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# APPENDIX 1

## LEARNING ORGANISATION SURVEY

The concept of “Learning Organisations” is receiving prominent attention in the current management literature. Early this decade Fortune magazine suggested that “The most successful corporation of the 1990s will be something called a learning organisation”. A selected review of literature has suggested that learning at **all** levels of an organisation is an imperative for success and that organisations seeking continuous improvement require a “commitment to learning”.

During this decade, the Australian business community has embraced the concept of the Learning Organisation. The applicability of the key concepts for Australian educational organisations has also come to prominence in recent educational research literature.

What then, is a Learning Organisation?

*A learning organisation is an organisation skilled at creating, acquiring, and transferring knowledge, and at modifying its behaviour to reflect new knowledge and insights (Garvin, 1993).*

It therefore stands to reason that educational organisations that spend all of their time disseminating knowledge and nurturing others should be more amenable than many other types of organisations to the development of learning cultures.

**The following questionnaire has been designed to examine to what extent independent schools in New South Wales fit this model of a Learning Organisation.**

Anonymity is assured and feedback will be given to all participants. In anticipation, thank you for your time and efforts; they are very much appreciated.



Questionnaire number \_\_\_\_\_

Current position in school \_\_\_\_\_

Number of years teaching experience \_\_\_\_\_

Number of years in current school \_\_\_\_\_

## **PART I**

Using the response options below, for each question please write down the letter which best describes the current reality in your school, as you perceive them.

- A.... To a very large extent
- B.... To a large extent
- C.... To a reasonable extent
- D.... To a slight extent
- E.... Not at all

- \_\_\_ 1. There are open communication channels at all levels of the school structure.
- \_\_\_ 2. Mistakes are viewed as learning opportunities which can lead to improvement.
- \_\_\_ 3. The staff generally feel that there is a better way to do something.
- \_\_\_ 4. These better ways to do things are actively sought after.
- \_\_\_ 5. Lively informal discussion about educational matters occurs in the staff room.
- \_\_\_ 6. There is a willingness to break old patterns of thinking.
- \_\_\_ 7. New ways of organising and managing daily work are encouraged.
- \_\_\_ 8. The principal actively supports innovation.
- \_\_\_ 9. Learning experiences are shared both formally and informally with peers.
- \_\_\_ 10. Learning experiences are shared both formally and informally with the staff body.
- \_\_\_ 11. Policies and practices are evaluated and modified as the needs of the school change.
- \_\_\_ 12. The principal treats staff with dignity and respect.
- \_\_\_ 13. Financial rewards are used to recognise meritorious effort by staff.
- \_\_\_ 14. Non-financial rewards are used to recognise meritorious effort by staff.

- \_\_\_ 15. Learning (from a professional development point of view) is expected and encouraged at all levels of the school : principal, deputy principal, department head, experienced and new teachers.
- \_\_\_ 16. There is a formal and ongoing training and development program for department heads .
- \_\_\_ 17. The principal involves others in planning.
- \_\_\_ 18. All staff are directed towards relevant training and learning opportunities.
- \_\_\_ 19. Senior staff are approachable.
- \_\_\_ 20. Senior staff are supportive.
- \_\_\_ 21. The unexpected is viewed as an opportunity for learning.
- \_\_\_ 22. Teams / committees are set up to consider policy matters.
- \_\_\_ 23. These policy teams have a high level of influence in their particular area.
- \_\_\_ 24. Staff development days are valuable learning days.
- \_\_\_ 25. The principal leads the way in setting high standards.
- \_\_\_ 26. Staff members feel free to speak their minds about what they have learned.
- \_\_\_ 27. Team teaching strategies are encouraged.
- \_\_\_ 28. The principal often discusses the future as he / she envisages it.
- \_\_\_ 29. Each member of staff is expected to receive a specified number of hours of training and development annually.
- \_\_\_ 30. Worthwhile innovations are utilised.
- \_\_\_ 31. There is generally sufficient time scheduled into the daily timetable for reflection on the day's activities.
- \_\_\_ 32. Sufficient resources are allocated to support the development of staff.
- \_\_\_ 33. The principal gives praise when a job is well done.
- \_\_\_ 34. Management practices are responsive to the needs of the staff.
- \_\_\_ 35. There is a high level of professional autonomy in the school.
- \_\_\_ 36. The school has a clear vision (mission statement).
- \_\_\_ 37. This vision is understood and shared by the organisation's staff members.
- \_\_\_ 38. This vision is regularly espoused by the principal.
- \_\_\_ 39. This vision was developed after consultation with the staff and members of the wider school community.

- \_\_\_ 40. The principal provides opportunities for individual staff learning.
- \_\_\_ 41. The principal provides support for individual staff learning.
- \_\_\_ 42. The physical environment is conducive to good teaching.
- \_\_\_ 43. Everyone is kept well informed of activities and developments around the school.
- \_\_\_ 44. The principal is up to date in school and educational developments.
- \_\_\_ 45. Department heads in this school lead, rather than just administer departments.
- \_\_\_ 46. School policies and practices are flexible and adaptable depending on the circumstances.
- \_\_\_ 47. New staff are inducted into the school and treated as valuable individuals from day one.
- \_\_\_ 48. Staff generally support, trust and help each other.
- \_\_\_ 49. "In school" resources for staff learning are utilised.
- \_\_\_ 50. "Out of school" resources for staff learning are utilised.
- \_\_\_ 51. The principal practices the values he / she publicly espouses.
- \_\_\_ 52. Continuous improvement is aimed for at all levels of the school.

Would you like to make any other final comments?

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## **APPENDIX 2**

### **SCHOOLS THAT PARTICIPATED IN THE STUDY**

Central Coast Grammar School (Coeducational)

Coverdale Christian School (Coeducational)

Knox Grammar School (Boys')

Loreto Normanhurst (Girls')

Macarthur Anglican School (Coeducational)

Monte Sant' Angelo Mercy College (Girls')

Moriah College (Coeducational)

Pymble Ladies College (Girls')

Ravenswood School For Girls (Girls')

Saint Ignatius' College (Boys')

Santa Sabina College (Girls')

SCEGGS Darlinghurst (Girls')

St Augustine's College (Boys')

St Joseph's College (Boys')

St Luke's Grammar School (Coeducational)

St Paul's Grammar School (Coeducational)

Tara Anglican School For Girls (Girls')

The King's School (Boys')

Waverley College (Boys')

## **APPENDIX 3**

### **PRESENTATION OF RAW DATA**

For the purposes of data collation the survey responses (shown in the following table) were converted into numerical values as follows:

RESPONSE	SCORE
To a very large extent	5
To a large extent	4
To a reasonable extent	3
To a slight extent	2
Not at all	1

	QUESTIONS:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
SCHOOL 1															
	Teacher 1	3	3	4	4	5	3	4	5	5	5	3	5	4	1
	Teacher 2	2	3	4	4	4	2	3	4	4	4	3	4	5	3
	Teacher 3	4	3	3	3	3	2	1	4	4	3	2	3	2	3
	Teacher 4	4	4	4	2	4	2	3	3	3	2	2	4	2	2
	Teacher 5	5	4	4	2	4	2	2	3	4	4	2	4	1	2
	Teacher 6	4	5	4	3	2	2	2	3	3	2	2	4	3	4
	Teacher 7	4	4	3	3	2	2	2	3	3	2	2	5	2	2
	Teacher 8	3	3	4	4	3	2	3	3	3	3	2	2	2	4
	Teacher 9	3	2	1	3	2	2	1	2	3	1	3	4	4	3
	Teacher 10	3	3	3	3	4	3	3	4	4	4	3	5	1	3
	Teacher 11	2	4	2	2	4	2	2	3	3	2	2	4	1	3
	Teacher 12	3	2	3	2	4	2	1	3	3	2	2	2	3	2
SCHOOL 2															
	Teacher 1	3	4	3	4	3	2	2	3	2	3	3	5	2	2
	Teacher 2	3	2	4	3	4	2	2	3	3	3	3	5	4	2
	Teacher 3	3	4	2.5	2.5	2	2	2	3	4	3	3	4	3	3
	Teacher 4	3	3	3	3	4	3	3	3	3	4	3	2	2	2
	Teacher 5	2	3	4	3	4	4	2	2	3	2	2	2	2	1
	Teacher 6	5	3	4	2	3	2	3	4	3	3	3	5	4	1
	Teacher 7	3	2	4	3	2	3	3	2	3	2	3	2	3	2
	Teacher 8	3	1	5	2	3	2	2	1	2	1	2	2	3	2
	Teacher 9	3	4	3	2	5	4	3	2	3	3	3	2	2	2
	Teacher 10	2	2	5	2	2	2	2	2	2	1	2	2	3	1
SCHOOL 3															
	Teacher 1	3	3	3	3	3	2	2	3	4	3	3	4	2	2
	Teacher 2	3	2	5	2	2	2	2	2	2	2	2	2	1	1
	Teacher 3	4	3	3	3	4	2	4	4	4	4	3	4	3	2
	Teacher 4	2	3	5	2	1	2	2	3	3	2	4	4	1	4
	Teacher 5	2	3	5	1	5	3	2	2	2	2	3	3	1	1
	Teacher 6	2	2	4	2	2	2	1	2	2	2	2	3	3	2
	Teacher 7	3	2	4	1	3	2	3	3	2	2	3	3	1	1
	Teacher 8	2	2	3	2	3	2	2	3	4	2	2	3	1	2
	Teacher 9	3	2	3	3	2	2	2	2	3	1	1	4	1	1
	Teacher 10	3	2	2	4	4	4	3	3	4	4	4	4	1	1
	Teacher 11	2	1	2	2	3	2	1	2	3	3	2	5	2	2
	Teacher 12	3	3	4	3	4	4	3	3	4	2	2	2	1	2

