

## Littleton Academy Staff Survey 2024-2025

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#### Staff Survey

Thank you in advance for your time and careful consideration in completing the 2024-2025 Staff Survey. The Littleton Academy Accountability Committee (LAAC) has discussed the content of the questions, the anticipated outcomes, and the LAAC charge for follow-up, reporting and making recommendations.

The data collected from this survey will help the Littleton Academy Governing Board, Principal, and Accountability Committee assess Littleton Academy's climate, culture, staff experience, and alignment to Littleton Academy's Mission Statement and Founding Principles.

LAAC assures full confidentiality and anonymity of all data collected from this survey. The results of this survey will not be shared with your supervisor in this format but will be aggregated with other survey responses to analyze and summarize the data and identify trends.

Please answer the following questions in the spirit of growth and unity.

Again, thank you for your time and thoughtful responses.

Sincerely,  
Members of LAAC

#### Notes:

If you select **Neither Agree nor Disagree**, you are expressing a neutral opinion.

If you select **NA**, you are indicating that the question does not apply to you.

Complete this survey on a PC, laptop, or phone.

Every question requires a response.

Some questions have multiple parts, and each part requires a response.

#### Littleton Academy has a distinct mission:

**To provide each child with a content-rich, academically rigorous education, using a well-defined sequential curriculum in a safe and caring environment.**

This survey intends to measure how well Littleton Academy is achieving its mission through the application of the founding principles delineated at the beginning of each section.

Updated 10.15.2024

**The Founding Principle of Academic Standards states:**

- ✓ Academic rigor and achievement are our top priorities.
- ✓ High academic standards are maintained with goals for continuous improvement.
- ✓ Students are challenged at all levels.
- ✓ Mastery of curriculum and standardized tests, among other assessments, shall be used to measure achievement and to assist in maintaining high academic standards.

**Academic Standards:**

**1. The expectations for student achievement are reasonable.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**2. Littleton Academy provides a content-rich, academically rigorous education in my instructional area.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Academic Standards Comments (optional)
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**The Founding Principle of Curriculum states:**

- ✓ The curriculum is based on an expanded Core Knowledge Scope and Sequence.
- ✓ The curriculum is sequential from grade to grade.
- ✓ Reading and mathematics are emphasized, especially in the lower grades.
- ✓ Reading and spelling are based on phonics.
- ✓ Social sciences are taught from a traditional perspective.
- ✓ Free debate is encouraged without regard to political correctness.
- ✓ Music, art technology, physical education, and foreign language are important parts of the school.

Updated 10.15.2024

- ✓ A traditional, factual presentation of American heritage is presented.

**Curriculum:****3. The curriculum provides a coherent, content-specific foundation of learning.**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
Math	o	o	o	o	o	o
Science	o	o	o	o	o	o
Language Arts	o	o	o	o	o	o
Social Studies	o	o	o	o	o	o
Spanish	o	o	o	o	o	o

**4. I have flexibility to respond to student needs while keeping fidelity to the curriculum.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
o	o	o	o	o	o

**5. The curriculum provides the opportunity for students to master my subject matter.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
o	o	o	o	o	o

**6. The curriculum provides the opportunity for academic achievement for every student.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
o	o	o	o	o	o

**7. I can meet the scope and sequence of the approved curriculum.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
o	o	o	o	o	o

Curriculum Comments (optional)

Updated 10.15.2024

**The Founding Principle of Instructional Methods:**

- ✓ Frequent and substantive homework is assigned and graded.
- ✓ Instruction is textbook driven, with books (either in print or electronic versions) in all practical subjects.
- ✓ Time spent on non-academic subjects is minimized.
- ✓ Ability grouping is used for math and reading.
- ✓ Academic time on task is emphasized.
- ✓ Correct spelling is emphasized at all grade levels; inventive spelling is not permitted.
- ✓ Factual knowledge, memorization, and drills are important and used to achieve mastery.
- ✓ Content and basic skills are emphasized.
- ✓ Subjects are taught to mastery, not just exposure.
- ✓ Corrective programs are implemented for students with gaps.

**Instructional Methods:**

**8. I support the philosophy and preference to ability group in Math and Reading.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Instructional Methods Comments (optional)
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**The Founding Principle of Assessments states:**

- ✓ Traditional letter grades are used at all grade levels.
- ✓ Frequent assessments are designed around the curriculum.
- ✓ There is frequent communication with parents about student performance.
- ✓ Students who do not meet minimum standards are retained in grade.
- ✓ Standardized benchmark assessments, state mandated testing and CogAT in grades 1-8, shall be administered annually and individual results shall be provided to his/her parents.

**Assessments:**

**9. The amount of attention given to standardized tests is.....**

<i>Too Much</i>	<i>Just the Right Amount</i>	<i>Too Little</i>	<i>N/A</i>
0	0	0	0

Assessments Comments (optional)
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**The Founding Principle of Environment states:**

- ✓ Teachers are presented and supported as authority figures.
- ✓ The learning environment is structured and supervised.
- ✓ Discipline is enforced in the classroom and throughout the school.
- ✓ A dress code is enforced throughout the school.

**Environment:**

**10. I feel ownership for solving problems in the classroom.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

**11. How prepared are you to deal with a school safety issue and/or emergency situation? Rate your level of preparedness from 1 to 5 with 5 being the most prepared.**

5	4	3	2	1	N/A
0	0	0	0	0	0

Environment Comments (optional)
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**The Founding Principle of Operations states:**

- ✓ Meaningful parent participation is truly encouraged.
- ✓ School days are longer and there are more of them.



