

# TMSA | End of Year Faculty & Staff Survey

This survey is for TMSA Faculty and Staff only.

As we close out the 2018-2019 school year, we are eager to learn more about your experience this past year. Please complete this anonymous survey and press 'submit' for your voice to be heard.

In the Spring and Summer of 2018, the Governing Board and administrators set out to improve key areas in teacher satisfaction. Those areas were: communications, curriculum, professional development, culture, facilities and operations. This survey allows us to learn more from our TMSA staff about what has improved, and what we should be working towards in the future.

This data will be reviewed by all members of the Governing Board. The data and comments collected from this survey will be used to inform our planning and alignment to TMSA's Strategic Plan over the summer and into the 2019-2020 school year, as we work to create the very best workplace environment.

Thank you in advance for your participation.

\* Required

## Demographics

### 1. Please indicate your grade level and/or role (mark all that apply). \*

*Check all that apply.*

- ☐ K
- ☐ 1st
- ☐ 2nd
- ☐ 3rd
- ☐ 4th
- ☐ 5th
- ☐ 6th
- ☐ 7th
- ☐ 8th
- ☐ Administration
- ☐ Support/Office Staff

### 2. What is your ethnicity?

*Mark only one oval.*

- ☐ Hispanic or Latinx
- ☐ Not Hispanic or Latinx

**3. What is your race? Mark one or more races to indicate your race. \****Check all that apply.*

- ☐ White
- ☐ Black or African American
- ☐ Asian
- ☐ Native American or Alaskan Native
- ☐ Native Hawaiian or Other Pacific Islander
- ☐ Prefer Not to Answer
- ☐ Other: \_\_\_\_\_

**4. How many total years have you been working in education? \****Mark only one oval.*

- ☐ 0 - 2 years
- ☐ 3 - 5 years
- ☐ 6 - 8 years
- ☐ 9 - 11 years
- ☐ 12 - 15 years
- ☐ 15 - 20+ years
- ☐ Other: \_\_\_\_\_

**External Communications****5. TMSA maintains clear, two-way communication with the community. \****Mark only one oval.*

	1	2	3	4	5	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

**6. TMSA does a good job of encouraging parent/guardian involvement. \****Mark only one oval.*

	1	2	3	4	5	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

**7. Teachers provide parents/guardians with useful information about student learning. \****Mark only one oval.*

	1	2	3	4	5	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

**8. I have seen an improvement in how TMSA communicates with faculty and staff. \****Mark only one oval.*

	1	2	3	4	5	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

**9. I know where to go and who to talk to if have questions. \****Mark only one oval.*

	1	2	3	4	5	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

**10. I have visited the new TMSA website. \****Mark only one oval.*

☐ Yes

☐ No

**11. I contributed to the TMSA Weekly Blast at least once this year. \****Mark only one oval.*

☐ Yes

☐ No

**12. I received text message alerts from TMSA. \****Mark only one oval.*

☐ Yes

☐ No

## Employee Satisfaction

**13. Please rate how strongly you agree or disagree with the following statements about the use of time in your school. \***

*Mark only one oval per row.*

	Strongly Disagree	Disagree	Neutral/Unsure	Agree	Strongly Agree
Class sizes are reasonable such that teachers have the time available to meet the needs of all students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers have time available to collaborate with colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers are allowed to focus on educating students with minimal interruptions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The non-instructional time provided for teachers in my school is sufficient.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Efforts are made to minimize the amount of routine paperwork teachers are required to do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers have sufficient instructional time to meet the needs of all students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers are protected from duties that interfere with their essential role of educating students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**14. In an average week, how much time do you devote to the following activities during the school day (i.e., time for which you are under contract to be at the school)? \***