	QUESTIONS:	15	16	17	18	19	20	21	22	23	24	25	26	27	28
SCHOOL 1															
	Teacher 1	3	2	3	2	2	2	3	4	3	5	5	5	1	5
	Teacher 2	4	3	3	4	4	4	3	5	3	3	5	4	2	4
	Teacher 3	1	1	3	2	4	4	3	5	4	3	5	3	2	5
	Teacher 4	3	1	3	3	4	4	3	4	3	2	4	4	3	5
	Teacher 5	4	1	2	2	5	5	2	5	2	2	5	5	2	4
	Teacher 6	3	1	3	2	4	4	2	4	5	2	4	3	1	3
	Teacher 7	3	1	2	2	5	4	2	3	3	2	5	4	1	2
	Teacher 8	2	2	2	2	4	3	2	4	2	2	3	2	2	4
	Teacher 9	1	3	2	1	3	3	1	4	2	5	4	2	2	4
	Teacher 10	3	2	2	4	5	4	3	4	3	3	5	4	3	5
	Teacher 11	3	1	4	3	5	5	4	4	3	4	5	3	1	5
	Teacher 12	3	1	2	2	4	4	2	5	4	2	3	3	3	3
SCHOOL 2															
	Teacher 1	2	1	3	4	5	4	3	3	2	3	5	4	3	5
	Teacher 2	3	1	3	2	4	4	2	2	2	4	4	3	2	3
	Teacher 3	3	1	4	4	5	5	3	4	1.5	3	3	3	2	3
	Teacher 4	3	1	4	2	3	3	3	4	3	4	2	2	2	3
	Teacher 5	3	2	3	2	4	4	2	3	2	3	3	2	2	4
	Teacher 6	4	1	4	2	4	3	2	4	3	4	5	5	2	3
	Teacher 7	3	2	3	3	3	3	2	2	2	3	3	2	2	2
	Teacher 8	2	1	2	1	4	4	1	5	2	3	1	2	2	2
	Teacher 9	2	2	3	3	4	4	3	4	3	4	4	3	1	3
	Teacher 10	3	1	2	3	1	1	2	3	3	3	2	1	1	3
SCHOOL 3															
	Teacher 1	4	2	3	2	3	3	3	3	4	4	4	3	2	3
	Teacher 2	2	2	2	2	3	3	2	2	2	2	2	2	1	2
	Teacher 3	4	2	4	4	4	4	3	3	3	4	4	2	2	2
	Teacher 4	2	1	2	3	4	3	2	4	3	3	3	4	3	5
	Teacher 5	2	1	2	2	4	3	3	3	2	1	4	1	2	5
	Teacher 6	4	1	2	3	4	4	3	3	3	2	2	2	2	1
	Teacher 7	3	1	2	2	3	2	3	2	2	2	3	3	1	2
	Teacher 8	4	2	1	2	3	3	3	1	1	1	3	2	2	4
	Teacher 9	1	1	2	2	5	4	3	3	2	3	3	2	3	4
	Teacher 10	4	2	2	2	4	4	4	2	2	4	3	3	3	2
	Teacher 11	2	1	2	2	2	2	1	2	2	2	3	3	2	4
	Teacher 12	2	2	2	2	4	3	2	1	1	2	2	2	2	3

	QUESTIONS:	29	30	31	32	33	34	35	36	37	38	39	40	41	42
SCHOOL 1															
Teacher 1	1	3	1	2	4	3	4	4	1	1	4	2	4	2	
Teacher 2	2	3	1	4	2	3	3	4	4	4	4	3	5	5	
Teacher 3	1	4	1	4	4	4	5	5	4	4	3	5	5	5	
Teacher 4	1	2	2	4	3	3	4	5	4	5	5	4	4	4	
Teacher 5	2	2	1	2	2	2	4	4	2	5	3	3	4	3	
Teacher 6	1	1	1	2	5	3	4	5	4	5	4	5	5	4	
Teacher 7	1	3	1	3	4	2	4	5	4	5	4	2	4	3	
Teacher 8	2	2	2	1	3	2	3	4	3	4	2	2	3	4	
Teacher 9	1	1	1	1	4	2	5	5	4	5	5	1	4	3	
Teacher 10	1	2	1	4	2	3	5	5	5	5	5	5	5	5	
Teacher 11	1	3	1	3	5	3	4	5	3	4	4	4	4	3	
Teacher 12	1	3	1	4	2	2	3	4	3	3	3	2	3	4	
SCHOOL 2															
Teacher 1	1	3	1	3	5	3	4	4	2	2	2	4	4	3	
Teacher 2	1	3	3	2	4	3	5	3	3	3	4	2	2	4	
Teacher 3	1	3	2	1	4	3	4	4	2	3	2	4	4	2	
Teacher 4	1	2	1	1	2	2	4	2	2	2	2	2	2	1	
Teacher 5	1	2	1	4	2	2	4	2	2	2	4	3	4	1	
Teacher 6	3	2	1	5	1	3	4	3	4	5	3	4	3	1	
Teacher 7	2	2	2	3	2	3	3	2	2	2	2	3	3	2	
Teacher 8	1	2	1	2	2	2	4	1	1	1	2	1	1	1	
Teacher 9	2	3	2	3	3	3	4	3	3	3	3	3	3	3	
Teacher 10	3	2	4	1	2	1	4	3	3	3	2	2	2	1	
SCHOOL 3															
Teacher 1	1	3	1	3	3	3	4	3	4	4	3	3	4	3	
Teacher 2	2	2	1	2	2	2	2	2	2	3	2	4	4	3	
Teacher 3	1	3	1	5	4	4	4	3	3	3	3	3	3	4	
Teacher 4	1	4	1	3	2	3	4	2	2	3	1	3	2	3	
Teacher 5	1	4	1	4	3	3	4	2	2	3	2	4	4	4	
Teacher 6	1	3	1	2	2	2	3	2	2	1	1	4	4	3	
Teacher 7	1	2	1	2	2	2	3	3	3	3	1	2	2	3	
Teacher 8	2	3	3	3	4	2	4	4	4	4	4	3	3	5	
Teacher 9	1	2	4	3	4	2	5	1	1	1	1	2	3	4	
Teacher 10	4	3	2	3	2	2	2	4	4	3	4	4	4	4	
Teacher 11	1	2	1	2	3	2	2	2	2	2	1	2	2	4	
Teacher 12	1	1	1	2	1	2	3	3	3	3	1	2	2	4	



	QUESTIONS:	43	44	45	46	47	48	49	50	51	52
SCHOOL 1											
Teacher 1		4	4	2	3	1	3	2	2	4	3
Teacher 2		5	4	4	3	3	4	4	4	5	5
Teacher 3		4	5	3	3	3	4	4	4	5	3
Teacher 4		5	4	3	4	3	4	2	2	4	3
Teacher 5		2	4	3	2	4	4	2	2	5	4
Teacher 6		4	4	3	3	3	4	3	4	5	4
Teacher 7		3	5	3	3	4	4	2	2	5	4
Teacher 8		3	3	2	2	4	2	2	2	3	3
Teacher 9		4	3	3	2	3	1	3	1	3	1
Teacher 10		5	4	4	3	3	3	4	4	4	4
Teacher 11		4	5	4	4	3	4	4	3	5	5
Teacher 12		3	4	4	3	2	3	2	2	2	2
SCHOOL 2											
Teacher 1		4	4	2	2	2	4	3	2	4	3
Teacher 2		3	4	3	2	4	4	1	1	3	3
Teacher 3		3	3	3	3	2.5	4	2.5	3	3	3
Teacher 4		2	2	2	2	2	4	2	2	2	3
Teacher 5		2	2	2	2	1	4	3	2	3	3
Teacher 6		4	5	3	3	4	2	3	3	5	4
Teacher 7		2	3	2	2	2	3	3	3	3	3
Teacher 8		2	1	2	2	2	4	3	3	2	2
Teacher 9		3	3	3	3	3	4	3	3	3	4
Teacher 10		4	3	3	3	2	2	2	3	4	2
SCHOOL 3											
Teacher 1		3	4	3	3	3	3	3	3	4	3
Teacher 2		3	2	1	2	2	2	2	2	3	3
Teacher 3		4	5	4	3	4	4	2	2	4	3
Teacher 4		4	5	2	3	4	4	3	3	4	4
Teacher 5		3	5	3	3	3	4	4	3	5	5
Teacher 6		3	4	2	2	4	4	3	3	4	2
Teacher 7		3	3	1	2	3	4	3	2	4	4
Teacher 8		4	3	3	2	2	5	4	2	4	3
Teacher 9		4	5	2	1	4	5	1	3	5	3
Teacher 10		4	3	2	3	4	3	2	3	4	2
Teacher 11		4	5	1	1	5	3	1	2	5	2
Teacher 12		4	4	3	1	2	5	3	3	3	3

		TOTALS:	VISION	POSITIVE THINKING	RISKS/CHANGE	COMM	IMP of PEOPLE
QUESTIONS:							
<b>SCHOOL 1</b>							
	Teacher 1		22	27	28	27	19
	Teacher 2		30	22	29	23	24
	Teacher 3		29	20	30	21	24
	Teacher 4		31	21	28	22	25
	Teacher 5		27	19	24	24	22
	Teacher 6		30	24	27	18	24
	Teacher 7		29	21	26	18	21
	Teacher 8		23	22	21	17	18
	Teacher 9		27	15	19	15	19
	Teacher 10		33	21	28	24	23
	Teacher 11		31	20	33	18	23
	Teacher 12		20	15	21	18	22
<b>SCHOOL 2</b>							
	Teacher 1		22	23	28	19	19
	Teacher 2		22	20	26	19	21
	Teacher 3		20	20	30	18	20
	Teacher 4		16	20	26	18	21
	Teacher 5		20	20	23	15	19
	Teacher 6		27	19	28	23	22
	Teacher 7		16	19	23	14	16
	Teacher 8		11	15	18	13	19
	Teacher 9		22	21	30	20	21
	Teacher 10		20	17	20	12	15
<b>SCHOOL 3</b>							
	Teacher 1		24	19	28	19	21
	Teacher 2		17	17	19	14	13
	Teacher 3		21	23	30	22	23
	Teacher 4		21	19	29	16	21
	Teacher 5		24	19	29	16	18
	Teacher 6		13	15	21	13	19
	Teacher 7		20	17	23	16	15
	Teacher 8		27	18	22	17	16
	Teacher 9		16	18	21	15	20
	Teacher 10		23	20	24	22	20
	Teacher 11		18	13	15	18	17
	Teacher 12		19	21	19	19	14

	QUESTIONS:	RESOURCES	L'SHIP	PD/LRNG	TOTAL ALL Qs
SCHOOL 1					
	Teacher 1	15	55	40	163
	Teacher 2	28	61	45	188
	Teacher 3	24	64	32	177
	Teacher 4	19	60	30	171
	Teacher 5	15	58	36	160
	Teacher 6	22	62	30	170
	Teacher 7	16	58	28	158
	Teacher 8	19	46	28	140
	Teacher 9	17	48	24	137
	Teacher 10	23	65	41	187
	Teacher 11	19	67	36	174
	Teacher 12	19	44	27	140
SCHOOL 2					
	Teacher 1	17	60	31	159
	Teacher 2	18	52	29	152
	Teacher 3	17.5	56	32.5	154.5
	Teacher 4	12	39	31	129
	Teacher 5	15	44	30	133
	Teacher 6	21	60	38	169
	Teacher 7	20	42	31	131
	Teacher 8	16	30	24	108
	Teacher 9	20	49	37	157
	Teacher 10	18	35	26	120
SCHOOL 3					
	Teacher 1	18	53	35	157
	Teacher 2	14	39	25	114
	Teacher 3	20	60	36	171
	Teacher 4	19	50	30	150
	Teacher 5	19	55	29	149
	Teacher 6	18	42	27	129
	Teacher 7	14	40	28	123
	Teacher 8	22	48	31	145
	Teacher 9	18	50	23	135
	Teacher 10	20	49	38	159
	Teacher 11	15	43	25	119
	Teacher 12	17	42	30	130

