

# **Parent Questionnaire 2011 Results Irving Kindergarten Center**

*Published: 5/9/2011*

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## Survey Overview

### Description

Parent Questionnaire

### Instructions Provided To Respondents

This questionnaire is designed to gather general information about what parents think and feel about the school and their relationship with the school. The information is very important to the school for setting goals and direction for the future.

Thank you for your time!

### Response Filter Used

Irving Kindergarten Center

### Respondent Metrics

Respondents:	5
First Response:	3/4/2011 12:08 PM
Last Response:	4/19/2011 04:02 PM

## Survey Results

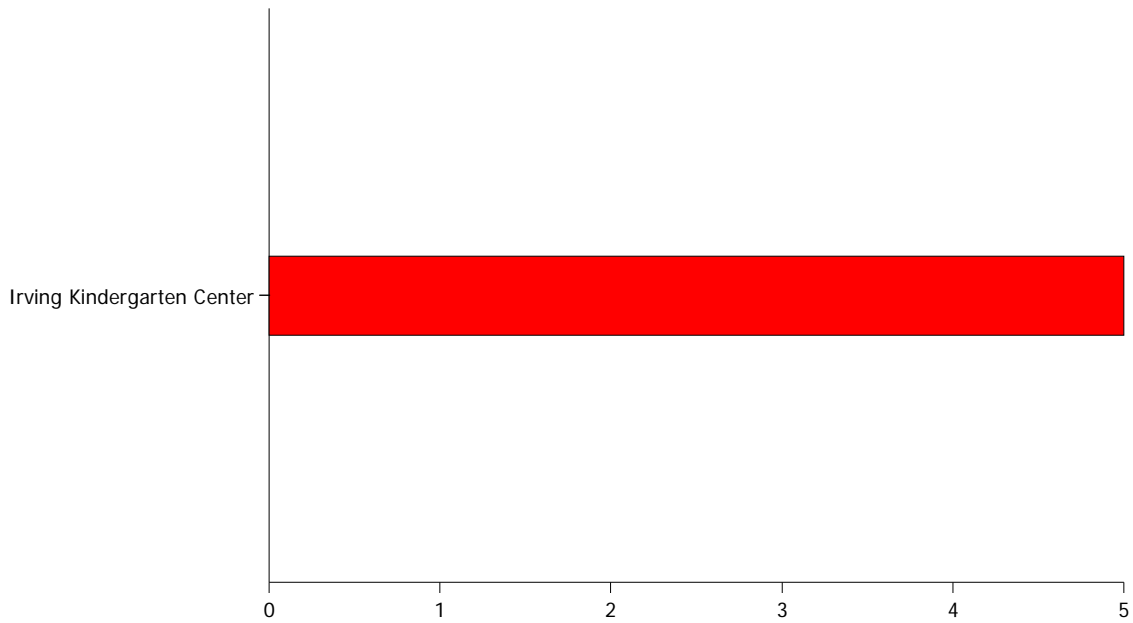
The following is a graphical depiction of the responses to each survey question. Additional comments provided by respondents, if any, are included after each graph.

### Section - School

#### Instructions Provided To Respondents

Please mark the box next to the school for which you are completing this questionnaire.

#### 1. My student attends:

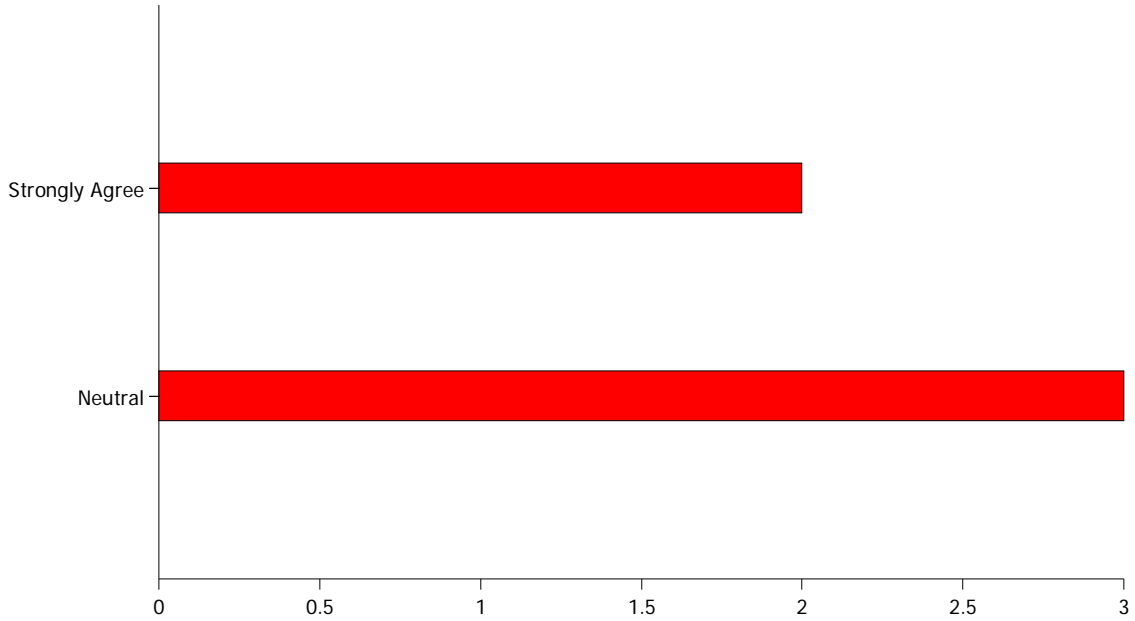


**Section - Your Opinion**

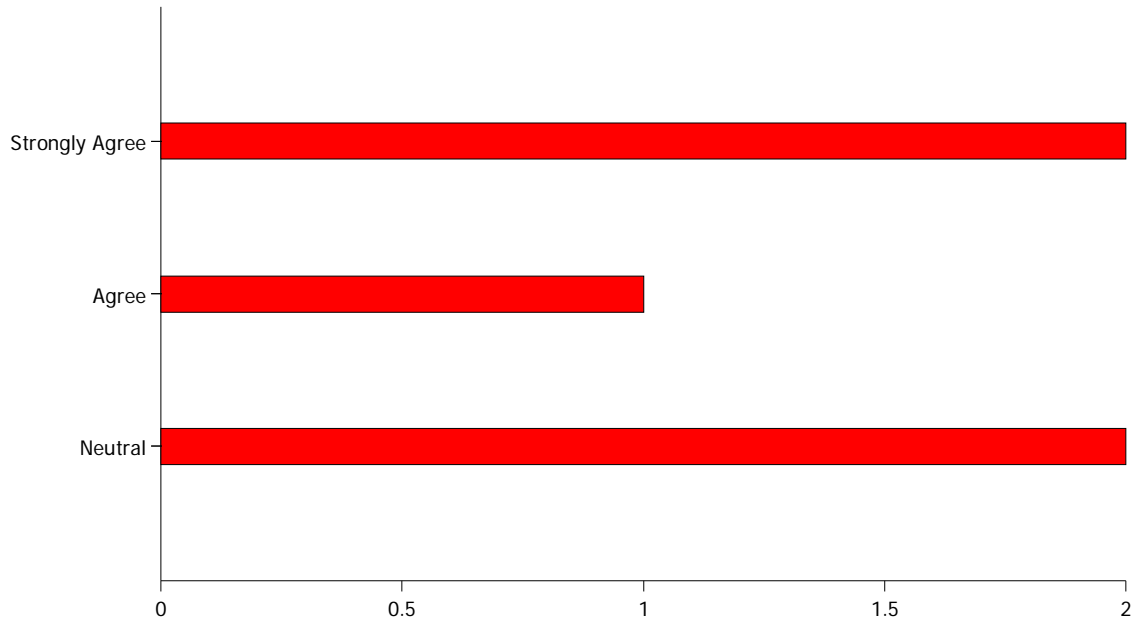
**Instructions Provided To Respondents**

In response to the questions asked below, please mark the box next to the answer that is closest to what you think or feel.

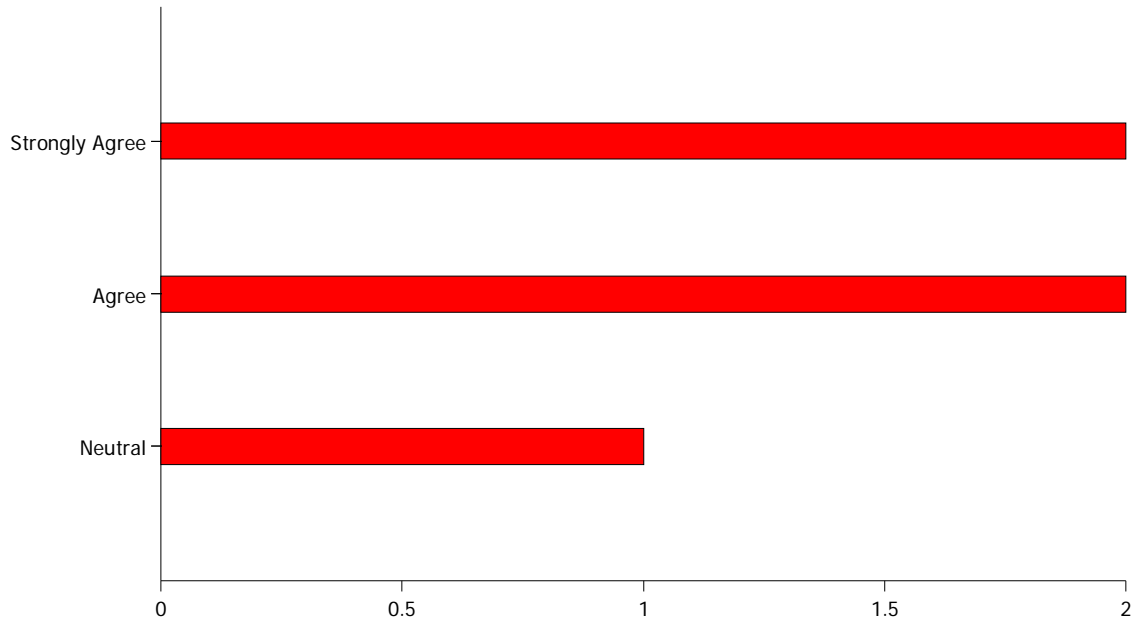
***2. I feel welcome at my child's school.***



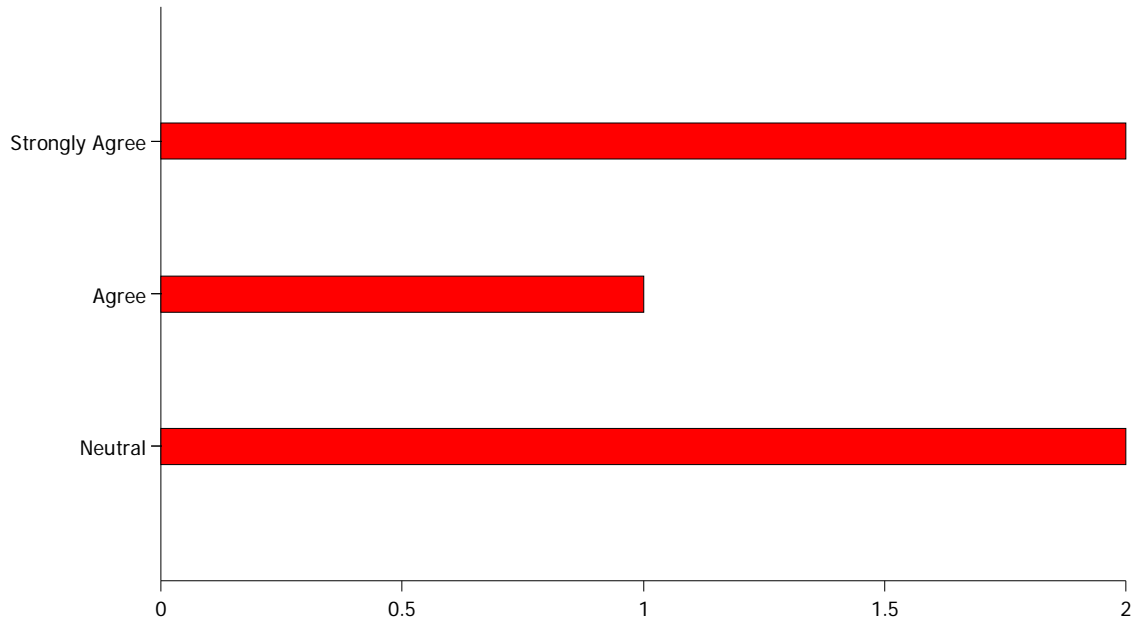
**3. I am informed about my child's progress.**



*4. I know what my child's teacher expects of my child.*

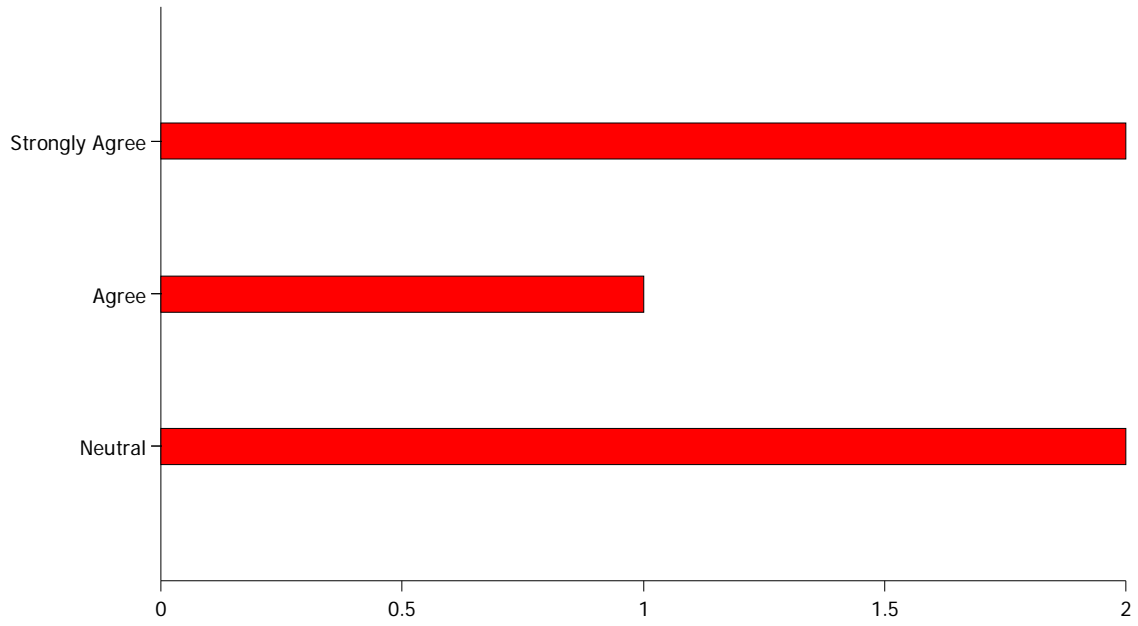


**5. My child is safe at school.**

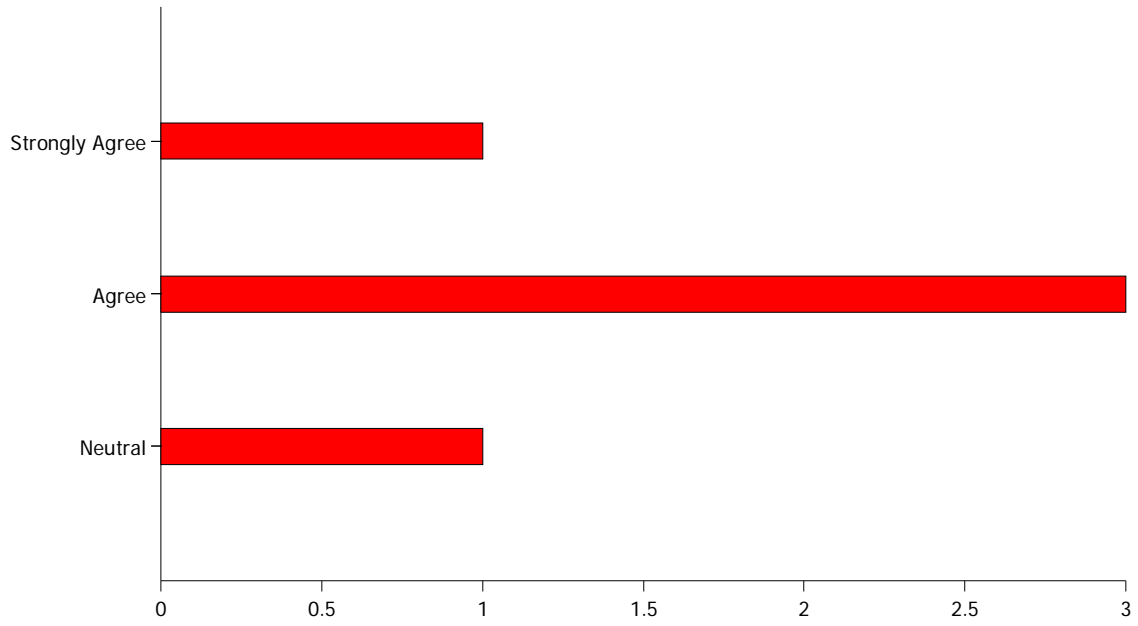




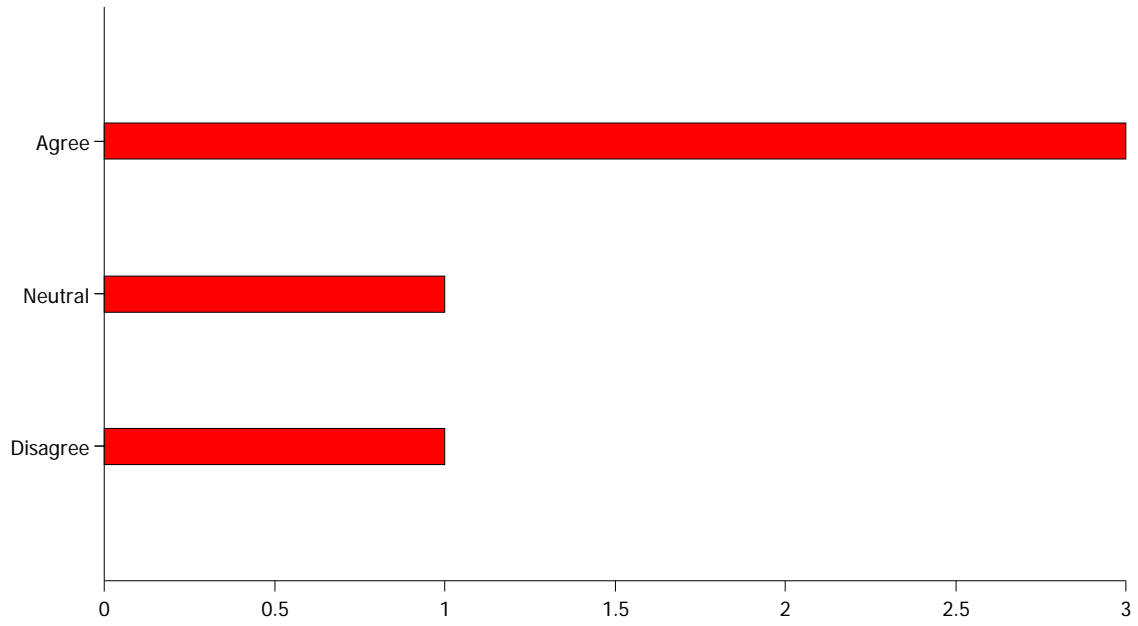
**6. My child is safe going to and from school.**



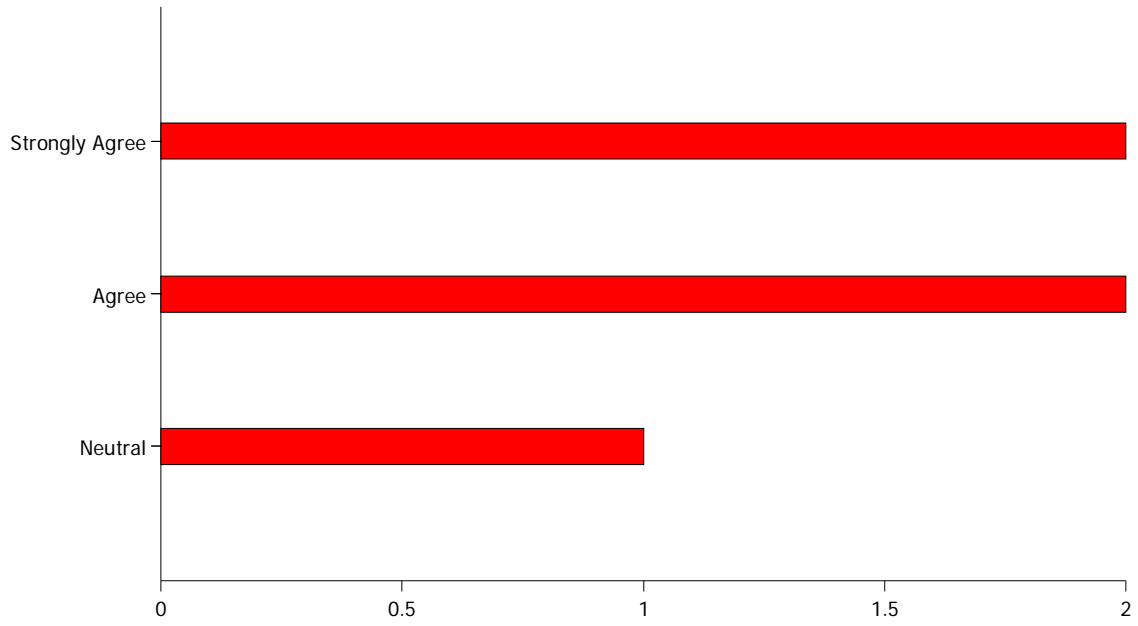
**7. There is adequate supervision during school.**



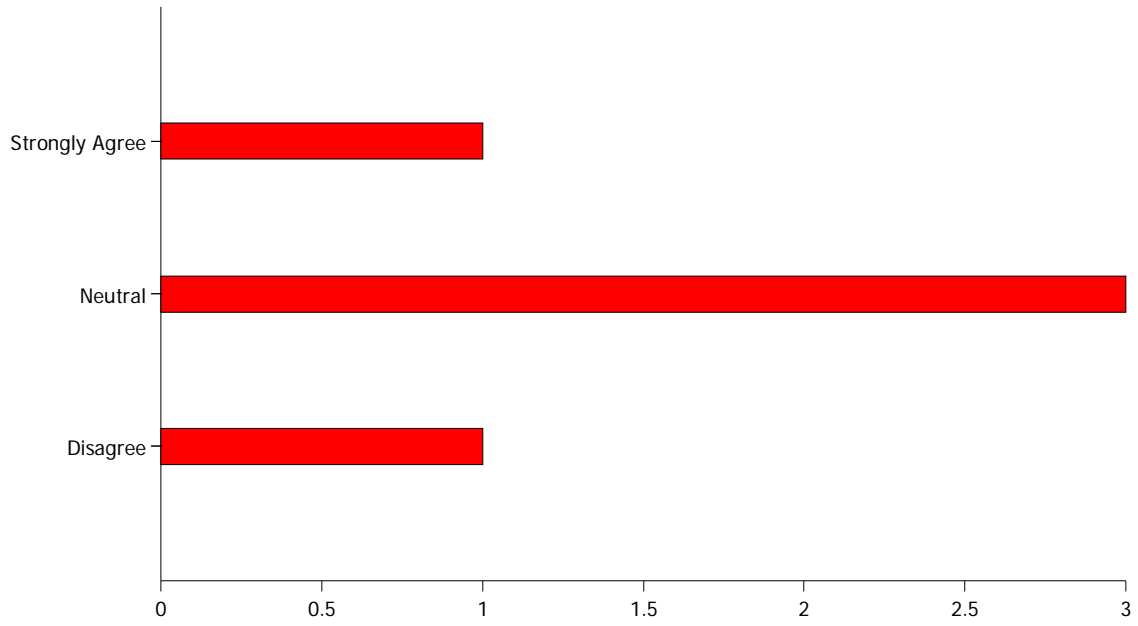
**8. There is adequate supervision before and after school.**