*Mark only one oval per row.*

	None	Less than or equal to 1 hour	More than 1 hour but less than or equal to 3 hours	More than 3 hours but less than or equal to 5 hours	More than 5 hours but less than or equal to 10 hours	More than 10 hours
Individual planning time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collaborative planning time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supervisory duties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Completing required administrative paperwork	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communicating with parents/guardians and/or the community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Addressing student discipline issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preparation for required federal, state, and local assessments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Delivery of assessments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Utilizing results of assessment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**15. In an average week of teaching, how many hours do you spend on school-related activities outside of the regular school work day (before or after school, and/or on weekends)? \***

*Mark only one oval.*

- ☐ None
- ☐ Less than or equal to 1 hour
- ☐ More than 1 hour but less than or equal to 3 hours
- ☐ More than 3 hours but less than or equal to 5 hours
- ☐ More than 5 hours but less than or equal to 10 hours
- ☐ More than 10 hours

**16. Please provide any additional thoughts or suggestions on TMSA's extracurriculars. \***


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**Managing Student Conduct****17. Please rate how strongly you agree or disagree with the following statements about managing student conduct in your school. \****Mark only one oval per row.*

	Strongly Disagree	Disagree	Neutral/Unsure	Agree	Strongly Agree
Students at this school understand expectations for their conduct.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Students at this school follow rules of conduct.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Policies and procedures about student conduct are clearly understood by the faculty.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School administrators consistently enforce rules for student conduct.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School administrators support teachers' efforts to maintain discipline in the classroom.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers consistently enforce rules for student conduct.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The faculty work in a school environment that is safe	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Leadership**

**18. Please rate how strongly you agree or disagree with the following statements about teacher leadership in your school. \***

*Mark only one oval per row.*

	Strongly Disagree	Disagree	Neutral/Unsure	Agree	Strongly Agree
Teachers are recognized as educational experts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers are trusted to make sound professional decisions about instruction.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers are relied upon to make decisions about educational issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers are encouraged to participate in school leadership roles.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The faculty has an effective process for making group decisions to solve problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In this school we take steps to solve problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers are effective leaders in this school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**19. Teachers have an appropriate role at your school in each of the following areas. \***

*Mark only one oval per row.*

	Strongly Disagree	Disagree	Neutral/Unsure	Agree	Strongly Agree
Selecting instructional materials and resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Devising teaching techniques	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Setting grading and student assessment practices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Determining the content of in-service professional development programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Establishing student discipline procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing input on how the school budget will be spent.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The selection of teachers new to this school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School improvement planning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**20. Teachers have an appropriate level of influence on decision making in this school. \***

*Mark only one oval.*

- ☐ Strongly Disagree  
☐ Disagree  
☐ Neutral/Unsure  
☐ Agree  
☐ Strongly Agree

**21. Please rate how strongly you agree or disagree with the following statements about school leadership in your school. \***

*Mark only one oval per row.*

	Strongly Disagree	Disagree	Neutral/Unsure	Agree	Strongly Agree
The faculty and staff have a shared vision.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is an atmosphere of trust and mutual respect in this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers feel comfortable raising issues and concerns that are important to them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The school leadership consistently supports teachers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers are held to high professional standards for delivering instruction.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The school leadership facilitates using data to improve student learning.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teacher performance is assessed objectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers receive feedback that can help them improve teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The procedures for teacher evaluation are consistent.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The school improvement team provides effective leadership at this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The faculty are recognized for accomplishments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**22. The school leadership makes a sustained effort to address teacher concerns about: \***

*Mark only one oval per row.*

	Strongly Disagree	Disagree	Neutral/Unsure	Agree	Strongly Agree
Leadership issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Facilities and resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The use of time in my school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teacher leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community support and involvement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Managing student conduct	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Instructional practices and support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*Skip to question 23.*

## Professional Development



**23. Please rate how strongly you agree or disagree with statements about professional development in your school. \***

*Mark only one oval per row.*

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Sufficient resources are available for professional development in my school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional development offerings are data driven.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional development is differentiated to meet the individual needs of teachers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers have sufficient training to fully utilize instructional technology.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional development enhances teachers' ability to implement instructional strategies that meet diverse student learning needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional development enhances teachers' abilities to improve student learning.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**24. In which of the following areas (if any) do you need professional development to teach your students more effectively? Check all that apply. \***