	QUESTIONS:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
SCHOOL 4															
	Teacher 1	3	3	2	3	2	2	1	2	2	2	3	4	1	2
	Teacher 2	2	2	3	2	2	2	2	2	2	2	3	3	1	2
	Teacher 3	5	4	3	2	3	2	2	2	4	2	2	5	2	4
	Teacher 4	3	4	2	2	3	2	2	2	2	2	3	5	4	4
	Teacher 5	4	2	4	1	1	3	3	3	5	2	2	3	2	2
	Teacher 6	3	3	4	2	2	2	3	4	4	2	3	4	2	4
	Teacher 7	3	4	3	3	4	3	3	5	3	2	3	4	3	3
	Teacher 8	4	2	2	3	3	2	2	3	3	2	2	4	1	2
	Teacher 9	3	4	3	4	4	4	4	4	5	4	4	5	1	1
SCHOOL 6															
	Teacher 1	3	4	2	2	3	3	3	2	3	1	4	2	3	4
	Teacher 2	2	3	3	3	3	3	3	2	3	2	3	2	3	3
	Teacher 3	2	3	4	1	3	3	3	2	4	4	3	1	2	2
	Teacher 4	3	3	2	2	4	3	4	2	4	4	3	3	3	3
	Teacher 5	3	4	4	2	2	3	1	3	2	2	3	5	2	4
	Teacher 6	2	3	5	3	2	3	3	3	2	2	3	2	1	2
	Teacher 7	4	4	2	2	3	3	3	4	4	3	4	4	1	1
	Teacher 8	2	3	3	2	5	2	3	3	4	3	4	5	1	1
	Teacher 9	4	2	4	2	3	2	2	4	3	3	2	5	1	4
SCHOOL 15															
	Teacher 1	3	3	4	2	4	2	5	4	3	3	3	5	1	3
	Teacher 2	3	4	3	3	4	2	3	4	4	3	3	4	2	3
	Teacher 3	3	4	4	2	5	2	3	4	5	5	4	3	1	1
	Teacher 4	4	4	2	3	3	2	2	3	3	3	2	5	1	3
	Teacher 5	5	4	5	5	4	4	5	5	4	4	4	5	1	5
	Teacher 6	5	3	3	3	4	4	4	5	4	3	4	5	3	4
	Teacher 7	2	3	3	2	3	3	2	3	3	3	2	3	1	2
	Teacher 8	4	3	4	3	3	2	3	3	3	2	3	5	3	3
	Teacher 9	3	2	2	2	3	2	3	5	3	2	3	5	1	3
	Teacher 10	5	3	4	3	4	2	3	4	4	4	4	5	1	2
	Teacher 11	4	3	2	2	3	2	2	5	3	3	4	5	4	4
	Teacher 12	4	3	2	3	3	3	4	5	4	4	4	5	1	3
SCHOOL 5															
	Teacher 1	4	3	2	2	4	3	3	3	4	4	3	4	2	2
	Teacher 2	5	3	2	4	2	2	2	4	3	3	2	3	1	2
	Teacher 3	4	4	2	3	3	3	2	5	2	2	2	5	2	2
	Teacher 4	3	4	2	2	3	1	3	4	4	4	5	4	1	5
	Teacher 5	3	3	4	2	2	2	2	3	3	2	2	4	1	2
	Teacher 6	5	4	2	4	3	4	5	5	4	4	4	4	3.5	3
	Teacher 7	2	2	3	2	1	2	2	3	2	2	3	3	1	2
	Teacher 8	5	5	3	4	5	4	4	5	5	3	5	5	5	5
	Teacher 9	4	3	4	4	2	2	2	4	2	2	4	5	1	2
	Teacher 10	3	4	4	4	2	3	3	4	3	2	4	4	1	2
SCHOOL 7															
	Teacher 1	2	3	4	1	4	2	1	2	3	3	1	3	1	2
	Teacher 2	3	1	4	3	3	3	1	2	4	1	2	5	1	2
	Teacher 3	4	3	2	2	3	2	2	4	3	2	3	5	1	2
	Teacher 4	2	3	4	2	4	2	1	3	2	1	2	3	1	3
	Teacher 5	4	5	4	4	5	4	4	5	5	5	5	5	4	4
	Teacher 6	3	3	3	2	4	2	2	3	5	3	3	5	3	4
	Teacher 7	4	4	4	3	5	3	3	3	3	2	3	4	1	3
	Teacher 8	5	4	3	4	4	3	4	4	4	3	4	5	1	3

	QUESTIONS:	15	16	17	18	19	20	21	22	23	24	25	26	27	28
<b>SCHOOL 4</b>															
	Teacher 1	2	1	4	2	5	5	2	5	3	2	2	3	2	2
	Teacher 2	2	1	3	1	3	3	2	3	3	2	2	4	1	2
	Teacher 3	1.5	1	5	2	5	3	4	4	4	3	4	5	3	4
	Teacher 4	3	3	3	2	3	3	2	4	4	5	4	5	2	3
	Teacher 5	3	1	4	2	5	5	3	4	2	1	2	4	4	2
	Teacher 6	4	1	4	1	5	4	3	4	4	3	4	3	3	3
	Teacher 7	4	1	5	4	5	5	4	5	5	3	5	4	2	3
	Teacher 8	3	2	4	3	5	5	2	4	3	3	4	3	3	2
	Teacher 9	4	3	4	4	4	4	3	4	4	3	4	3	3	4
<b>SCHOOL 6</b>															
	Teacher 1	2	1	3	3	3	3	3	5	3	2	3	4	1	3
	Teacher 2	4	2	4	3	3	3	3	4	4	3	4	4	2	4
	Teacher 3	4	3	1	4	3	2	3	3	1	1	3	3	3	3
	Teacher 4	4	3	4	4	3	3	3	4	3	4	3	3	3	4
	Teacher 5	4	4	3	3	4	4	3	3	2	3	3	4	1	4
	Teacher 6	3	1	2	3	5	5	2	3	3	2	1	1	2	2
	Teacher 7	5	3	3	4	4	4	4	5	4	4	5	3	2	5
	Teacher 8	5	3	2	2	5	5	2	3	2	4	4	3	2	2
	Teacher 9	2	2	4	3	4	4	2	3	2	5	5	4	1	2
<b>SCHOOL 15</b>															
	Teacher 1	4	4	4	3	4	4	3	4	2	3	5	5	3	5
	Teacher 2	4	3	4	4	4	3	3	4	4	4	4	4	4	4
	Teacher 3	5	1	4	4	2	3	1	4	3	4	4	4	2	4
	Teacher 4	4	2	3	3	5	4	2	4	3	3	4	4	2	3
	Teacher 5	5	5	5	5	5	4	4	4	4	4	5	4	5	5
	Teacher 6	4	3	4	4	5	5	3	5	4	5	5	5	2	3
	Teacher 7	2	1	3	2	3	3	3	2	2	3	4	2	1	3
	Teacher 8	3	2	3	4	4	3	3	4	2	3	3	3	2	4
	Teacher 9	2	1	4	3	5	5	2	3	3	4	5	2	1	5
	Teacher 10	4	2	4	4	4	3	2	4	4	3	4	4	2	2
	Teacher 11	3	1	5	3	4	4	2	4	4	4	5	4	3	4
	Teacher 12	4	3	5	5	3	3	4	5	4	4	4	4	3	4
<b>SCHOOL 5</b>															
	Teacher 1	4	4	4	4	5	4	3	4	3	4	4	3	3	3
	Teacher 2	3	1	3	2	4	4	2	2	3	3	3	2	2	2
	Teacher 3	3	1	3	2	4	4	4	2	1	2	4	3	2	2
	Teacher 4	5	4	4	5	5	5	4	4	3	4	4	5	3	3
	Teacher 5	4	1	2	4	5	4	2	2	1	2	4	2	2	1
	Teacher 6	5	4	5	5	5	5	4	4	4	3.5	5	4	4	5
	Teacher 7	3	2	2	4	3	3	2	3	2	2	4	1	2	2
	Teacher 8	5	3	5	5	5	5	5	5	5	3	5	5	5	5
	Teacher 9	5	4	4	4	5	5	4	3	3	2	5	2	1	2
	Teacher 10	5	1	4	4	5	4	2	4	2	2	3	3	3	2
<b>SCHOOL 7</b>															
	Teacher 1	2	1	1	2	3	3	3	2	2	2	2	2	3	3
	Teacher 2	5	1	2	4	5	4	2	4	3	2	4	2	2	2
	Teacher 3	4	4	3	3	4	4	3	4	3	3	4	3	2	2
	Teacher 4	3	1	2	2	4	4	3	4	3	3	4	2	2	2
	Teacher 5	5	4	5	5	5	5	4	5	5	4	5	5	5	5
	Teacher 6	4	1	4	5	4	4	2	5	4	4	5	3	3	3
	Teacher 7	3	3	4	4	4	5	4	5	4	4	4	3	3	3
	Teacher 8	4	3	4	5	5	5	4	4	4	4	5	4	3	4

