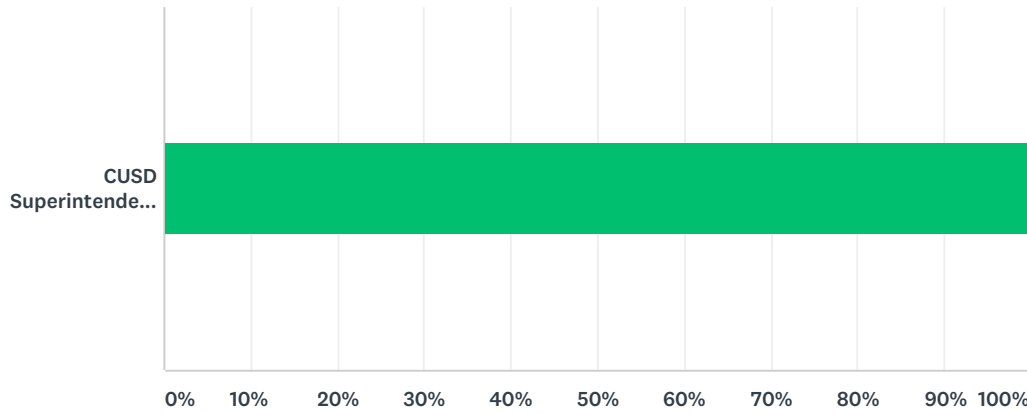


Q1 Please confirm that you understand this survey is associated with CUSD Superintendent, Diana Rigby, by selecting the only option below.

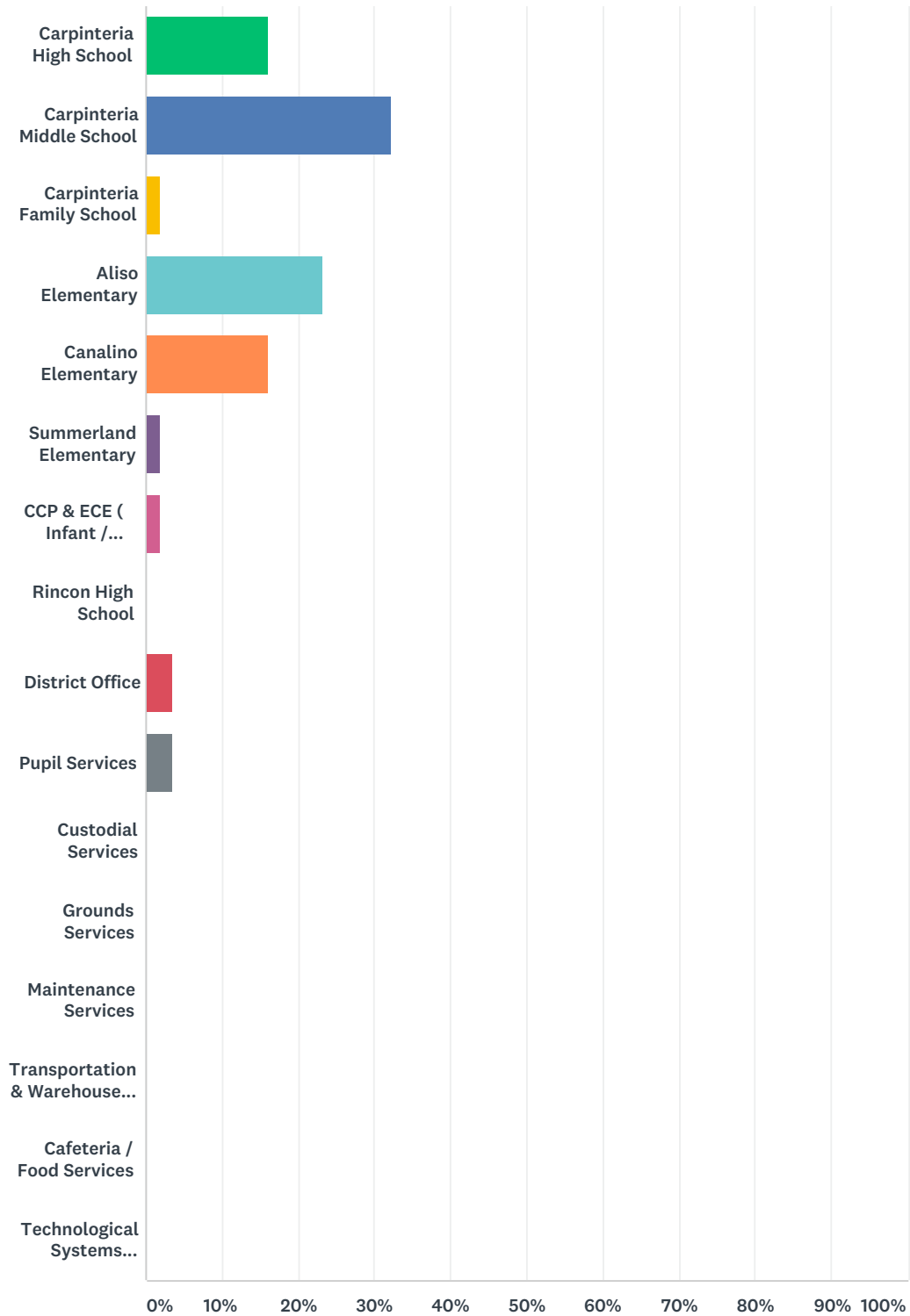
Answered: 57 Skipped: 0



ANSWER CHOICES	RESPONSES
CUSD Superintendent Diana Rigby	100.00% 57
TOTAL	57

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

Answered: 56 Skipped: 1



ANSWER CHOICES

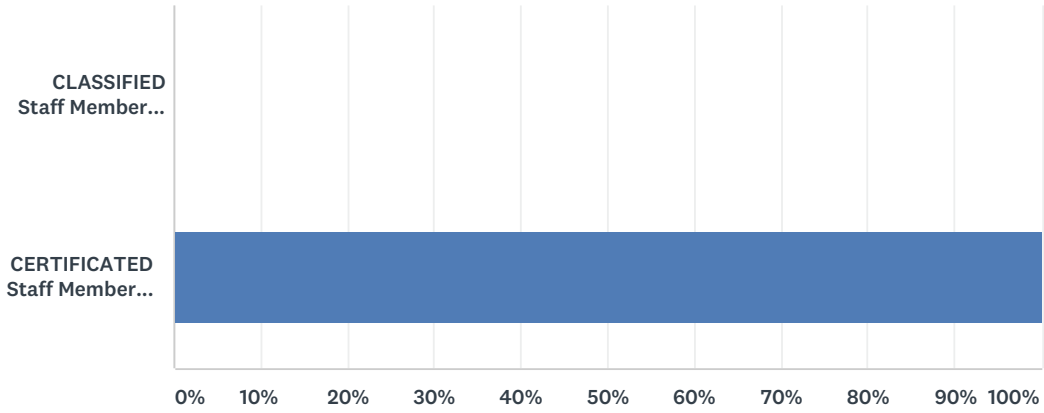
RESPONSES

CAUSE 2017-18 Survey: CUSD Superintendent, Diana Rigby

Carpinteria High School	16.07%	9
Carpinteria Middle School	32.14%	18
Carpinteria Family School	1.79%	1
Aliso Elementary	23.21%	13
Canalino Elementary	16.07%	9
Summerland Elementary	1.79%	1
CCP & ECE ( Infant / Toddler / Pre-K / Thrive )	1.79%	1
Rincon High School	0.00%	0
District Office	3.57%	2
Pupil Services	3.57%	2
Custodial Services	0.00%	0
Grounds Services	0.00%	0
Maintenance Services	0.00%	0
Transportation & Warehouse Services	0.00%	0
Cafeteria / Food Services	0.00%	0
Technological Systems Services	0.00%	0
<b>TOTAL</b>		<b>56</b>