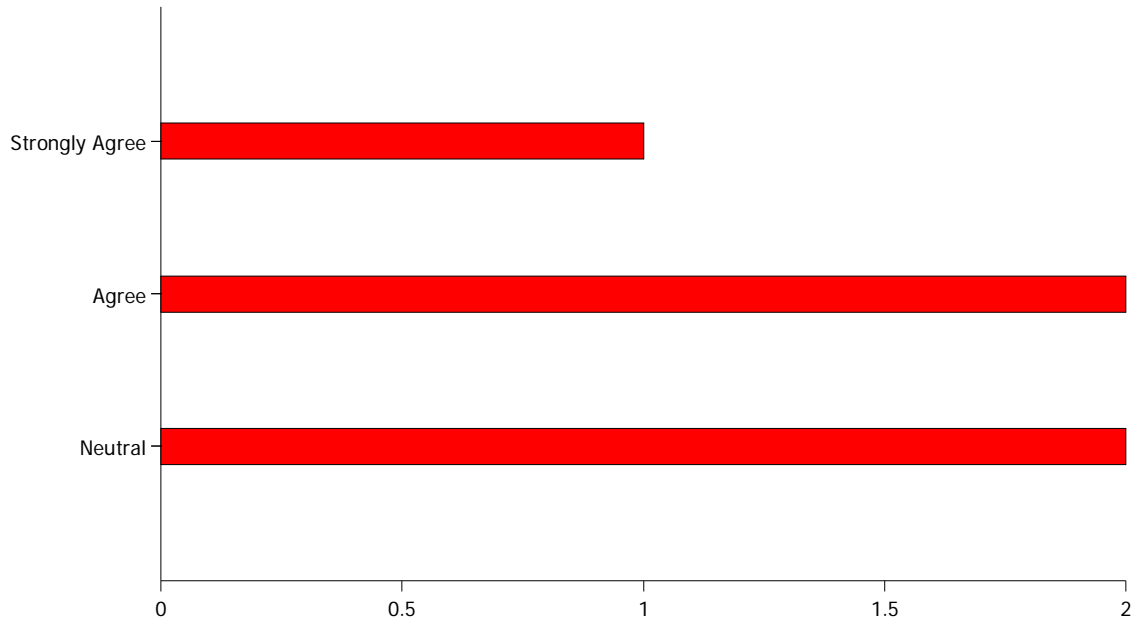
**9. Teachers show respect for students.**



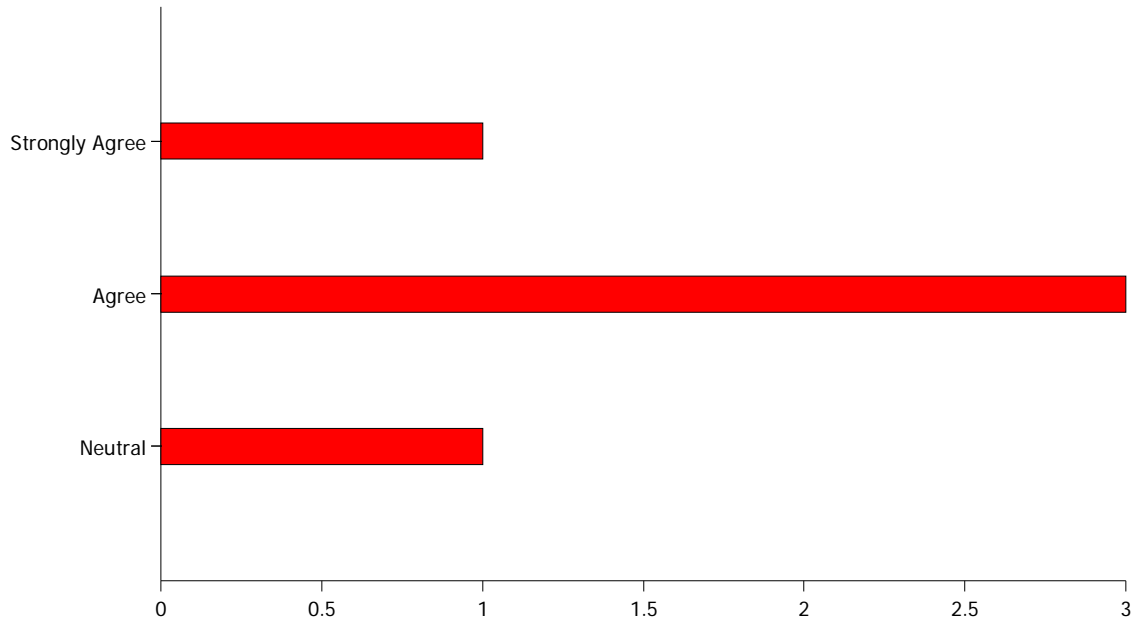
**10. Students show respect for other students.**



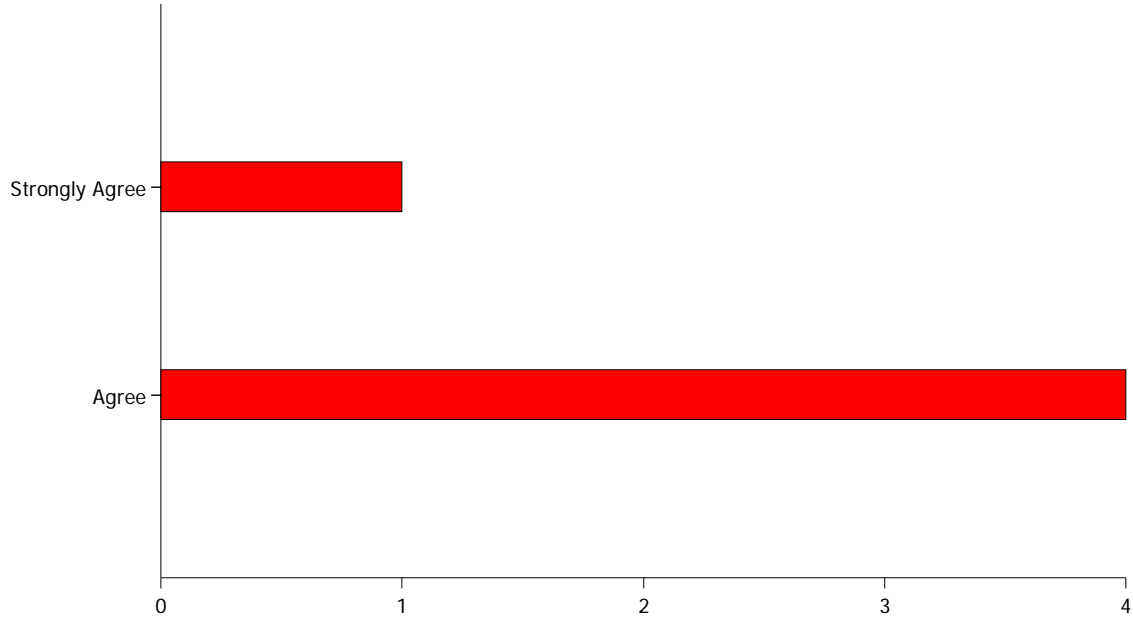
**11. The school meets the social needs of the students.**



**12. The school meets the academic needs of students.**

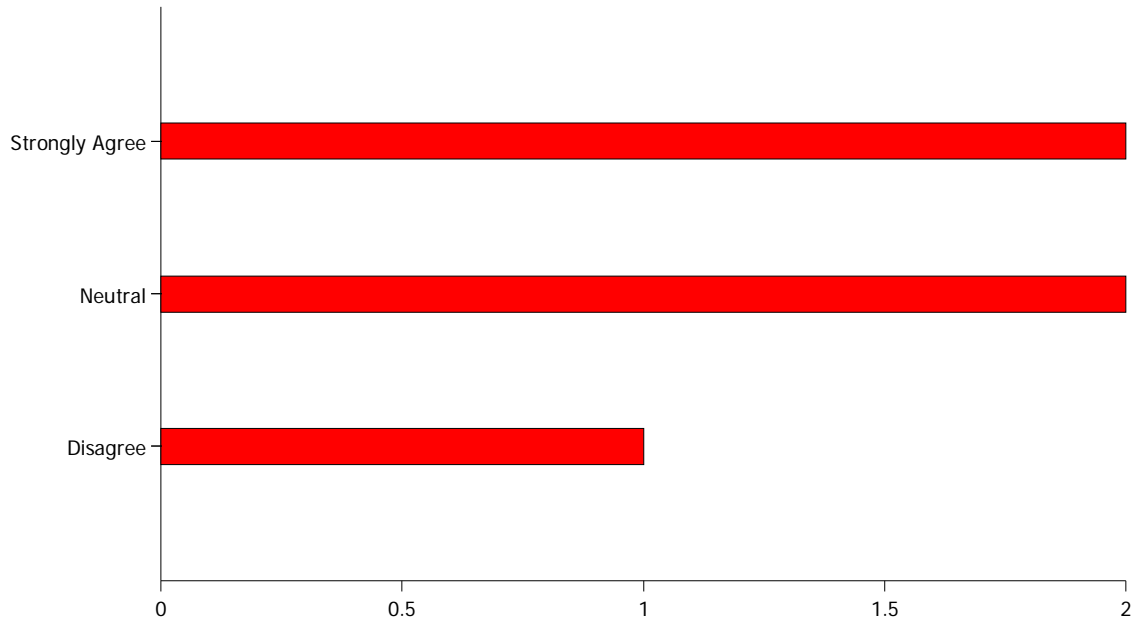


**13. The school expects quality work of its students.**

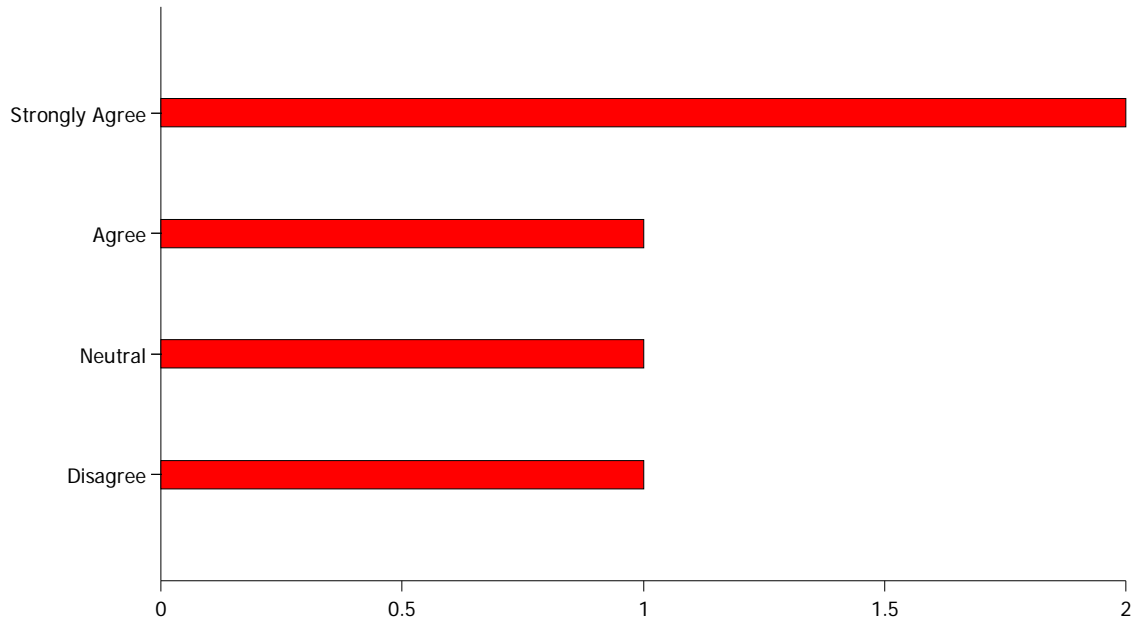




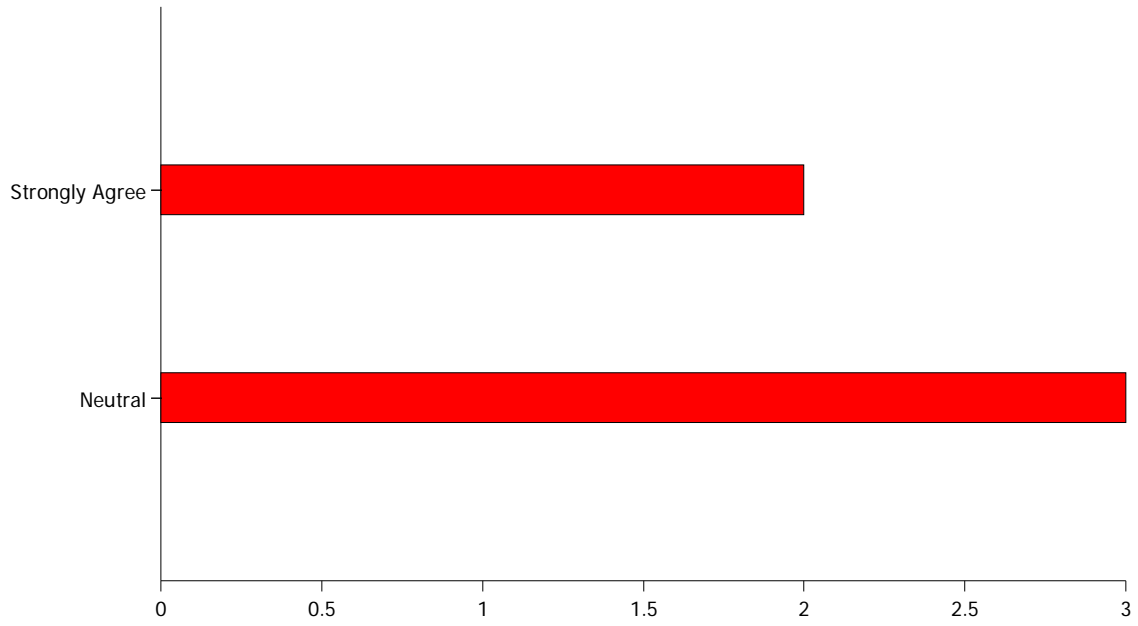
**14. The school has an excellent learning environment.**



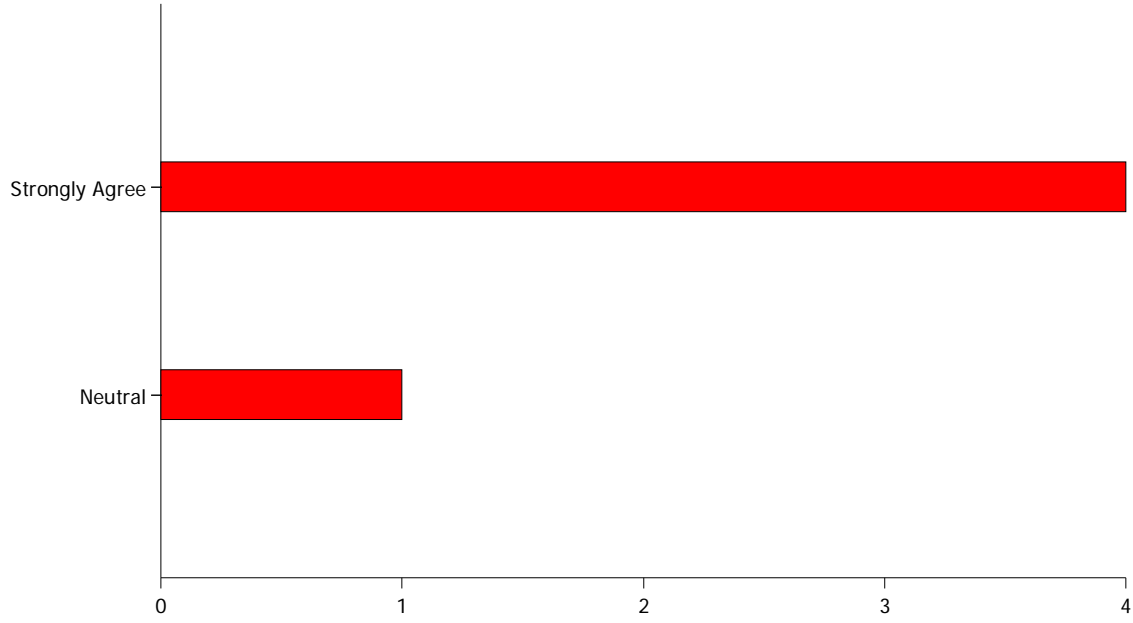
**15. I know how well my child is progressing in school.**



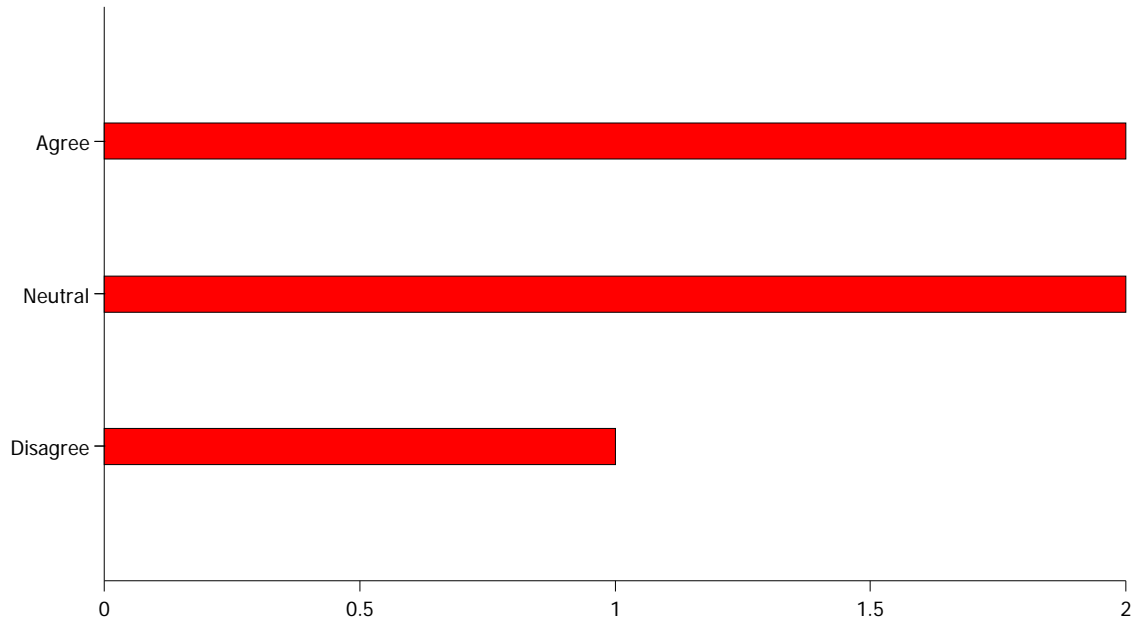
**16. I like the school's report card/progress report.**



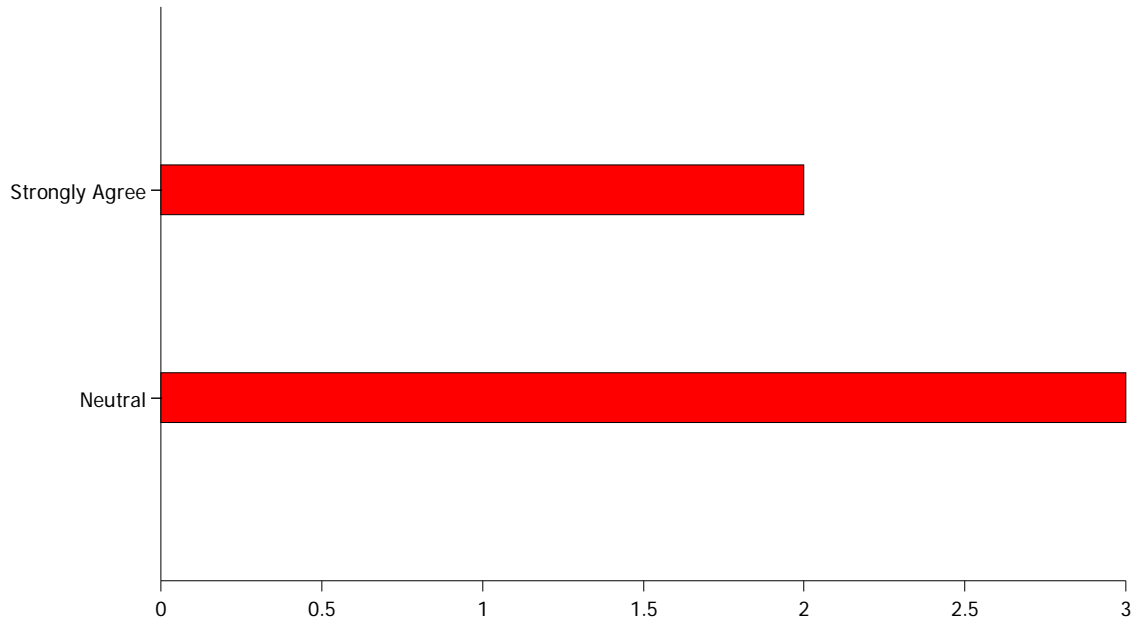
**17. I respect the school's teachers.**



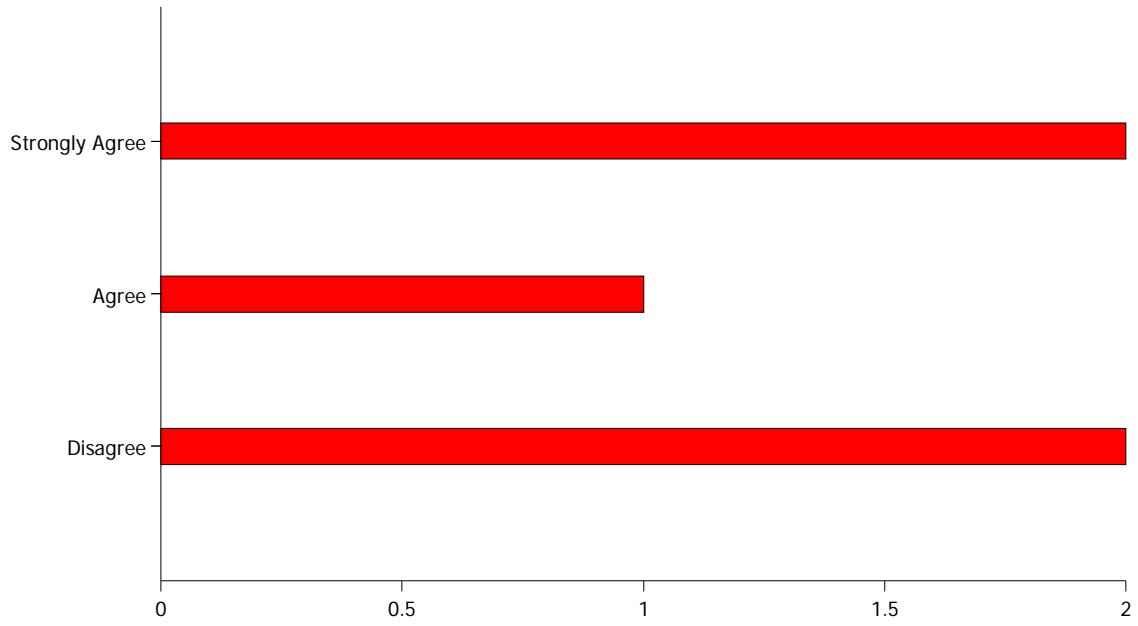
**18. I respect the school's principal.**