- ✓ The number of in-service days is reduced during the school year.
- ✓ Staff is employed “at will.” Ineffective teachers are not retained.
- ✓ Parents are customers and, as such, provide input to staff evaluations.
- ✓ Fiscal responsibility and appropriate planning shall be utilized both in the school’s governance and administration.

**Operations:**

**12. There is sufficient time within the schedule to cover the required subject matter effectively.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

**13. I am provided sufficient opportunity for continuing education and training.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

**14. The level of financial assistance for professional growth opportunities is adequate.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

**15. I am provided with an adequate budget for resources to effectively teach the required objectives.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

**16. I understand the school's conflict resolution policy.**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
Teacher – Teacher	0	0	0	0	0	0
Teacher – Administrator	0	0	0	0	0	0
Teacher - Student	0	0	0	0	0	0

**17. LASA effectively supports Littleton Academy's goals.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

**18. The powers and duties of the governing board are to establish and implement policies that advance the Academy's purpose. The current Governing Board is successfully performing this role.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>

Updated 10.15.2024

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**19. The Governing Board communicates effectively with staff.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

Please provide additional feedback:
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**20. The Governing Board cares about staff satisfaction.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

**21. The Governing Board is transparent in how it governs the school.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

**22. Feedback given to me by the principal is useful.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

**23. I feel comfortable communicating concerns to the principal.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

**24. The principal provides effective leadership.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

**25. The principal upholds the mission statement and founding principles of Littleton Academy.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

**26. The principal sets high expectations for the staff.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

**27. The principal appropriately responds to my questions and concerns.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

**28. The principal holds me accountable for student achievement.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

**29. Rate the principal based on key components included in the job description.****29.a Principal Goal #1: Communication - demonstrate effective communication with stakeholders (staff, teachers, parents, governing board, etc.)**

<i>Significantly Exceeded</i>	<i>Exceeded</i>	<i>Achieved</i>	<i>Partially Achieved</i>	<i>Did Not Achieve</i>
0	0	0	0	0

**29.b Principal Goal #2: Promote a culture that aligns to the Founding Principles, Charter, and Mission.**

<i>Significantly Exceeded</i>	<i>Exceeded</i>	<i>Achieved</i>	<i>Partially Achieved</i>	<i>Did Not Achieve</i>
0	0	0	0	0

**29.c Principal Goal #3: Demonstrate exceptional academic achievement.**

<i>Significantly Exceeded</i>	<i>Exceeded</i>	<i>Achieved</i>	<i>Partially Achieved</i>	<i>Did Not Achieve</i>
0	0	0	0	0

**29.d Principal Goal #4: Support and develop a safe, orderly, and caring learning environment.**

<i>Significantly Exceeded</i>	<i>Exceeded</i>	<i>Achieved</i>	<i>Partially Achieved</i>	<i>Did Not Achieve</i>
0	0	0	0	0

**29.e Principal Goal #5: Demonstrate effective school operations.**

<i>Significantly Exceeded</i>	<i>Exceeded</i>	<i>Achieved</i>	<i>Partially Achieved</i>	<i>Did Not Achieve</i>
0	0	0	0	0

**30. The vice principal upholds the mission statement and founding principles of Littleton Academy.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

**31. The vice principal sets high expectations for the staff.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

**32. The vice principal appropriately responds to my questions and concerns.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

**33. The vice principal holds me accountable for student achievement.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

**34. The vice principal effectively facilitates assessment processes.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

**35. The vice principal provides effective leadership.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

**36. Disciplinary standards are enforced consistently by the dean of students as documented in the Student/Parent handbook.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

**37. The dean of students upholds the mission statement and founding principles of Littleton Academy.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

**38. The dean of students sets high expectations for the staff.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

**39. The dean of students appropriately responds to my questions and concerns.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

**40. The dean of students holds me accountable for student discipline.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

**41. The dean of students provides effective leadership.**



<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

**42. The director of operations handles facility concerns promptly and efficiently.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
0	0	0	0	0	0

**43. The director of operations responds appropriately to my questions and concerns.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**44. The director of operations adequately manages payroll, field trip details, and fee receipting.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**45. The director of operations provides effective leadership.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**46. The director of operations adequately handles day to day issues such as substitutes, processing forms, and requests.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**47. I feel like I belong at Littleton Academy.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**48. Overall, I am satisfied with my teaching experience.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Operations and/or Teaching Experience Comments (optional)
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Updated 10.15.2024

Littleton Academy (LA) has a distinct mission to provide each child with a content-rich, academically rigorous education, using a well-defined sequential curriculum in a safe and caring environment.

LA was founded based on the need for a traditional education at the elementary and middle school levels. Five principles characterize a “traditional” school and form the basis for the establishment and continued operation of LA.

These five founding principles encompass academic standards, curriculum, instructional methods, assessment, environment, and operations.

LA uses Core Knowledge. The Core Knowledge Sequence is a detailed outline of specific content and skills to be taught in language arts, history, geography, mathematics, science, and the fine arts. As the core of a school’s curriculum, it is intended to provide a coherent, content specific foundation of learning, while allowing flexibility to meet local needs.

**For specific details about each principle, click on this link:**

<https://littletonpublicschools.net/schools/academy/founding-principles-core-knowledge>

**49. The students receive an education consistent with the mission and founding principles.**

<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>N/A</i>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**50. Please comment on your response to the statement above, “The students receive an education consistent with the mission and founding principles”.**

[open ended response]

**51. What additional questions do you wish had been asked in this survey?**

[open ended response]