### Q3 Please confirm your status.

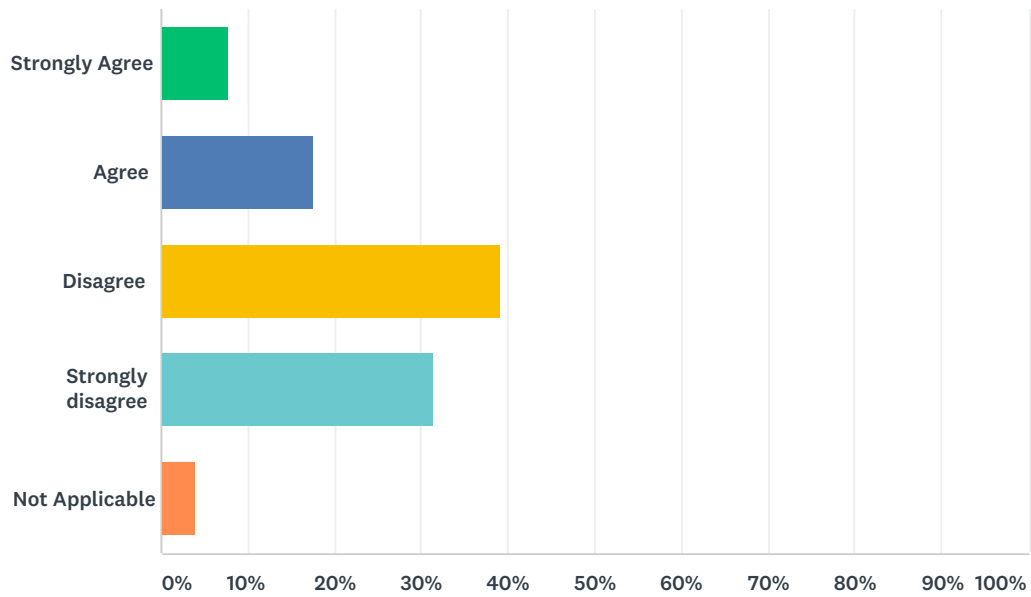
Answered: 57 Skipped: 0



ANSWER CHOICES	RESPONSES
CLASSIFIED Staff Member: (secretary, custodian, bus-driver, grounds-person, cafeteria staff, instructional aide, other support staff, etc.)	0.00% 0
CERTIFICATED Staff Member: (Teacher, Psychologist, Speech & Language Specialist, Reading Specialist, other credentialed position, etc.)	100.00% 57
TOTAL	57

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

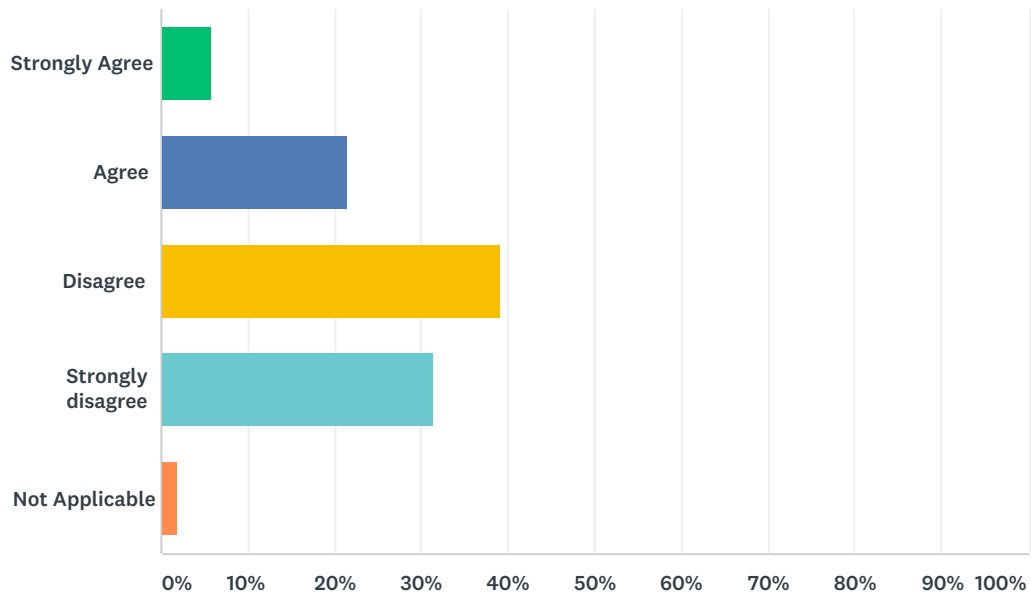
Answered: 51 Skipped: 6



ANSWER CHOICES	RESPONSES	
Strongly Agree	7.84%	4
Agree	17.65%	9
Disagree	39.22%	20
Strongly disagree	31.37%	16
Not Applicable	3.92%	2
<b>TOTAL</b>		<b>51</b>

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

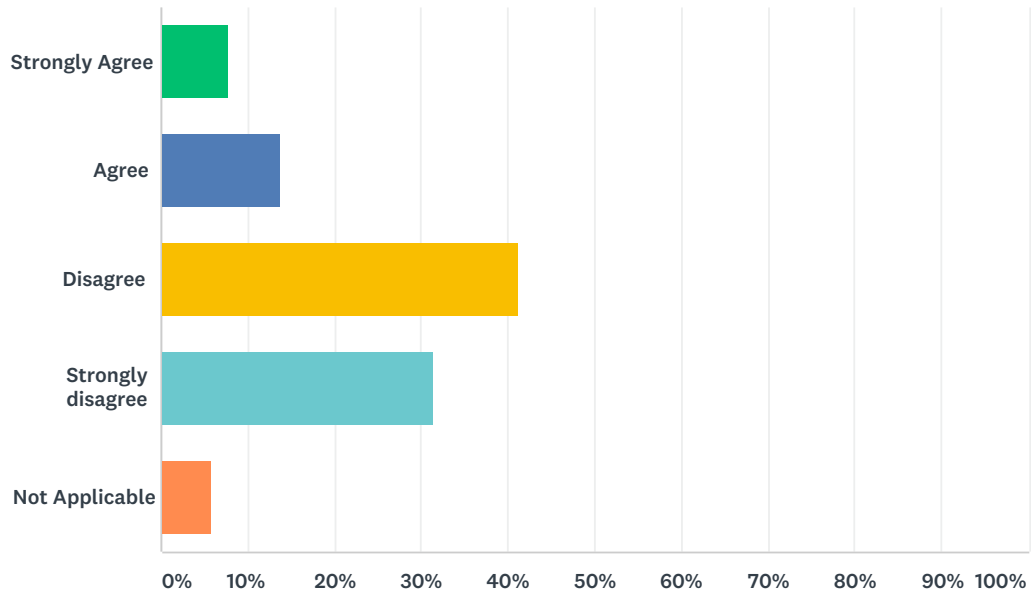
Answered: 51 Skipped: 6



ANSWER CHOICES	RESPONSES	
Strongly Agree	5.88%	3
Agree	21.57%	11
Disagree	39.22%	20
Strongly disagree	31.37%	16
Not Applicable	1.96%	1
<b>TOTAL</b>		<b>51</b>