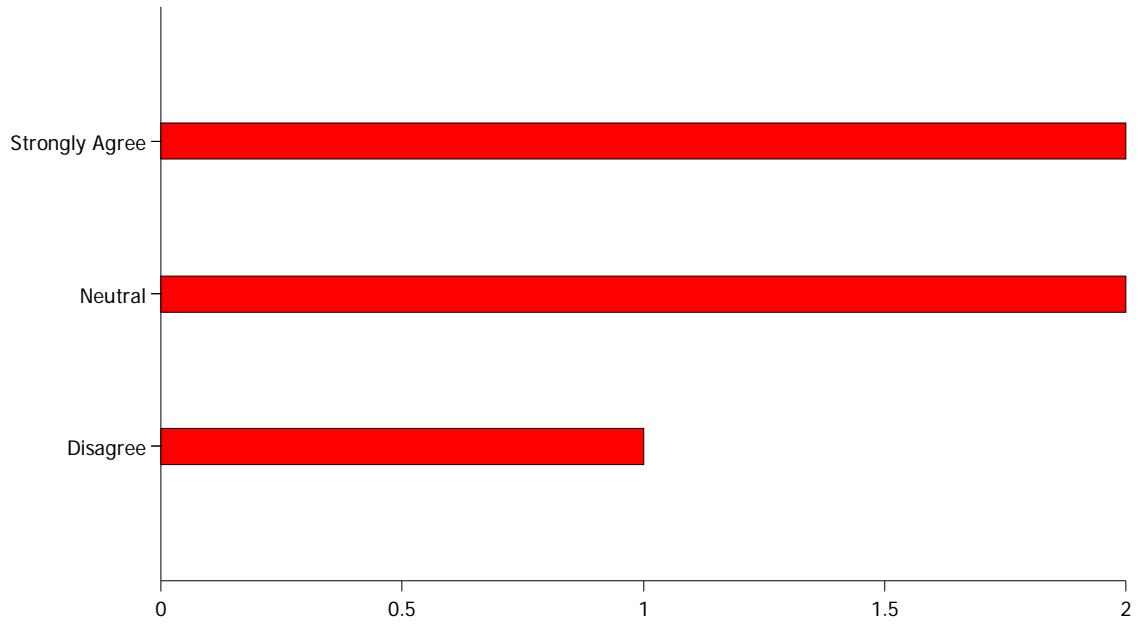
**19. Overall, the school performs well academically.**



**20. The school has a good public image.**

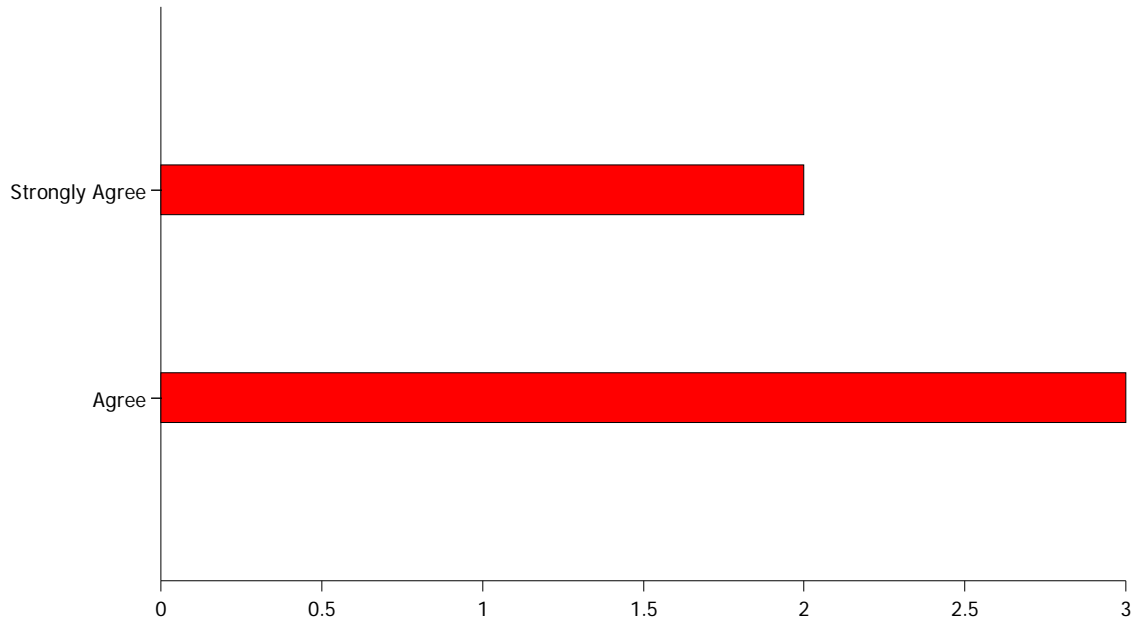


**21. The school's assessment practices are fair.**

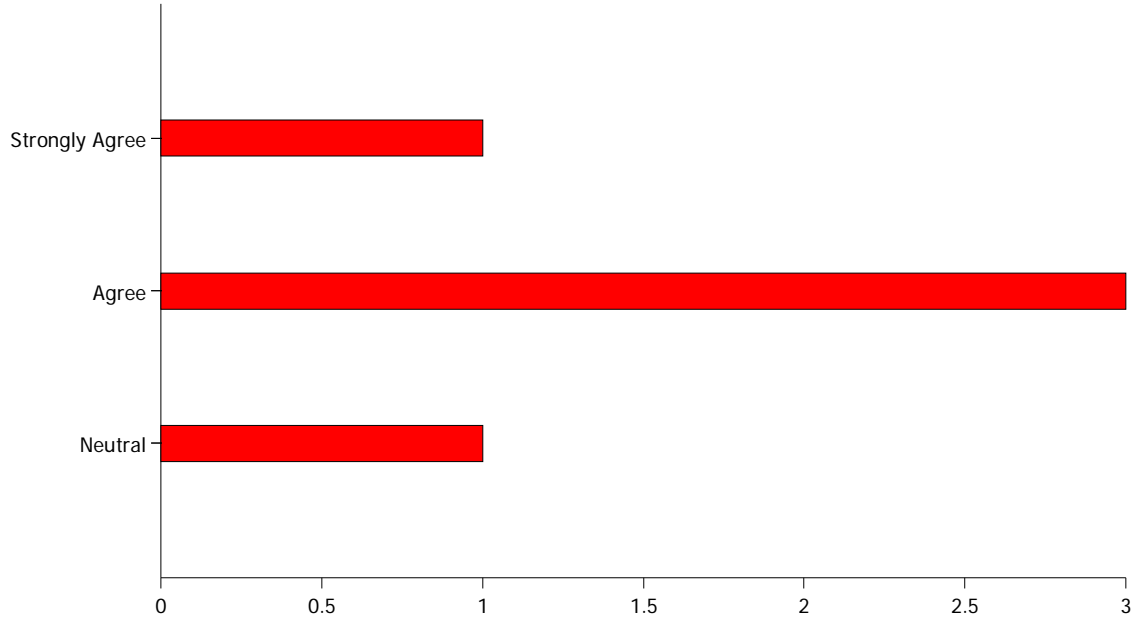




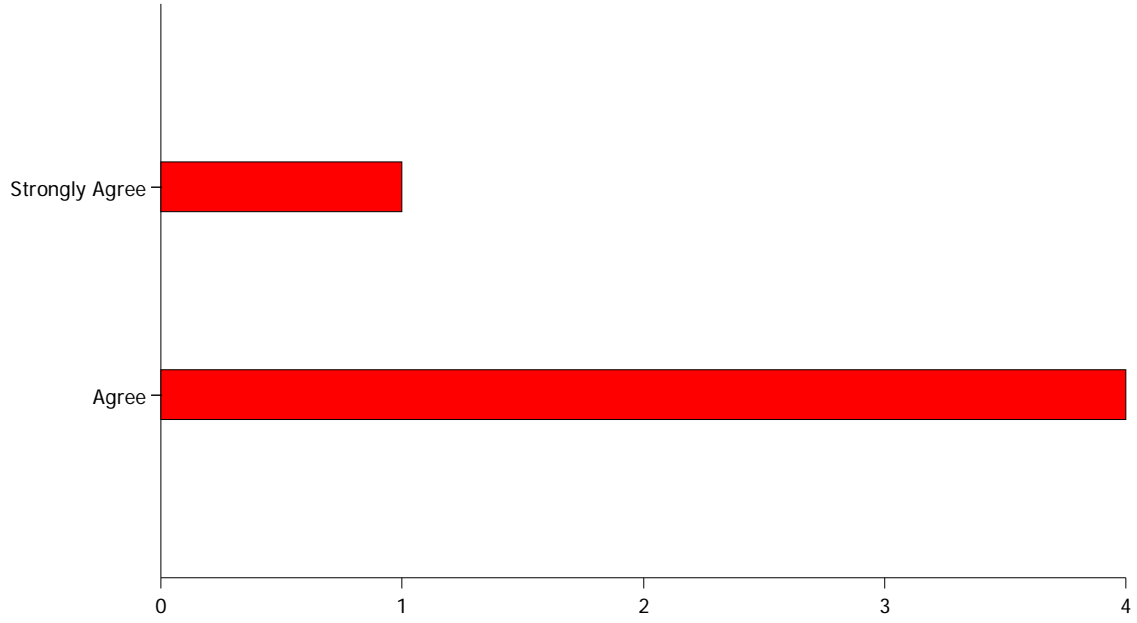
**22. My child's teacher helps me to help my child learn at home.**



**23. I support my child's learning at home.**



**24. I feel good about myself as a parent.**



Using Filter: Q1 Irving Kindergarten Center

**Count** **Percent** **Response**

5/9/2011

1. My student attends:

5 100.00% Irving Kindergarten Center

2. I feel welcome at my child's school.

2 40.00% Strongly Agree

3 60.00% Neutral

3. I am informed about my child's progress.

2 40.00% Strongly Agree

1 20.00% Agree

2 40.00% Neutral

4. I know what my child's teacher expects of my child.

2 40.00% Strongly Agree

2 40.00% Agree

1 20.00% Neutral

5. My child is safe at school.

2 40.00% Strongly Agree

1 20.00% Agree

2 40.00% Neutral

6. My child is safe going to and from school.

2 40.00% Strongly Agree

1 20.00% Agree

2 40.00% Neutral

7. There is adequate supervision during school.

1 20.00% Strongly Agree

3 60.00% Agree

1 20.00% Neutral

8. There is adequate supervision before and after school.

3 60.00% Agree

1 20.00% Neutral

1 20.00% Disagree

9. Teachers show respect for students.

2 40.00% Strongly Agree

2 40.00% Agree

1 20.00% Neutral

Using Filter: Q1 Irving Kindergarten Center

**Count** **Percent** **Response**

5/9/2011

10. Students show respect for other students.

1	20.00%	Strongly Agree
3	60.00%	Neutral
1	20.00%	Disagree

11. The school meets the social needs of the students.

1	20.00%	Strongly Agree
2	40.00%	Agree
2	40.00%	Neutral

12. The school meets the academic needs of students.

1	20.00%	Strongly Agree
3	60.00%	Agree
1	20.00%	Neutral

13. The school expects quality work of its students.

1	20.00%	Strongly Agree
4	80.00%	Agree

14. The school has an excellent learning environment.

2	40.00%	Strongly Agree
2	40.00%	Neutral
1	20.00%	Disagree

15. I know how well my child is progressing in school.

2	40.00%	Strongly Agree
1	20.00%	Agree
1	20.00%	Neutral
1	20.00%	Disagree

16. I like the school's report card/progress report.

2	40.00%	Strongly Agree
3	60.00%	Neutral

17. I respect the school's teachers.

4	80.00%	Strongly Agree
1	20.00%	Neutral

18. I respect the school's principal.

2	40.00%	Agree
2	40.00%	Neutral
1	20.00%	Disagree

Using Filter: Q1 Irving Kindergarten Center

**Count** **Percent** **Response**

5/9/2011

19. Overall, the school performs well academically.

2	40.00%	Strongly Agree
3	60.00%	Neutral

20. The school has a good public image.

2	40.00%	Strongly Agree
1	20.00%	Agree
2	40.00%	Disagree

21. The school's assessment practices are fair.

2	40.00%	Strongly Agree
2	40.00%	Neutral
1	20.00%	Disagree

22. My child's teacher helps me to help my child learn at home.

2	40.00%	Strongly Agree
3	60.00%	Agree

23. I support my child's learning at home.

1	20.00%	Strongly Agree
3	60.00%	Agree
1	20.00%	Neutral

24. I feel good about myself as a parent.

1	20.00%	Strongly Agree
4	80.00%	Agree

# **Staff Questionnaire 2011 Results Irving Kindergarten Center**

*Published: 5/9/2011*

## **SURVEY OVERVIEW** **4**

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DESCRIPTION	4
INSTRUCTIONS PROVIDED TO RESPONDENTS	4
RESPONSE FILTER USED	4
RESPONDENT METRICS	4

## **SURVEY RESULTS** **5**

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SECTION - YOUR SCHOOL	5
INSTRUCTIONS PROVIDED TO RESPONDENTS	5
1. I work at:	5
SECTION - YOUR OPINION	6
INSTRUCTIONS PROVIDED TO RESPONDENTS	6
2. In this school, I feel like I belong.	6
3. I feel that the staff cares about me.	7
4. I feel recognized for good work.	8
5. I work with people who treat me with respect.	9
6. I work with people who listen if I have ideas about doing things better.	10
7. I love working at this school.	11
8. I feel that learning can be fun.	12
9. I feel that learning is fun at this school.	13
10. Learning is fun in my classroom.	14
11. I feel intrinsically rewarded for doing my job well.	15
12. My administrator treats me with respect.	16
13. My administrator is an effective instructional leader.	17
14. My administrator allows me to be an effective instructional leader.	18
15. My administrator facilitates communication effectively.	19
16. My administrator supports me in my work with students.	20
17. My administrator supports shared decision-making.	21
18. My administrator is effective in helping us reach our vision.	22
19. I have the opportunity to think for myself, not just carry out instructions.	23
20. I have the opportunity to develop my skills.	24
21. I love seeing the results of my work with students.	25
22. I believe every student can learn.	26
23. I love to teach.	27
24. I work effectively with special education students.	28
25. I work effectively with limited English speaking students.	29
26. I work effectively with an ethnically/racially diverse population of students.	30
27. I work effectively with heterogeneously grouped classes.	31
28. I work effectively with low-achieving students.	32
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29. differentiating instruction.	33
30. effective professional development related to our vision.	34
31. teaching to the state standards.	35
32. student self-assessment.	36
33. using ongoing student assessments related to state standards.	37
34. teacher use of student achievement data.	38



35. the use of computers.	39
36. providing a threat-free environment.	40
37. close personal relationships between students and teacher.	41
38. addressing student learning styles.	42
39. effective parent involvement.	43
40. partnerships with business.	44
SECTION - YOUR OPINION (CONTINUED)	45
41. The instructional program at this school is challenging.	45
42. This school provides an atmosphere where every student can succeed.	46
43. Quality work is expected of all students at this school.	47
44. Quality work is expected of me.	48
45. Quality work is expected of all the adults working at this school.	49
46. The vision for this school is clear.	50
47. The vision for this school is shared.	51
48. We have an action plan in place that can get us to our vision.	52
49. This school has a good public image.	53
50. I think it is important to communicate often with parents.	54
51. I communicate with parents often about their child's progress.	55
52. I communicate with parents often about class activities.	56
53. Morale is high on the part of teachers.	57
54. Morale is high on the part of students.	58
55. Morale is high on the part of support staff.	59
56. Morale is high on the part of administrators.	60
57. Teachers in this school communicate with each other to make student learning consistent across grades.	61
58. I am clear about what my job is at this school.	62
59. I feel that others are clear about what my job is at this school.	63
60. The student outcomes for my class(es) are clear to me.	64
61. The student outcomes for my class(es) are clear to my students.	65
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64. What do you wish would have been asked about your school?	68
65. Please list any recommendations or commendations you may have for the District Office.	69

## Survey Overview

### Description

Staff Questionnaire

### Instructions Provided To Respondents

This questionnaire is designed to gather general information about what staff think and feel about this school and their relationship with it. The information is very important to the school for setting goals and direction for the future.

Thank you for your time!

### Response Filter Used

Irving Kindergarten Center

### Respondent Metrics

Respondents:	6
First Response:	3/11/2011 03:35 PM
Last Response:	4/15/2011 04:04 PM

## Survey Results

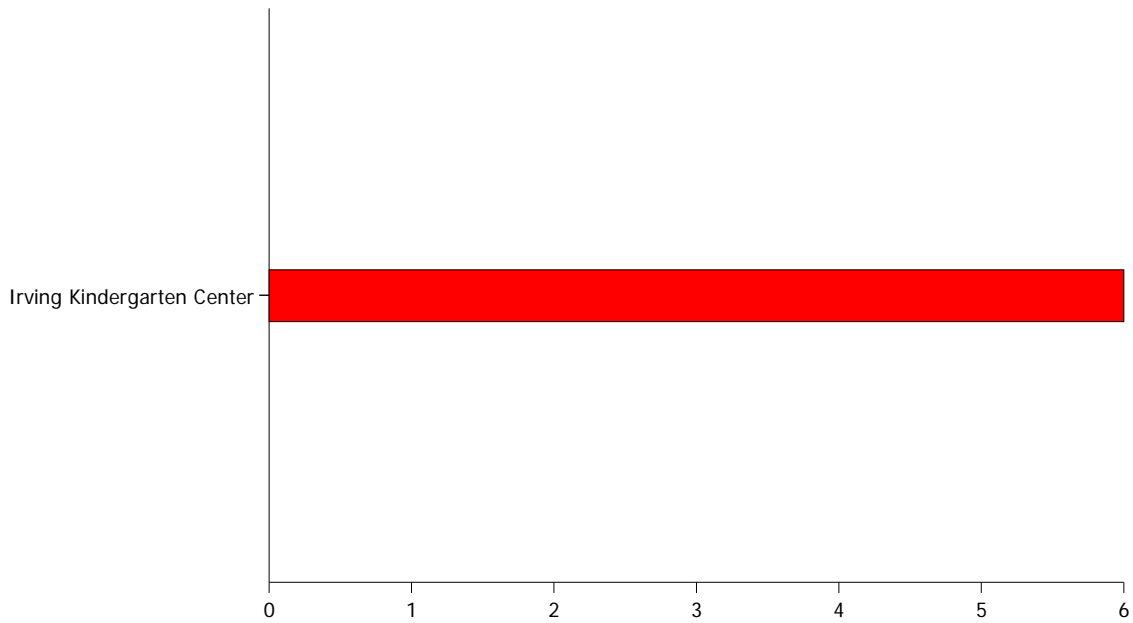
The following is a graphical depiction of the responses to each survey question. Additional comments provided by respondents, if any, are included after each graph.

### Section - Your School

#### Instructions Provided To Respondents

Please mark the appropriate box.

#### 1. I work at:

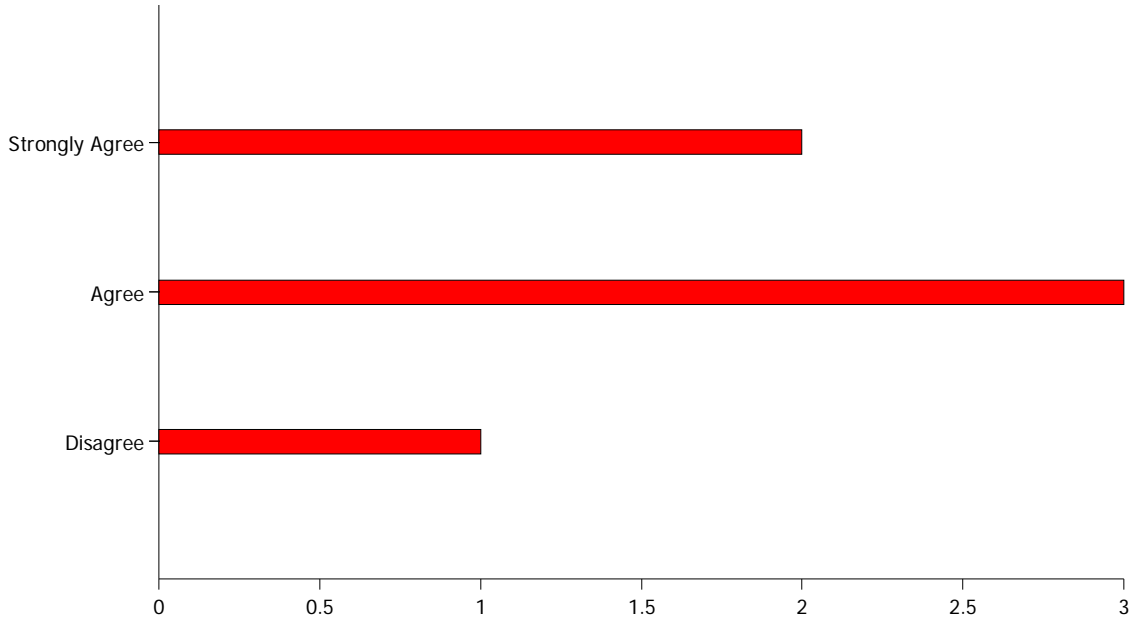


**Section - Your Opinion**

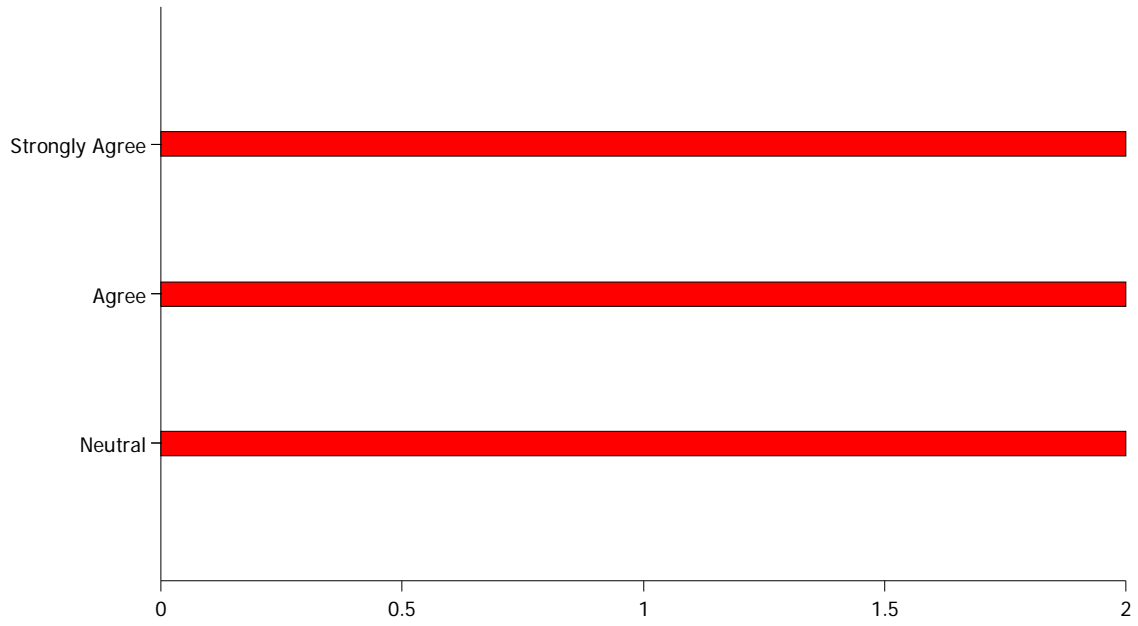
**Instructions Provided To Respondents**

In response to the questions asked below, please mark the box next to the answer that is closest to what you think or feel.

