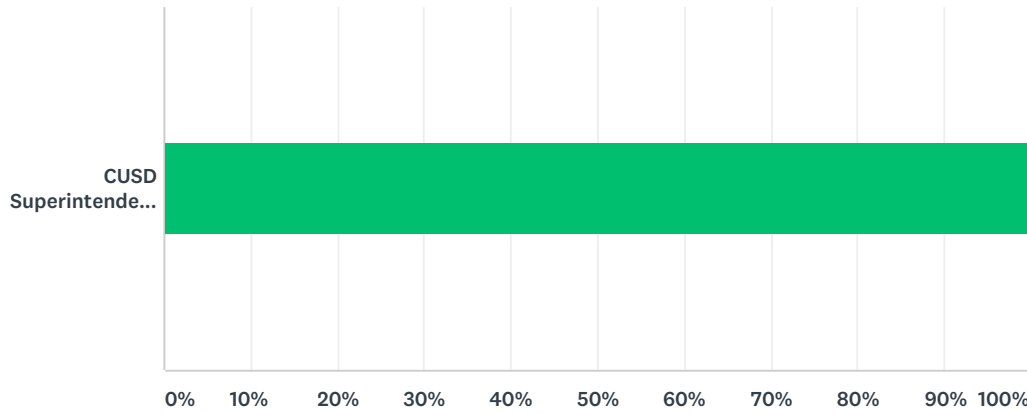


Q1 Please confirm that you understand this survey is associated with CUSD Superintendent, Diana Rigby, by selecting the only option below.

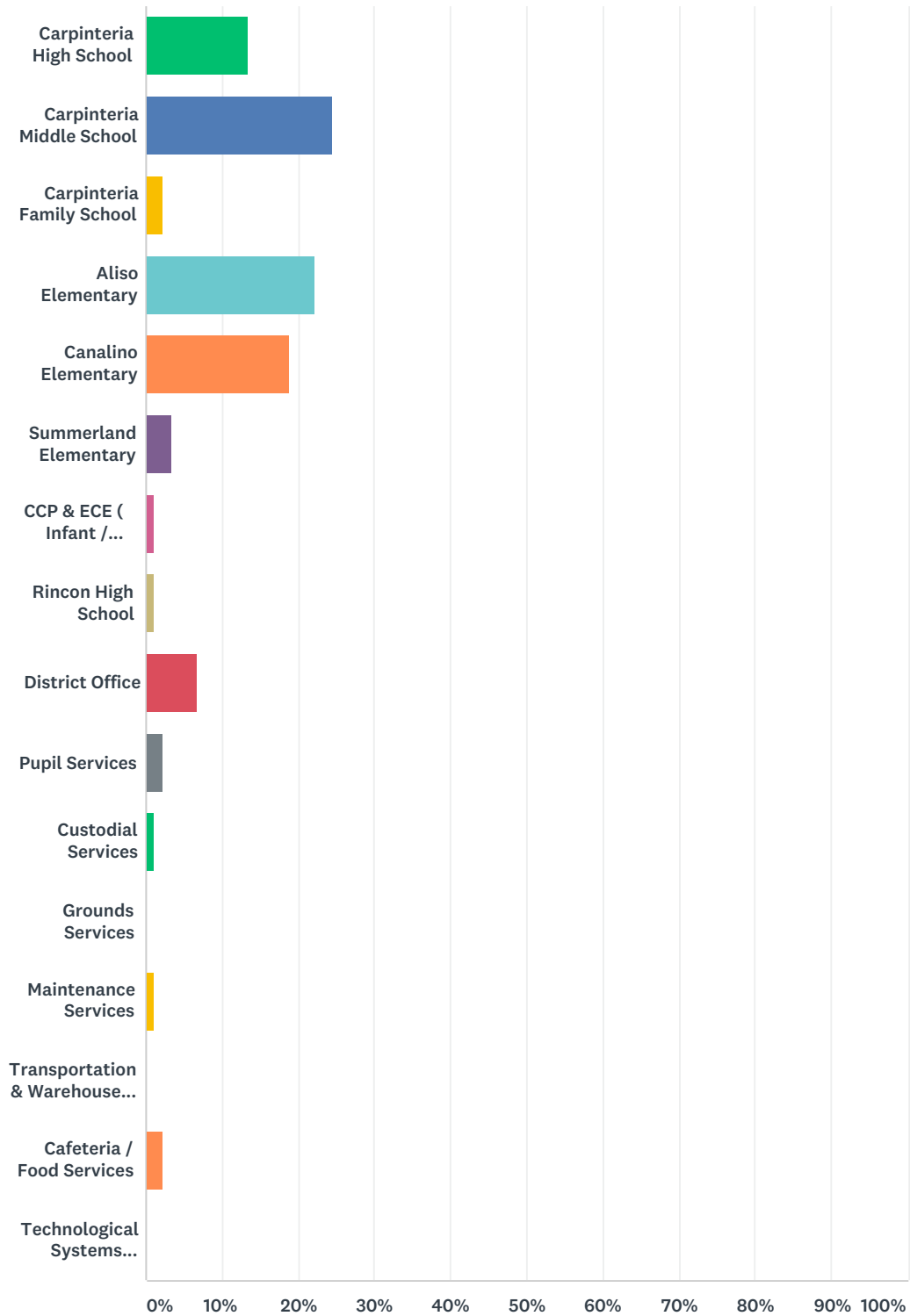
Answered: 91 Skipped: 0



ANSWER CHOICES	RESPONSES
CUSD Superintendent Diana Rigby	100.00% 91
TOTAL	91

Q2 Please select the school-site, office, or department you most routinely serve.

Answered: 90 Skipped: 1



ANSWER CHOICES

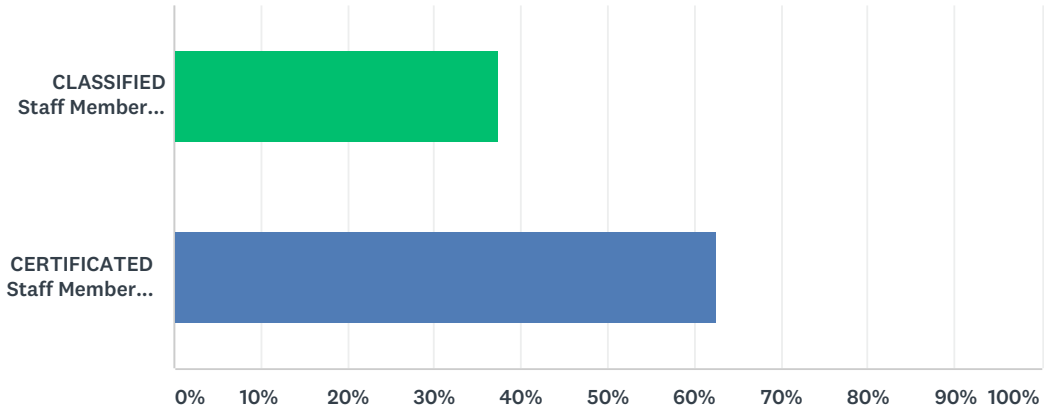
RESPONSES

CAUSE 2017-18 Survey: CUSD Superintendent, Diana Rigby

Carpinteria High School	13.33%	12
Carpinteria Middle School	24.44%	22
Carpinteria Family School	2.22%	2
Aliso Elementary	22.22%	20
Canalino Elementary	18.89%	17
Summerland Elementary	3.33%	3
CCP & ECE (Infant / Toddler / Pre-K / Thrive)	1.11%	1
Rincon High School	1.11%	1
District Office	6.67%	6
Pupil Services	2.22%	2
Custodial Services	1.11%	1
Grounds Services	0.00%	0
Maintenance Services	1.11%	1
Transportation & Warehouse Services	0.00%	0
Cafeteria / Food Services	2.22%	2
Technological Systems Services	0.00%	0
TOTAL		90

Q3 Please confirm your status.

