

F. Evaluation of School Organization

1. Context Evaluation

Questions	How to Answer the Questions	Resources
<p>Leadership:</p> <ol style="list-style-type: none"> 1. Is the school leadership firm? 2. Is the school leadership fair? 3. Does the school leadership exhibit strong instructional leadership style? 4. Is the school leadership stable? 5. Is the school principal confrontational? 6. Are the school administrators visible? 	<p>Survey and interview staff and students</p>	<p><i>Project Primer</i> (Martin, 1974). ERIC Document Reproduction Service No. ED 110 470.</p>
<p>Goals:</p> <ol style="list-style-type: none"> 1. Are the school goals academically oriented? 2. Is the school committed to maintenance of order? 3. Is the school committed to equal opportunity? 4. Are the school goals diverse enough to acknowledge a wide range of student academic and nonacademic needs? 	<p>School document review</p>	<p>See above</p>

2. Input Evaluation

Questions	How to Answer the Questions	Resources
<p>Centralization:</p> <ol style="list-style-type: none"> 1. What is the degree of school centralization? 2. Are students encouraged to get involved in policy-making and conflict resolution? 3. Are teachers entitled to determine class rules? 4. Are parents and community members encouraged to get involved in the decision-making process? 	<p>Student, parents, and teacher survey; document review</p>	<p>School policy manual</p>
<p>School Climate and Culture:</p> <ol style="list-style-type: none"> 1. Are there guidelines or policies for staff interaction with students? 2. Are there guidelines for interacting with parents and/or community members? 3. Is there a collegial atmosphere among school staff? 4. Do students and staff demonstrate an adequate level of respect for each other? 	<p>Review school policy manuals; survey and interview teachers and students, parents and community members</p>	<p>School policy manual</p>

3. Process Evaluation

Questions	How to Answer the Questions	Resources
<p>Control Structure:</p> <ol style="list-style-type: none"> 1. Supervision: <ol style="list-style-type: none"> A. Is there a cooperative relationship between supervisors and teachers in this school? B. Does the teacher have adequate classroom management skills? 2. Evaluation: <ol style="list-style-type: none"> A. Is there regular classroom observation and evaluation in the school? 3. Rewards: <ol style="list-style-type: none"> A. Are there student recognition programs? B. What are the major ways for students to be rewarded? C. Are rewards stressed more than sanctions? 4. Sanctions: <ol style="list-style-type: none"> A. What are the major ways to sanction student misbehavior? B. Are there explicit disciplinary rules that are shared by both students and staff? C. Are the rules applied consistently? 	<p>Classroom observation; survey to teachers and students; document review</p>	<p>See above</p>

4. Product Evaluation

Questions	How to Answer the Questions	Resources
<p>Level of Involvement:</p> <ol style="list-style-type: none"> 1. Is there adequate parental involvement in school activities? 2. Does the school get sufficient community support? 3. Are students satisfied with the school? 4. What is the rate of suspension? 5. Are students treated equally? 	<p>Interview parents, students, teachers, and community members</p>	<p>See above</p>
<p>Stratification:</p> <ol style="list-style-type: none"> 1. What proportion of students are enrolled in vocational education? 2. What is the proportion of homogeneously grouped classes or "tracks"? 3. How are the students grouped in terms of levels? 4. Does the grade level address the needs of the students? 	<p>Record review; survey to the students and parents</p>	<p>See above</p>