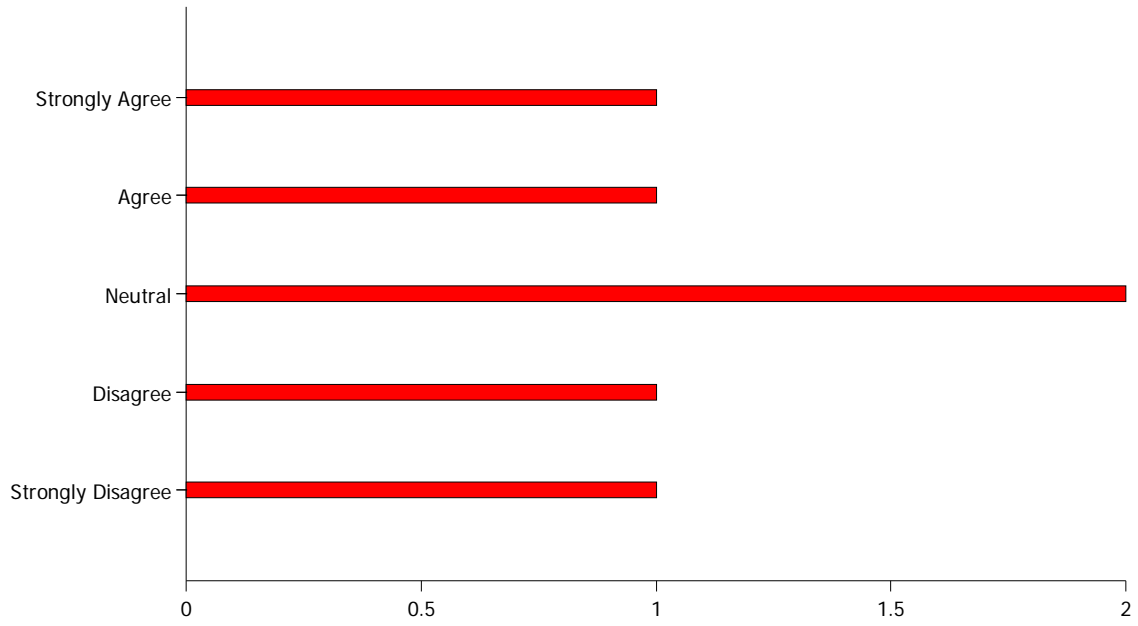
***2. In this school, I feel like I belong.***



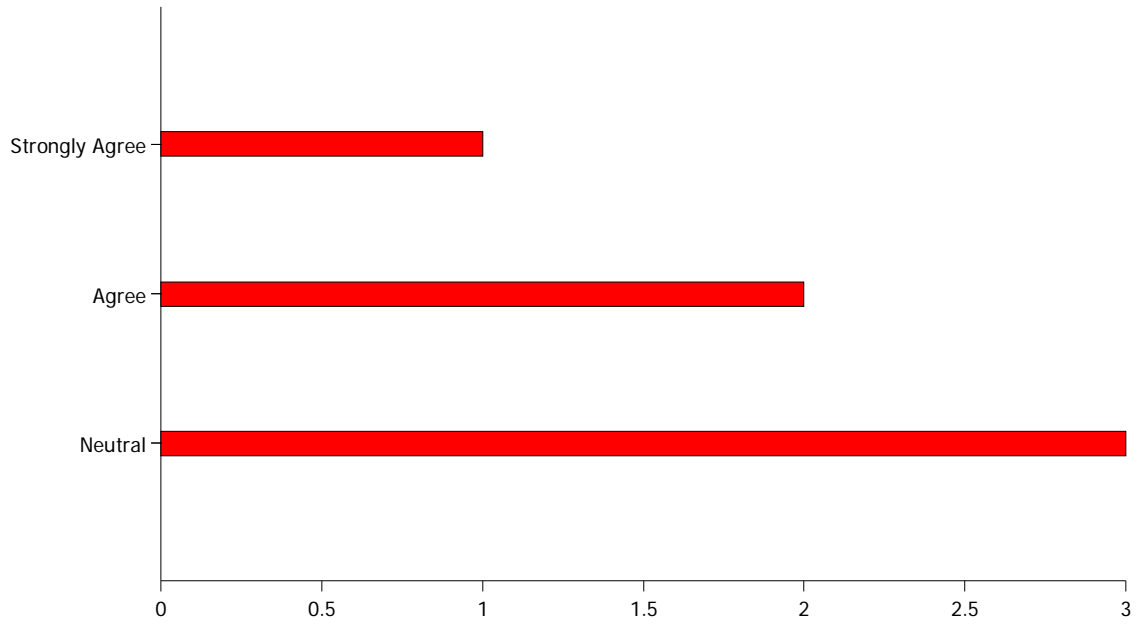
**3. I feel that the staff cares about me.**



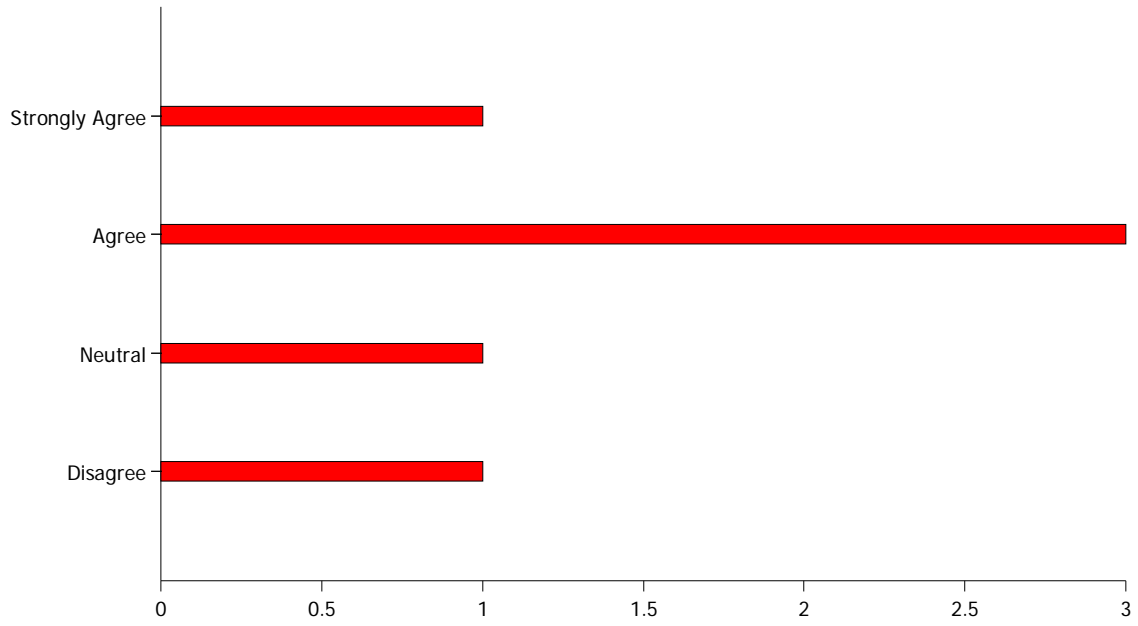
**4. I feel recognized for good work.**



**5. I work with people who treat me with respect.**

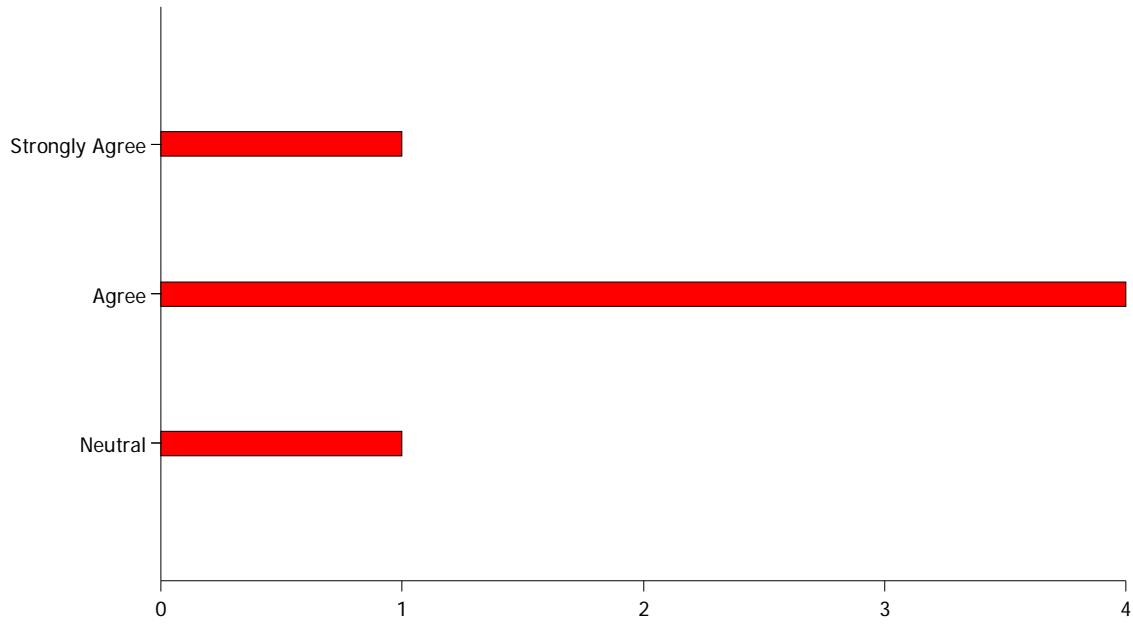


**6. I work with people who listen if I have ideas about doing things better.**

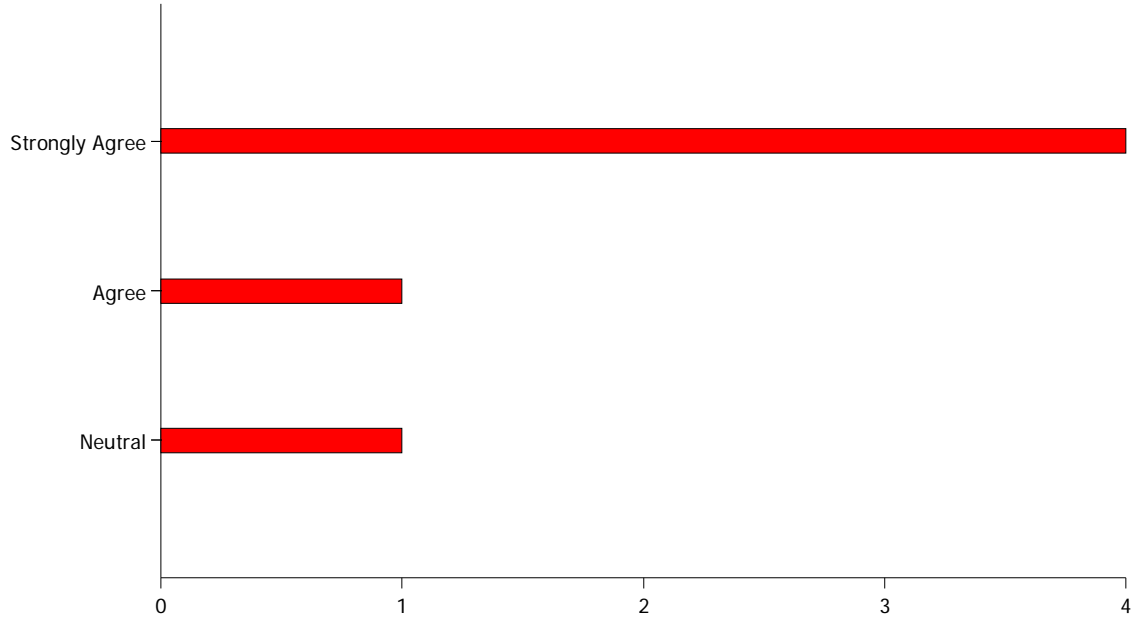




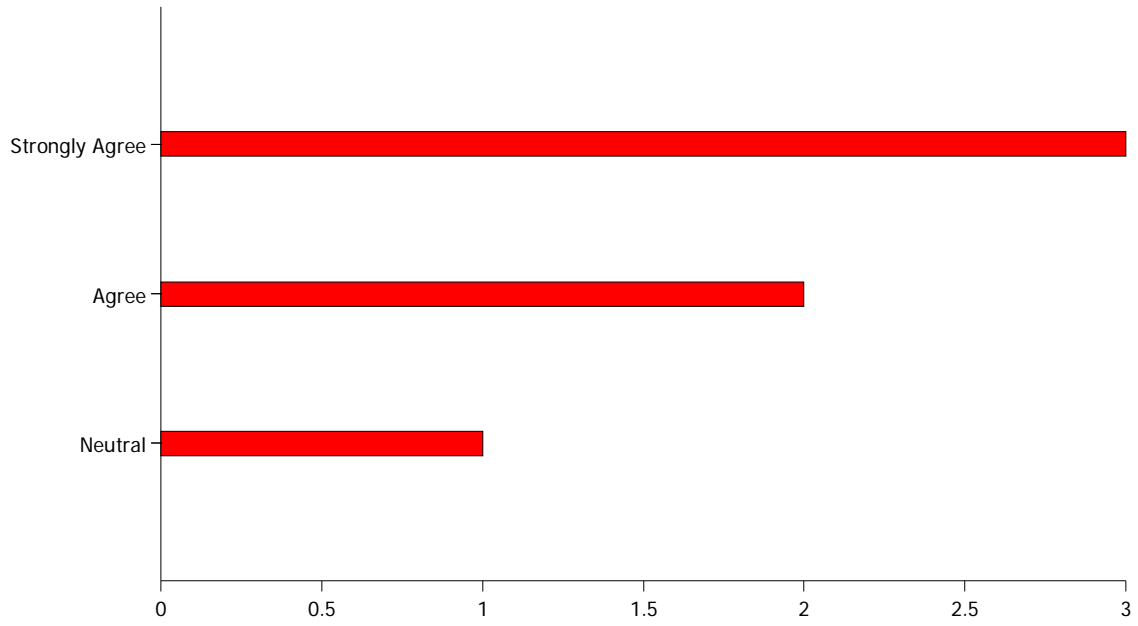
*7. I love working at this school.*



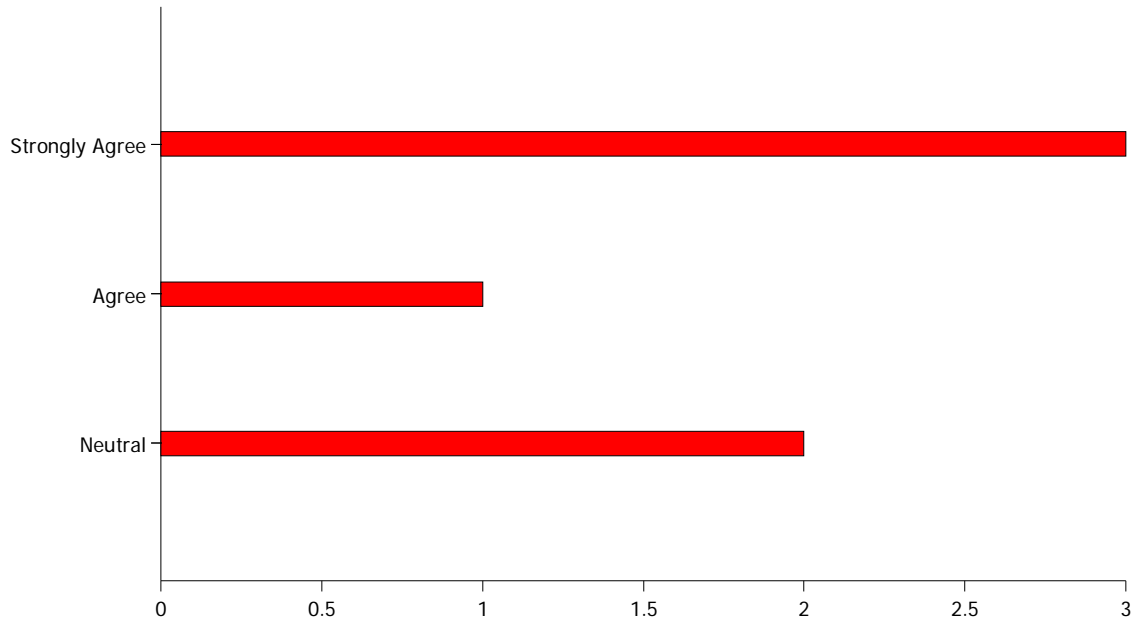
**8. I feel that learning can be fun.**



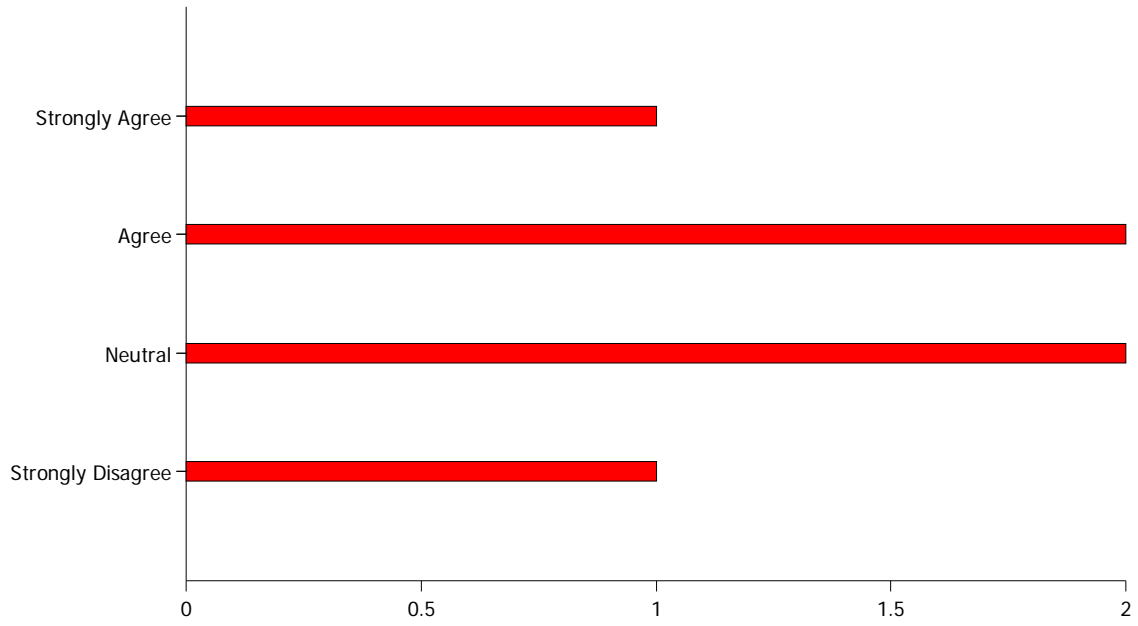
**9. I feel that learning is fun at this school.**



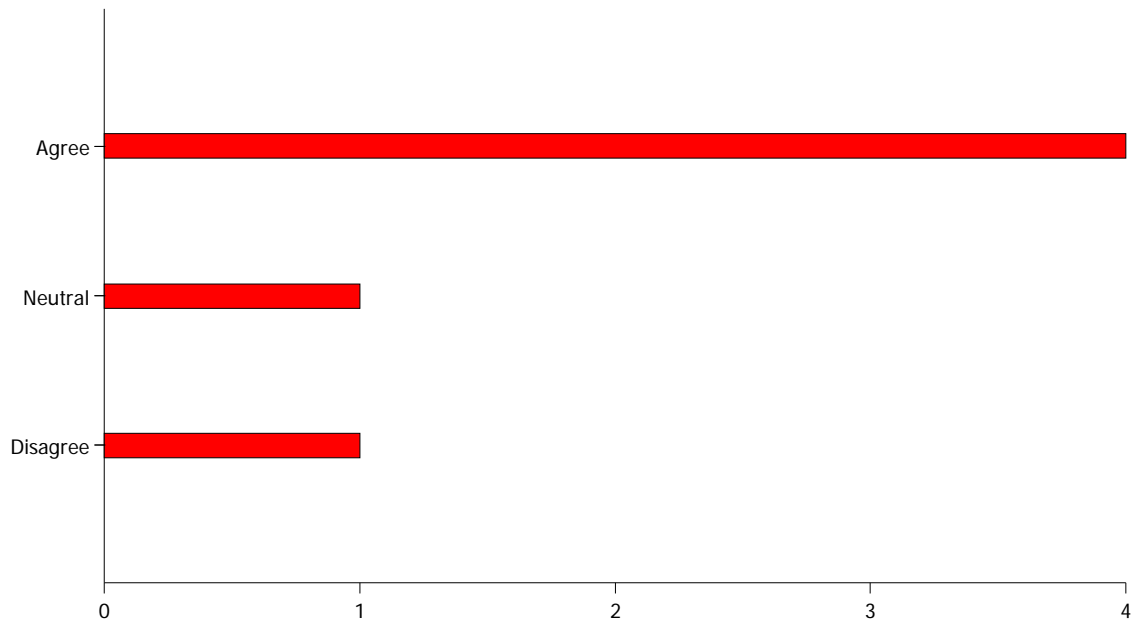
**10. Learning is fun in my classroom.**



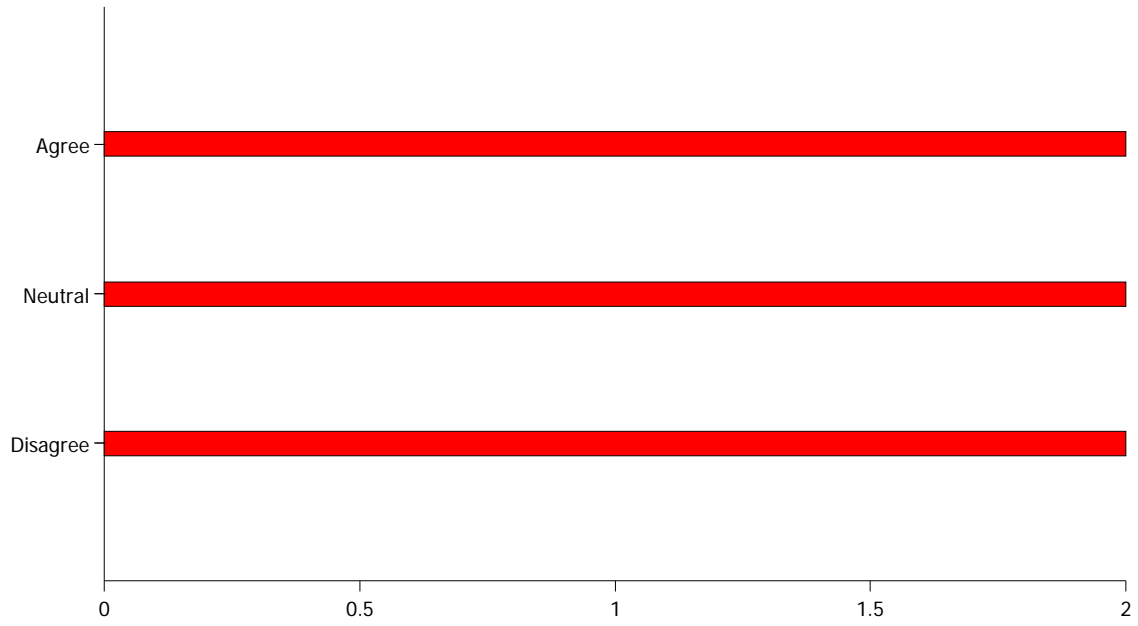
**11. I feel intrinsically rewarded for doing my job well.**