## Q6 Your administrator allocates resources to support the shared vision.

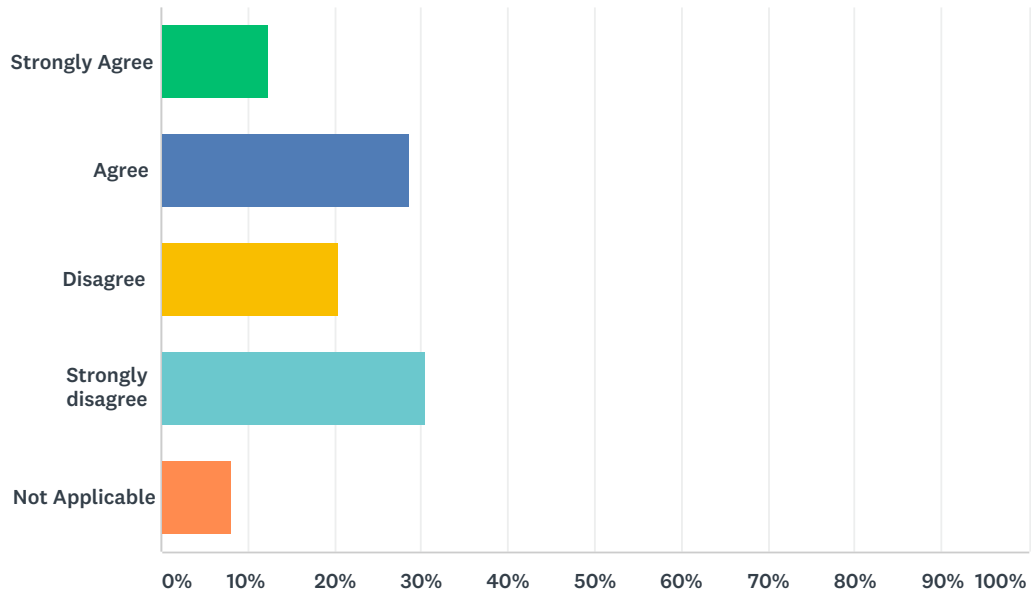
Answered: 51 Skipped: 6



ANSWER CHOICES	RESPONSES	
Strongly Agree	7.84%	4
Agree	13.73%	7
Disagree	41.18%	21
Strongly disagree	31.37%	16
Not Applicable	5.88%	3
<b>TOTAL</b>		<b>51</b>

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

Answered: 49 Skipped: 8

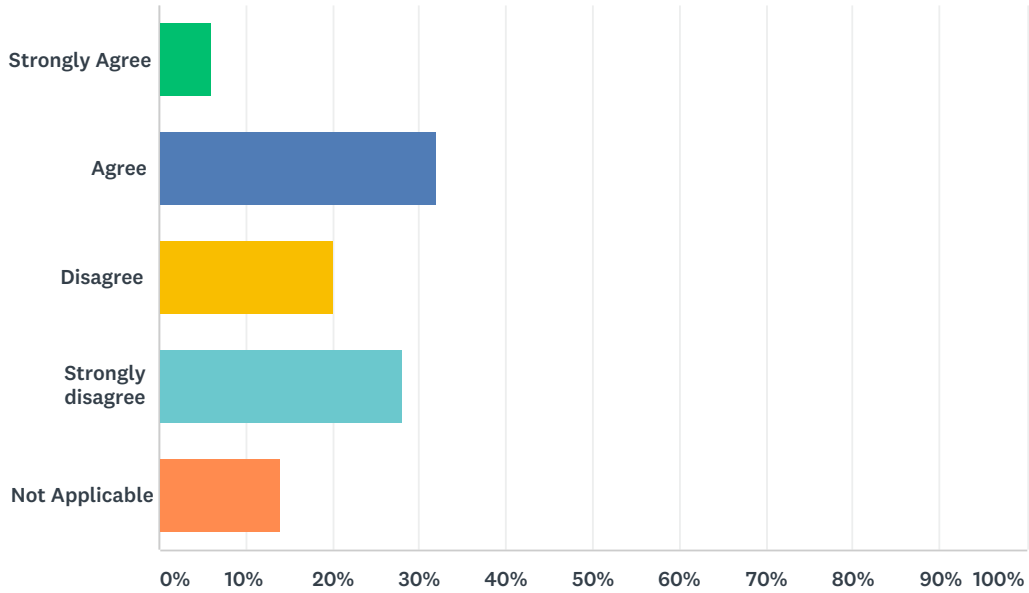


ANSWER CHOICES	RESPONSES	
Strongly Agree	12.24%	6
Agree	28.57%	14
Disagree	20.41%	10
Strongly disagree	30.61%	15
Not Applicable	8.16%	4
<b>TOTAL</b>		<b>49</b>



## Q8 Your administrator guides the instructional program.

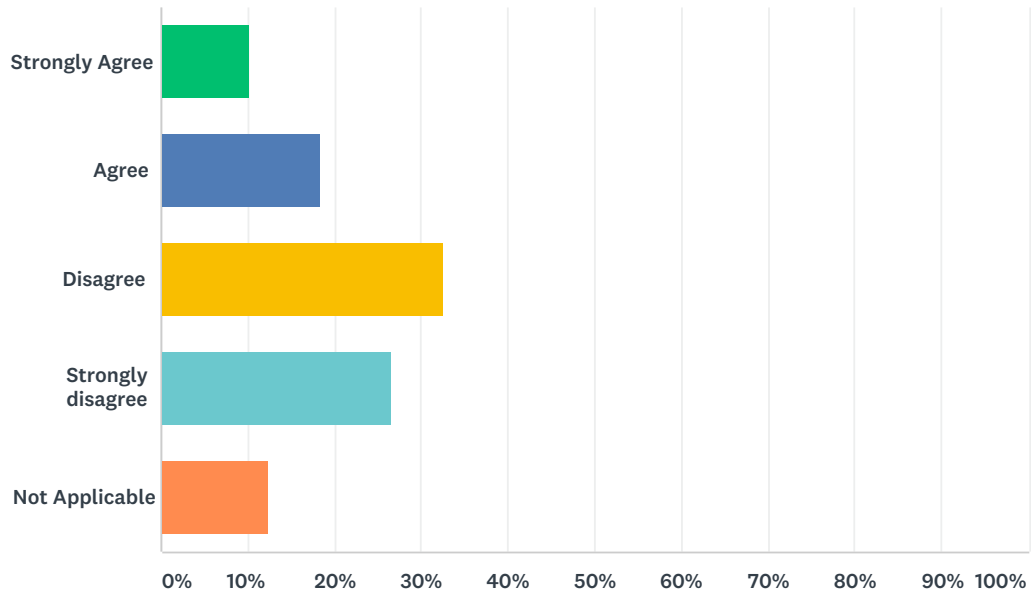
Answered: 50 Skipped: 7



ANSWER CHOICES	RESPONSES	
Strongly Agree	6.00%	3
Agree	32.00%	16
Disagree	20.00%	10
Strongly disagree	28.00%	14
Not Applicable	14.00%	7
<b>TOTAL</b>		<b>50</b>

