

Selection	Year	Finished / Invited	Masked
Sample State	2016	714 / 1704 (41.90 %)	

Human Capital

Selection	Average	Limits	Description
Sample State	3.82	0.0 <= Red < 3.5 3.5 <= Yellow - < 3.75 3.75 <= Yellow + < 4.0 4.0 <= Green < 5.1	Your organization has some strengths and a few areas of improvement on the human capital front. Combined with strategies to create social and decisional capital, additional efforts to enhance your organization's ability to attract, develop, and circulate individual talent can have an important impact on your organization's performance.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Average
I am confident in my ability to advance the learning of the most disadvantaged students	13	30	37	327	307	4.24
I am confident that when students from my class move on to the next grade they are prepared for their class work in my subject area(s)	15	34	46	318	298	4.2
There is only so much that I can do as a teacher; if a student doesn't put in the effort, it is not always my fault	23	92	105	304	184	2.25
I regularly	12	23	58	247	369	4.32

search for professional learning opportunities to improve my teaching						
I am offered the professional development needed to improve my teaching practice	40	92	80	267	231	3.78
My school provides me with career opportunities that improve my professional growth and practice	39	89	130	238	213	3.7
I am provided with feedback I need to improve my professional practice by administrators in my school	41	83	119	267	201	3.71
I can readily access and consult with specialists who can support my teaching practice	56	107	133	245	172	3.52
I am assigned to the class(es) that are best suited to my talent and expertise	23	39	67	175	406	4.27
Our school places a high priority on attracting highly effective teachers	21	62	129	223	273	3.94
In my school, teachers with little teaching experience are often placed in	152	143	240	114	59	3.3

classrooms with the greatest needs						
I feel that I have little influence when it comes to making school-wide decisions related to student learning	121	197	141	155	99	3.12