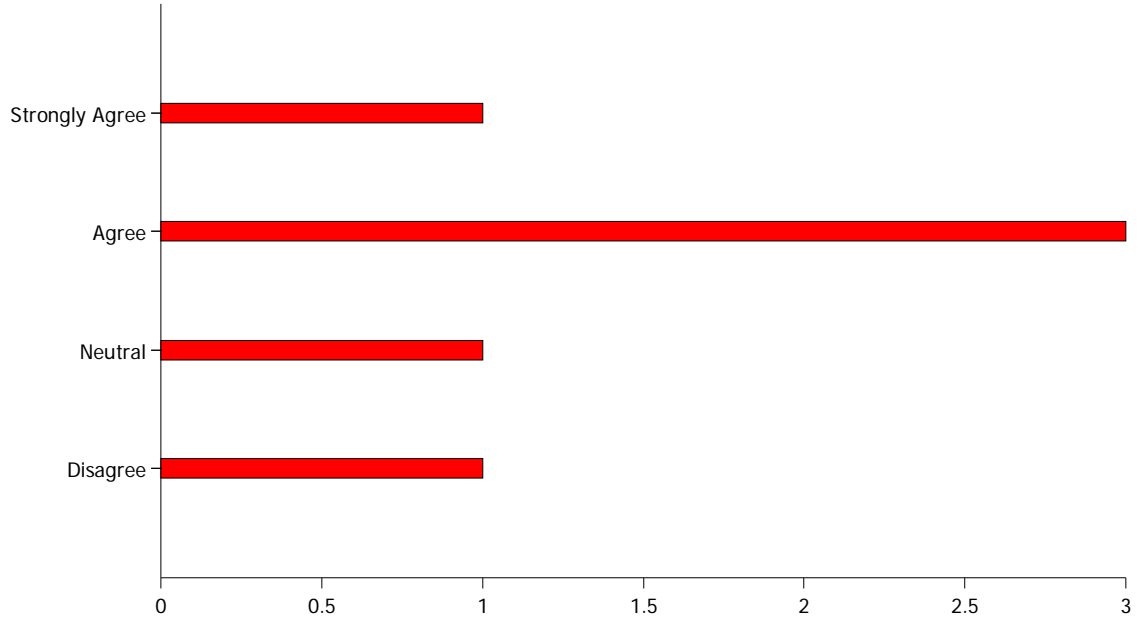
**12. My administrator treats me with respect.**



**13. My administrator is an effective instructional leader.**

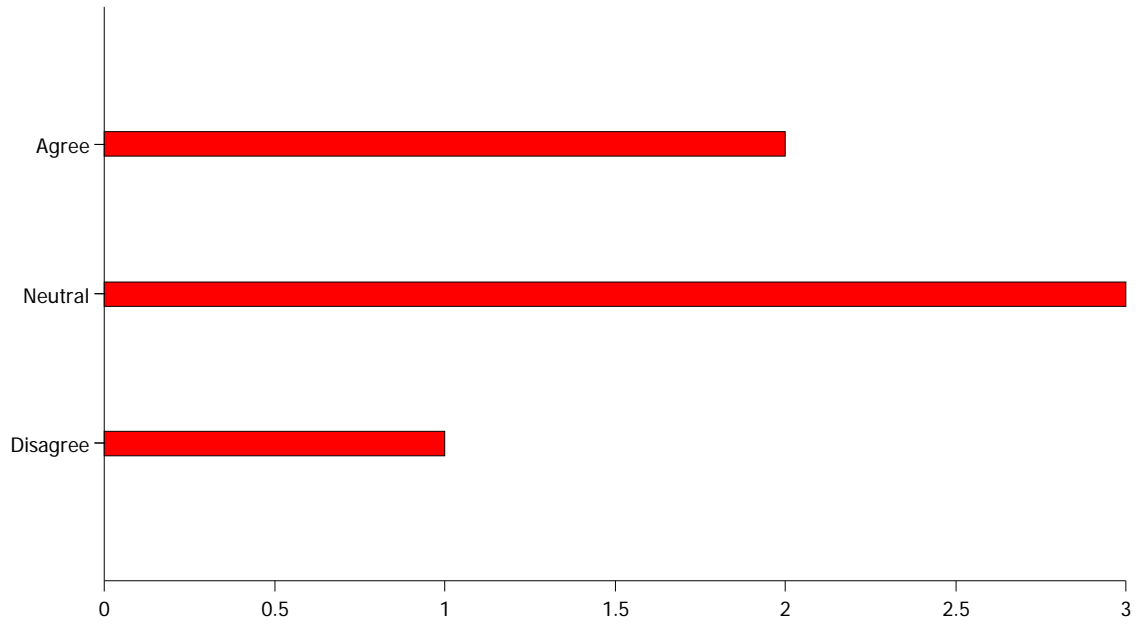


**14. My administrator allows me to be an effective instructional leader.**

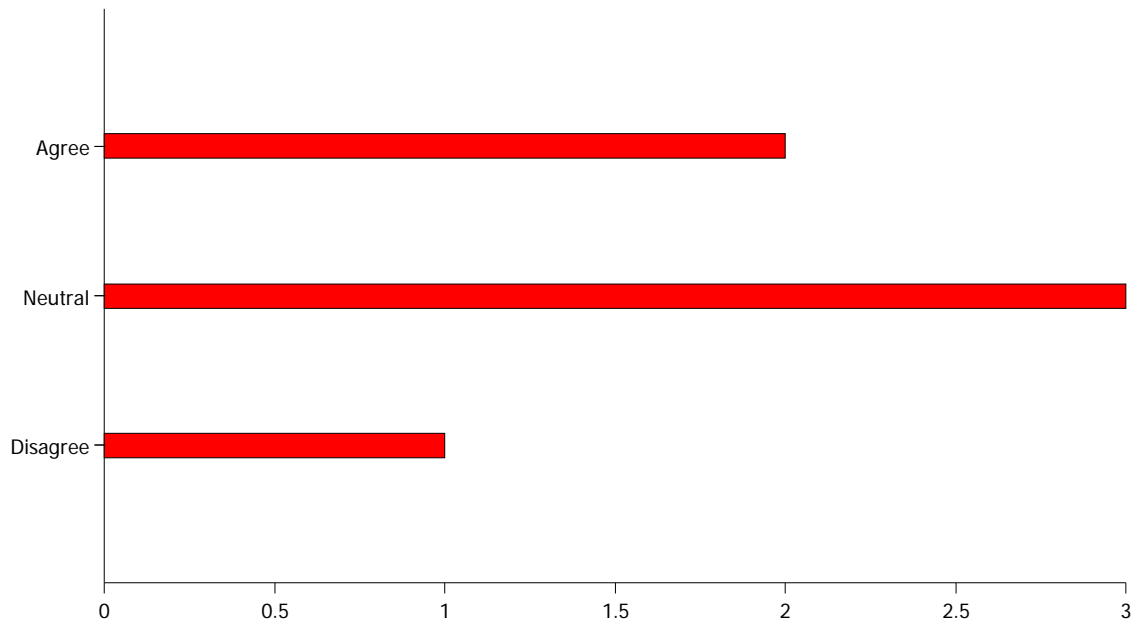




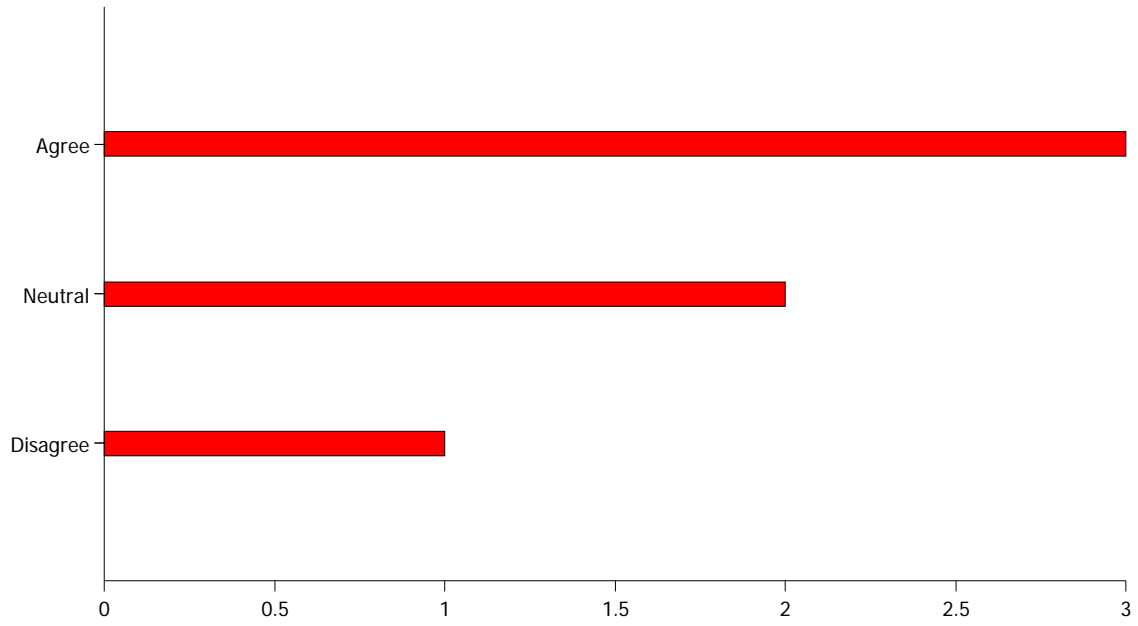
**15. My administrator facilitates communication effectively.**



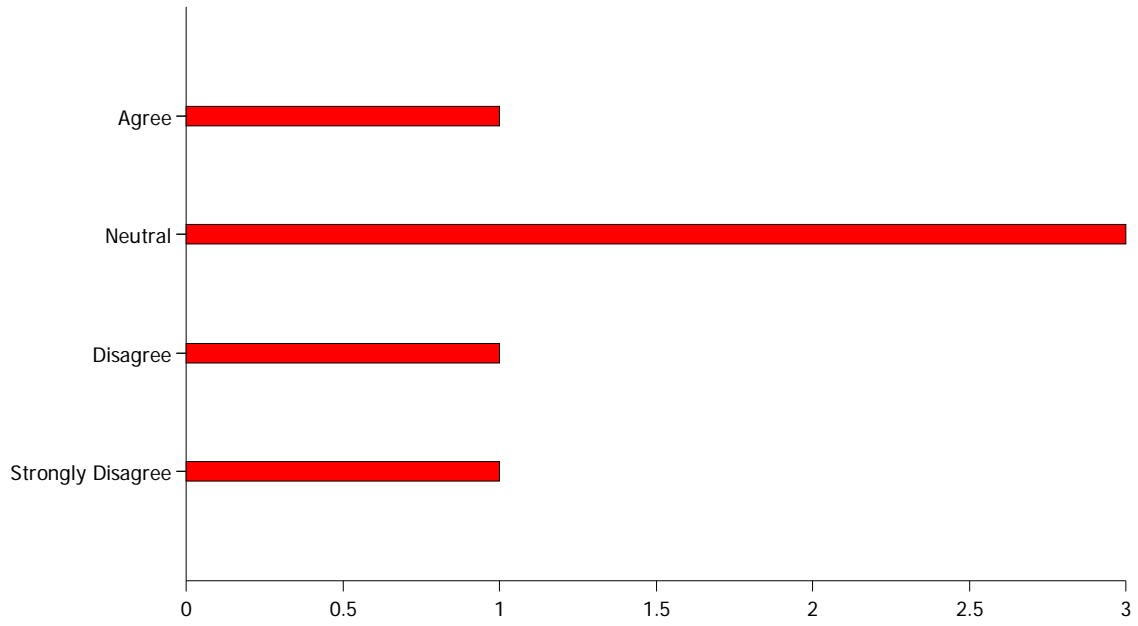
**16. My administrator supports me in my work with students.**



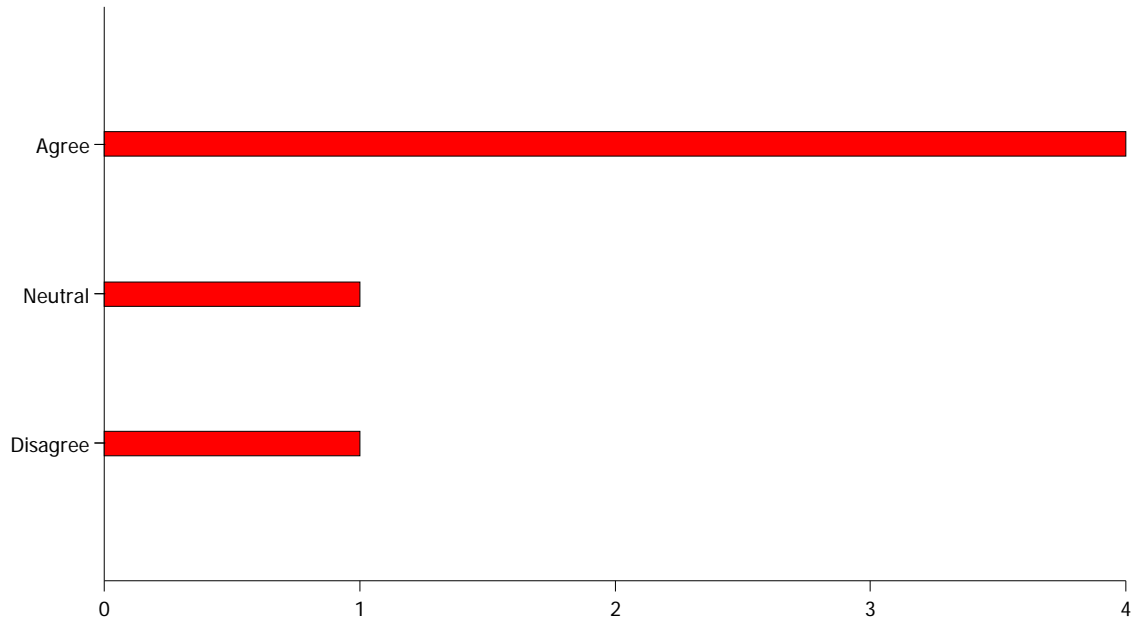
**17. My administrator supports shared decision-making.**



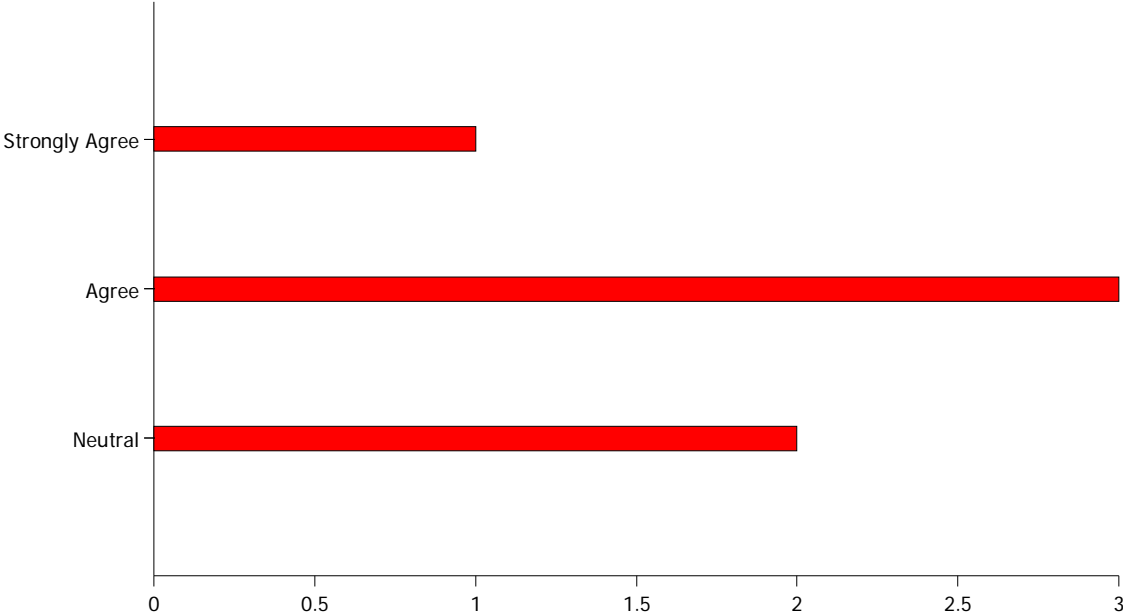
**18. My administrator is effective in helping us reach our vision.**



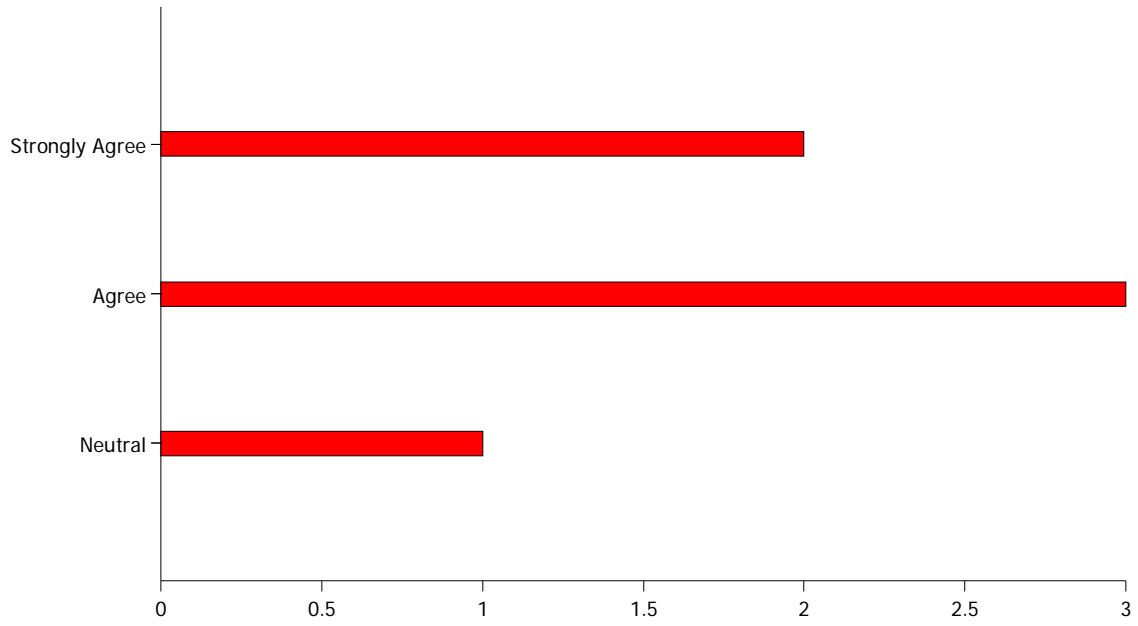
**19. I have the opportunity to think for myself, not just carry out instructions.**



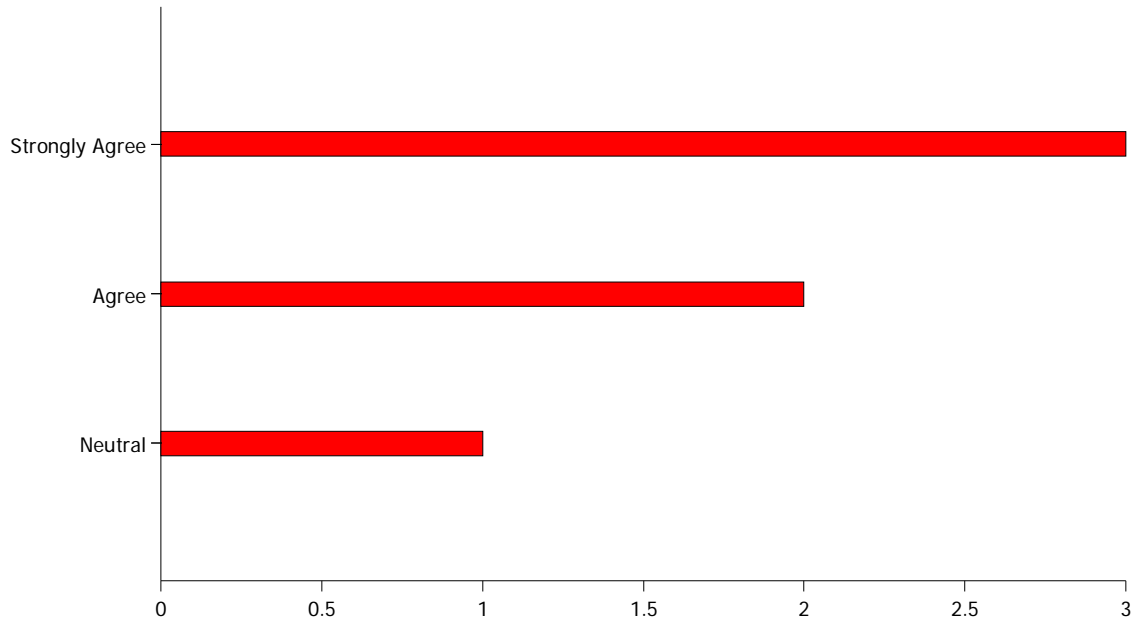
*20. I have the opportunity to develop my skills.*