	QUESTIONS:	29	30	31	32	33	34	35	36	37	38	39	40	41	42
SCHOOL 4															
	Teacher 1	1	2	1	1	4	3	4	5	5	4	2	3	3	5
	Teacher 2	2	2	2	1	2	3	3	3	3	2	2	3	3	3
	Teacher 3	1.5	2	1	2	5	3	4	5	5	5	4	4	4	3
	Teacher 4	3	3	3	3	3	3	4	4	5	4	5	3	3	3
	Teacher 5	1	2	3	4	4	2	5	4	3	4	2	4	4	3
	Teacher 6	1	3	2	2	4	3	4	4	4	4	2	4	4	5
	Teacher 7	2	3	1	3	4	2	4	3	3	4	2	2	3	2
	Teacher 8	2	2	3	2	3	3	4	4	4	5	5	3	3	5
	Teacher 9	2	4	1	3	4	3	4	5	4	5	4	4	4	3
SCHOOL 6															
	Teacher 1	1	4	2	5	2	3	4	4	3	2	4	4	4	2
	Teacher 2	1	3	1	3	3	3	4	5	5	4	5	4	4	4
	Teacher 3	1	3	1	4	3	3	1	4	3	3	3	3	3	1
	Teacher 4	4	4	2	3	4	3	3	4	4	2	5	3	3	4
	Teacher 5	1	3	2	3	4	3	3	4	2	2	3	2	2	2
	Teacher 6	2	2	1	2	2	2	2	3	3	2	5	2	2	2
	Teacher 7	4	3	1	5	4	2	4	5	5	5	5	4	4	2
	Teacher 8	1	3	1	2	4	3	2	5	5	5	5	3	4	3
	Teacher 9	2	3	1	4	4	4	3	5	2	2	4	4	4	3
SCHOOL 15															
	Teacher 1	4	4	1	2	5	4	4	5	3	5	5	5	5	3
	Teacher 2	4	4	4	3	5	4	4	4	3	4	4	5	5	4
	Teacher 3	4	3	1	5	5	4	4	4	3	5	5	5	5	2
	Teacher 4	2	3	1	3	5	3	4	2	1	2	2	3	4	3
	Teacher 5	3	4	4	5	5	5	5	5	5	5	5	5	5	4
	Teacher 6	3	4	2	3	5	5	4	4	3	4	4	4	3	3
	Teacher 7	1	2	3	3	3	2	2	4	4	4	4	3	3	2
	Teacher 8	2	3	1	3	5	3	2	4	3	4	5	5	5	3
	Teacher 9	1	4	1	3	5	4	3	5	3	5	2	3	5	2
	Teacher 10	1	4	1	3	5	3	4	5	3	5	4	4	3	4
	Teacher 11	1	3	1	5	5	4	4	4	3	5	5	5	4	5
	Teacher 12	4	4	2	5	5	3	5	5	4	5	5	4	3	4
SCHOOL 5															
	Teacher 1	3	3	2	3	3	4	4	4	4	4	4	3	3	3
	Teacher 2	1	2	1	3	3	3	4	4	4	3	3	3	3	5
	Teacher 3	1	3	1	4	2	2	4	4	2	5	1	5	5	3
	Teacher 4	2	4	1	4	3	4	5	3	3	3	2	4	4	5
	Teacher 5	2	2	1	4	2	2	4	2	1	1	2	3	4	3
	Teacher 6	4	4	3	5	4	4	4	5	2.5	5	5	5	5	5
	Teacher 7	3	4	1	5	2	2	4	5	4	4	3	5	3	5
	Teacher 8	3	4	2	5	4	5	4	4	5	5	5	5	5	5
	Teacher 9	3	3	1	4	4	3	3	2	2	2	2	4	4	3
	Teacher 10	1	3	1	5	3	3	4	1	1	1	1	5	5	3
SCHOOL 7															
	Teacher 1	2	2	1	4	2	2	1	2	2	2	2	3	3	4
	Teacher 2	1	4	1	4	2.5	2	4	3	3	4	3	3	4.5	4
	Teacher 3	2	2	1	4	5	3	4	2	2	1	2	5	5	4
	Teacher 4	1	2	1	3	3	2	2	2	2	2	1	3	4	4
	Teacher 5	3	5	4	5	4	5	4	5	5	5	5	5	5	5
	Teacher 6	1	2	1	2	4	4	4	5	4	5	4	4	5	5
	Teacher 7	1	2	1	3	4	4	4	4	4	3	3	3	4	4
	Teacher 8	3	4	2	3	4	4	4	3	3	3	3	4	3	4

	QUESTIONS:	43	44	45	46	47	48	49	50	51	52	
SCHOOL 4	Teacher 1	4	3	3	4	4	4	2	3	1	2	
	Teacher 2	2	2	3	1	3	3	2	3	2	2	
	Teacher 3	4	4	1.5	4	4	4	3	2	5	4	
	Teacher 4	5	5	3	2	2	4	4	4	5	3	
	Teacher 5	3	3	2	2	2	4	3	4	3	2	
	Teacher 6	3	3	3	3	4	4	3	4	4	3	
	Teacher 7	3	4	3	3	4	4	3	3	4	3	
	Teacher 8	2	4	4	3	5	4	3	4	4	4	
	Teacher 9	3	3	4	4	4	3	3	3	4	5	
SCHOOL 6	Teacher 1	4	4	5	2	2	4	2	3	2	4	
	Teacher 2	4	4	3	2	4	4	4	3	2	4	
	Teacher 3	2	5	3	3	3	3	3	3	3	3	
	Teacher 4	4	4	4	3	4	4	4	4	4	4	
	Teacher 5	4	4	3	3	3	4	3	2	3	4	
	Teacher 6	1	3	2	3	2	3	3	3	2	3	
	Teacher 7	5	5	4	3	3	4	4	4	4	4	
	Teacher 8	3	4	5	2	5	5	3	3	4	3	
	Teacher 9	3	5	5	4	5	4	3	3	5	3	
SCHOOL 15	Teacher 1	3	4	2	4	4	4	2	3	5	5	
	Teacher 2	4	5	4	4	5	4	3	3	5	4	
	Teacher 3	4	5	5	2	2	5	3	5	5	5	
	Teacher 4	3	4	3	3	3	4	2	3	4	2	
	Teacher 5	5	5	5	4	5	5	5	5	5	5	
	Teacher 6	4	4	3	4	5	5	4	3	5	4	
	Teacher 7	4	4	3	3	3	4	3	3	4	3	
	Teacher 8	3	4	2	3	3	4	3	4	4	3	
	Teacher 9	2	5	3	3	2	2	3	3	5	3	
	Teacher 10	3	4	3	4	4	4	4	4	5	4	
	Teacher 11	4	5	3	3	3	3	4	4	5	4	
	Teacher 12	5	5	3	4	5	5	3	3	5	5	
SCHOOL 5	Teacher 1	4	4	4	3	4	4	4	4	4	4	
	Teacher 2	5	3	4	3	5	4	3	3	4	3	
	Teacher 3	4	4	2	3	2	3	2	4	4	5	
	Teacher 4	5	5	4	4	5	4	4	4	3	4	
	Teacher 5	4	3	2	2	4	4	3	3	4	4	
	Teacher 6	5	5	4	4	2.5	4	2.5	2.5	5	5	
	Teacher 7	4	4	3	3	5	3	3	3	3	5	
	Teacher 8	5	5	4	4	5	5	5	5	5	5	
	Teacher 9	3	4	4	3	3	3	3	3	4	4	
	Teacher 10	4	4	1	3	2	2	3	3	3	5	
SCHOOL 7	Teacher 1	2	4	4	2	2	3	2	3	3	3	
	Teacher 2	4	4	3	3	4	4	3	4	4	4	
	Teacher 3	4	5	3	4	5	4	3	3	5	3	
	Teacher 4	3	5	2	3	4	3	3	3	5	3	
	Teacher 5	5	5	5	5	5	5	5	5	5	5	
	Teacher 6	4	4	3	3	5	4	2	4	5	4	
	Teacher 7	5	5	4	3	5	5	3	3	5	5	
	Teacher 8	4	5	5	4	4	4	3	4	5	4	

		TOTALS:	VISION	POSITIVE THINKING	RISKS/CHANGE	COMM	IMP of PEOPLE
	QUESTIONS:						
SCHOOL 4							
	Teacher 1		21	17	27	16	24
	Teacher 2		16	15	21	14	18
	Teacher 3		32	20	32	23	28
	Teacher 4		29	17	27	20	24
	Teacher 5		20	20	24	19	22
	Teacher 6		24	22	29	17	25
	Teacher 7		22	25	31	19	27
	Teacher 8		28	17	26	17	28
	Teacher 9		31	27	35	22	26
SCHOOL 6							
	Teacher 1		22	18	31	18	22
	Teacher 2		29	20	29	18	27
	Teacher 3		22	19	23	18	17
	Teacher 4		27	20	30	22	27
	Teacher 5		22	21	29	17	19
	Teacher 6		20	22	22	10	20
	Teacher 7		33	22	31	22	26
	Teacher 8		29	20	24	20	24
	Teacher 9		23	20	27	20	23
SCHOOL 15							
	Teacher 1		33	25	34	21	26
	Teacher 2		28	24	34	22	29
	Teacher 3		31	24	31	26	25
	Teacher 4		16	21	26	20	21
	Teacher 5		35	33	40	26	33
	Teacher 6		27	27	35	25	29
	Teacher 7		26	19	23	17	19
	Teacher 8		27	23	26	18	23
	Teacher 9		28	21	28	15	17
	Teacher 10		28	24	32	24	26
	Teacher 11		30	21	32	21	27
	Teacher 12		33	25	37	24	32
SCHOOL 5							
	Teacher 1		27	19	31	23	26
	Teacher 2		23	20	25	20	22
	Teacher 3		23	21	30	18	14
	Teacher 4		21	19	38	24	25
	Teacher 5		15	18	23	16	17
	Teacher 6		32.5	28	38	25	28.5
	Teacher 7		26	16	27	12	20
	Teacher 8		34	29	42	28	35
	Teacher 9		18	23	31	15	19
	Teacher 10		14	25	32	17	18
SCHOOL 7							
	Teacher 1		17	15	18	16	15
	Teacher 2		23	16.5	24	17	22
	Teacher 3		17	20	28	19	23
	Teacher 4		17	18	22	14	19
	Teacher 5		35	30	43	29	35
	Teacher 6		30	19	29	22	29
	Teacher 7		27	24	33	22	29
	Teacher 8		25	26	36	24	26



		RESOURCES	L'SHIP	PD/LRNG	TOTAL ALL Gs
	QUESTIONS:				
SCHOOL 4					
	Teacher 1	16	49	24	145
	Teacher 2	16	40	25	119
	Teacher 3	18.5	61.5	32	174.5
	Teacher 4	28	54	39	172
	Teacher 5	22	53	29	152
	Teacher 6	23	60	31	168
	Teacher 7	20	61	36	173
	Teacher 8	22	58	35	166
	Teacher 9	17	64	43	187
SCHOOL 6					
	Teacher 1	22	48	29	154
	Teacher 2	22	52	36	168
	Teacher 3	17	44	36	141
	Teacher 4	27	53	46	178
	Teacher 5	19	50	34	154
	Teacher 6	16	40	27	128
	Teacher 7	22	64	45	190
	Teacher 8	15	61	39	168
	Teacher 9	21	63	36	169
SCHOOL 15					
	Teacher 1	19	71	43	189
	Teacher 2	26	67	44	196
	Teacher 3	22	66	50	187
	Teacher 4	18	57	34	155
	Teacher 5	32	79	53	238
	Teacher 6	25	69	46	203
	Teacher 7	18	50	29	143
	Teacher 8	22	60	35	168
	Teacher 9	17	72	30	161
	Teacher 10	20	61	42	182
	Teacher 11	28	70	37	188
	Teacher 12	25	66	46	204
SCHOOL 5					
	Teacher 1	23	59	46	181
	Teacher 2	19	51	29	153
	Teacher 3	19	58	30	153
	Teacher 4	26	62	48	192
	Teacher 5	19	46	32	137
	Teacher 6	28.5	76	46.5	217
	Teacher 7	23	48	31	151
	Teacher 8	35	77	52	238
	Teacher 9	20	61	36	164
	Teacher 10	19	54	34	154
SCHOOL 7					
	Teacher 1	19	41	29	123
	Teacher 2	20	52	34	157
	Teacher 3	20	60	36	165
	Teacher 4	19	49	28	138
	Teacher 5	35	78	56	245
	Teacher 6	22	64	40	184
	Teacher 7	19	62	39	185
	Teacher 8	23	69	45	198

