00

Provides leadership in policies and procedures				
QP6	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	14	56.00	14	56.00
Agree	8	32.00	22	88.00
Disagree	3	12.00	25	100.00

Promotes change in a positive manner				
QP7	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	15	62.50	15	62.50
Agree	8	33.33	23	95.83
Disagree	1	4.17	24	100.00

Frequency Missing = 1

Believes student/staff capable of success				
QP8	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	20	80.00	20	80.00
Agree	5	20.00	25	100.00

Shares professional concerns about school				
QP9	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	14	56.00	14	56.00
Agree	10	40.00	24	96.00
Disagree	1	4.00	25	100.00

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Responsible for goings-on at school				
QP10	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	16	64.00	16	64.00
Agree	9	36.00	25	100.00

Climate of order and discipline				
QP11	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	10	40.00	10	40.00
Agree	10	40.00	20	80.00
Disagree	5	20.00	25	100.00

Provides professional development for staff				
QP12	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	12	48.00	12	48.00
Agree	12	48.00	24	96.00
Disagree	1	4.00	25	100.00

Friendly and positive with staff				
QP13	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	18	72.00	18	72.00
Agree	6	24.00	24	96.00
Disagree	1	4.00	25	100.00

Focuses on improvement of instruction				
QP14	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	14	56.00	14	56.00
Agree	8	32.00	22	88.00
Disagree	3	12.00	25	100.00

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Communicates clearly				
QP15	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	12	48.00	12	48.00
Agree	10	40.00	22	88.00
Disagree	3	12.00	25	100.00

Committed to goals of school				
QP16	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	18	75.00	18	75.00
Agree	6	25.00	24	100.00

Frequency Missing = 1

Understands culture and works within it				
QP17	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	10	41.67	10	41.67
Agree	10	41.67	20	83.33
Disagree	4	16.67	24	100.00

Frequency Missing = 1

Involves faculty in decisions				
QP18	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	4	16.00	4	16.00
Agree	15	60.00	19	76.00
Disagree	3	12.00	22	88.00
Strongly Disagree	3	12.00	25	100.00

Initiated new programs and policies				
QP19	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	14	58.33	14	58.33
Agree	9	37.50	23	95.83
Disagree	1	4.17	24	100.00

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Frequency Missing = 1

Open to my ideas and frustrations				
QP20	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	13	52.00	13	52.00
Agree	7	28.00	20	80.00
Disagree	4	16.00	24	96.00
Strongly Disagree	1	4.00	25	100.00

Supports my efforts to perform				
QP21	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	17	68.00	17	68.00
Agree	5	20.00	22	88.00
Disagree	3	12.00	25	100.00

Accessible to faculty and staff				
QP22	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	17	68.00	17	68.00
Agree	6	24.00	23	92.00
Disagree	2	8.00	25	100.00

Responsive to faculty and staff				
QP23	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	15	60.00	15	60.00
Agree	6	24.00	21	84.00
Disagree	4	16.00	25	100.00

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Approachable to faculty and staff				
QP24	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	16	64.00	16	64.00
Agree	6	24.00	22	88.00
Disagree	3	12.00	25	100.00

Visits classrooms to monitor				
QP25	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	22	88.00	22	88.00
Agree	1	4.00	23	92.00
Disagree	2	8.00	25	100.00

Handles discipline fairly and consistently				
QP26	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	8	32.00	8	32.00
Agree	9	36.00	17	68.00
Disagree	7	28.00	24	96.00
Strongly Disagree	1	4.00	25	100.00

Promotes parental involvement				
QP27	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	7	28.00	7	28.00
Agree	16	64.00	23	92.00
Disagree	1	4.00	24	96.00
Strongly Disagree	1	4.00	25	100.00

Visible at school and activities				
QP28	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	21	84.00	21	84.00
Agree	4	16.00	25	100.00

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Welcomes and nurtures new ideas				
QP29	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	13	52.00	13	52.00
Agree	10	40.00	23	92.00
Disagree	2	8.00	25	100.00

School improvements successful				
QP30	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	10	40.00	10	40.00
Agree	10	40.00	20	80.00
Disagree	5	20.00	25	100.00

Satisfied with principals leadership				
QP31	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	15	62.50	15	62.50
Agree	8	33.33	23	95.83
Disagree	1	4.17	24	100.00

Frequency Missing = 1

Climate facilitates open communication				
QC1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	6	24.00	6	24.00
Agree	10	40.00	16	64.00
Disagree	6	24.00	22	88.00
Strongly Disagree	3	12.00	25	100.00

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Teachers play role in planning and eval				
QC2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	2	8.00	2	8.00
Agree	16	64.00	18	72.00
Disagree	4	16.00	22	88.00
Strongly Disagree	3	12.00	25	100.00

Climate encourages problem-solving with staff				
QC3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	3	12.00	3	12.00
Agree	16	64.00	19	76.00
Disagree	5	20.00	24	96.00
Strongly Disagree	1	4.00	25	100.00

Climate conducive to learning				
QC4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	10	40.00	10	40.00
Agree	12	48.00	22	88.00
Disagree	3	12.00	25	100.00

Climate encourages learning and high expectations				
QC5	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	14	56.00	14	56.00
Agree	9	36.00	23	92.00
Disagree	2	8.00	25	100.00

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School is safe and secure				
QC6	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	12	48.00	12	48.00
Agree	10	40.00	22	88.00
Disagree	2	8.00	24	96.00
Strongly Disagree	1	4.00	25	100.00

Admin and staff collaborate for school day				
QC7	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	6	24.00	6	24.00
Agree	12	48.00	18	72.00
Disagree	3	12.00	21	84.00
Strongly Disagree	4	16.00	25	100.00

Little administrative/teacher tension				
QC8	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	10	40.00	10	40.00
Agree	8	32.00	18	72.00
Disagree	5	20.00	23	92.00
Strongly Disagree	2	8.00	25	100.00

School rules respected by all				
QC9	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	2	8.00	2	8.00
Agree	15	60.00	17	68.00
Disagree	5	20.00	22	88.00
Strongly Disagree	3	12.00	25	100.00

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Evidence of high staff morale				
QC10	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	1	4.00	1	4.00
Agree	16	64.00	17	68.00
Disagree	5	20.00	22	88.00
Strongly Disagree	3	12.00	25	100.00

Teachers exhibit sense of pride in school				
QC11	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	5	20.00	5	20.00
Agree	15	60.00	20	80.00
Disagree	3	12.00	23	92.00
Strongly Disagree	2	8.00	25	100.00

Students exhibit sense of pride in school				
QC12	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	2	8.00	2	8.00
Agree	16	64.00	18	72.00
Disagree	5	20.00	23	92.00
Strongly Disagree	2	8.00	25	100.00

Parents and community members feel welcome				
QC13	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	3	12.00	3	12.00
Agree	18	72.00	21	84.00
Disagree	1	4.00	22	88.00
Strongly Disagree	3	12.00	25	100.00

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School supports participation in community activities				
QC14	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	12	48.00	12	48.00
Agree	11	44.00	23	92.00
Disagree	1	4.00	24	96.00
Strongly Disagree	1	4.00	25	100.00

Building and grounds show upkeep				
QC15	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly Agree	19	76.00	19	76.00
Agree	5	20.00	24	96.00
Strongly Disagree	1	4.00	25	100.00