*Check all that apply.*

- ☐ Your content area
- ☐ Common core and essential standards
- ☐ Student assessment
- ☐ Differentiating instruction
- ☐ Special education (students with disabilities)
- ☐ Special education (gifted and talented)
- ☐ English Language Learners
- ☐ Closing the Achievement Gap
- ☐ Methods of teaching
- ☐ Reading strategies
- ☐ Integrating technology into instruction
- ☐ Classroom management techniques

*Skip to question 23.*

## Facilities and Resources

**25. Please rate how strongly you agree or disagree with the following statements about your school facilities and resources. \***

*Mark only one oval per row.*

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Teachers have sufficient access to appropriate instructional materials.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers have sufficient access to instructional technology, including computers, printers, software and internet access.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers have access to reliable communication technology, including phones, faxes and email.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers have sufficient access to a broad range of professional support personnel[3].	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The school environment is clean and well maintained.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers have adequate space to work productively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The physical environment of classrooms in this school supports teaching and learning.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The reliability and speed of Internet connections in this school are sufficient to support instructional practices.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*Skip to question 26.*

## Culture + Operations

**26. Please rate how strongly you agree or disagree with the following statements about TMSA's culture, community and operations. \***

*Mark only one oval per row.*

	Strongly Disagree	Disagree	Neutral/Unsure	Agree	Strongly Agree
Parents/guardians support teachers, contributing to their success with students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parents/guardians are influential decision makers in this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community members support teachers, contributing to their success with students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The community we serve is supportive of this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The school is managed efficiently and effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our school building and campus are clean and pleasant to be in.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the janitorial service at the school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel accepted and valued at TMSA.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
TMSA encourages parent involvement in school activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**27. Overall, TMSA is a good place to work and learn. \***

*Mark only one oval.*

	1	2	3	4	5	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

**28. I would recommend TMSA to a colleague, friend or family member. \***

*Mark only one oval.*

	1	2	3	4	5	6	7	8	9	10	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

**PTO**

**29. Please rate the following questions based on importance. \****Mark only one oval per row.*

	Not at all important	Not very important	Neutral/Unsure	Somewhat Important	Very Important
Collect/Raise monetary donations to increase media/library collections/technology resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family-focused social events (Spring & Fall Family Nights, Santa Shop, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hold periodical PTO General Meetings (Executive Committee meetings are already open to all PTO members.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Playground maintenance (includes purchasing new equipment, maintaining the grounds, spreading mulch and repairing equipment)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide funds for supplemental classroom materials	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide Staff appreciation (Teacher Appreciation Week, Supply funds, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide support for teachers through copy pool, class volunteers, parent education, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sponsor Community Education Programs (Internet safety, dealing with bullying, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sponsor Enrichment programs such as special presentations and guest speakers that enhance curriculum, art enrichment, character education, featured authors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sponsor parent-teacher-administration activities, like quarterly Parent-Principal Coffees, Kindergarten Boo-Hoo Breakfast for parents, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Not at all important	Not very important	Neutral/Unsure	Somewhat Important	Very Important
Sponsor/Support off-campus activities (Family activities at community events, JSU events, opportunity for family portraits, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Subsidize transportation expenses to reduce family costs for field trips	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

30. What activities or events would you like to see The Main Street Academy PTO conduct? \*

31. What would encourage you to attend a PTO function? \*

32. What would encourage you to share your time by volunteering at least two hours during the school year? \*

33. What do you consider the strengths of the school PTO? \*

**34. What are the weaknesses of the school PTO? \***

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**35. What improvements, if any, would you like to see in the PTO? \***

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**36. Comments and/or suggestions for additional ways the PTO can enhance the experience of our students, families, and teachers: \***

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## **Additional Comments**

**37. Please add any additional comments or thoughts you would like to share.**

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