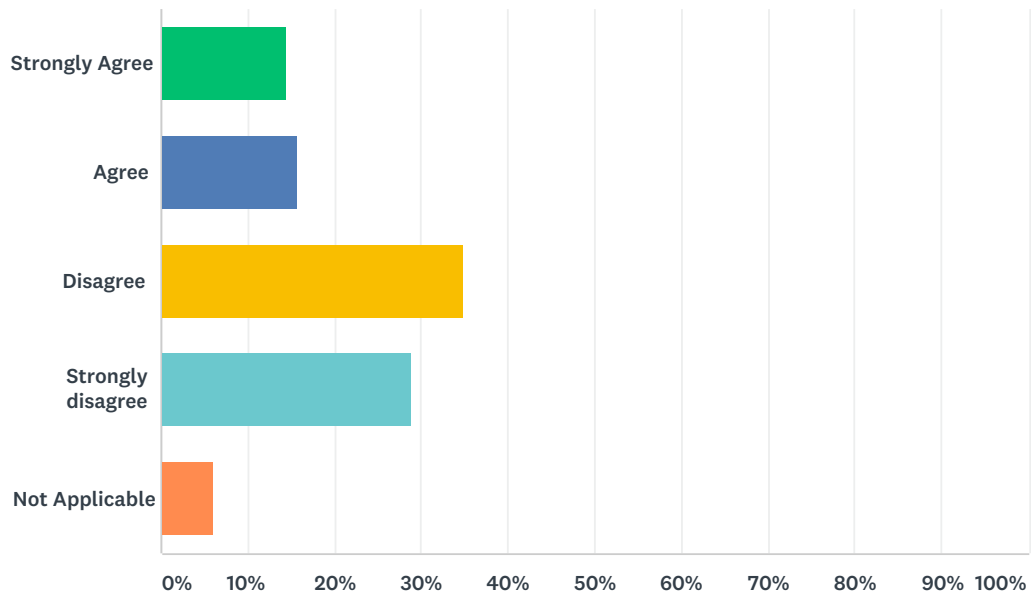
Answered: 91 Skipped: 0



ANSWER CHOICES	RESPONSES	
CLASSIFIED Staff Member: (secretary, custodian, bus-driver, grounds-person, cafeteria staff, instructional aide, other support staff, etc.)	37.36%	34
CERTIFICATED Staff Member: (Teacher, Psychologist, Speech & Language Specialist, Reading Specialist, other credentialed position, etc.)	62.64%	57
TOTAL		91

Q4 Your administrator works with faculty to develop a shared vision for your school or department incorporating input from staff.

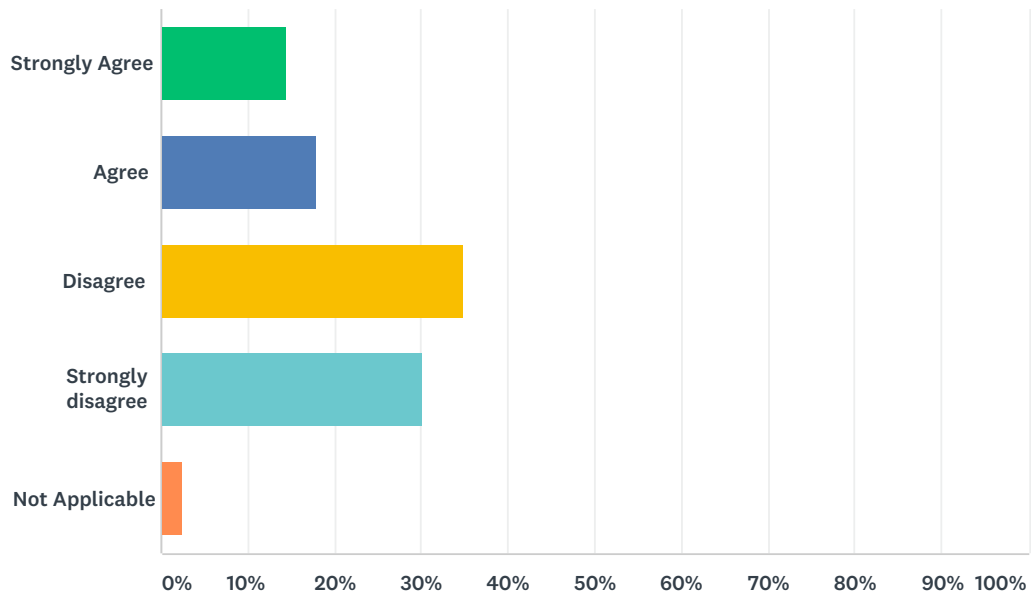
Answered: 83 Skipped: 8



ANSWER CHOICES	RESPONSES	
Strongly Agree	14.46%	12
Agree	15.66%	13
Disagree	34.94%	29
Strongly disagree	28.92%	24
Not Applicable	6.02%	5
TOTAL		83

Q5 Your administrator provides opportunities for faculty and staff to plan and implement activities around the shared vision.

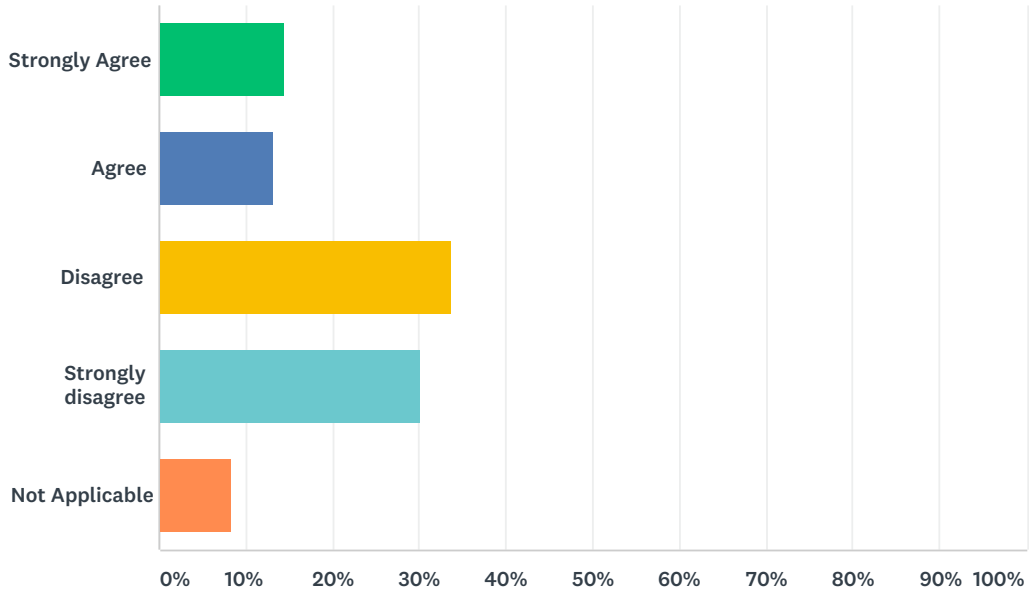
Answered: 83 Skipped: 8



ANSWER CHOICES	RESPONSES	
Strongly Agree	14.46%	12
Agree	18.07%	15
Disagree	34.94%	29
Strongly disagree	30.12%	25
Not Applicable	2.41%	2
TOTAL		83

Q6 Your administrator allocates resources to support the shared vision.

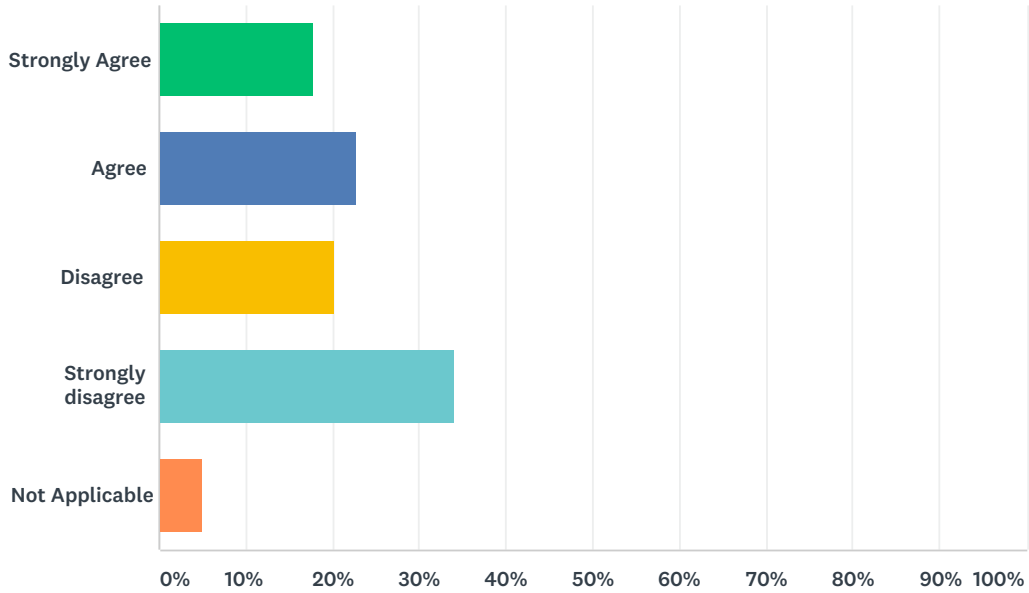
Answered: 83 Skipped: 8



ANSWER CHOICES	RESPONSES	
Strongly Agree	14.46%	12
Agree	13.25%	11
Disagree	33.73%	28
Strongly disagree	30.12%	25
Not Applicable	8.43%	7
TOTAL		83

Q7 Your administrator works to develop school culture and ensure equity.