	QUESTIONS:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
<b>SCHOOL 8</b>															
	Teacher 1	4	4	5	3	5	3	2	5	2	3	3	5	1	2
	Teacher 2	5	4	4	5	5	5	5	5	5	5	5	5	2	4
	Teacher 3	4	4	2	4	4	4	4	4	5	4	4	5	3	3
	Teacher 4	4	3	4	3	5	3	4	3	4	2	3	4	2	3
	Teacher 5	4	2.5	2	2	3	2	3	4	3	3.5	2.5	4	1	1.5
	Teacher 6	4	4	3	4	5	5	5	5	5	4	5	5	3	4
	Teacher 7	4	3	2	3	3	4	3	4	3	3	4	4	1	1
	Teacher 8	5	5	3	2	3	3.5	4	4	4	3	3.5	5	3	3.5
	Teacher 9	4	3	4	2	2	2	1	4	2	3	4	5	2	4
	Teacher 10	4	5	3	2	3	4	3	4	4	2	2	5	2	2
	Teacher 11	4	3	2	2	3	3	3	5	4	4	3	5	1	2
<b>SCHOOL 9</b>															
	Teacher 1	4	5	4	3	3	3	5	5	5	4	5	5	2	3
	Teacher 2	4	5	2	2	1	2	4	5	3	4	4	5	1	4
	Teacher 3	3	3	4	4	2	2	4	4	3	2	4	5	1	4
	Teacher 4	3	4	4	2	2	3	4	4	2	3	2	4	1	2
	Teacher 5	3	2	2	2	2	2	3	4	2	2	3	5	1	2
	Teacher 6	5	5	3	3	3	3	5	5	5	4	5	5	1	4
	Teacher 7	2	3	4	2	3	1	2	4	2	2	3	4	1	4
	Teacher 8	3	3	2	2	3	2	5	4	4	4	4	4	1	2
	Teacher 9	4	2	2	2	2	2	4	5	3	3	3	5	3	4
	Teacher 10	3	2	5	3	2	2	4	3	3	2	3	4	1	2
<b>SCHOOL 10</b>															
	Teacher 1	4	5	5	4	3	4	5	5	4	5	5	4	4	5
	Teacher 2	4	4	3	2	4	3	5	5	4	4	5	5	1	5
	Teacher 3	4	4	3	3	4	3	3	4	4	4	4	5	1	3
	Teacher 4	4	4	3	5	3	5	4	4	4	3	4	5	2	4
	Teacher 5	4	3	2	3	5	3	5	5	5	5	5	5	2	4
	Teacher 6	4	4	3	3	3	3	2	4	4	3	5	5	3	4
	Teacher 7	4	3	3	3	4	4	3	4	4	4	4	5	2	2
	Teacher 8	5	5	1	5	5	5	4	5	5	3	4	4	1	3
	Teacher 9	5	4	2	4	4	3	2	4	5	4	3	5	1	3
<b>SCHOOL 11</b>															
	Teacher 1	5	4	4	3	3	5	4	5	5	5	4	5	3	3
	Teacher 2	3	4	3	4	3	2	2	3	3	3	4	4	1	2
	Teacher 3	5	4	4	5	5	5	5	5	5	4	5	5	1	4
	Teacher 4	5	4	3	4	4	4	4	5	4	3	4	5	2	3
	Teacher 5	4	5	2	2	4	2	3	4	5	3	5	5	3	4
	Teacher 6	5	5	1	5	5	4	4	5	4	4	5	5	3	4
	Teacher 7	4	2	3	3	2	2	2	4	2	3	4	4	1	2
	Teacher 8	5	4	3	4	3	3	4	4	4	4	4	5	1	5
	Teacher 9	4	3	5	3	3	3	3	4	4	3	5	5	1	3
	Teacher 10	3	2	3	2	1	2	2	3	4	2	4	4	1	3
<b>SCHOOL 18</b>															
	Teacher 1	4	3	3	3	2	3	3	5	3	3	4	5	1	5
	Teacher 2	4	3	3	3	3	4	3	5	4	3	4	5	2	4
	Teacher 3	4	4	3	4	3	4	3	4	4	3	3	5	1	3

	QUESTIONS:	15	16	17	18	19	20	21	22	23	24	25	26	27	28
SCHOOL 8															
	Teacher 1	3	1	5	3	5	4	3	5	3	3	5	4	2	4
	Teacher 2	5	1	5	4	5	5	4	5	4	3	5	5	5	5
	Teacher 3	4	2	4	5	5	5	4	5	4	3	4	4	5	3
	Teacher 4	4	1	3	3	5	5	3	4	3	2	5	4	2	3
	Teacher 5	4	2	4	3	5	4	3	5	2	2	4	4	2	3
	Teacher 6	5	3	4	5	5	5	4	4	3	5	5	4	5	4
	Teacher 7	4	2	4	3	4	5	4	4	3	3	4	4	3	4
	Teacher 8	5	3.5	5	5	5	5	4	5	5	5	5	5	4	5
	Teacher 9	2	2	5	3	5	5	3	4	3	3	5	5	1	3
	Teacher 10	4	1	5	4	5	5	5	5	4	3	5	3	4	4
	Teacher 11	4	2	4	3	4	4	3	3	4	2	4	4	3	2
SCHOOL 9															
	Teacher 1	5	5	5	5	5	5	4	5	5	4	4	4	3	4
	Teacher 2	5	5	5	5	3	3	3	5	4	4	5	5	3	5
	Teacher 3	5	4	3	4	4	4	3	5	3	4	5	3	3	3
	Teacher 4	5	5	5	5	4	4	3	4	3	4	4	4	2	3
	Teacher 5	3	5	4	4	3	3	2	4	2	3	5	3	4	3
	Teacher 6	5	5	5	5	4	4	5	5	4	4	5	2	3	5
	Teacher 7	4	4	4	3	2	3	3	5	4	3	4	2	2	4
	Teacher 8	5	4	5	5	5	4	3	5	3	3	4	2	2	3
	Teacher 9	5	5	5	5	5	5	3	5	4	5	5	3	4	5
	Teacher 10	5	4	3	4	4	4	3	5	3	4	3	3	3	3
SCHOOL 10															
	Teacher 1	4	5	4	3	3	4	5	5	5	5	4	4	4	5
	Teacher 2	5	4	5	4	5	5	4	4	4	4	5	4	5	4
	Teacher 3	5	4	3	4	4	4	4	5	3	4	5	4	4	4
	Teacher 4	5	3	4	3	4	4	3	4	5	4	5	4	3	4
	Teacher 5	5	3	5	5	5	5	4	5	5	4	5	5	4	4
	Teacher 6	4	3	4	4	5	5	4	5	4	4	4	3	3	4
	Teacher 7	4	2	5	4	4	4	4	5	3	4	4	5	3	4
	Teacher 8	5	1	5	3	3	3	4	5	4	4	4	3	2	5
	Teacher 9	5	5	4	4	5	4	3	5	4	5	5	4	4	4
SCHOOL 11															
	Teacher 1	4	2	5	5	5	5	4	5	5	4	5	5	4	4
	Teacher 2	3	2	4	4	4	3	4	5	3	2	5	2	1	5
	Teacher 3	5	4	5	5	5	5	4	5	5	5	5	3	4	5
	Teacher 4	4	3	4	4	5	5	4	5	5	5	5	5	4	4
	Teacher 5	4	2	5	4	5	5	4	5	5	5	5	4	3	3
	Teacher 6	5	2	4	5	5	5	4	5	5	4	5	5	3	4
	Teacher 7	3	3	4	4	4	3	3	4	3	3	4	2	2	3
	Teacher 8	5	3	5	4	4	4	4	5	4	4	5	4	4	4
	Teacher 9	5	1	5	4	5	5	3	5	5	5	5	5	3	5
	Teacher 10	4	3	4	3	3	2	2	4	2	3	4	4	3	3
SCHOOL 18															
	Teacher 1	4	2	5	3	5	4	5	5	5	4	5	5	3	4
	Teacher 2	5	1	5	5	5	4	4	5	4	4	5	4	4	5
	Teacher 3	4	1	5	4	5	5	4	4	4	4	5	5	4	5

	QUESTIONS:	29	30	31	32	33	34	35	36	37	38	39	40	41	42
SCHOOL 8															
	Teacher 1	1	2	1	3	4	2	5	1	3	3	1	3	4	3
	Teacher 2	1	4	2	5	5	4	5	4	3	3	3	5	5	2
	Teacher 3	3	4	2	4	5	4	4	3	3	3	3	5	4	2
	Teacher 4	1	3	4	3	5	3	3	4	4	3	4	3	3	4
	Teacher 5	3.5	3	1	4	4	1.5	3	5	3	2	4	3	4	3
	Teacher 6	3	4	2	5	5	4	5	5	4	4	5	5	5	5
	Teacher 7	2	3	2	2	4	4	4	4	4	4	3	4	4	4
	Teacher 8	1	4	3	4	5	4.5	5	5	4	4	4	5	5	4
	Teacher 9	3	1	1	3	4	4	3	5	4	4	5	3	4	5
	Teacher 10	1	3	1	3	5	3	4	5	3	4	4	4	4	2
	Teacher 11	2	3	3	4	3	3	4	5	4	4	4	4	4	2
SCHOOL 9															
	Teacher 1	5	5	2	5	5	4	5	5	3	4	3	5	5	5
	Teacher 2	2	5	1	5	5	4	2	4	3	5	3	5	5	3
	Teacher 3	2	3	2	5	5	3	4	4	3	5	4	4	5	5
	Teacher 4	2	4	1	4	4	2	4	5	3	3	4	4	4	4
	Teacher 5	4	2	1	4	3	3	5	4	3	3	3	4	5	5
	Teacher 6	5	4	1	5	5	5	5	5	5	5	5	5	5	5
	Teacher 7	3	3	1	2	4	2.5	2.5	4	3	5	5	4	4	4
	Teacher 8	3	4	1	5	3	3	4	4	4	2	5	3	4	5
	Teacher 9	4	4	1	5	5	4	5	3	3	5	4	5	5	4
	Teacher 10	3	3	1	5	4	3	4	5	4	5	4	3	3	4
SCHOOL 10															
	Teacher 1	4	3	3	5	4	5	5	4	4	5	4	4	3	3
	Teacher 2	4	4	2	4	5	4	4	5	4	5	5	4	4	5
	Teacher 3	4	4	2	4	4	4	3	4	3	4	5	4	4	3
	Teacher 4	3	3	2	4	4	3	4	5	4	5	5	4	4	4
	Teacher 5	3	4	2	5	5	4	4	5	5	5	5	5	5	5
	Teacher 6	3	4	2	4	5	4	4	5	4	5	5	4	4	4
	Teacher 7	3	3	2	3	4	3	4	5	4	4	5	4	4	4
	Teacher 8	2	4	1	4	3	4	5	5	5	5	5	4	4	5
	Teacher 9	3	4	2	5	5	4	4	5	5	5	5	5	5	5
SCHOOL 11															
	Teacher 1	3	4	1	5	5	4	5	5	5	5	4	5	5	5
	Teacher 2	2	2	1	3	3	3	5	5	4	5	4	4	4	5
	Teacher 3	3	5	2	4	5	5	5	5	5	5	5	5	5	4
	Teacher 4	4	4	3	4	4	4	4	4	4	5	3	4	4	4
	Teacher 5	2	4	1	5	5	5	5	5	4	2	2	5	5	5
	Teacher 6	5	5	3	4	5	5	5	4	4	4	4	5	5	5
	Teacher 7	2	4	3	4	4	3	2	4	2	3	4	4	4	4
	Teacher 8	4	4	2	4	5	5	5	5	4	4	4	4	4	4
	Teacher 9	1	5	1	5	5	5	5	5	4	5	4	5	5	4
	Teacher 10	2	3	3	4	4	4	4	4	3	4	3	4	4	3
SCHOOL 18															
	Teacher 1	2	4	1	3	5	4	3	5	4	4	5	4	4	3
	Teacher 2	1	5	1	4	5	4	4	5	4	5	5	4	4	3
	Teacher 3	1	4	3	3	4	4	4	5	4	4	5	4	4	2