### Q9 Your administrator guides professional growth of staff.

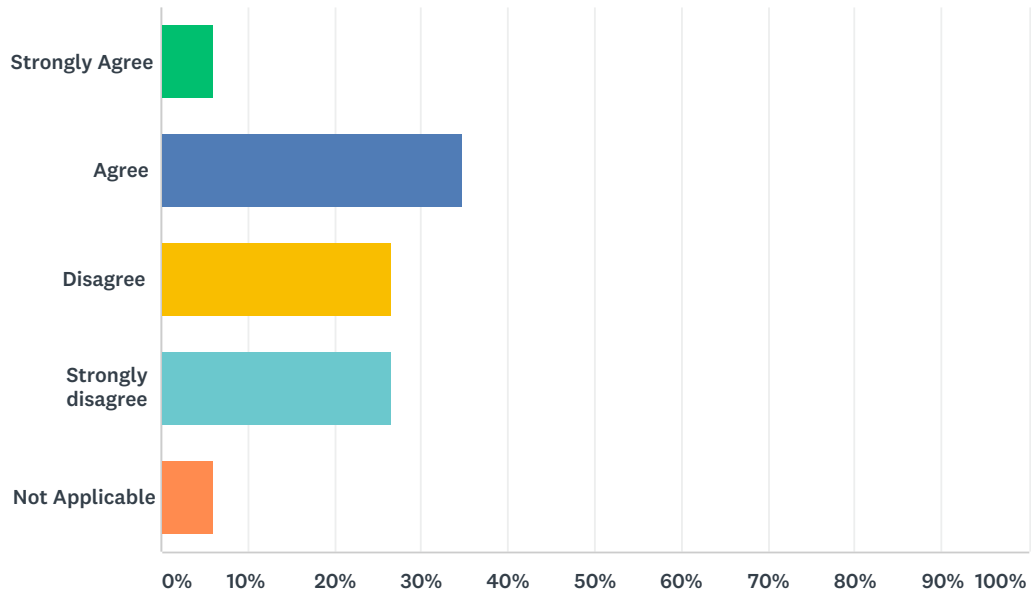
Answered: 49 Skipped: 8



ANSWER CHOICES	RESPONSES	
Strongly Agree	10.20%	5
Agree	18.37%	9
Disagree	32.65%	16
Strongly disagree	26.53%	13
Not Applicable	12.24%	6
<b>TOTAL</b>		<b>49</b>

## Q10 Your administrator creates and utilizes accountability systems

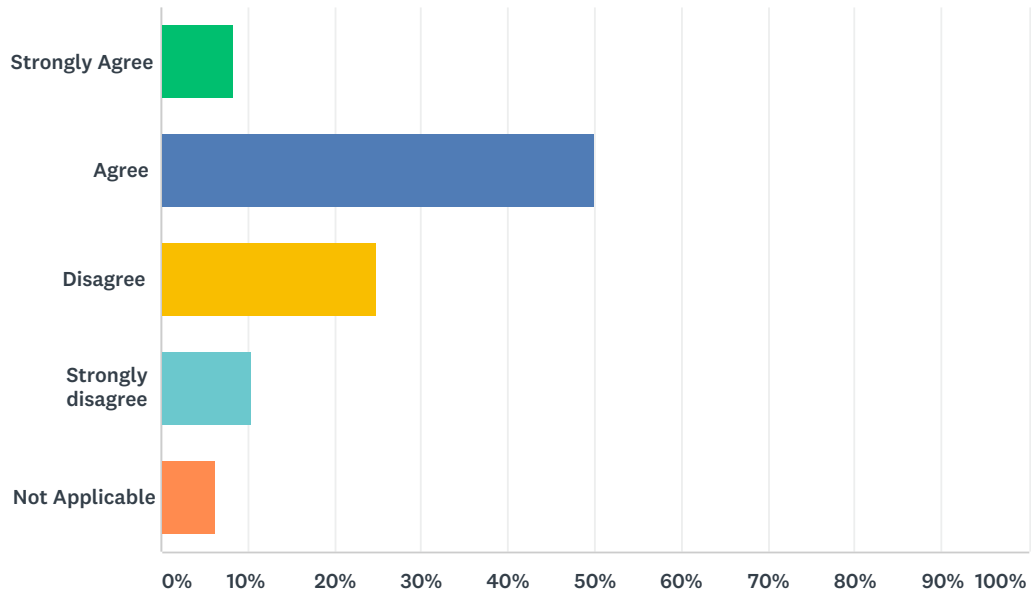
Answered: 49 Skipped: 8



ANSWER CHOICES	RESPONSES	
Strongly Agree	6.12%	3
Agree	34.69%	17
Disagree	26.53%	13
Strongly disagree	26.53%	13
Not Applicable	6.12%	3
<b>TOTAL</b>		<b>49</b>