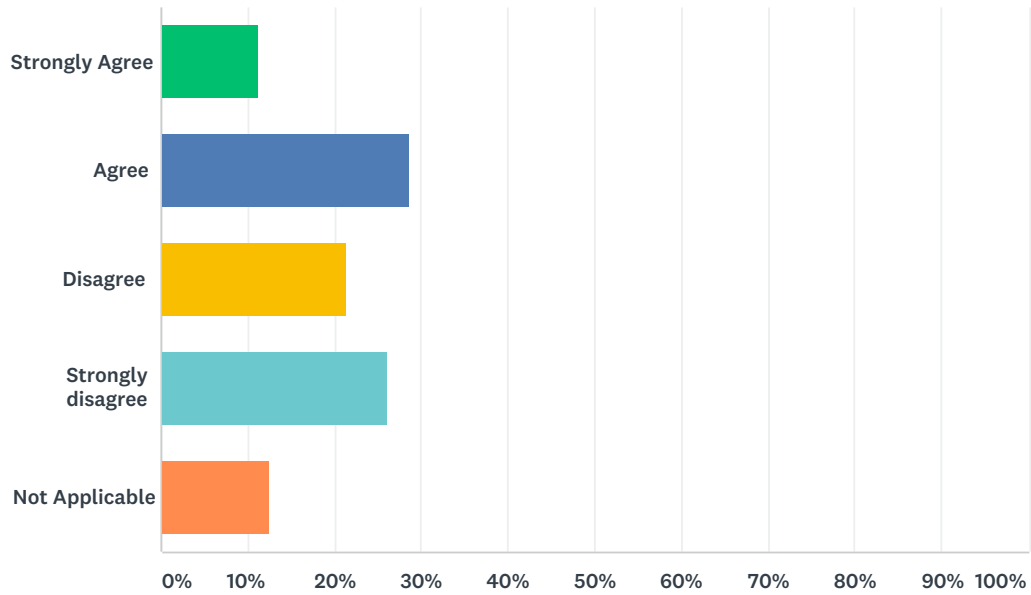
Answered: 79 Skipped: 12



ANSWER CHOICES	RESPONSES	
Strongly Agree	17.72%	14
Agree	22.78%	18
Disagree	20.25%	16
Strongly disagree	34.18%	27
Not Applicable	5.06%	4
TOTAL		79

Q8 Your administrator guides the instructional program.

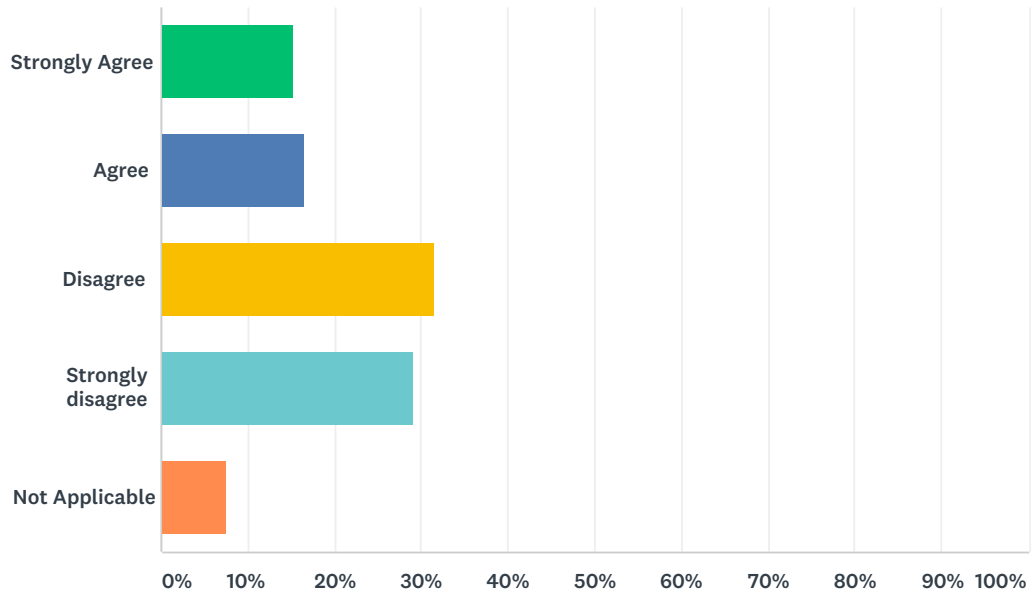
Answered: 80 Skipped: 11



ANSWER CHOICES	RESPONSES	
Strongly Agree	11.25%	9
Agree	28.75%	23
Disagree	21.25%	17
Strongly disagree	26.25%	21
Not Applicable	12.50%	10
TOTAL		80

Q9 Your administrator guides professional growth of staff.

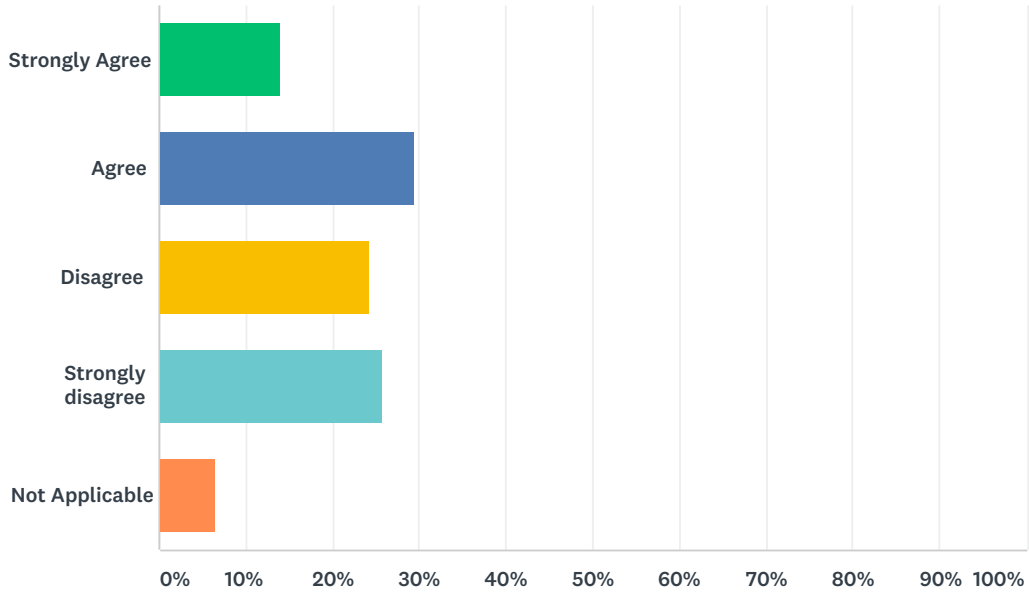
Answered: 79 Skipped: 12



ANSWER CHOICES	RESPONSES	
Strongly Agree	15.19%	12
Agree	16.46%	13
Disagree	31.65%	25
Strongly disagree	29.11%	23
Not Applicable	7.59%	6
TOTAL		79

Q10 Your administrator creates and utilizes accountability systems

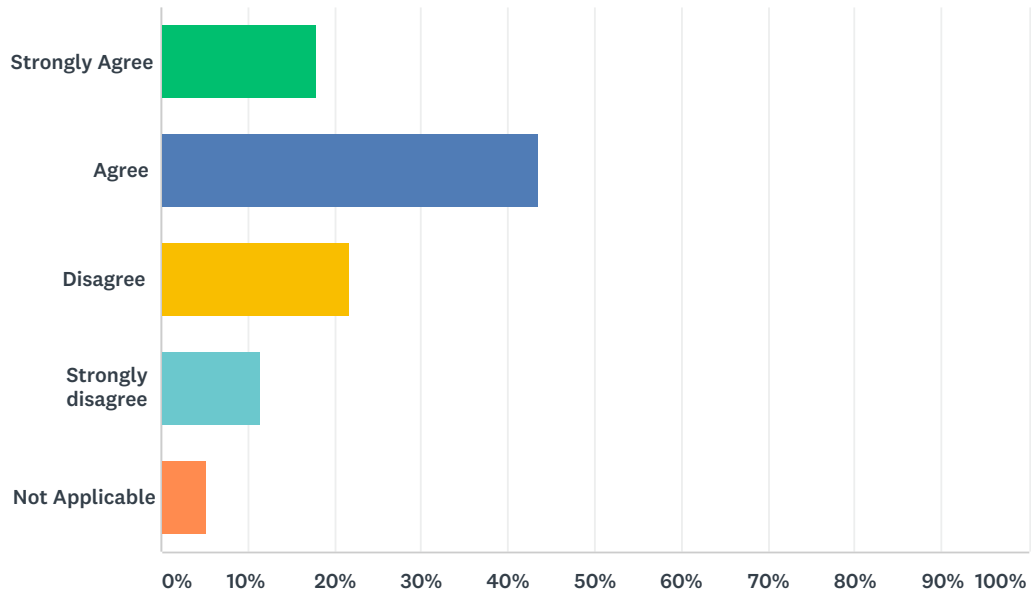
Answered: 78 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	14.10%	11
Agree	29.49%	23
Disagree	24.36%	19
Strongly disagree	25.64%	20
Not Applicable	6.41%	5
TOTAL		78

Q11 Your administrator insures a safe school environment.