**21. I love seeing the results of my work with students.**

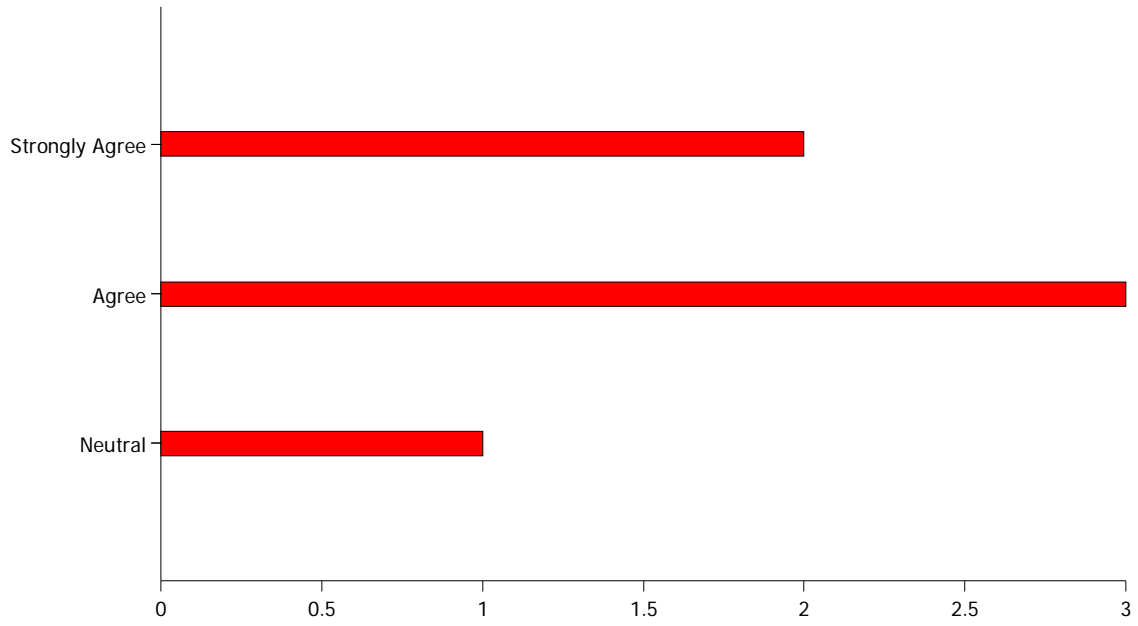


**22. I believe every student can learn.**

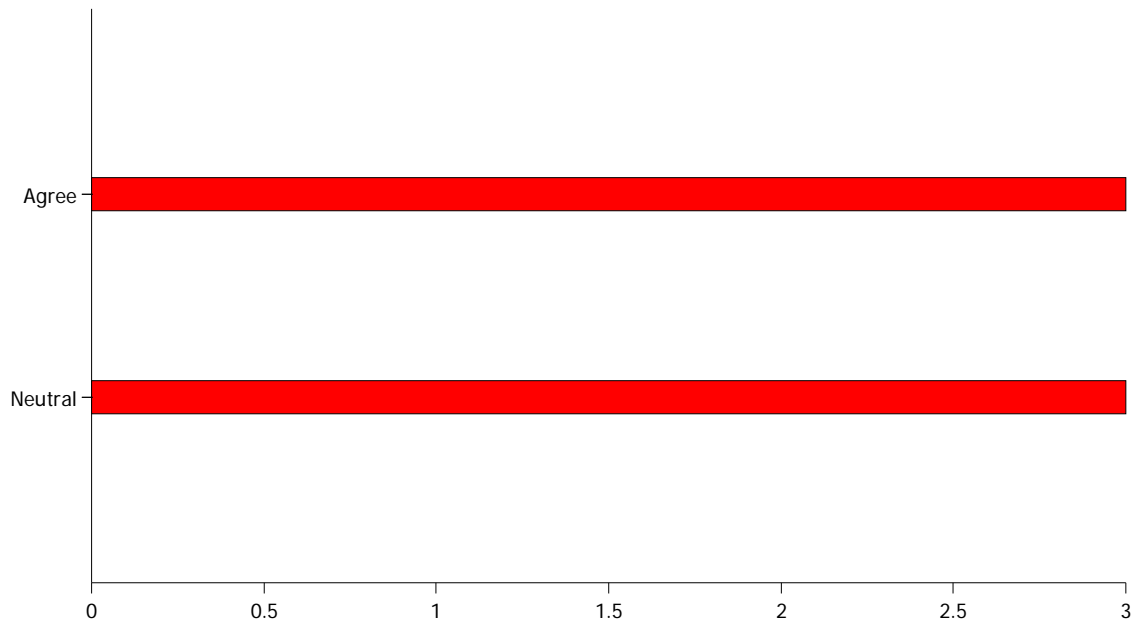




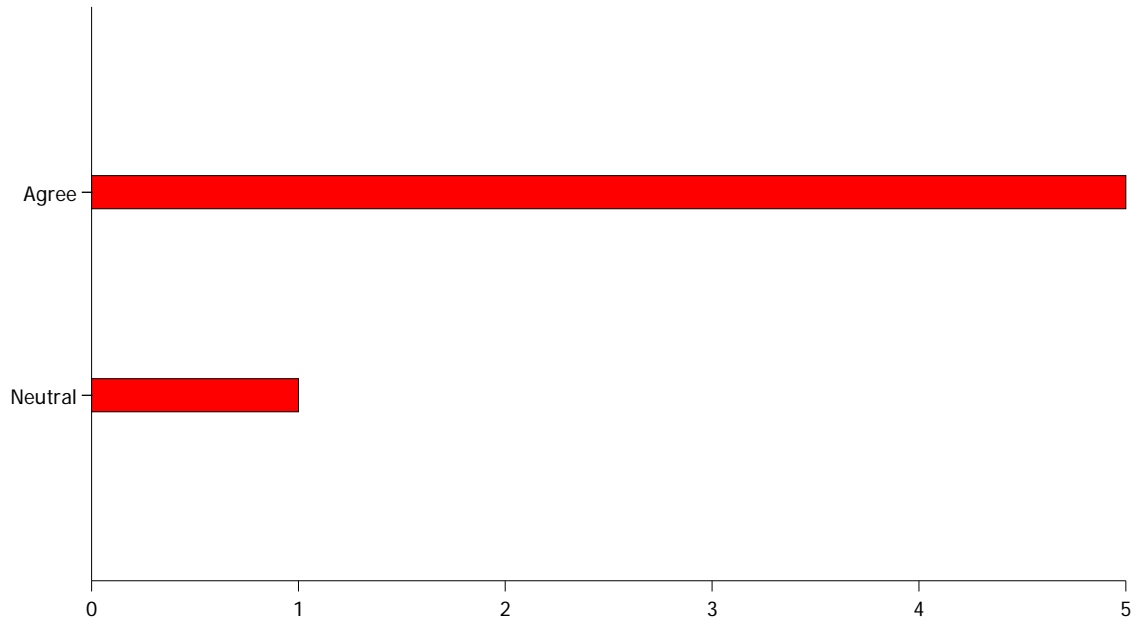
**23. I love to teach.**



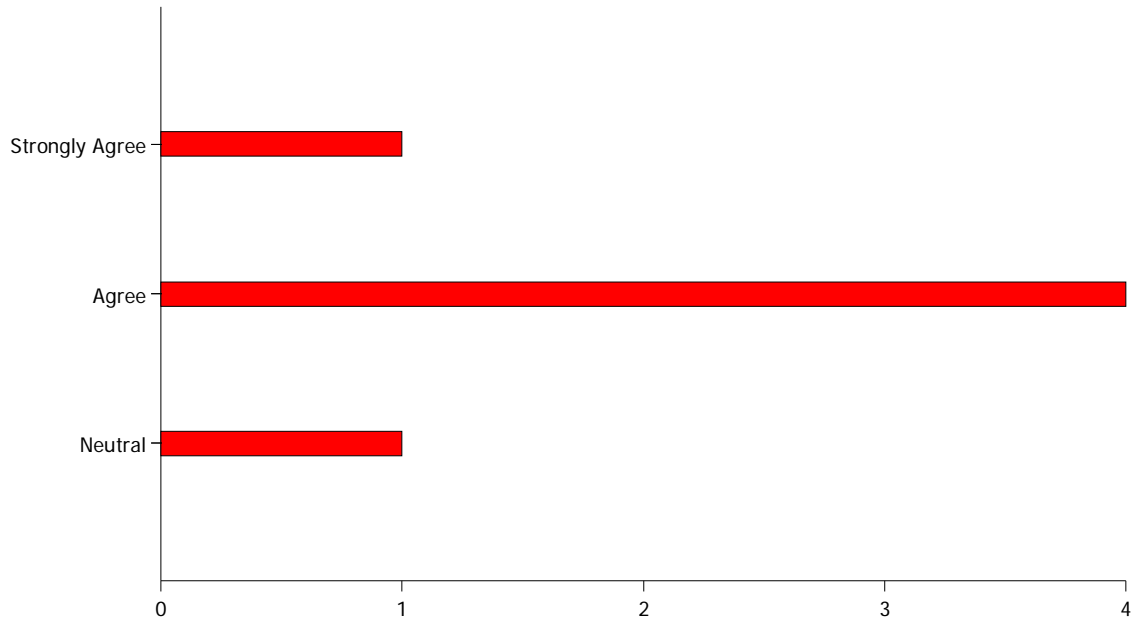
**24. I work effectively with special education students.**



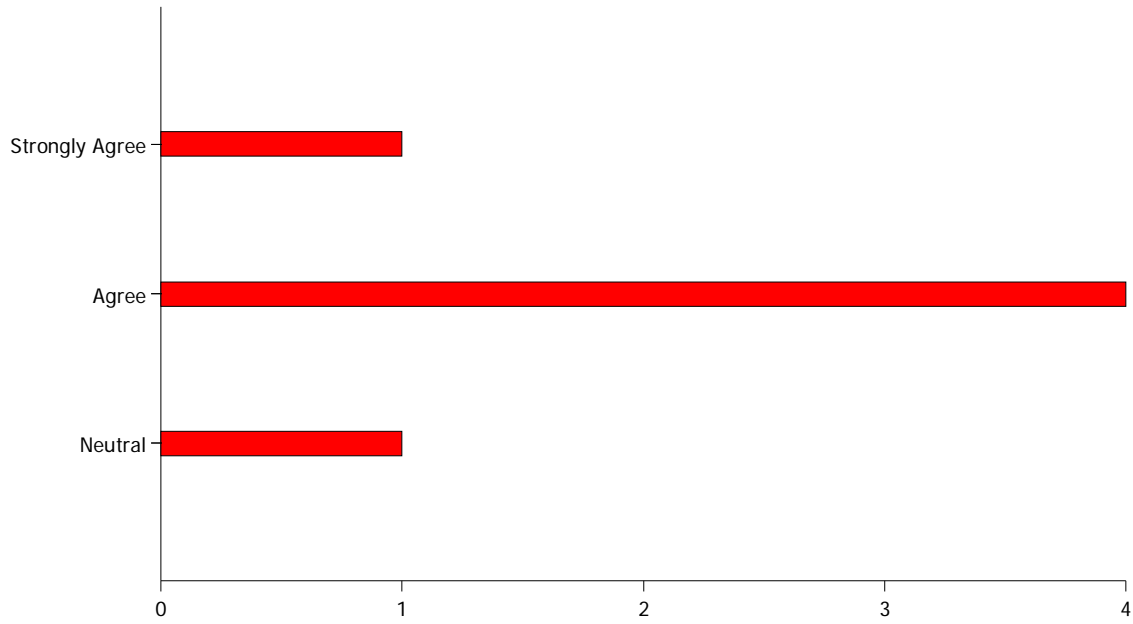
**25. I work effectively with limited English speaking students.**



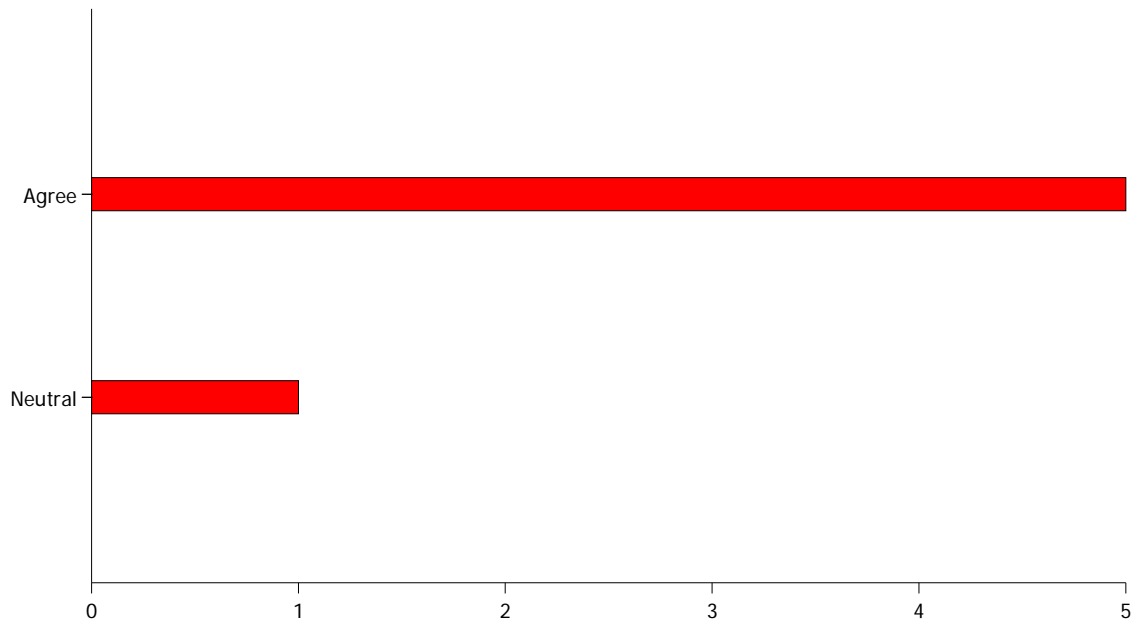
**26. I work effectively with an ethnically/racially diverse population of students.**



*27. I work effectively with heterogeneously grouped classes.*

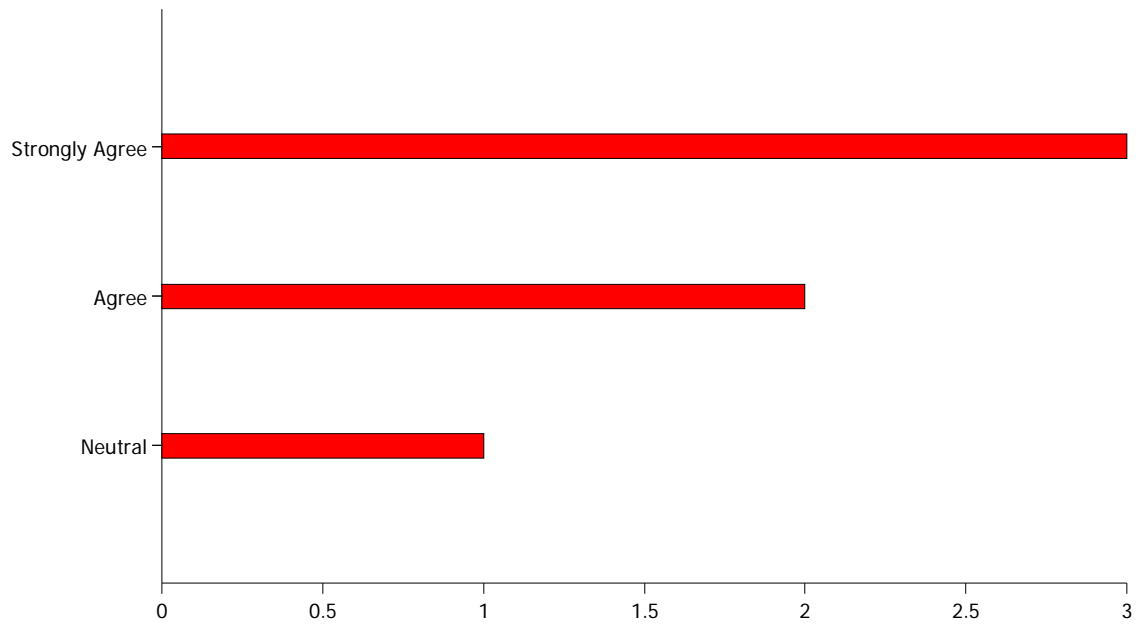


**28. I work effectively with low-achieving students.**

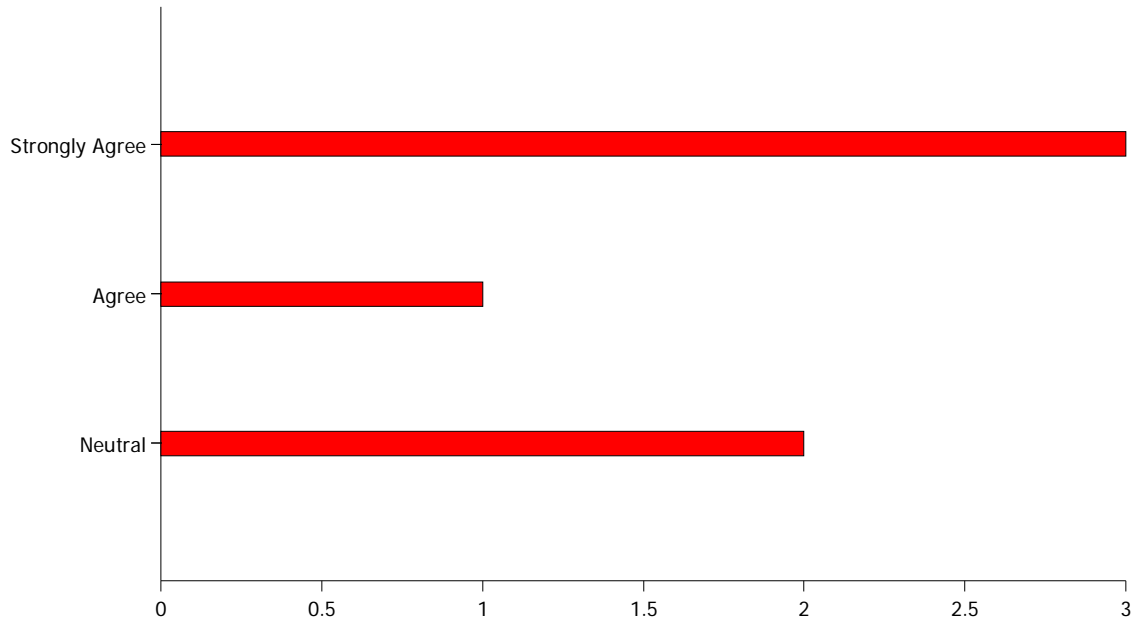


**Section - I believe student achievement can increase through:**

**29. differentiating instruction.**

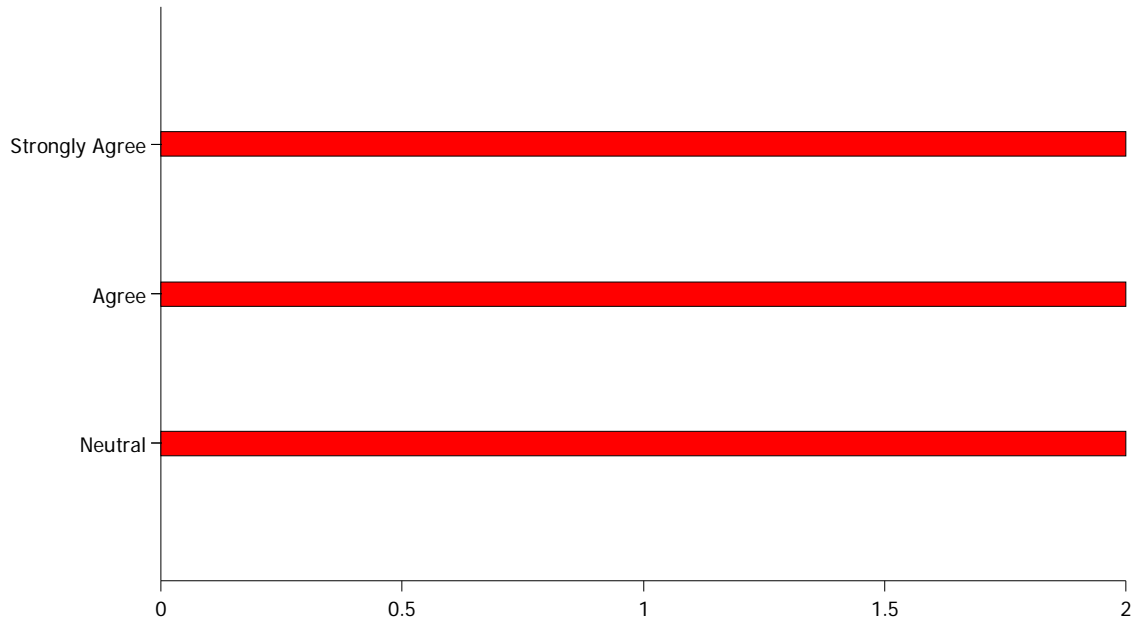


**30. effective professional development related to our vision.**

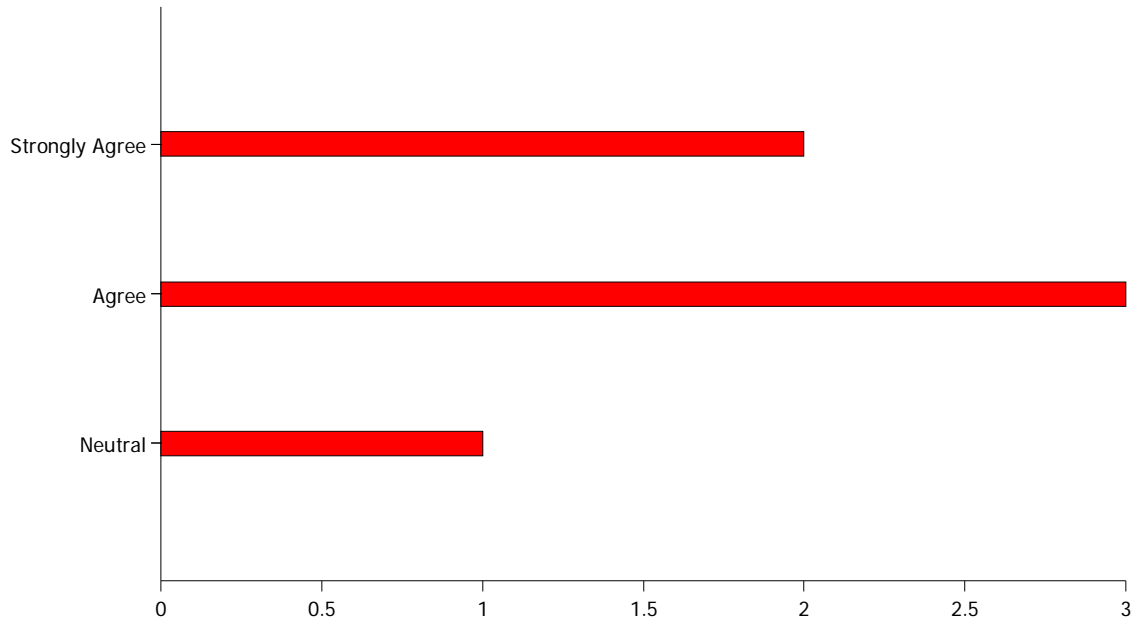




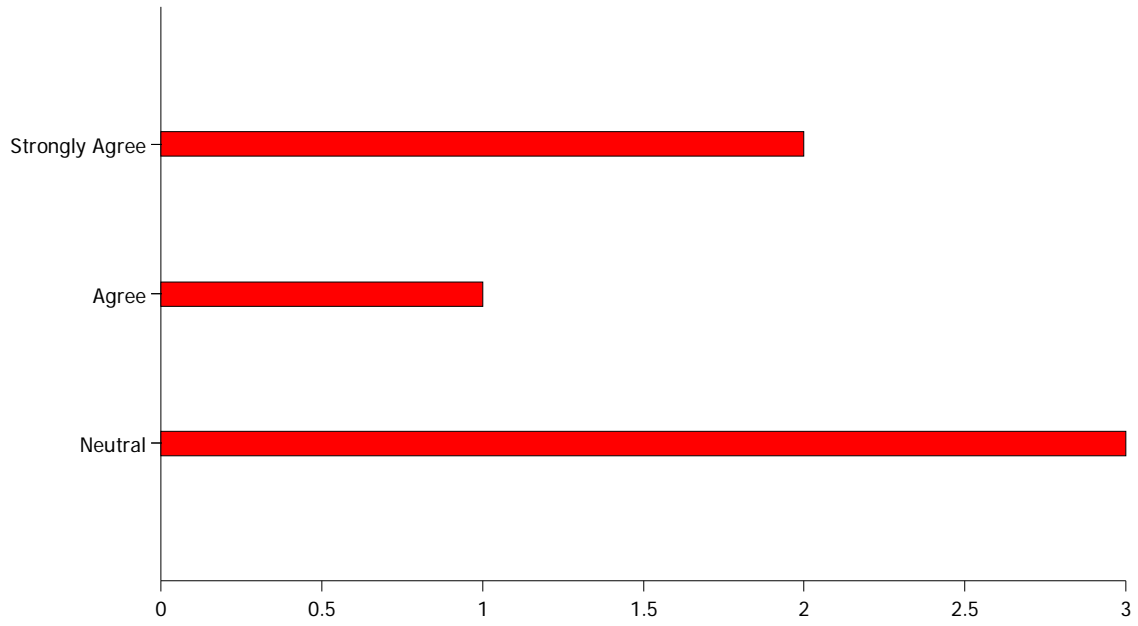
**31. teaching to the state standards.**