### Q11 Your administrator insures a safe school environment.

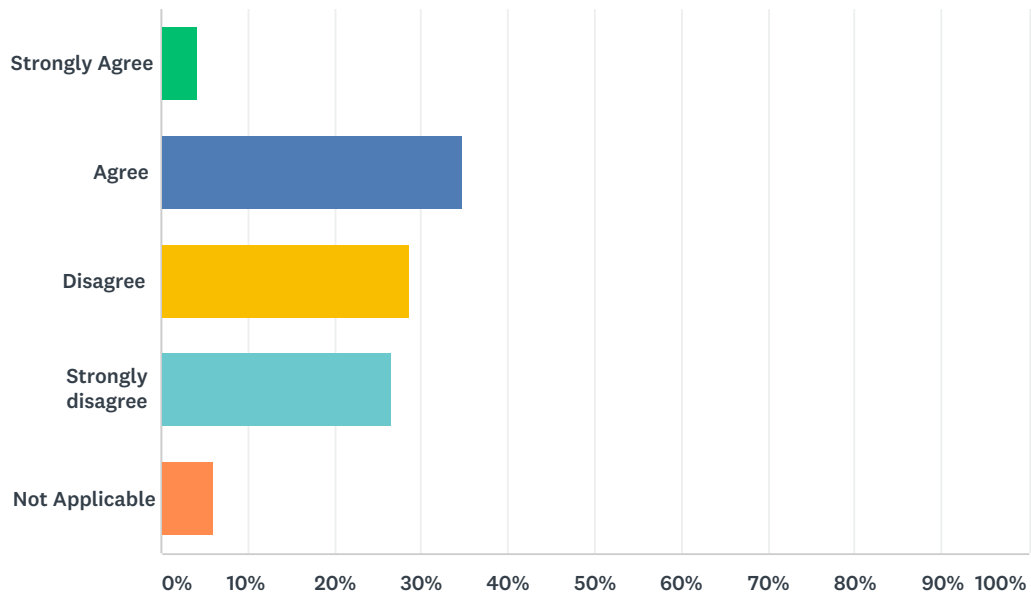
Answered: 48 Skipped: 9



ANSWER CHOICES	RESPONSES	
Strongly Agree	8.33%	4
Agree	50.00%	24
Disagree	25.00%	12
Strongly disagree	10.42%	5
Not Applicable	6.25%	3
<b>TOTAL</b>		<b>48</b>

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

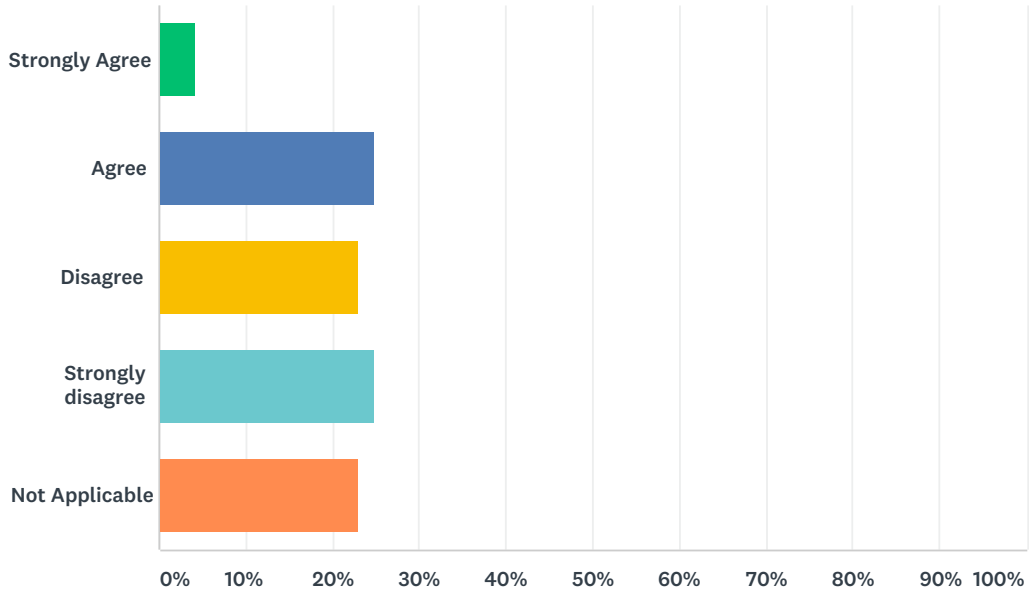
Answered: 49 Skipped: 8



ANSWER CHOICES	RESPONSES	
Strongly Agree	4.08%	2
Agree	34.69%	17
Disagree	28.57%	14
Strongly disagree	26.53%	13
Not Applicable	6.12%	3
<b>TOTAL</b>		<b>49</b>

### Q13 Your administrator effectively supervises school support staff.

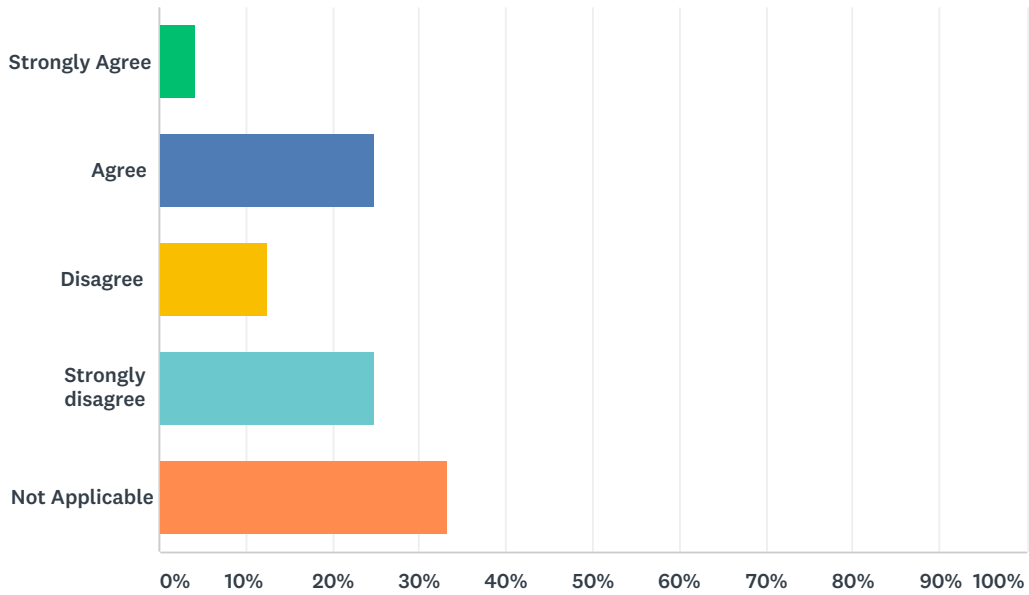
Answered: 48 Skipped: 9



ANSWER CHOICES	RESPONSES	
Strongly Agree	4.17%	2
Agree	25.00%	12
Disagree	22.92%	11
Strongly disagree	25.00%	12
Not Applicable	22.92%	11
<b>TOTAL</b>		<b>48</b>