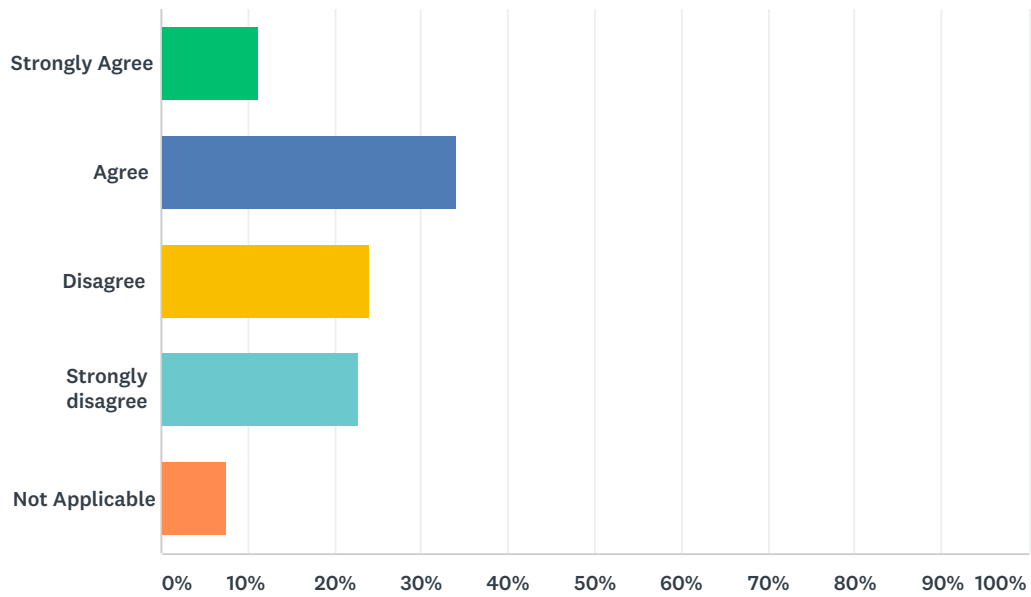
Answered: 78 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	17.95%	14
Agree	43.59%	34
Disagree	21.79%	17
Strongly disagree	11.54%	9
Not Applicable	5.13%	4
TOTAL		78

Q12 Your administrator creates an infrastructure to support an effective learning environment.

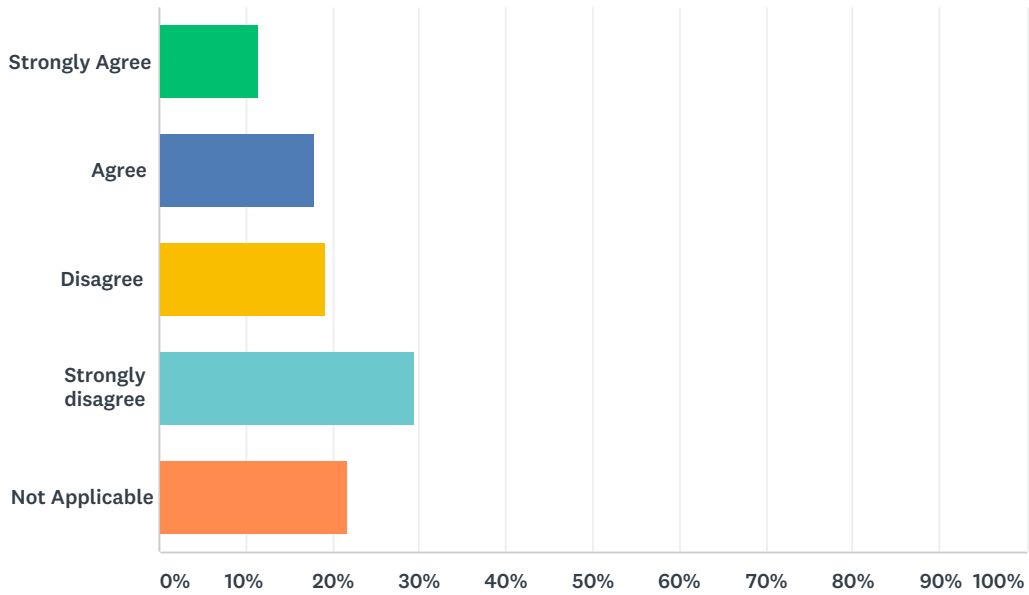
Answered: 79 Skipped: 12



ANSWER CHOICES	RESPONSES	
Strongly Agree	11.39%	9
Agree	34.18%	27
Disagree	24.05%	19
Strongly disagree	22.78%	18
Not Applicable	7.59%	6
TOTAL		79

Q13 Your administrator effectively supervises school support staff.

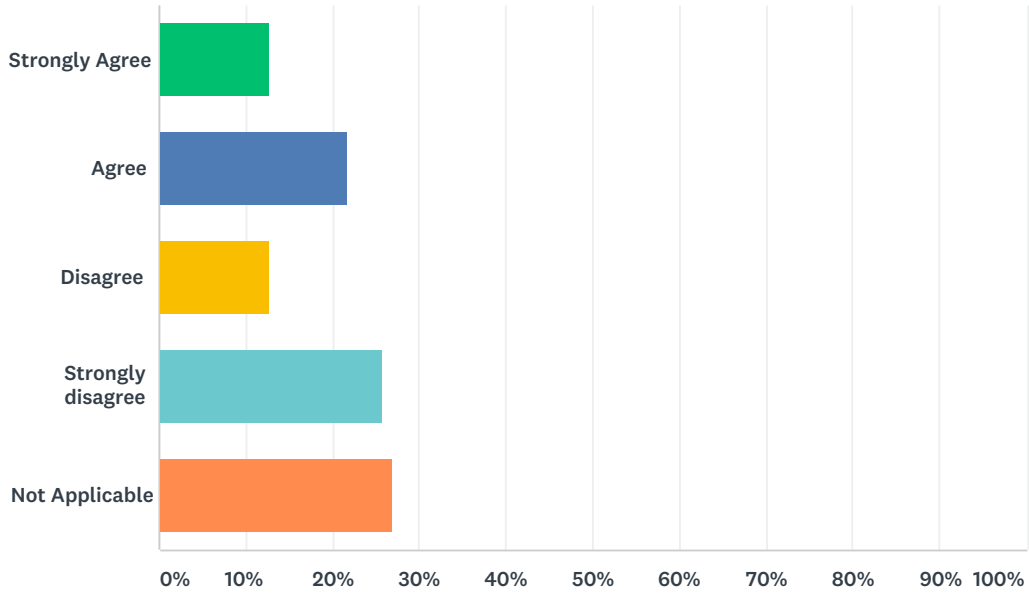
Answered: 78 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	11.54%	9
Agree	17.95%	14
Disagree	19.23%	15
Strongly disagree	29.49%	23
Not Applicable	21.79%	17
TOTAL		78

Q14 Your administrator, as evaluator, fulfills his/her duties

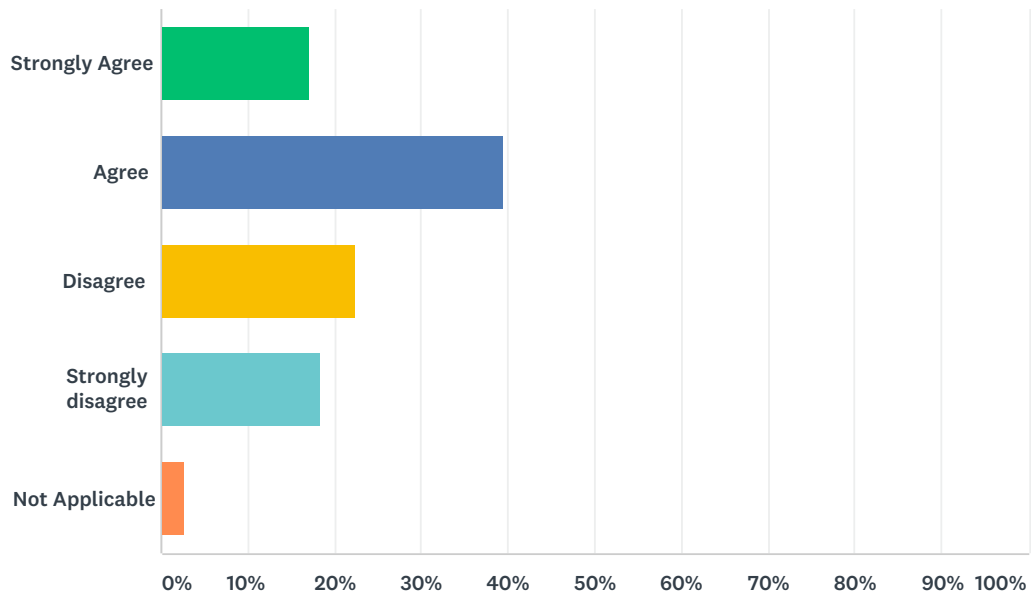
Answered: 78 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	12.82%	10
Agree	21.79%	17
Disagree	12.82%	10
Strongly disagree	25.64%	20
Not Applicable	26.92%	21
TOTAL		78

Q15 Your administrator honors the perspective of families and community members.