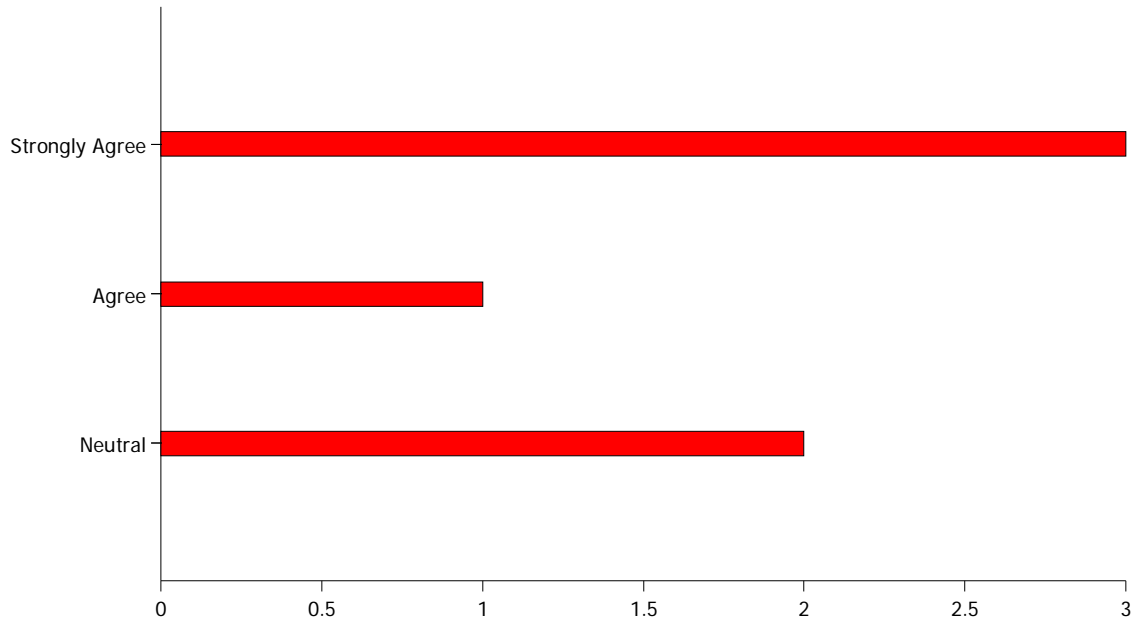
**32. student self-assessment.**



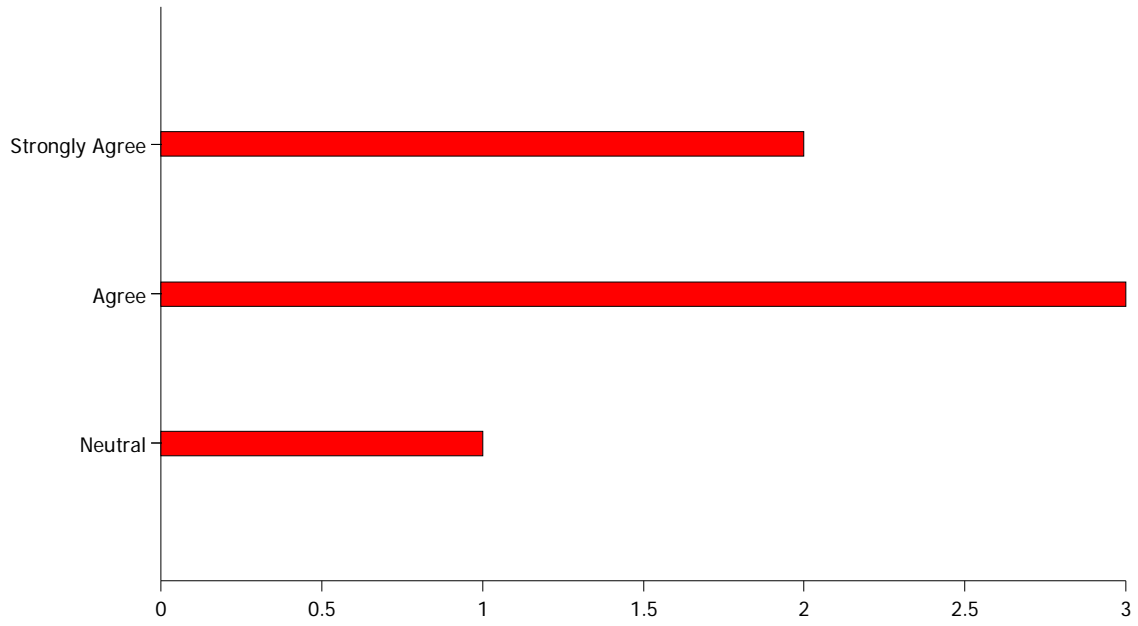
**33. using ongoing student assessments related to state standards.**



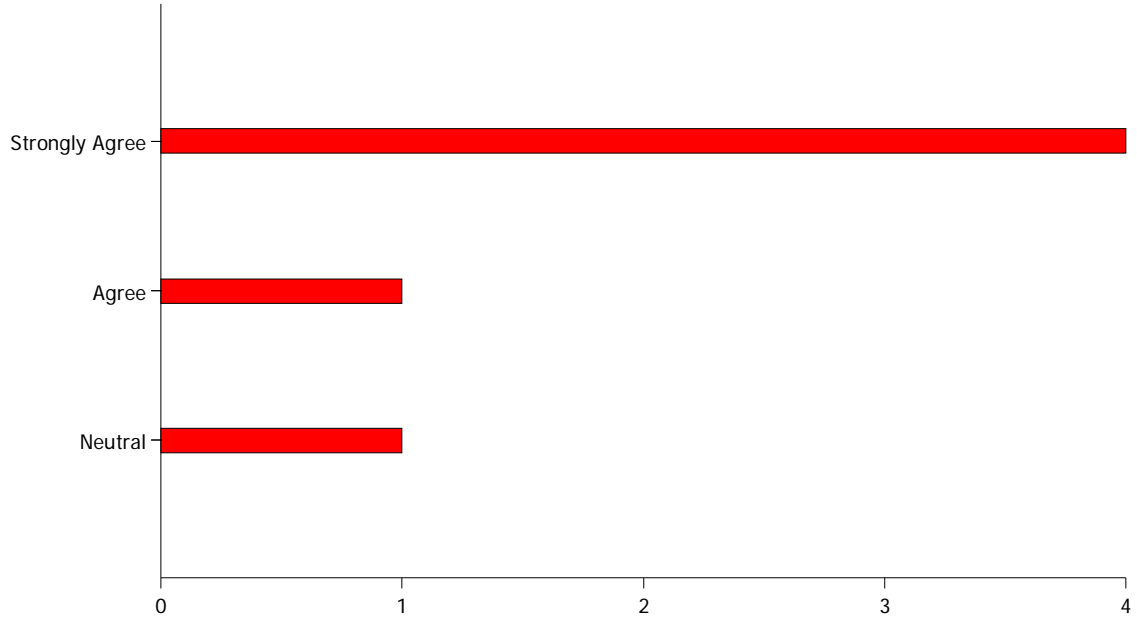
**34. teacher use of student achievement data.**



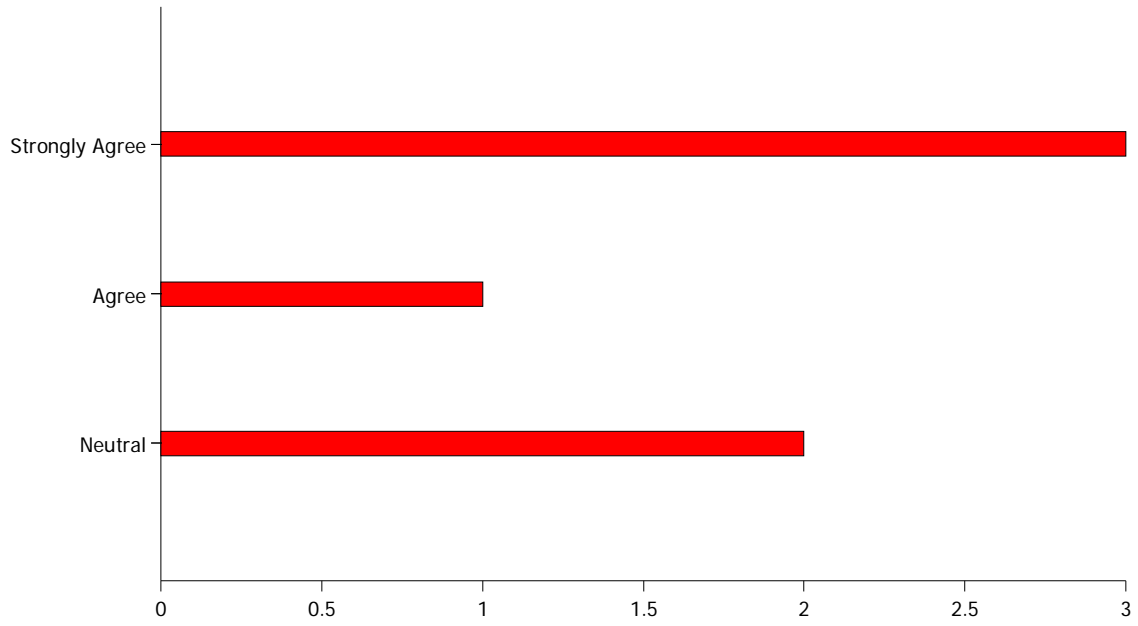
**35. the use of computers.**



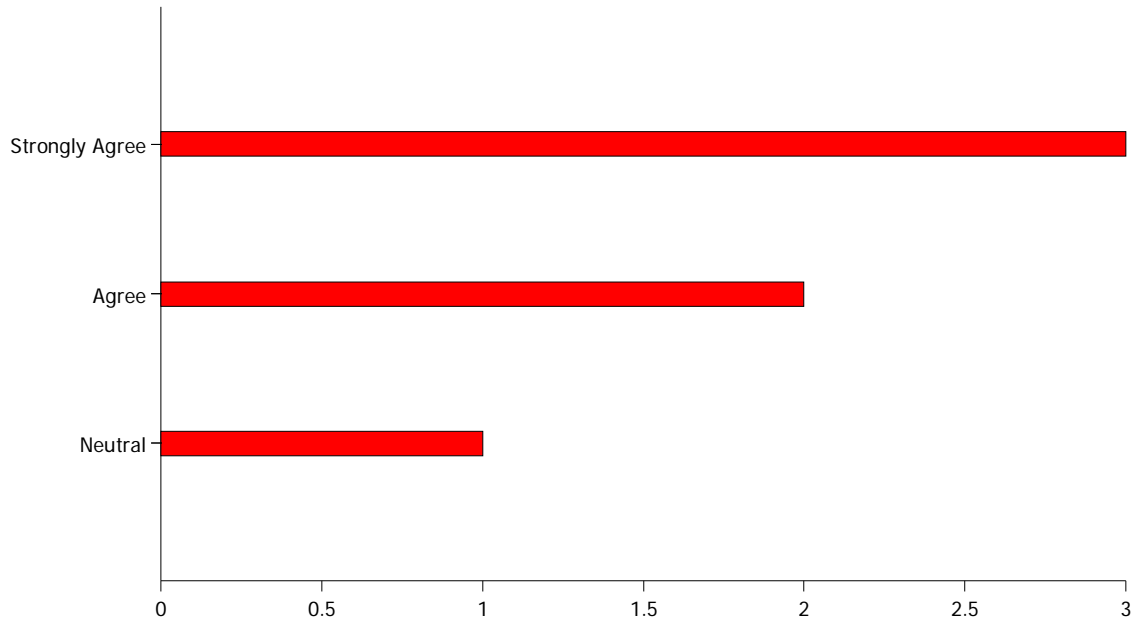
**36. providing a threat-free environment.**



**37. close personal relationships between students and teacher.**

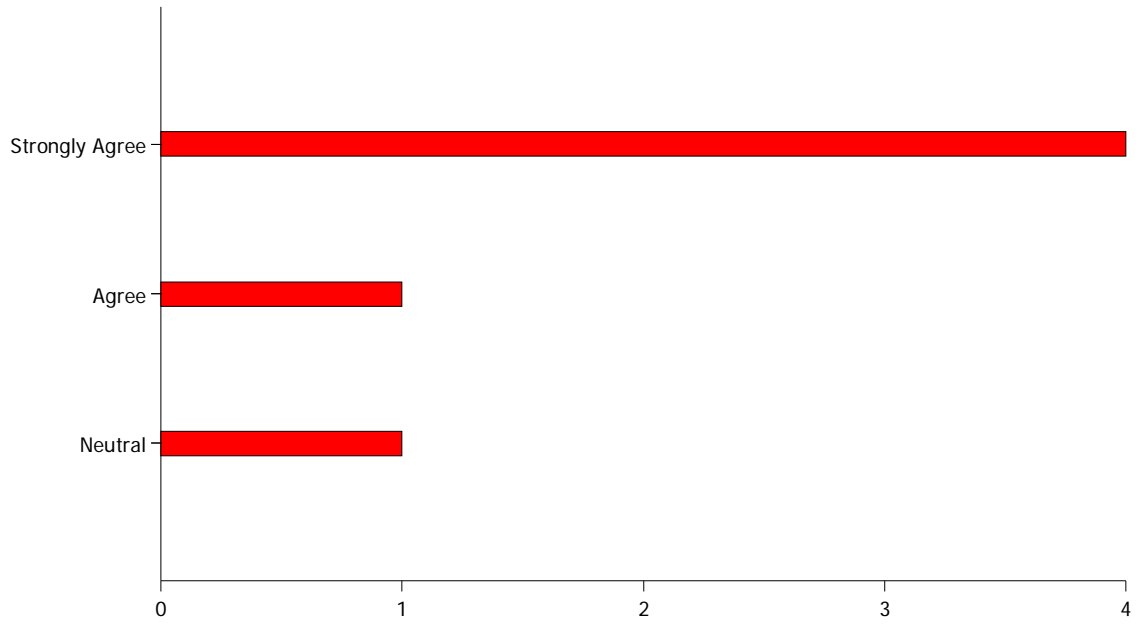


**38. addressing student learning styles.**

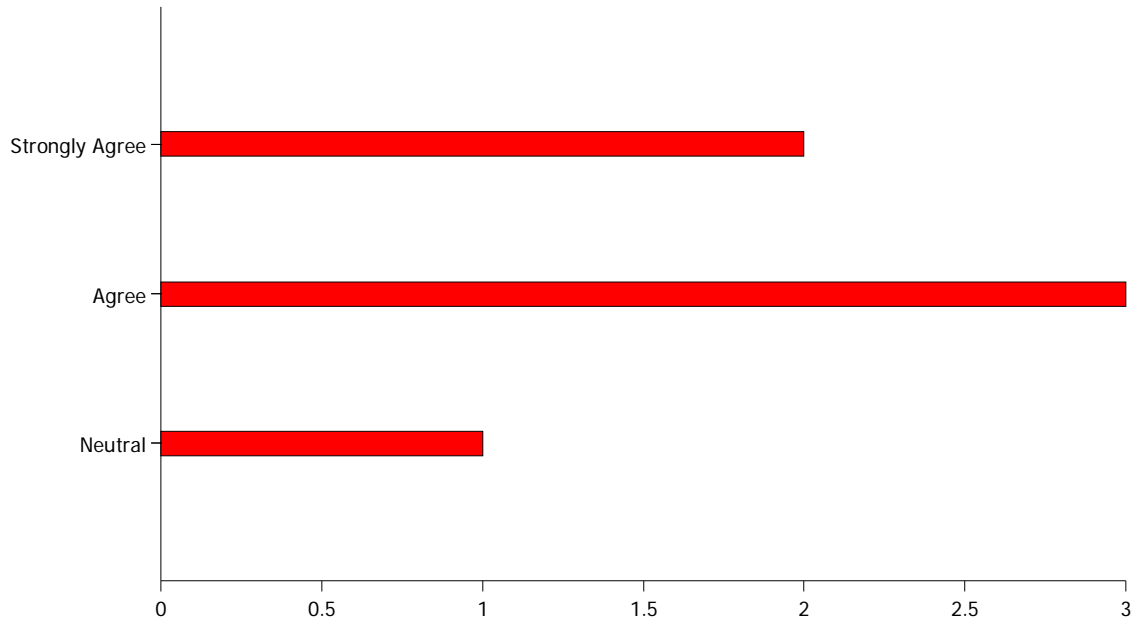




**39. effective parent involvement.**

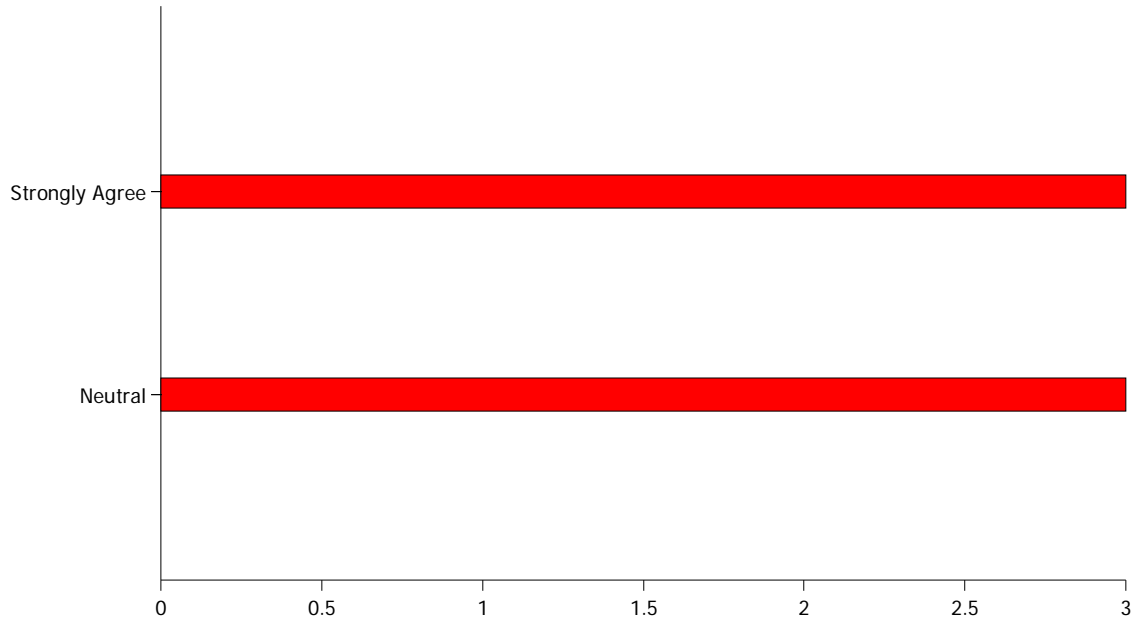


**40. partnerships with business.**

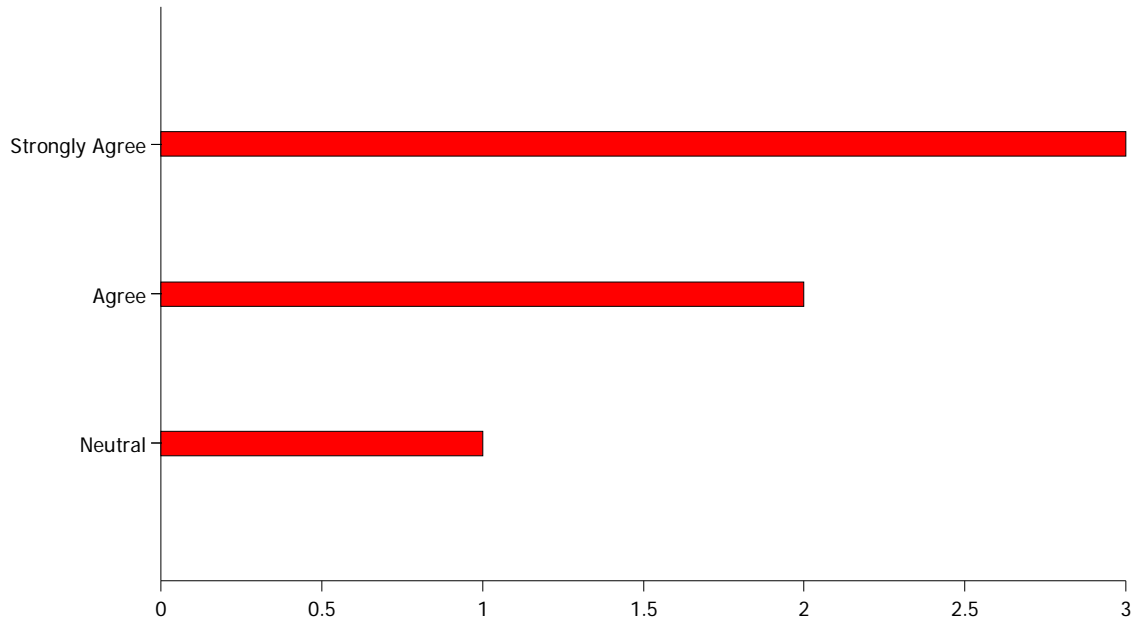


**Section - Your Opinion (continued)**

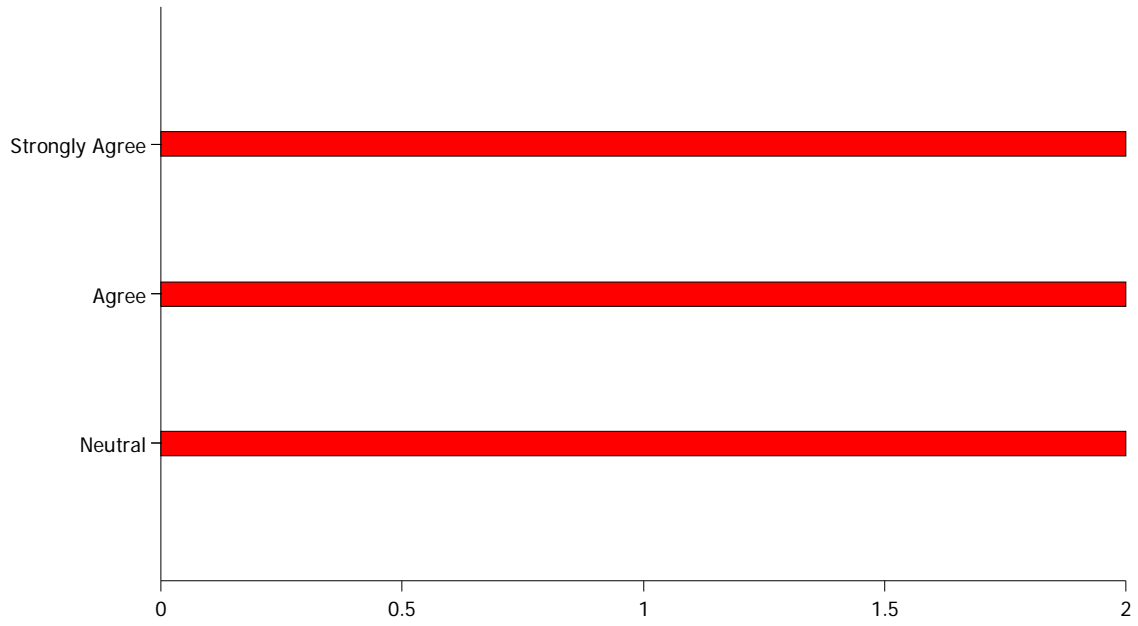
***41. The instructional program at this school is challenging.***