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

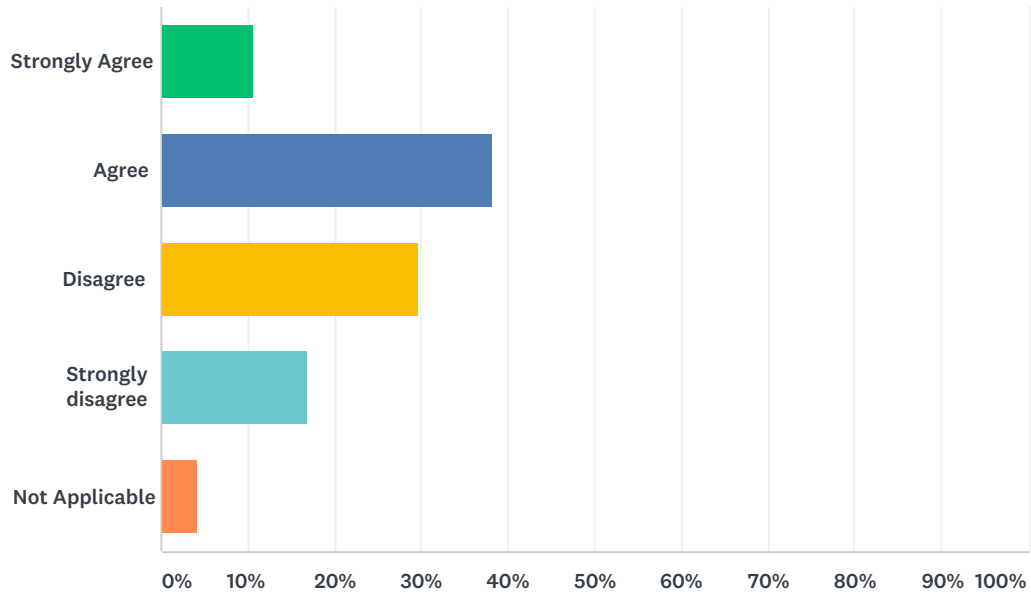
Answered: 48 Skipped: 9



ANSWER CHOICES	RESPONSES	
Strongly Agree	4.17%	2
Agree	25.00%	12
Disagree	12.50%	6
Strongly disagree	25.00%	12
Not Applicable	33.33%	16
<b>TOTAL</b>		<b>48</b>

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

Answered: 47 Skipped: 10

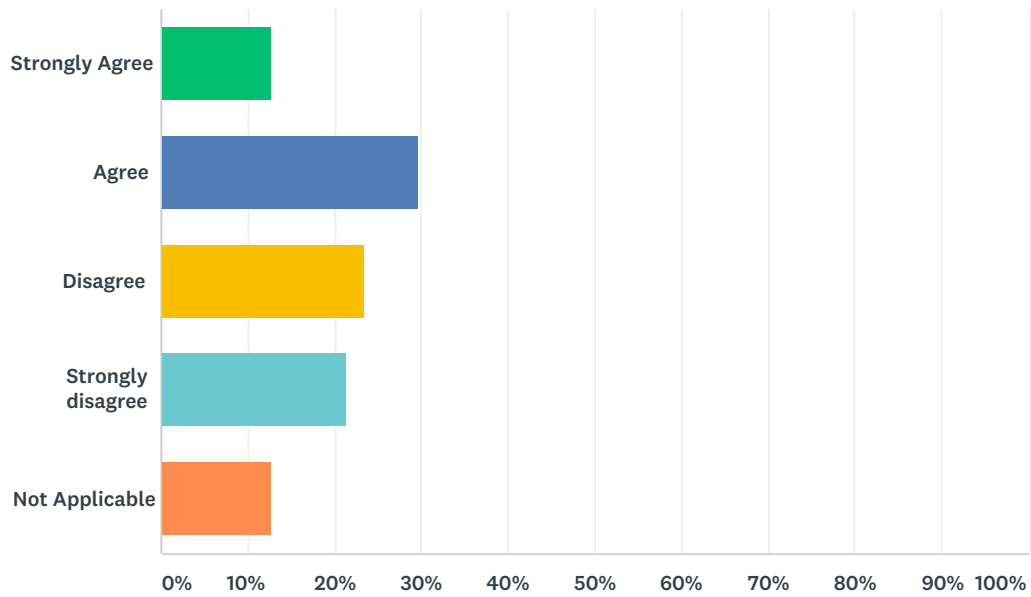


ANSWER CHOICES	RESPONSES	
Strongly Agree	10.64%	5
Agree	38.30%	18
Disagree	29.79%	14
Strongly disagree	17.02%	8
Not Applicable	4.26%	2
<b>TOTAL</b>		<b>47</b>



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

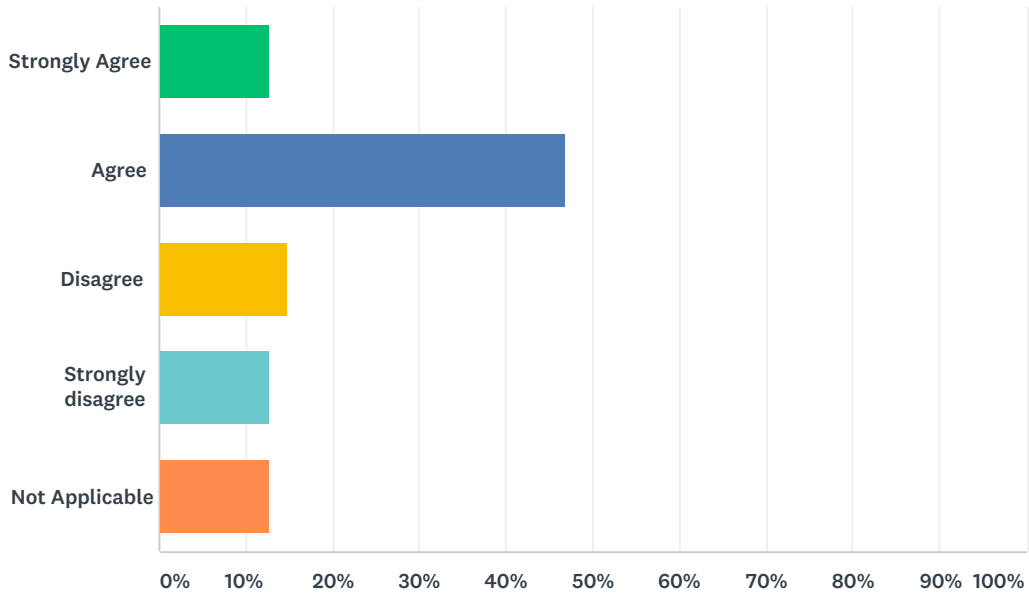
Answered: 47 Skipped: 10



ANSWER CHOICES	RESPONSES	
Strongly Agree	12.77%	6
Agree	29.79%	14
Disagree	23.40%	11
Strongly disagree	21.28%	10
Not Applicable	12.77%	6
<b>TOTAL</b>		<b>47</b>