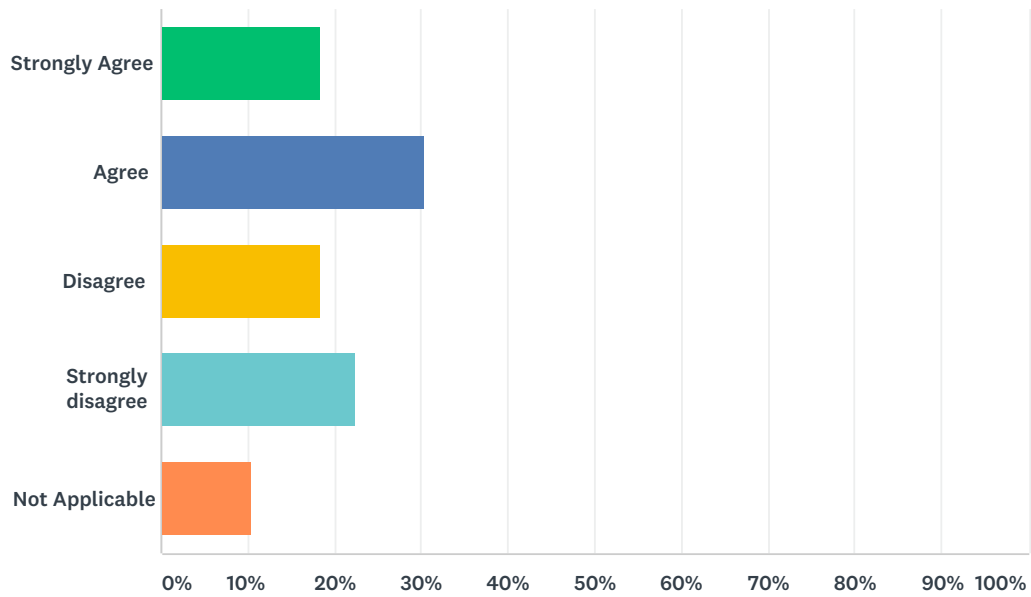
Answered: 76 Skipped: 15



ANSWER CHOICES	RESPONSES	
Strongly Agree	17.11%	13
Agree	39.47%	30
Disagree	22.37%	17
Strongly disagree	18.42%	14
Not Applicable	2.63%	2
TOTAL		76

Q16 Your administrator establishes and manages linkages between the site and the community.

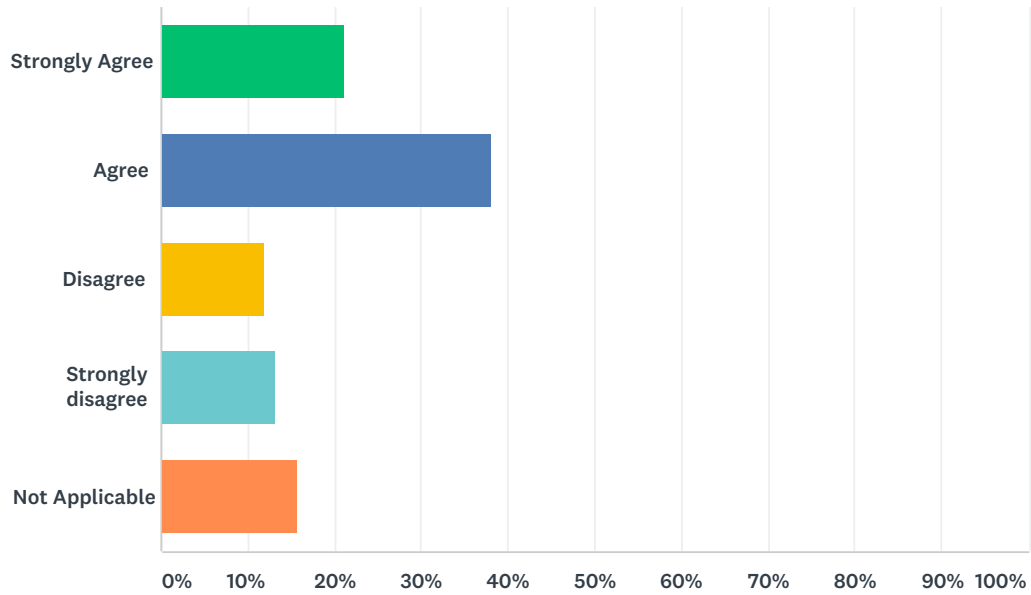
Answered: 76 Skipped: 15



ANSWER CHOICES	RESPONSES	
Strongly Agree	18.42%	14
Agree	30.26%	23
Disagree	18.42%	14
Strongly disagree	22.37%	17
Not Applicable	10.53%	8
TOTAL		76

Q17 Your administrator engages and coordinates support from agencies outside the school.

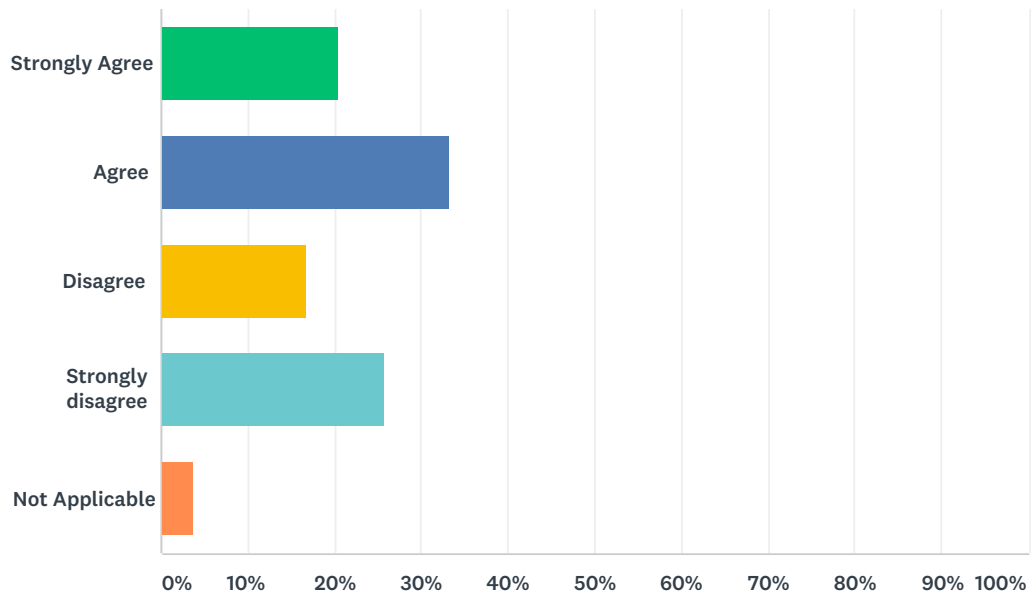
Answered: 76 Skipped: 15



ANSWER CHOICES	RESPONSES	
Strongly Agree	21.05%	16
Agree	38.16%	29
Disagree	11.84%	9
Strongly disagree	13.16%	10
Not Applicable	15.79%	12
TOTAL		76

Q18 Your administrator maintains high ethical standards and professionalism.