	QUESTIONS:	43	44	45	46	47	48	49	50	51	52
SCHOOL 8											
	Teacher 1	5	5	3	3	4	4	2	4	5	3
	Teacher 2	4	5	5	5	5	5	4	5	5	5
	Teacher 3	4	5	4	4	4	5	4	4	5	4
	Teacher 4	4	5	5	2	4	4	3	2	4	4
	Teacher 5	5	5	2.5	2	3	3	4	3	3	4
	Teacher 6	5	5	5	4	5	4	4	5	5	5
	Teacher 7	4	4	3	3	3	3	3	3	4	5
	Teacher 8	5	5	4	5	4	5	4	5	5	5
	Teacher 9	5	5	2	3	5	4	2	1	5	3
	Teacher 10	4	5	4	3	4	4	3	3	4	4
	Teacher 11	3	5	4	3	4	4	4	3	4	4
SCHOOL 9											
	Teacher 1	4	5	3	5	5	3	5	4	5	5
	Teacher 2	4	5	3	4	5	3	3	5	5	5
	Teacher 3	4	4	4	4	4	3	3	3	4	5
	Teacher 4	2	3	2	3	5	4	2	4	4	4
	Teacher 5	3	5	2	3	4	2	4	4	4	5
	Teacher 6	5	5	2	5	5	4	4	5	5	5
	Teacher 7	2	4.5	3	3	2	1	4	4	4	4
	Teacher 8	5	4	3	3	4	2	4	4	4	4
	Teacher 9	5	5	3	4	4	3	4	4	5	5
	Teacher 10	3	3	3	3	3	4	3	4	4	4
SCHOOL 10											
	Teacher 1	4	3	4	5	4	3	4	4	5	5
	Teacher 2	4	5	4	3	5	3	3	3	5	5
	Teacher 3	3	5	4	3	5	4	4	4	4	4
	Teacher 4	5	5	4	4	4	4	4	4	5	4
	Teacher 5	5	5	4	3	5	4	4	4	5	5
	Teacher 6	4	4	4	4	4	4	4	4	4	4
	Teacher 7	4	4	4	3	4	4	3	2	5	4
	Teacher 8	4	5	2	4	5	5	5	5	5	5
	Teacher 9	3	5	3	1	5	4	4	5	5	3
SCHOOL 11											
	Teacher 1	5	5	5	5	5	5	4	4	5	5
	Teacher 2	5	4	3	1	5	3	5	5	5	4
	Teacher 3	5	5	5	5	5	5	4	4	5	5
	Teacher 4	5	5	4	4	5	5	4	4	5	5
	Teacher 5	5	5	3	4	4	4	4	4	5	4
	Teacher 6	5	5	4	4	5	4	4	4	5	5
	Teacher 7	4	4	3	4	4	3	2	3	5	3
	Teacher 8	5	5	4	5	5	5	4	4	5	4
	Teacher 9	5	5	1	4	5	4	5	5	5	5
	Teacher 10	4	4	2	3	4	2	3	2	3	4
SCHOOL 18											
	Teacher 1	5	5	3	3	4	4	4	3	4	3
	Teacher 2	3	4	3	4	4	4	3	3	4	5
	Teacher 3	4	5	3	3	4	4	3	3	5	3

		TOTALS:	VISION	POSITIVE THINKING	RISKS/CHANGE	COMM	IMP of PEOPLE
	QUESTIONS:						
<b>SCHOOL 8</b>							
	Teacher 1		20	26	30	23	24
	Teacher 2		28	33	41	29	32
	Teacher 3		24	27	36	25	30
	Teacher 4		26	25	27	23	24
	Teacher 5		24	19.5	25.5	22.5	23
	Teacher 6		32	31	39	27	30
	Teacher 7		28	23	34	21	23
	Teacher 8		32	26.5	41	25	32
	Teacher 9		29	20	29	21	27
	Teacher 10		28	26	34	20	30
	Teacher 11		27	21	30	22	26
<b>SCHOOL 9</b>							
	Teacher 1		29	30	43	24	29
	Teacher 2		30	25	37	21	28
	Teacher 3		28	26	32	17	25
	Teacher 4		26	25	31	16	27
	Teacher 5		25	18	29	15	23
	Teacher 6		35	29	44	24	31
	Teacher 7		29	20	28	13	23
	Teacher 8		26	21	33	21	26
	Teacher 9		30	22	35	20	29
	Teacher 10		29	23	28	16	25
<b>SCHOOL 10</b>							
	Teacher 1		32	32	42	24	29
	Teacher 2		33	27	38	24	31
	Teacher 3		28	24	33	23	29
	Teacher 4		32	29	33	23	29
	Teacher 5		34	26	37	29	33
	Teacher 6		31	24	37	21	29
	Teacher 7		31	24	33	25	29
	Teacher 8		35	28	40	25	31
	Teacher 9		32	24	30	25	31
<b>SCHOOL 11</b>							
	Teacher 1		33	30	40	28	33
	Teacher 2		32	21	31	19	25
	Teacher 3		35	33	43	27	34
	Teacher 4		30	28	37	26	31
	Teacher 5		25	23	41	25	28
	Teacher 6		25	27	32	23	26
	Teacher 7		24	20	29	17	24
	Teacher 8		30	27	40	25	32
	Teacher 9		33	26	40	24	31
	Teacher 10		24	18	30	18	22
<b>SCHOOL 18</b>							
	Teacher 1		29	25	34	22	31
	Teacher 2		33	26	38	21	31
	Teacher 3		31	26	34	23	30

		RESOURCES	L'SHIP	PD/LRNG	TOTAL ALL Qs
	QUESTIONS:				
SCHOOL 8					
	Teacher 1	17	64	34	171
	Teacher 2	25	77	48	224
	Teacher 3	25	69	46	203
	Teacher 4	22	63	35	178
	Teacher 5	21	56	39	163.5
	Teacher 6	31	76	53	230
	Teacher 7	18	63	38	176
	Teacher 8	27.5	75.5	48.5	222.5
	Teacher 9	21	64	31	175
	Teacher 10	17	69	35	186
	Teacher 11	21	62	39	177
SCHOOL 9					
	Teacher 1	31	74	54	224
	Teacher 2	24	72	47	200
	Teacher 3	25	66	40	190
	Teacher 4	20	58	42	176
	Teacher 5	25	59	41	168
	Teacher 6	30	75	52	227
	Teacher 7	23	58	38	162.5
	Teacher 8	25	60	45	183
	Teacher 9	29	76	48	207
	Teacher 10	23	56	41	175
SCHOOL 10					
	Teacher 1	32	67	50	219
	Teacher 2	27	75	48	215
	Teacher 3	25	65	49	198
	Teacher 4	27	68	44	206
	Teacher 5	29	77	53	226
	Teacher 6	28	67	43	203
	Teacher 7	21	65	43	193
	Teacher 8	26	65	46	207
	Teacher 9	28	70	51	210
SCHOOL 11					
	Teacher 1	28	77	49	229
	Teacher 2	24	61	38	178
	Teacher 3	26	80	52	238
	Teacher 4	28	72	49	217
	Teacher 5	28	70	45	207
	Teacher 6	19	64	33	228
	Teacher 7	21	58	32	165
	Teacher 8	28	71	47	216
	Teacher 9	25	73	46	213
	Teacher 10	21	54	35	160
SCHOOL 18					
	Teacher 1	22	69	38	195
	Teacher 2	21	70	41	201
	Teacher 3	19	70	38	195

	QUESTIONS:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
SCHOOL 12															
	Teacher 1	4	4	3	3	3	3	4	4	3	3	3	5	4	3
	Teacher 2	1	1	5	2	2	2	2	3	2	2	2	4	2	4
	Teacher 3	4	3	3	4	2	3	4	4	4	4	5	4	2	3
	Teacher 4	3	3	2	4	3	3	4	4	2	2	3	5	3	4
	Teacher 5	3	3	3	4	1.5	2	1.5	3	2	3	2	4	2	4
	Teacher 6	4	4	3	3	4	2	3	5	2	3	2	3	2	3
	Teacher 7	5	4	4	4	4	5	5	5	4	4	5	5	2	3
	Teacher 8	3	3	3	4	3	2	3	4	2	1	3	5	2	4
	Teacher 9	4	3	3	3	4	3	4	5	4	3	5	4	2	3
SCHOOL 13															
	Teacher 1	4	4	4	5	3	4	4	4	4	4	4	4	4	3
	Teacher 2	2	3	4	3	2	3	2	3	3	2	3	2	3	3
	Teacher 3	2.5	3	3	2	3.5	2	2	3	3	3	2	3	1	2
	Teacher 4	2	2	5	1	5	3	2	3	3	3	3	3	1	2
	Teacher 5	3	4	3	3	3	2	2	4	3	3	4	4	1	2
	Teacher 6	5	4	4	4	4	3	4	4	5	4	3	4	2	3
	Teacher 7	4	3	2	3	3	3	4	4	4	4	4	5	4	4
	Teacher 8	4	4	5	5	5	3	3	3	5	5	4	5	2	2
	Teacher 9	4	4	5	3	3	2	2	3	3	3	4	5	2	3
	Teacher 10	3	3	4	4	3	3	3	4	3	3	4	5	4	3
	Teacher 11	3	3	4	2	2	3	3	4	3	3	3	5	2	4
	Teacher 12	4	4	3	3	4	3	5	4	4	4	5	5	1	2
SCHOOL 14															
	Teacher 1	4	3	4	3	2	3	3	4	4	3	5	5	5	3
	Teacher 2	5	5	5	5	5	3	5	5	5	5	5	5	4	4
	Teacher 3	4	4	5	5	4	4	4	5	5	5	5	5	3	2
	Teacher 4	4	3	2	3	4	2	5	5	4	2	4	5	4	2
	Teacher 5	4	3	3	3	4	3	4	4	4	4	5	4	3	3
	Teacher 6	3	3	2	3	3	3	2	4	4	2	4	4	4	4
	Teacher 7	4	4	2	1	3	3	4	5	4	4	5	5	1	4
	Teacher 8	5	4	2	3	2	3	2	5	5	5	5	5	4	4
	Teacher 9	4	3	4	4	3	3	4	5	4	3	3	4	1	2
	Teacher 10	4	4	4	3	3	4	3	4	4	4	4	5	3	3
	Teacher 11	4	4	3	4	3	3	1	4	3	1	3	5	5	4
SCHOOL 16															
	Teacher 1	3	3	3	4	3	2	3	5	4	3	3	5	1	2
	Teacher 2	3	4	4	3	4	4	4	5	5	5	4	4	1	2
	Teacher 3	4	4	3	3	3	2	3	5	4	3	2	5	2	1
	Teacher 4	3	4	2	2	3	3	3	4	3	3	5	5	1	2
	Teacher 5	2	4	4	3	2	3	3	4	4	3	3	5	2	3
	Teacher 6	4	3	3	4	4	3	3	5	3	2	4	3	2	4
	Teacher 7	2	4	4	3	4	4	4	5	4	4	5	5	2	3
	Teacher 8	4	4	4	5	4	4	5	4	5	5	4	5	2	4
	Teacher 9	3	3	5	2	1	1	4	5	3	2	4	5	1	2
	Teacher 10	3	3	4	4	4	4	4	3	4	3	3	4	2	3
	Teacher 11	3	4	4	5	5	4	4	4	5	3	5	5	1	4