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

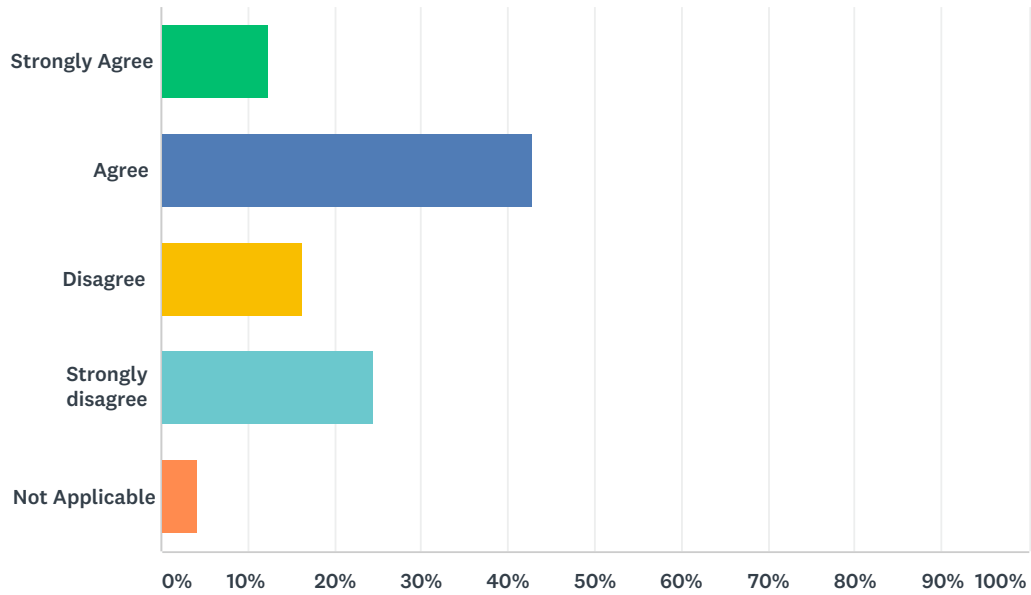
Answered: 47 Skipped: 10



ANSWER CHOICES	RESPONSES	
Strongly Agree	12.77%	6
Agree	46.81%	22
Disagree	14.89%	7
Strongly disagree	12.77%	6
Not Applicable	12.77%	6
<b>TOTAL</b>		<b>47</b>

## Q18 Your administrator maintains high ethical standards and professionalism.

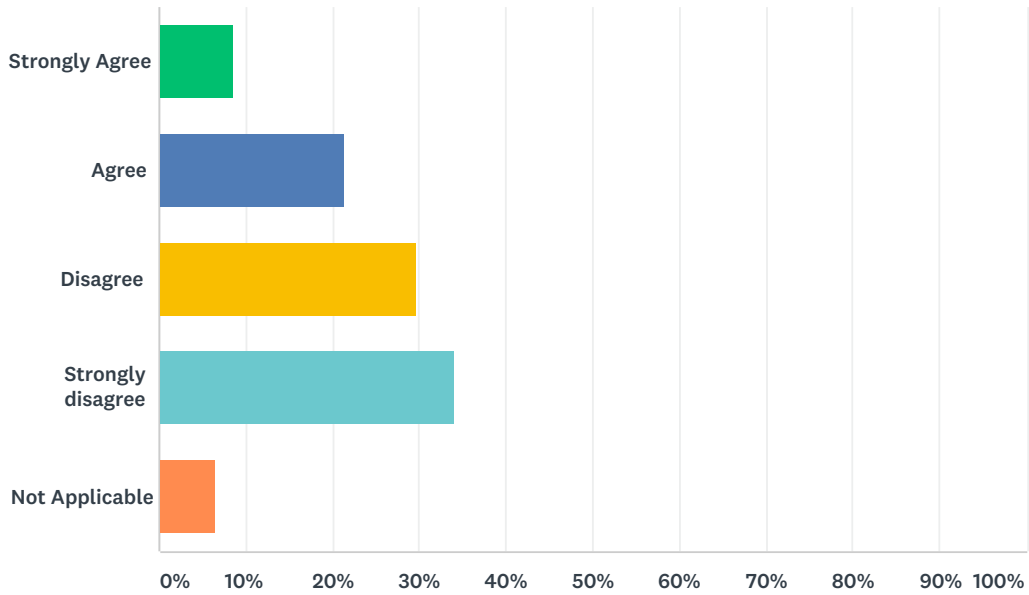
Answered: 49 Skipped: 8



ANSWER CHOICES	RESPONSES	
Strongly Agree	12.24%	6
Agree	42.86%	21
Disagree	16.33%	8
Strongly disagree	24.49%	12
Not Applicable	4.08%	2
<b>TOTAL</b>		<b>49</b>

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

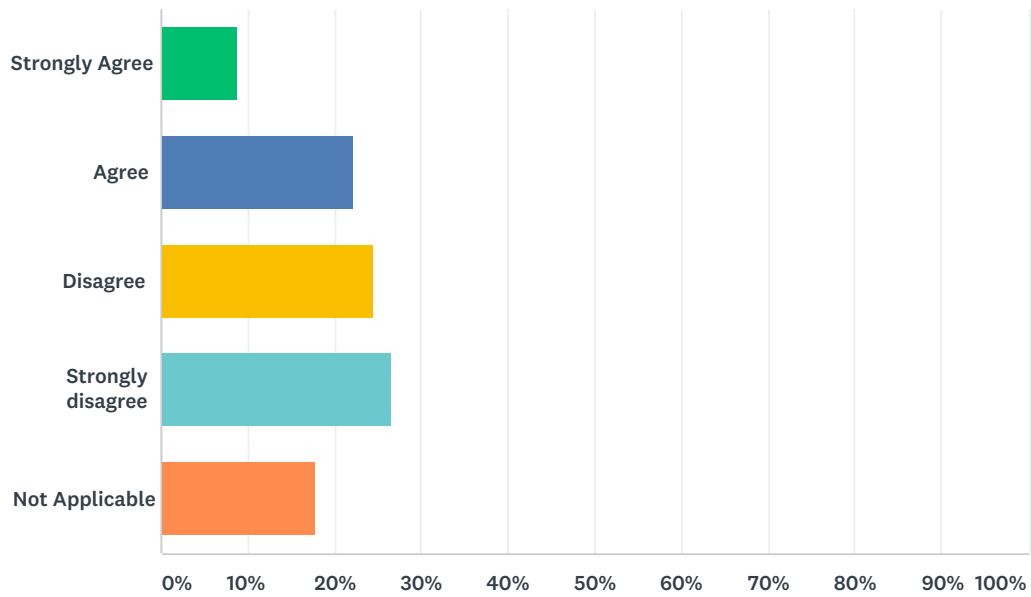
Answered: 47 Skipped: 10



ANSWER CHOICES	RESPONSES	
Strongly Agree	8.51%	4
Agree	21.28%	10
Disagree	29.79%	14
Strongly disagree	34.04%	16
Not Applicable	6.38%	3
<b>TOTAL</b>		<b>47</b>