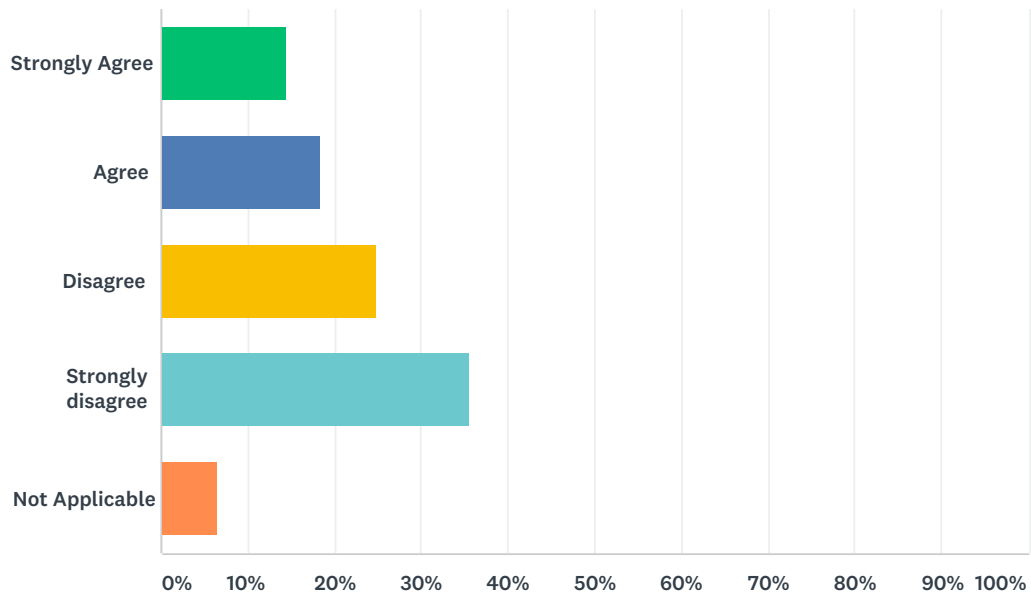
Answered: 78 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	20.51%	16
Agree	33.33%	26
Disagree	16.67%	13
Strongly disagree	25.64%	20
Not Applicable	3.85%	3
TOTAL		78

Q19 Your administrator guides sound courses of action employing best practices.

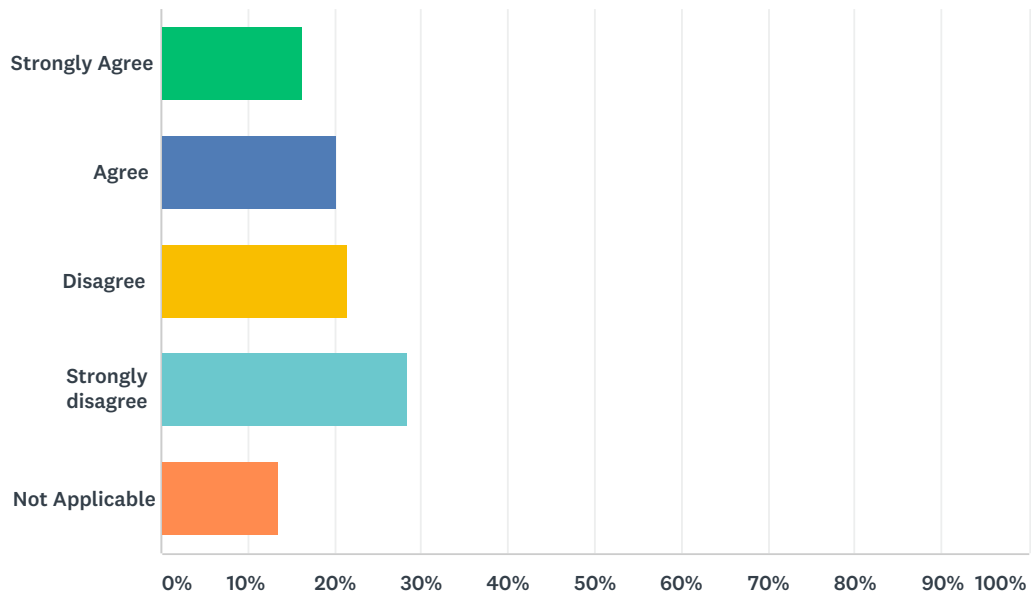
Answered: 76 Skipped: 15



ANSWER CHOICES	RESPONSES	
Strongly Agree	14.47%	11
Agree	18.42%	14
Disagree	25.00%	19
Strongly disagree	35.53%	27
Not Applicable	6.58%	5
TOTAL		76

Q20 Your administrator reflects upon her/his practice and strives for continuous growth.

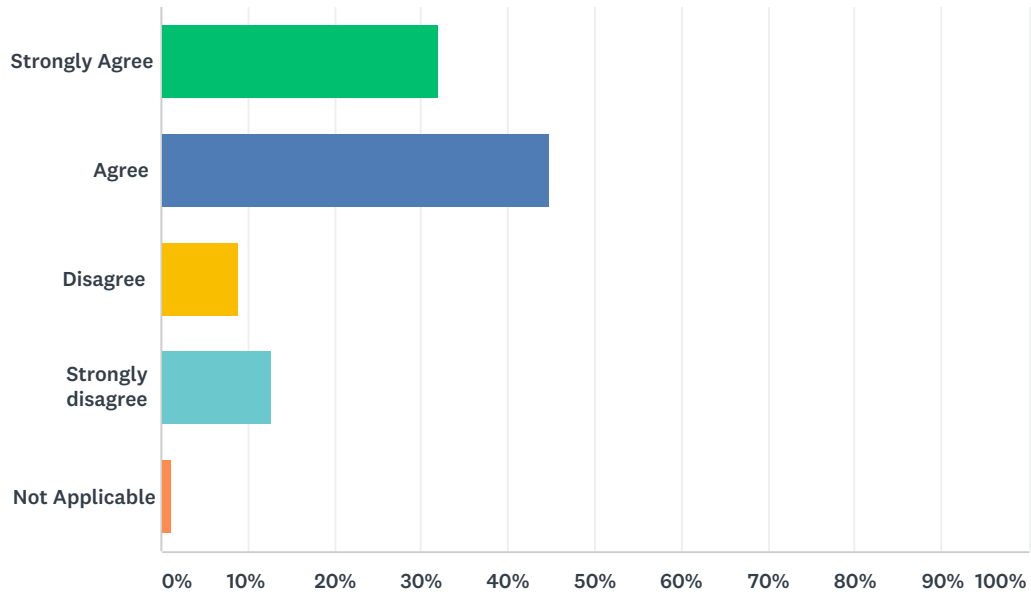
Answered: 74 Skipped: 17



ANSWER CHOICES	RESPONSES	
Strongly Agree	16.22%	12
Agree	20.27%	15
Disagree	21.62%	16
Strongly disagree	28.38%	21
Not Applicable	13.51%	10
TOTAL		74

Q21 Your administrator keeps abreast of current legislative mandates and district policies and communicates these to faculty and staff.

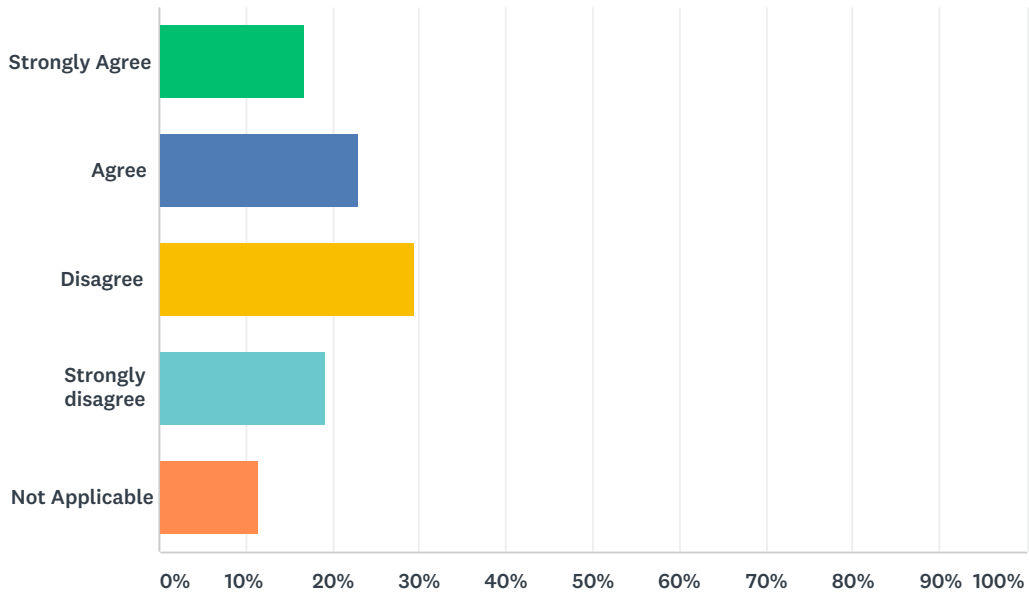
Answered: 78 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	32.05%	25
Agree	44.87%	35
Disagree	8.97%	7
Strongly disagree	12.82%	10
Not Applicable	1.28%	1
TOTAL		78

Q22 Your administrator interacts with stakeholders effectively.