	QUESTIONS:	15	16	17	18	19	20	21	22	23	24	25	26	27	28
SCHOOL 12															
	Teacher 1	4	2	4	3	4	5	2	5	4	3	5	3	3	4
	Teacher 2	3	2	3	2	3	3	2	3	3	2	3	1	2	3
	Teacher 3	3	3	4	3	4	4	3	4	4	3	4	4	3	4
	Teacher 4	4	2	4	4	5	5	3	5	4	3	4	2	2	3
	Teacher 5	3	2	3	3	5	5	3	4	3	3	3	3	3	2.5
	Teacher 6	4	2	3	3	3	4	3	4	3	2	4	4	2	3
	Teacher 7	5	4	5	5	5	5	4	5	4	3	5	4	5	5
	Teacher 8	5	2	4	3	3	3	2	4	3	3	4	4	2	3
	Teacher 9	5	3	4	4	5	5	3	5	4	3	4	4	4	4
SCHOOL 13															
	Teacher 1	3	2	4	3	4	4	3	4	4	3	4	4	3	4
	Teacher 2	3	2	2	2	3	3	3	3	2	2	2	2	2	4
	Teacher 3	3	2	2	3	2.5	3	2	3	2	3.5	3	3	3	4
	Teacher 4	5	1	2	4	3	4	3	2	2	3	2	3	2	5
	Teacher 5	4	2	4	4	4	4	4	5	4	4	4	4	5	5
	Teacher 6	5	2	5	5	5	5	3	3	4	4	4	4	3	4
	Teacher 7	4	2	3	3	4	5	4	5	4	3	5	4	3	5
	Teacher 8	4	4	4	5	5	5	4	5	4	3	4	4	3	5
	Teacher 9	4	2	4	4	5	5	3	3	3	4	4	3	3	5
	Teacher 10	5	4	3	4	4	4	3	3	3	4	4	4	3	3
	Teacher 11	4	1	3	3	4	4	2	5	4	3	4	3	1	4
	Teacher 12	5	3	4	4	3	3	3	4	4	4	5	4	3	4
SCHOOL 14															
	Teacher 1	4	3	5	4	4	4	4	4	3	3	4	3	4	3
	Teacher 2	3	1	5	5	5	4	4	4	3	3	5	5	4	5
	Teacher 3	4	2	5	4	4	4	3	5	4	4	5	5	3	5
	Teacher 4	4	2	4	4	5	5	3	3	3	5	5	5	1	2
	Teacher 5	4	2	3	3	4	4	3	4	3	3	4	3	3	4
	Teacher 6	4	1	2	4	4	4	4	3	2	4	4	5	2	2
	Teacher 7	5	3	4	5	5	5	3	4	4	5	5	5	3	5
	Teacher 8	5	1	5	3	5	5	4	5	3	5	5	5	3	4
	Teacher 9	2	1	2	2	3	4	3	4	3	3	5	3	2	4
	Teacher 10	3	2	3	3	4	4	3	5	3	3	4	4	2	2
	Teacher 11	5	1	5	5	5	4	4	4	4	3	5	4	2	5
SCHOOL 16															
	Teacher 1	3	3	4	3	5	5	4	4	2	2	5	5	4	5
	Teacher 2	4	3	4	3	5	3	3	4	3	4	4	3	3	4
	Teacher 3	4	2	5	3	5	4	3	3	4	2	4	5	4	5
	Teacher 4	5	4	4	4	4	4	3	3	3	3	4	4	2	5
	Teacher 5	4	1	3	3	5	5	4	3	3	3	4	3	3	4
	Teacher 6	4	1	3	2	5	4	4	3	3	3	4	4	3	2
	Teacher 7	5	2	4	4	4	4	4	3	3	3	4	4	3	4
	Teacher 8	4	3	4	3	5	5	5	4	4	3	5	4	4	5
	Teacher 9	4	3	3	3	3	3	1	1	1	1	5	1	1	5
	Teacher 10	4	3	3	3	4	4	3	3	3	3	4	3	2	3
	Teacher 11	4	3	4	2	5	5	4	3	3	1	4	5	3	3

	QUESTIONS:	29	30	31	32	33	34	35	36	37	38	39	40	41	42
SCHOOL 12															
	Teacher 1	2	3	2	3	4	3	4	5	4	5	3	4	4	4
	Teacher 2	2	3	1	1	3	2	2	3	3	3	1	3	3	4
	Teacher 3	1	3	1	2	4	3	3	5	4	5	4	4	3	4
	Teacher 4	2	4	1	3	5	2	5	4	4	4	4	4	5	5
	Teacher 5	2	2.5	2	3	3	2.5	3	3.5	3	3	3	4	4	1.5
	Teacher 6	2	3	1	3	3	3	5	5	5	4	3	5	5	5
	Teacher 7	2	4	1	3	4	3	4	5	4	4	4	4	4	4
	Teacher 8	2	2	2	2	4	3	3	4	3	4	3	4	4	3
	Teacher 9	4	4	2	4	4	4	4	5	4	5	4	4	4	5
SCHOOL 13															
	Teacher 1	2	4	2	4	4	3	4	4	4	4	4	4	4	3
	Teacher 2	2	3	2	3	3	2	2	4	2	4	2	3	3	2
	Teacher 3	2	2	1	3.5	3	2	3	2	2	4	1.5	4	4	3.5
	Teacher 4	2	3	1	3	4	3	3	4	4	3	2	4	4	3
	Teacher 5	1	4	2	3	5	4	4	5	3	5	5	4	4	2
	Teacher 6	3	4	3	3	4	4	4	4	3	3	3	5	5	4
	Teacher 7	1	4	1	2	5	4	4	5	4	5	4	4	3	3
	Teacher 8	5	4	3	5	5	3	3	4	2	5	3	5	4	4
	Teacher 9	2	3	1	4	5	3	4	4	3	5	3	4	4	4
	Teacher 10	4	3	2	3	4	4	3	4	4	3	5	4	5	3
	Teacher 11	1	3	1	2	5	3	4	4	3	3	4	4	4	4
	Teacher 12	4	3	2	4	4	4	3	4	4	4	3	4	4	3
SCHOOL 14															
	Teacher 1	2	3	2	3	3	3	4	4	4	4	4	3	3	5
	Teacher 2	1	4	2	4	4	3	5	5	4	5	5	5	5	5
	Teacher 3	2	4	2	3	3	3	4	5	4	5	5	5	5	4
	Teacher 4	1	3	4	4	5	3	5	5	4	5	2	4	4	5
	Teacher 5	4	3	2	2	3	3	4	5	4	4	3	3	4	4
	Teacher 6	1	2	2	3	4	3	4	5	4	5	3	4	4	3
	Teacher 7	1	4	4	5	5	5	5	5	4	4	5	5	5	5
	Teacher 8	4	4	1	5	5	3	4	5	4	5	1	4	4	5
	Teacher 9	1	3	1	2	3	3	3	3	3	3	2	3	4	3
	Teacher 10	1	3	1	2	3	2	4	5	5	5	3	3	4	4
	Teacher 11	1	4	1	4	5	3	4	5	4	5	5	4	4	4
SCHOOL 16															
	Teacher 1	2	4	2	3	5	3	3	4	4	4	4	5	4	2
	Teacher 2	1	4	2	2	3	4	4	4	4	5	5	3	4	3
	Teacher 3	2	3	4	1	5	3	4	5	3	4	3	4	3	2
	Teacher 4	4	3	2	2	4	3	3	4	3	4	3	3	4	2
	Teacher 5	3	3	2	3	4	3	4	5	4	4	5	5	5	2
	Teacher 6	3	3	4	3	5	2	5	3	3	4	2	4	4	4
	Teacher 7	3	3	4	3	4	3	4	5	5	5	4	2	3	2
	Teacher 8	2	4	3	4	5	4	4	5	5	4	5	4	4	2
	Teacher 9	2	3	1	3	3	3	1	3	1	5	5	4	4	4
	Teacher 10	3	3	2	3	4	3	4	4	3	4	4	3	3	2.5
	Teacher 11	2	3	1	3	4	4	3	4	3	3	3	4	4	2