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

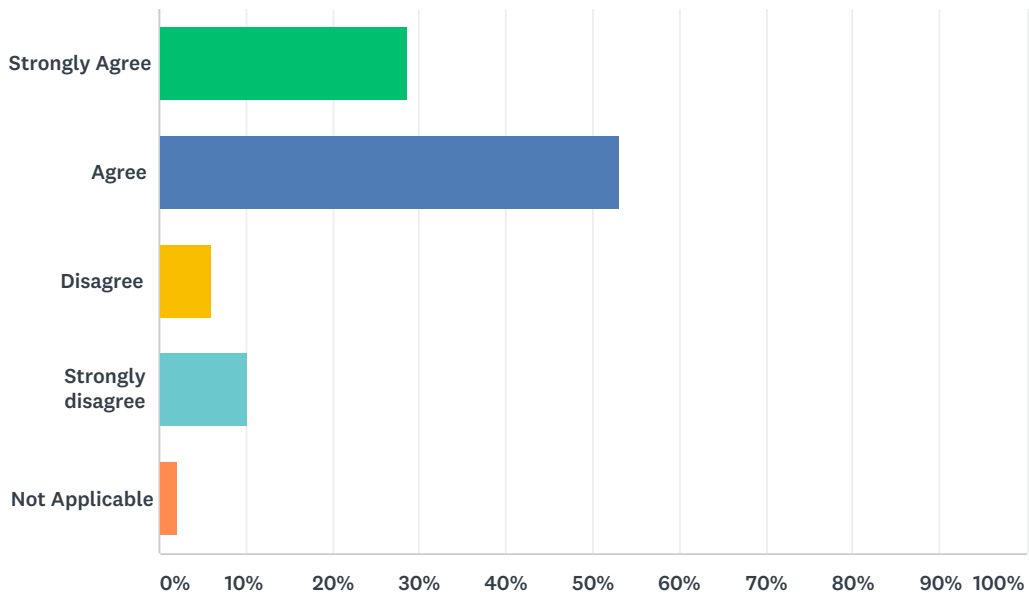
Answered: 45 Skipped: 12



ANSWER CHOICES	RESPONSES	
Strongly Agree	8.89%	4
Agree	22.22%	10
Disagree	24.44%	11
Strongly disagree	26.67%	12
Not Applicable	17.78%	8
<b>TOTAL</b>		<b>45</b>

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

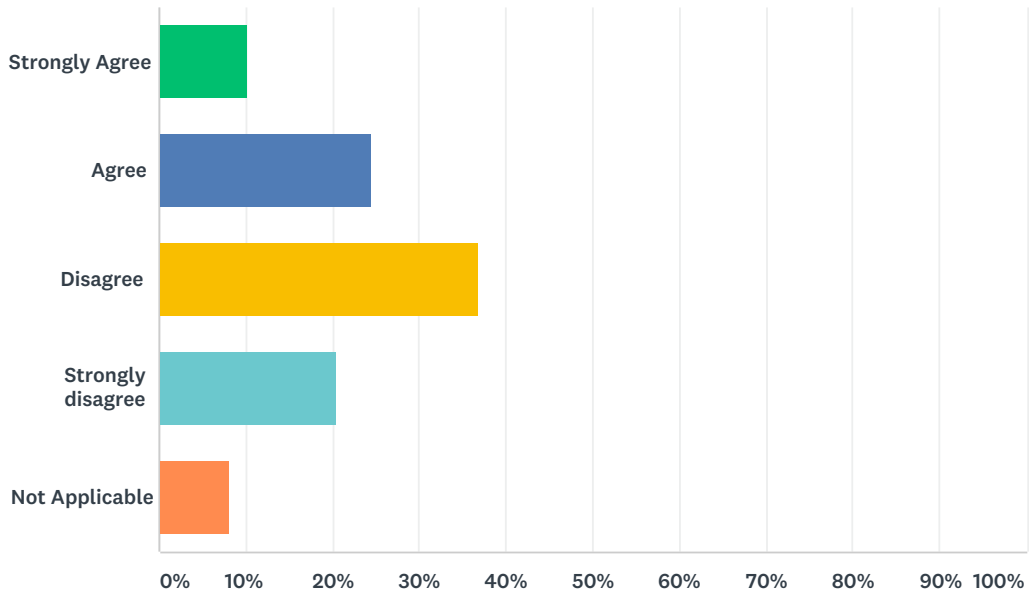
Answered: 49 Skipped: 8



ANSWER CHOICES	RESPONSES	
Strongly Agree	28.57%	14
Agree	53.06%	26
Disagree	6.12%	3
Strongly disagree	10.20%	5
Not Applicable	2.04%	1
<b>TOTAL</b>		<b>49</b>

## Q22 Your administrator interacts with stakeholders effectively.

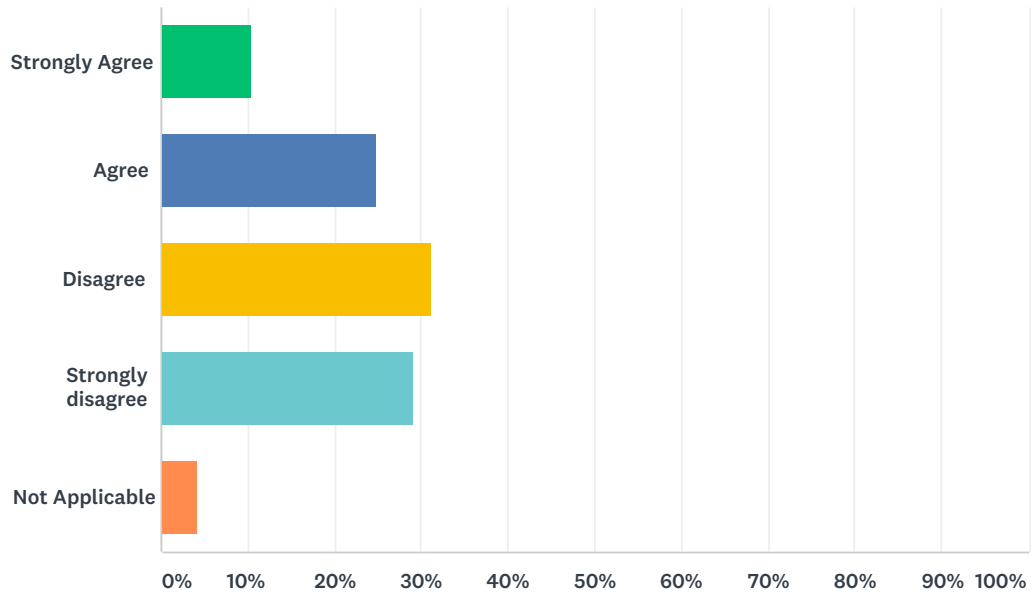
Answered: 49 Skipped: 8



ANSWER CHOICES	RESPONSES	
Strongly Agree	10.20%	5
Agree	24.49%	12
Disagree	36.73%	18
Strongly disagree	20.41%	10
Not Applicable	8.16%	4
<b>TOTAL</b>		<b>49</b>

## Q23 Your administrator demonstrates effective administrative skills.

Answered: 48 Skipped: 9



ANSWER CHOICES	RESPONSES	
Strongly Agree	10.42%	5
Agree	25.00%	12
Disagree	31.25%	15
Strongly disagree	29.17%	14
Not Applicable	4.17%	2
<b>TOTAL</b>		<b>48</b>



**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: 30 Skipped: 27

#	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	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
3	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
4	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
5	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
6	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
7	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
8	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
9	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
10	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

CAUSE 2017-18 Survey: CUSD Superintendent, Diana Rigby

11	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
12	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
13	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
14	Seems like a very hard worker with a bold vision. Not sure how informed she in terms of the reality on the ground.	5/30/2018 11:57 AM
15	Very direct and quick to suggest ideas without reflecting on potential outcomes.	5/30/2018 10:50 AM
16	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 stake holders.	5/30/2018 9:47 AM
17	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
18	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
19	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
20	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

CAUSE 2017-18 Survey: CUSD Superintendent, Diana Rigby

21	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 an 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
22	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
23	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
24	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
25	Thank you	5/25/2018 6:56 AM
26	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
27	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
28	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
29	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
30	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