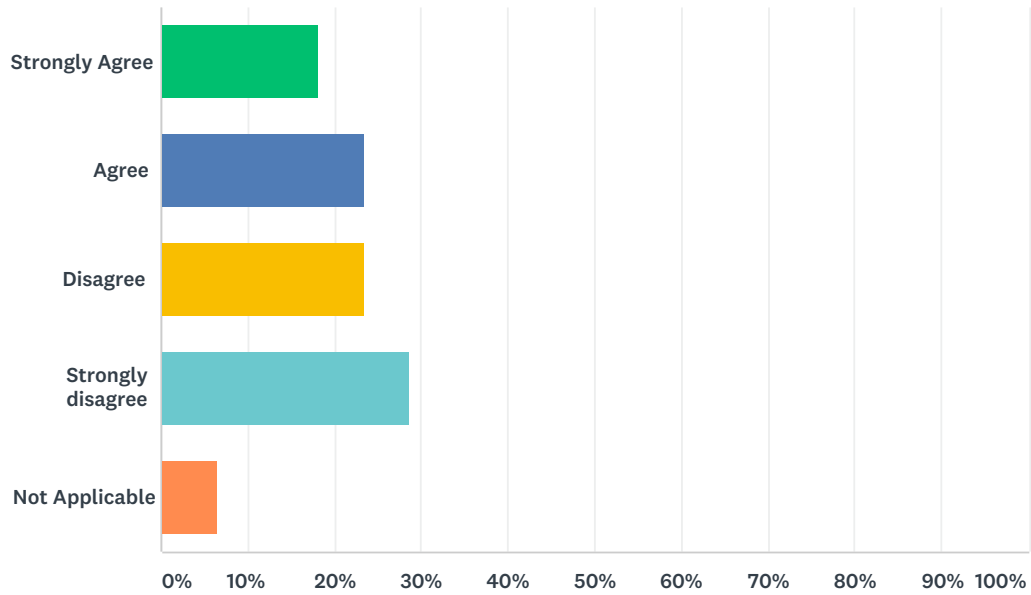
Answered: 78 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	16.67%	13
Agree	23.08%	18
Disagree	29.49%	23
Strongly disagree	19.23%	15
Not Applicable	11.54%	9
TOTAL		78

Q23 Your administrator demonstrates effective administrative skills.

Answered: 77 Skipped: 14



ANSWER CHOICES	RESPONSES	
Strongly Agree	18.18%	14
Agree	23.38%	18
Disagree	23.38%	18
Strongly disagree	28.57%	22
Not Applicable	6.49%	5
TOTAL		77

Q24 In the space provided in the comments field, please comment on your administrator's communication skills, willingness to confront difficult issues, follow-through, knowledge of curricular issues, support for new teachers, and anything else you feel is relevant.

Answered: 46 Skipped: 45

#	RESPONSES	DATE
1	impulsive * dishonest >>> typical politician-says whatever everyone wants to hear behind closed doors & then denies it in public * disrespectful of our best admin, while she protects bad admin actors (J. Persoon & M. Fitzgerald) * blames staff/faculty in public for her own shortcomings * selective implementation of District policies * she's all "RAH-RAH !!!! Go Warriors !" but has little professional depth * way overstated her capacity * her "No surprises." slogan is an absolute joke * quickly becoming the laughing stock of the system	8/6/2018 4:58 PM
2	Diana needs to support the teachers!! Listen to them as they are the ones who are definitely underpaid, under stress and pressure...for once can't this school district, the board members and teachers all get along!!	6/9/2018 9:08 PM
3	I feel bad our superintendent came to our district in the middle of so many issues. She is doing an amazing job! It's impressive how she learned names quickly! Always greets you with a smile!	6/9/2018 5:09 AM
4	I was very hopeful when Ms. Rigby joined CUSD with her energy and enthusiasm, but now I am discouraged and worried about our district. I have been appalled at her recent lack of effective leadership in laying off classified staff, and inability to negotiate ethically with our union representatives. She has put policies into effect before weighing the outcomes. It would behoove her to take some guidance in leadership from Jared Schwartz. I don't want to offend, but her perfume is very strong and many people have commented that it bothers them. I am optimistic that she can learn to improve her leadership through this process, for the sake of the district.	6/8/2018 6:29 PM
5	The decision to pink slip all IAs and then have them choose their positions across the district in order of seniority has caused an incredible amount of anxiety and stress on our employees, as well as our school culture. IAs have been placed in their positions according to their particular strengths and training. Our school administrator appropriately placed each IA where they would best meet the needs of our students. I understand that funds are tight, but there must be a better way to do that. By allowing IAs to simply choose their position (twice) has caused our schools to lose valuable resources. We lost many IAs who didn't have the seniority, but have the skills to meet the specific needs of our students. It is the students who are losing out in the end.	6/8/2018 3:59 PM
6	I appreciate that Ms. Rigby is readily available to meet and or discuss issues. She responds quickly to email or phone messages. I am comfortable sharing information with her and feel supported.	6/8/2018 3:17 PM
7	She has a vision and doesn't allow for much input, what she has her mind on is what should and will happen without getting feedback from staff. She isn't present in events where she is needed for clarification. She should be present in the negotiations to be able to reach an agreement wit CAUSE	6/8/2018 3:02 PM
8	Diana has been the breath of fresh air this district needed. She is continuously working to develop school culture and foster teams for the benefit of the students and our community.	6/8/2018 1:01 PM
9	I think the intent is positive, but it feels like we are in a district mess and there's no accountability. I'm not really sure who is doing what and where the follow through of actions is taking place. The morale continues to suffer on all levels and it seems to just be getting worse. Decisions seem to be made without involvement of impacted parties. I left a lot of items blank because I'm not really sure what has taken place this year.	6/8/2018 12:51 PM
10	She has shown blantant disregard for staff. She is a negative entity in the CUSD. She is not balanced in the administration of her duties. Our District is worse since she has come on board. Hopes dashed.	6/8/2018 11:32 AM

CAUSE 2017-18 Survey: CUSD Superintendent, Diana Rigby

11	she is uninformed about day to day instruction and then spreads it to the community and school board. she is disrespectful to IA's. Her treatment of them this spring has been reprehensible. She does not listen to the wishes of teachers, just pushes her own agenda.	6/8/2018 11:12 AM
12	She's all there and "all in" for parents, students and teachers, whether the situation is difficult or a celebration.	6/8/2018 10:20 AM
13	Mrs. Rigby could be a force for good if she would slow down and take the time to ferret out all information from all stakeholders before choosing a plan of action. She has shown that she is willing to listen and change course if the feedback and information she receives shows a lack of support for the changes she would like to make. One cannot come in and change the world in one swoop. Changes are good but they must be made incrementally and with a well thought out plan.	6/8/2018 10:18 AM
14	Mrs. Rigby seems more concerned about the needs of the loud caucasian families rather than the actual needs of the district. She is quick to act without thinking about repercussions or the impact it will have on schools. Many of her decisions seem to be ill informed and without input from the people mostly impacted by her decisions.	6/8/2018 10:14 AM
15	Superb Superintendent	6/8/2018 10:13 AM
16	Some answers for me, were not agree/disagree, but more "somewhat agree/disagree", or "I don't know yet".	6/8/2018 10:05 AM
17	Diana is awesome. Best Superintendent ever.	6/8/2018 9:58 AM
18	She does not care about teachers and does not value their input at all. If she did, she would ask for teachers opinion on topics by coming and talking with them at school sites. She does not go and observe all the wonderful things that are happening at school sites. She only attends the high profile events such as back to school night, band concerts, etc. She does not understand current programs before coming up with her own opinions on them and then she makes changes to them without asking for input from the teachers involved. She definitely does not value the classified staff since she is getting rid of many positions. She should be a part of the negotiation team for the district and work with the union.	6/7/2018 8:51 AM
19	I think Mrs. Rigby did a great job in getting us to work when the flood hit. I think the whole budget that was devised to "save money" makes no sense at all and it will probably cost more in the long run than it will save any money. The whole treatment of the classified staff with changing, moving, and eliminating so many positions and the way it was handled was one of the most unprofessional fiasco's I've seen. So many lives affected and put on a roller coaster for too long of a time just to turn around and do it all again. Classified staff gives the district so much more bang for their buck than any of the positions at the district office that has been added and salaries increased. You think you would start at the top. Having aides moved to new schools with new positions that they are unfamiliar to them is such a disruption of student learning. So many aides were perfect at the job they were hired to do but now are moved to unfamiliar territory. All of this taking place without a thought of repercussions that will occur in the classroom. I kept hoping we had hired the right person for the job this time but once again I'm very disappointed.	6/6/2018 7:21 PM
20	She is not easy to talk to. She jumps to conclusions before getting all the facts. She does not listen to what you are saying before jumping to a conclusion. She does not observe the school sites/classrooms or seek input from teachers before making district decisions about the school sites. She should be a part of the negotiation's district team to understand how decisions are reached at the table and provide input into the process before saying "no" after tentative decisions are reached at the table. Site principals should have a budget to run the programs at their schools. Why is a non-educator (business manager) making decisions about what will be funded and what will not be funded to improve parent involvement at each site and improve student learning? School site council's should be approving all title 1 money for programs at the site and this is impossible if principals are not given a budget. The district office lacks transparency on their decisions and does not want teacher input. It has also been stated to CUSD staff members that at the district leadership team meeting, that members of the district's team are putting down programs at the middle school and saying that these programs are not meeting the needs of students. However, the members of the district teams are not observing and understanding how these programs work before stating these negative comments and changing programs.	6/6/2018 1:29 AM