	QUESTIONS:	43	44	45	46	47	48	49	50	51	52
<b>SCHOOL 12</b>											
Teacher 1		5	5	5	4	5	4	3	3	5	5
Teacher 2		2	3	1	1	2	2	3	2	3	3
Teacher 3		5	4	4	4	4	4	4	4	4	4
Teacher 4		2	4	2	2	5	5	3	4	5	5
Teacher 5		2	4	4	3.5	4	5	3	3.5	3.5	3
Teacher 6		4	5	4	2	4	4	4	4	4	5
Teacher 7		4	5	4	3	5	4	4	4	5	5
Teacher 8		3	4	4	2	3	4	3	3	4	4
Teacher 9		4	5	4	3	3	4	4	4	5	5
<b>SCHOOL 13</b>											
Teacher 1		3	3	4	4	5	3	4	3	4	4
Teacher 2		4	3	2	3	3	3	3	3	2	3
Teacher 3		2	3	3	2	3.5	2.5	3	3	2.5	3
Teacher 4		2	2	2	2	3	3	2	4	2	4
Teacher 5		3	4	3	3	5	5	4	4	3	4
Teacher 6		4	3	3	4	5	5	4	5	5	5
Teacher 7		3	4	4	3	4	4	3	4	5	5
Teacher 8		3	3	4	4	5	3	4	3	4	4
Teacher 9		4	4	2	4	5	5	4	4	4	3
Teacher 10		4	4	3	3	4	4	4	3	4	4
Teacher 11		4	3	3	3	4	3	2	3	4	4
Teacher 12		3	4	3	3	4	4	4	4	5	4
<b>SCHOOL 14</b>											
Teacher 1		4	4	4	4	5	5	5	4	5	4
Teacher 2		4	5	4	3	5	5	5	3	5	5
Teacher 3		3	5	3	4	5	4	4	4	5	5
Teacher 4		5	5	3	4	5	5	4	4	5	5
Teacher 5		4	5	4	3	5	4	4	4	4	5
Teacher 6		5	5	4	2	3	3	3	3	4	4
Teacher 7		5	5	3	4	5	4	4	4	5	5
Teacher 8		5	5	4	2	2	4	5	3	5	3
Teacher 9		3.5	5	4	3	3	3	3	3	4	3
Teacher 10		4	4	4	3	5	5	4	3	4	4
Teacher 11		4	5	3	3	5	4	2	4	5	4
<b>SCHOOL 16</b>											
Teacher 1		5	5	5	5	5	4	3	2	5	5
Teacher 2		3	5	3	4	5	4	4	3	4	5
Teacher 3		3	5	4	5	4	4	3	3	5	5
Teacher 4		3	4	4	3	4	4	3	3	4	4
Teacher 5		2	4	3	3	4	5	3	3	5	5
Teacher 6		3	4	3	3	4	5	3	4	3	4
Teacher 7		3	4	4	4	4	5	4	3	4	4
Teacher 8		4	5	3	4	5	5	4	4	4	4
Teacher 9		3	5	1	1	4	1	1	3	4	4
Teacher 10		3	3	4	3	3	4	3	2	4	4
Teacher 11		3	4	5	4	5	5	5	3	3	5

		TOTALS:	VISION	POSITIVE THINKING	RISKS/CHANGE	COMM	IMP of PEOPLE
	QUESTIONS:						
SCHOOL 12							
	Teacher 1		31	25	32	21	28
	Teacher 2		19	18	19	10	16
	Teacher 3		30	25	32	23	27
	Teacher 4		29	25	31	14	29
	Teacher 5		21.5	19.5	25.5	14.5	25
	Teacher 6		29	23	30	21	23
	Teacher 7		32	31	37	25	32
	Teacher 8		25	23	26	16	23
	Teacher 9		32	25	35	23	28
SCHOOL 13							
	Teacher 1		28	29	34	22	27
	Teacher 2		21	21	24	16	17
	Teacher 3		19	18	21	17	17.5
	Teacher 4		24	20	25	18	16
	Teacher 5		30	23	35	32	33
	Teacher 6		27	27	36	26	28
	Teacher 7		33	24	34	22	27
	Teacher 8		27	28	34	26	27
	Teacher 9		27	24	32	20	26
	Teacher 10		27	25	30	20	25
	Teacher 11		26	24	28	18	24
	Teacher 12		28	26	33	23	26
SCHOOL 14							
	Teacher 1		28	23	35	20	30
	Teacher 2		34	32	39	29	31
	Teacher 3		34	30	37	26	31
	Teacher 4		28	25	34	24	23
	Teacher 5		29	23	32	23	25
	Teacher 6		27	21	28	22	18
	Teacher 7		33	24	39	25	29
	Teacher 8		27	24	34	27	23
	Teacher 9		22	26	26	20.5	19
	Teacher 10		28	25	30	23	26
	Teacher 11		33	24	34	19	29
SCHOOL 16							
	Teacher 1		31	25	34	23	27
	Teacher 2		31	27	36	23	28
	Teacher 3		30	25	34	22	27
	Teacher 4		27	22	32	19	23
	Teacher 5		32	25	32	16	26
	Teacher 6		21	26	31	20	23
	Teacher 7		31	28	35	21	26
	Teacher 8		32	31	37	26	31
	Teacher 9		27	23	23	13	16
	Teacher 10		26	26	29	20	22
	Teacher 11		24	29	36	24	26

	QUESTIONS:	RESOURCES	L'SHIP	PD/LRNG	TOTAL ALL Qs
SCHOOL 12					
	Teacher 1	24	70	37	194
	Teacher 2	19	45	26	125
	Teacher 3	21	63	39	186
	Teacher 4	25	65	36	184
	Teacher 5	21	55	32	159
	Teacher 6	24	61	39	179
	Teacher 7	23	73	48	216
	Teacher 8	21	60	35	164
	Teacher 9	28	70	47	205
SCHOOL 13					
	Teacher 1	25	62	39	191
	Teacher 2	21	43	29	139
	Teacher 3	19	48	35	139
	Teacher 4	18	48	39	148
	Teacher 5	19	63	40	187
	Teacher 6	27	67	50	204
	Teacher 7	22	69	40	193
	Teacher 8	28	67	51	206
	Teacher 9	24	64	39	186
	Teacher 10	26	61	45	188
	Teacher 11	19	60	32	167
	Teacher 12	24	65	48	192
SCHOOL 14					
	Teacher 1	29	61	41	194
	Teacher 2	28	75	46	223
	Teacher 3	24	71	48	213
	Teacher 4	28	70	44	199
	Teacher 5	26	61	44	188
	Teacher 6	23	59	38	173
	Teacher 7	28	75	48	216
	Teacher 8	31	71	46	204
	Teacher 9	16	60	31	159.5
	Teacher 10	21	58	38	182
	Teacher 11	25	68	36	195
SCHOOL 16					
	Teacher 1	17	73	38	191
	Teacher 2	18	64	44	190
	Teacher 3	18	69	39	184
	Teacher 4	19	63	43	175
	Teacher 5	21	66	37	182
	Teacher 6	27	58	37	177
	Teacher 7	24	63	44	193
	Teacher 8	25	71	45	214
	Teacher 9	17	62	28	145
	Teacher 10	20.5	57	39	171.5
	Teacher 11	21	65	43	190

	QUESTIONS:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
SCHOOL 17	Teacher 1	4	2	3	3	3	2	1	2	4	3	2	4	1	2
	Teacher 2	3	4	5	3	2	3	3	4	4	3	3	5	1	4
	Teacher 3	3	3	2	3	5	3	2	4	4	3	3	5	2	4
	Teacher 4	4	3	4	5	5	3	4	4	5	4	3	5	1	3
	Teacher 5	4	2	4	3	3	2	2	4	4	2	2	4	2	4
	Teacher 6	5	3	2	3	4	4	4	4	4	4	4	5	1	3
SCHOOL 19	Teacher 1	3	5	4	4	4	3	3	4	4	3	5	5	1	1
	Teacher 2	4	4	3	3	5	3	2	4	3	3	3	4	2	2
	Teacher 3	3	4	2	4	3	3	2	4	4	3	3	4	1	4
	Teacher 4	3	4	2	4	4	3	4	5	4	4	5	5	1	2

	QUESTIONS:	15	16	17	18	19	20	21	22	23	24	25	26	27	28	
SCHOOL 17																
	Teacher 1	2	1	2	3	4	3	1	4	2	3	1	4	2	4	
	Teacher 2	5	1	4	5	4	4	3	5	4	5	4	4	1	4	
	Teacher 3	3	2	3	3	4	4	3	4	4	4	4	3	3	3	
	Teacher 4	5	2	4	5	5	4	3	3	3	3	4	4	3	3	
	Teacher 5	5	1	3	3	4	5	2	3	2	5	4	4	4	2	
	Teacher 6	5	4	5	4	5	5	4	5	4	4	5	5	5	4	
SCHOOL 19																
	Teacher 1	5	1	5	5	5	4	3	5	3	4	4	4	4	5	
	Teacher 2	4	1	3	4	5	3	3	4	4	3	4	2	2	3	
	Teacher 3	5	1	4	4	5	4	2	4	3	3	3	3	2	5	
	Teacher 4	5	2	3	4	4	4	3	5	4	3	5	5	4	5	

	QUESTIONS:	29	30	31	32	33	34	35	36	37	38	39	40	41	42
SCHOOL 17															
	Teacher 1	1	2	1	2	3	2	2	1	1	1	1	3	3	2
	Teacher 2	2	5	4	3	5	3	3	4	4	4	3	3	4	5
	Teacher 3	2	4	2	3	5	3	4	4	3	4	3	3	4	4
	Teacher 4	3	3	1	4	5	2	4	4	3	3	3	4	4	4
	Teacher 5	2	4	1	4	5	4	3	3	3	3	3	5	5	3
	Teacher 6	3	4	1	5	5	5	5	4	4	4	4	4	4	5
SCHOOL 19															
	Teacher 1	2	3	1	4	4	3	4	5	5	5	5	4	4	3
	Teacher 2	5	4	1	2	4	2	4	4	3	3	4	4	3	3
	Teacher 3	2	2	1	4	4	3	3	5	4	3	5	4	4	3
	Teacher 4	2	4	1	2	5	4	4	5	3	3	5	5	5	3



	QUESTIONS:	43	44	45	46	47	48	49	50	51	52
SCHOOL 17	Teacher 1	3	2	4	2	3	2	3	3	3	3
	Teacher 2	1	3	2	3	5	5	3	4	5	4
	Teacher 3	4	4	4	3	4	4	3	4	4	4
	Teacher 4	4	3	4	3	3	4	3	3	4	3
	Teacher 5	3	3	4	3	4	3	4	5	5	5
	Teacher 6	5	5	5	4	5	5	5	4	5	5
SCHOOL 19	Teacher 1	4	4	3	3	3	4	3	3	4	5
	Teacher 2	4	4	3	3	3	4	2	4	4	3
	Teacher 3	4	5	3	3	2	5	2	2	3	5
	Teacher 4	3	5	2	5	3	4	3	4	5	5

		TOTALS:	VISION	POSITIVE THINKING	RISKS/CHANGE	COMM	IMP of PEOPLE
SCHOOL 17	QUESTIONS:						
	Teacher 1		14	16	18	21	16
	Teacher 2		28	27	32	17	27
	Teacher 3		25	22	30	22	25
	Teacher 4		23	28	28	26	23
	Teacher 5		24	22	28	20	22
	Teacher 6		30	25	39	27	33
SCHOOL 19							
	Teacher 1		34	27	36	22	29
	Teacher 2		24	23	29	21	24
	Teacher 3		30	23	29	20	25
	Teacher 4		31	27	37	23	28

		RESOURCES	L'SHIP	PD/LRNG	TOTAL ALL Qs
	QUESTIONS:				
SCHOOL 17					
	Teacher 1	15	42	33	125
	Teacher 2	23	61	42	184
	Teacher 3	24	60	40	179
	Teacher 4	22	62	45	185
	Teacher 5	25	62	43	176
	Teacher 6	27	74	51	219
SCHOOL 19					
	Teacher 1	18	66	43	194
	Teacher 2	21	55	39	170
	Teacher 3	19	60	37	173
	Teacher 4	18	69	45	196