



## REVISED Base - Faculty Constituent Survey

### Introduction

The purpose of ISAS is to promote the highest professional and ethical standards of educational excellence for independent schools in the region and to recognize by formal ongoing accreditation those schools which demonstrate adherence to Association standards. The accreditation process is designed to achieve the dual purpose of accountability and school improvement.

Self Study is a year-long process which affords a school the opportunity for reflection on its mission, efforts to fulfill that mission, strengths, and areas which call for improvement. Self Study involves a broad cross-section of the school's constituents, and constituent surveys are a required component. Your participation in this confidential survey is a valuable contribution to the pursuit of improvement in the school's program and operations.



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### Respondent Profile

**Check all applicable categories.**

\* I am a

- ☐ Preschool teacher
- ☐ Lower School teacher
- ☐ Middle School teacher
- ☐ Upper School teacher
- ☐ Other

\* I am

☐ a faculty member

☐ a staff member

☐ an administrator

\* I have child(ren) attending the school.

☐ yes ☐ no

### Experience

	0-4	5-9	10-14	15-19	20+
I have been at this school for ____ years.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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### Instructions

**Respond to each statement by selecting the rating that best represents your opinion. Select N/A to indicate that the statement is not applicable or if you feel you do not have sufficient knowledge to respond. At the end of each section, an optional comment box allows further elaboration.**



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### School Mission and Governance

	Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
I understand the school's mission well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The school's program is grounded in the mission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student characteristics and needs are well matched to the school's mission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Board of Trustees visibly supports and promotes the school's mission, strategic goals, and policy positions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section Comments (optional):



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School Community

## Equity and Inclusion

	Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
The school values and seeks a student body that is ethnically, religiously, and socio-economically diverse.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The school values and seeks a faculty that is ethnically, religiously, and socio-economically diverse.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The school's policies are clear and applied equitably and effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Students find the school welcoming and inclusive.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers find the school welcoming and inclusive.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section Comments (optional):



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School Community (continued)

## Character and Spiritual Development

	Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
The school community is ethical in its programs and actions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The moral development of students is positively affected by the school's programs and actions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The advisory program meets the needs of the students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If religiously affiliated, the school's approach to religious instruction influences the school climate and culture in positive ways.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section Comments (optional):



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School Community (continued)

## Communication

	Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
The school website is well used as a communication tool.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The school effectively communicates its expectations of parents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The school effectively communicates its expectations of students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication from the school to parents collectively is timely and informative.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The means for individual communication between parents and the school are well articulated and effective.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication from the administration to the faculty is clear, timely, and comprehensive.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section Comments (optional):



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School Community (continued)

## Admissions

	Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
The faculty and the admissions office communicate effectively about enrollment and retention issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The faculty understands its role in internal and external marketing with regard to admissions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section Comments (optional):



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### School Community (continued)

## Advancement

	Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
Efforts to represent the school in the community are well executed and effective.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The school makes clear the reasons for fundraising and articulates a compelling case for support.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School fundraising activities are reasonably coordinated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section Comments (optional):



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### School Community (continued)

#### Facilities/Security

	Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
School facilities are adequate to support the program of the school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School buildings and grounds are well maintained.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The school is attentive to campus security and student safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section Comments (optional):



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### Program

	Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
The curriculum follows a developmentally appropriate progression.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The curriculum demonstrates adequate depth and breadth.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The faculty is involved, in appropriate ways, in reviewing and developing the academic program.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The faculty has adequate planning time to develop innovative teaching activities and team collegiality.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The school has a well-articulated approach to evaluating student growth and progress.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The school makes appropriate accommodations for different learning styles.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The library meets student needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Technology is effectively integrated to support instruction.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The athletic program reflects the mission of the school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The fine arts program reflects the mission of the school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Extracurricular activities align with the mission of the school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A sufficient range of activities allows opportunities for students with varied interests.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
The school has appropriately balanced academics and extracurricular programs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Auxiliary Programs (extended day, summer program, residential life in boarding schools, etc.) are compatible with the mission and program of the school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health services meet the needs of the school community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Food service meets the needs of the school community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section Comments (optional):



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Faculty and Administration

## Professional Climate

	Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
The school's culture encourages faculty input and innovation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The school supports faculty/administration professional development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel supported by my colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel supported by the administration.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel respected by parents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section Comments (optional):



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### Faculty and Administration (continued)

## Faculty Evaluation

	Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
Performance expectations are clearly communicated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The faculty evaluation process is an effective means of growth and improvement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section Comments (optional):



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### Faculty and Administration (continued)

#### Compensation and Benefits

	Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
Employment agreements and benefit programs are clearly communicated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section Comments (optional):

#### Professional Satisfaction

	Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
I would recommend the school to other talented educators.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend the school to friends/acquaintances for their children.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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Thank You

**You have completed the Faculty Survey. Your participation is a valued contribution to the accreditation process.**