CAUSE 2017-18 Survey: CUSD Superintendent, Diana Rigby

21	This superintendent is at the helm of a district whose administrators have shown themselves to be negligent, incompetent and disconnected from the educational stakeholders in this community; be they students, families or faculty/staff. The lack of support to schools is consistent and abhorrent. Faculty and support staff are underpaid while top administrators vote themselves a hefty raise. This superintendent heads a district which historically has ignored the needs of teachers, staff and students, claiming that there is no money for improvements and pay raises for teachers and support staff. Rather than working with the local union to effect positive improvements within the schools, they oppose the union at every juncture. We need a superintendent who listens to our needs and is dedicated to finding real solutions for education in our community, not bringing to the table a mindset of corporate myopia and deliberate, strategic ignorance.	6/5/2018 12:59 AM
22	Ms. Rigby came in with a strong point of view and began making changes immediately. She does not always have the information or data to support changes she wants to implement, but wants to full steam ahead anyway. Some of the ideas are good, others do not fit with our school district and do not make sense for CUSD. Ms. Rigby does not seem to be open to input or feedback from faculty and staff, who know and understand the district more intimately and from the ground level.	5/30/2018 3:26 PM
23	Seems like a very hard worker with a bold vision. Not sure how informed she is in terms of the reality on the ground.	5/30/2018 11:57 AM
24	Very direct and quick to suggest ideas without reflecting on potential outcomes.	5/30/2018 10:50 AM
25	There doesn't seem to be a cohesive master plan or vision for our school district. Decisions seem to be made impulsively without clear communication to stakeholders.	5/30/2018 9:47 AM
26	DR has created a great deal of chaos with her inconsistent asks of staff. She has created a difficult environment for new site administrators, who have a clear vision for their site. She is inauthentic with her enthusiasm, and, as such, leaves me wondering if she can be trusted.	5/30/2018 9:02 AM
27	Ms. Rigby makes rash decisions which are not in line with the goals she claims she has for the district. Decisions reflect her goal to make budget cuts but do not serve the needs of students nor support the goals she has outlined. Many of her decisions are not practical and there is no thought given to how her decisions will impact the learners and teachers endeavoring to support learners.	5/29/2018 11:51 AM
28	Diana's leadership style is inconsistent and is not transparent. She seems to have a "hidden agenda" not in the best interest of students at Aliso.	5/29/2018 10:46 AM
29	I don't know my superintendent. And I am certain my superintendent doesn't know me. My superintendent does not seem to know or value this town. My superintendent doesn't see what this town needs. Only what she wants, and what she wants this town to be. The technology push was forceful and not well thought out. It's great that all classrooms have TVs now. But all chromebooks working correctly for the students would have been a better place to start. Which my superintendent would have known if she had asked any teachers what technology was needed in the schools. The constant comparison between our district and my superintendent's former district is rude and biased. In fact, it is naive to think that performance would be similar. The endless forwarded emails are incessant and contrite. Uselessly cluttering up inboxes where more important information is being overlooked. 'Warrior Pride' and 'Go Warriors' forwarded emails are not unifying, they are a slap in the face. Especially when my superintendent is committed to destroying that strong warrior spirit that her employees try to instill within their students.	5/26/2018 7:47 PM
30	There is very little support for the Family School.	5/25/2018 6:25 PM
31	Our superintendent has shown lack of knowledge in regards school, students and community. Making huge decision that will affect our most needed students without willing to hear from the people who really knows the needs is just arrogant. Not fair! She doesn't work for the students' well being.	5/25/2018 10:23 AM
32	Mrs. Rigby is an excellent communicator and has made several attempts to align and discuss goals of our department. I believe she is handling difficult issues well. She is a great leader in our district and she genuinely is passionate about the children in our community. I feel it is very important for our union leadership to continue to strive for a positive relationship with Mrs. Rigby, since both union leadership and Mrs. Rigby have the shared goal of making a positive impact on the lives of our children in the community.	5/25/2018 9:57 AM
33	I have met the superintendent in relaxed school settings, and my input has not been invited, nor have we had any educational discussions.	5/25/2018 9:29 AM
34	I appreciate her professionalism. I feel she is an effective communicator but her words do not always agree with her actions. I do not feel she leads with equity. I feel she shows favoritism towards certain school sites.	5/25/2018 8:08 AM

CAUSE 2017-18 Survey: CUSD Superintendent, Diana Rigby

35	Ms. Rigby has shown us that she will say one thing and then later change what she said. Her aversion to putting things in writing only cements her untrustworthiness. We don't believe much of anything she says any longer because a few days after that, the message will change again. We would've appreciated a leader that came into the district and got to know us and our programs before drastically changing many important aspects. Aspects in which have deep historical value and importance to our schools and community. Whether or not these changes are driven by financial or parent concerns, the voice of the educator, who is ultimately the one responsible for the success of our students, isn't being heard. And for that reason I don't respect or honor any decisions being made by the district office.	5/25/2018 7:34 AM
36	Thank you	5/25/2018 6:56 AM
37	Diana has shown strong leadership without joint decision making. She listens to what others say but then continues on to do what she wants regardless of what others have said. Many teacher, staff, and parent concerns have not been considered in decision making.	5/25/2018 12:11 AM
38	Mr. Gloger is a very effective communicator, expressing himself with a calm and kind demeanor. I have seen him handle difficult situations, immediately when needed. It appears to me that he works on supporting the teachers, counselors and myself regularly. A real positive for Mr. Gloger is that he cares a lot for the kids at our school site. He is empathetic to their varying needs and follows-through with a compassionate heart.	5/24/2018 9:52 PM
39	Ms Rigby seems to believe that her opinion is the only correct one. She has a vision and makes hasty decisions before knowing all of the facts. I feel that many things have been done to the detriment of the students.	5/24/2018 8:26 PM
40	Diana has many strengths which I appreciate, including being very personable and positive. This has been an extremely tough 1st year. I appreciated the leadership, communication and handling of the fire and mudslide disasters. In dealing with school/program matters, if I agree on a topic, she is easy to talk with. If I disagree, she will listen, but I don't feel anything that is said is really heard since decisions are made unilaterally. I'm looking forward to a better year next year.	5/24/2018 7:56 PM
41	Diana Rigby has done great. She's had to deal with Jay Hotchner who is unwilling and unable to work with anyone who disagrees with him. We wasted thousands of dollars on subs and we still don't have a calendar?!? Really? What a joke! Also, why can't we have negotiations AFTER school?!? All those learning days are lost! Let's do our negotiations in public? I want to see if everything Jay reports is accurate. I hear he disagrees with everything admin says and minimizes the input of his huge negotiations team. I want to see if he actually "collaborates" because I don't believe he's capable. I bet I won't see these comments in your summary of your "survey". Just so you know, you need to get sufficient responses for it to be valid. However, I don't think you're interested in validity...We need real leadership. Not some wanna be "savior"...this survey is a joke.	5/24/2018 7:04 PM
42	The Supt. is personable and warm in affect, but all over the place with ideas and enthusiasms. She has a steep learning curve ahead of her.	5/24/2018 6:02 PM
43	New superintendent. New ideas. Does not seek input from staff. Reacts before thinking through a situation. Does not understand what is best for the district. Most superintendents last a couple of years, so it is difficult to place much credence in overblown plans that do not fit in with our schools. Students not getting agenda books next year? Not every kid has a phone or computer at home. Yet another way we are not servicing our students.	5/24/2018 4:45 PM
44	My opinion is the board & the supt. dont visit each site enough. How can you guide/support your "team" when you don't even know them. This is a small school District for goodness sakes! The disfunction of the DO still continues. I haven't seen anything get better. The moral is dirt low. We are not machines -we are people and I want to feel valued & respected! Where in the hell is the 2018-19 calendar????	5/24/2018 4:25 PM
45	the recent lay off of classified staff had impacted each school and program in a negative way, Support staff do not feel valued or appreciated at this district after this.	5/24/2018 3:42 PM
46	I feel that Mrs. Rigby has no knowledge of our small community and wants to make changes without knowing the consequences and how it will affect our community. I was very disappointed when she decided to to not have the 8th graders wear their cap and gown! She needs to listen to our parents and community not just do what she wants because they power to do so.	5/24/2018 2:24 PM