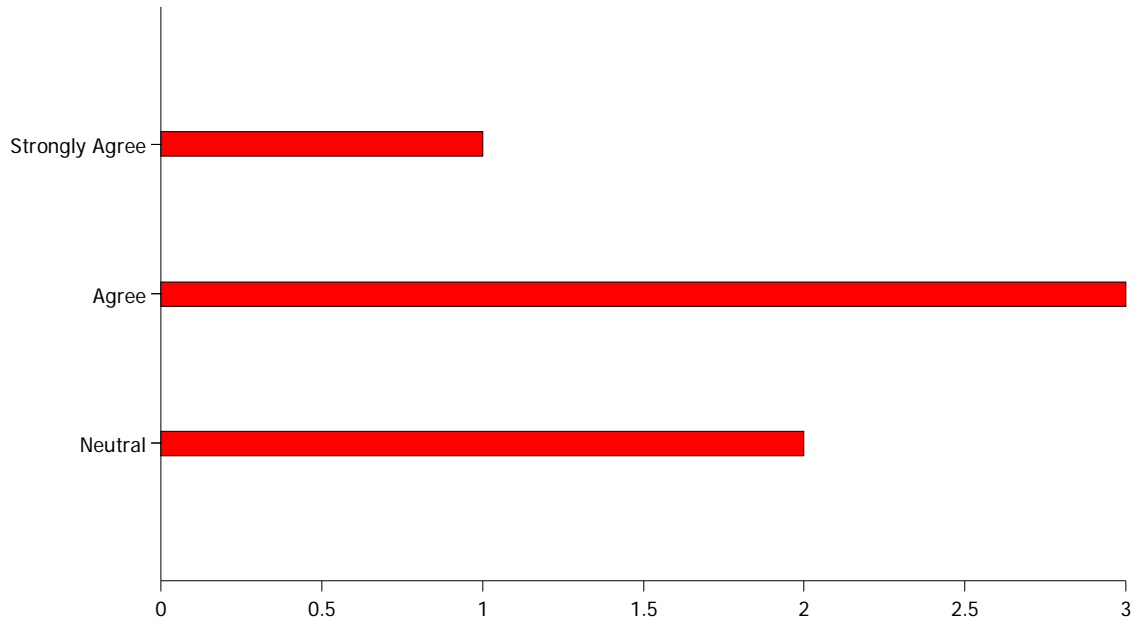
**42. This school provides an atmosphere where every student can succeed.**



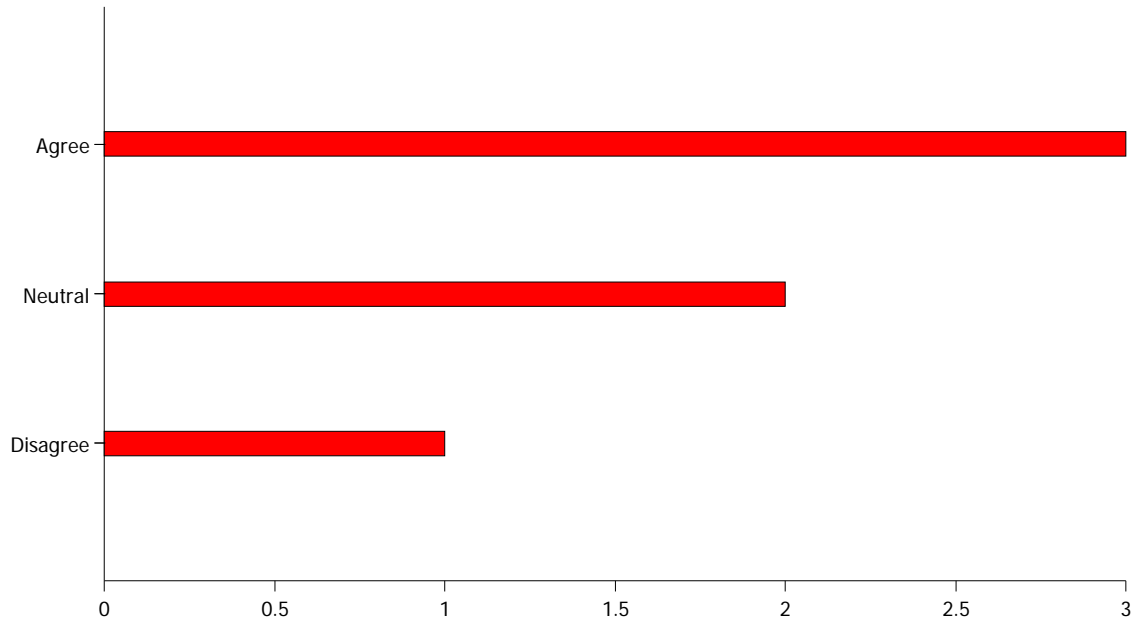
**43. Quality work is expected of all students at this school.**



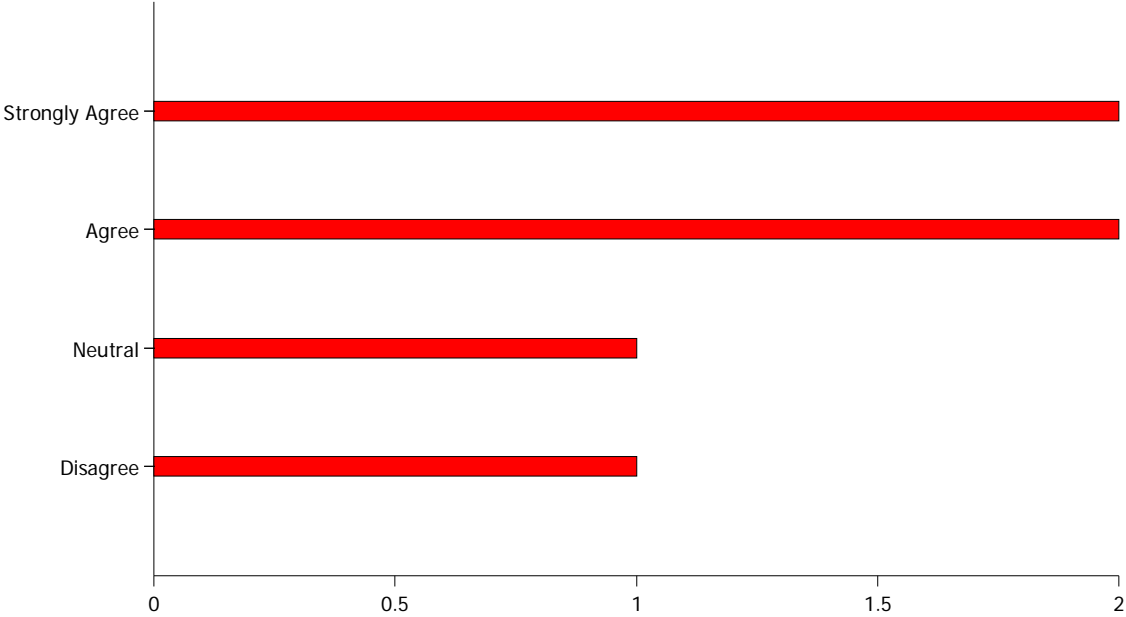
**44. Quality work is expected of me.**



**45. Quality work is expected of all the adults working at this school.**

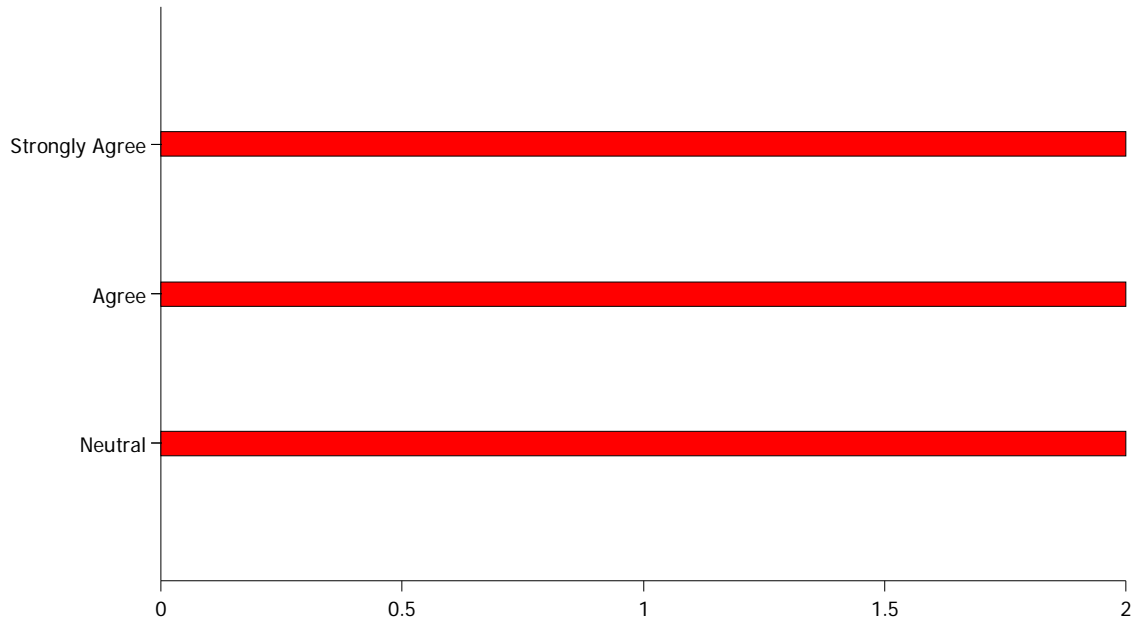


**46. The vision for this school is clear.**

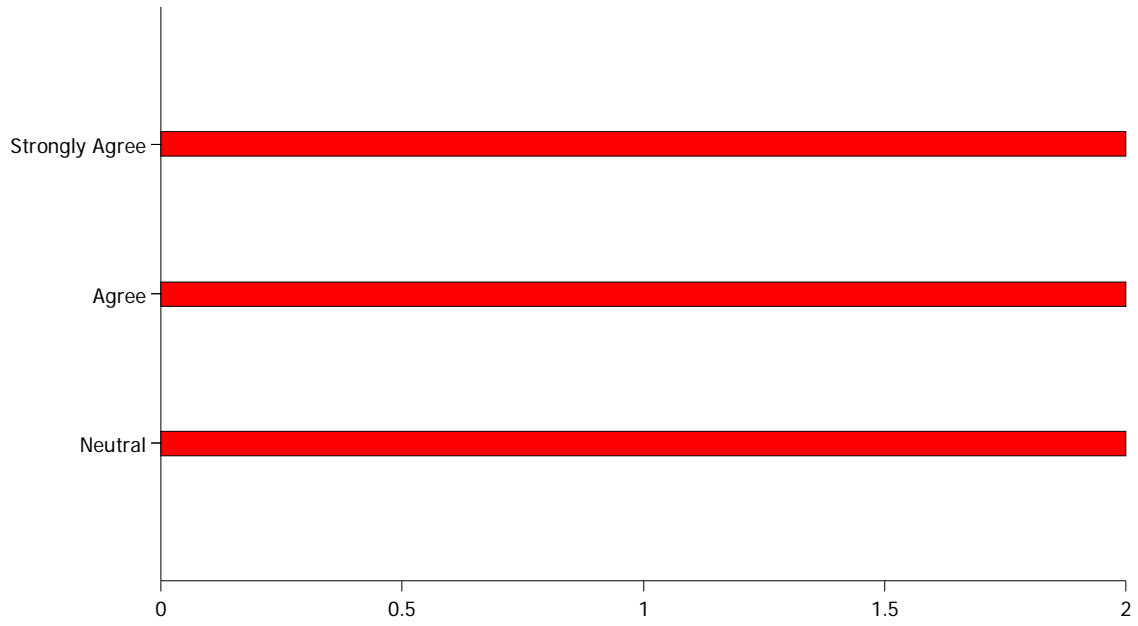




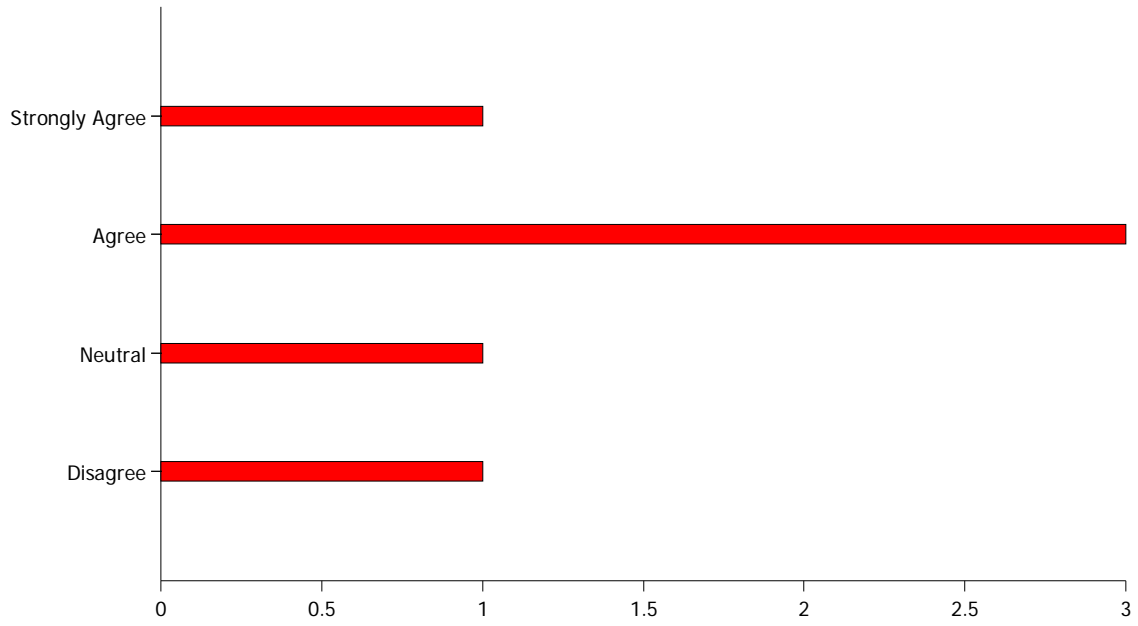
**47. The vision for this school is shared.**



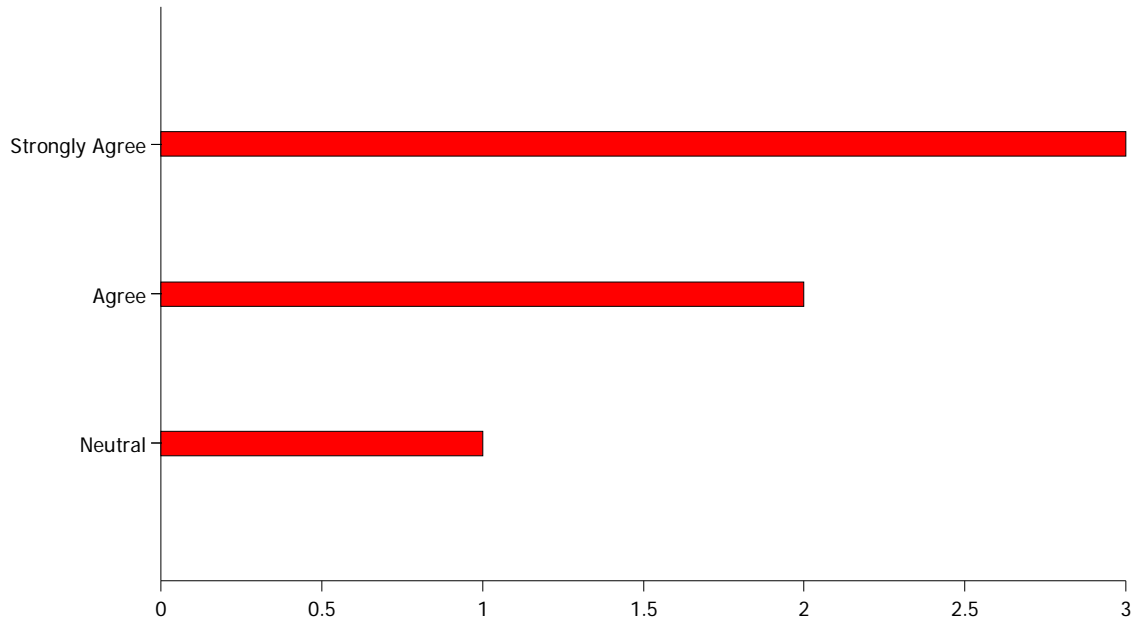
**48. We have an action plan in place that can get us to our vision.**



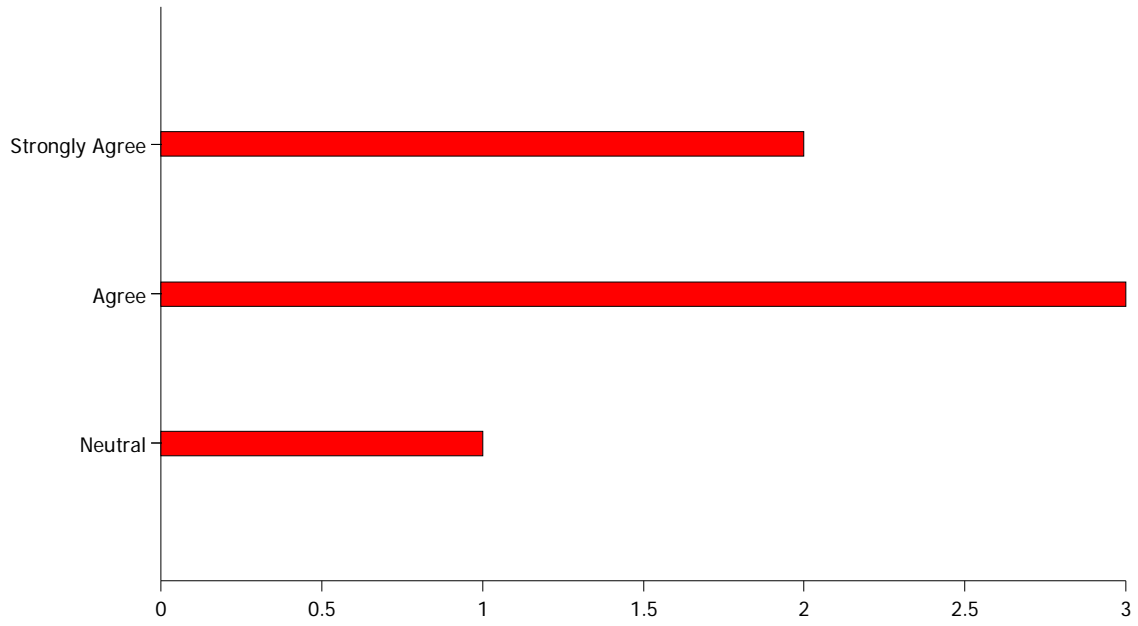
**49. This school has a good public image.**



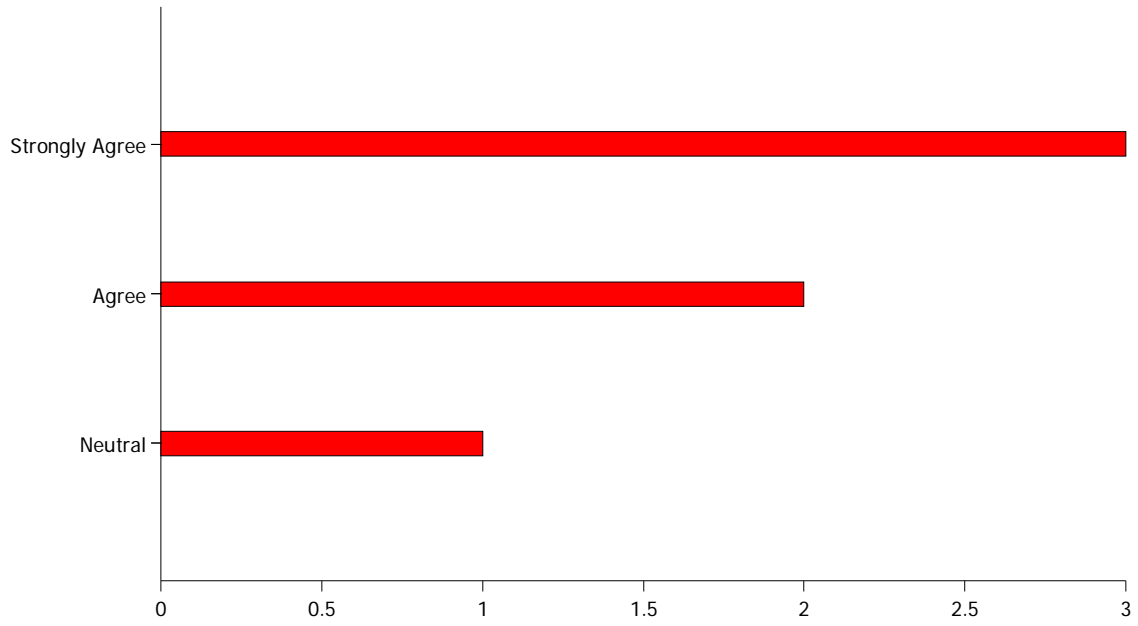
**50. I think it is important to communicate often with parents.**



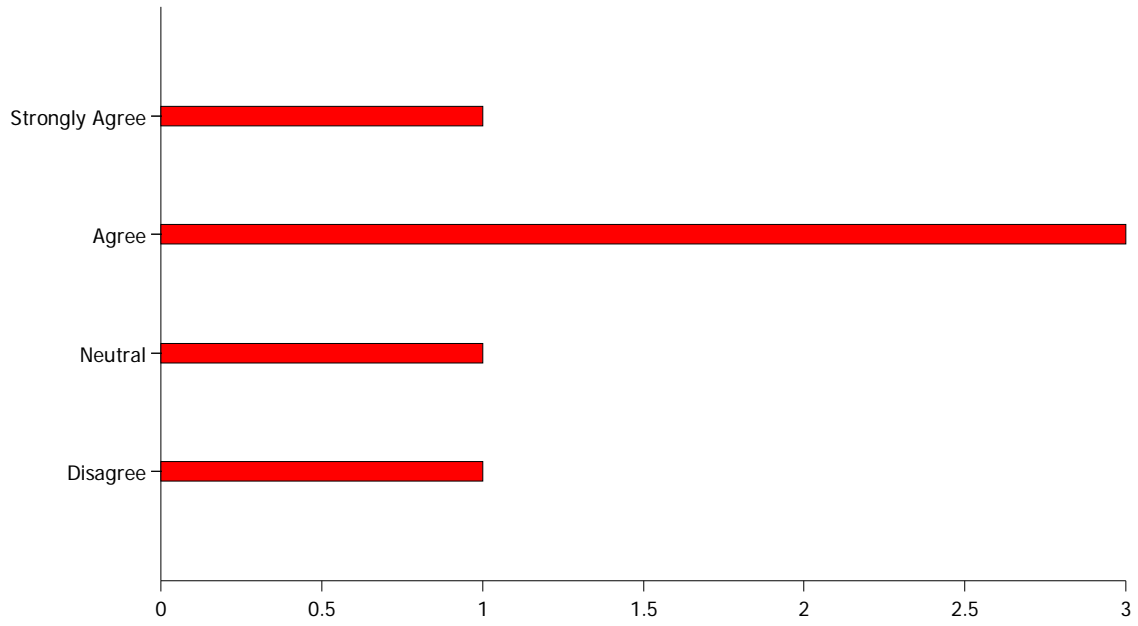
**51. I communicate with parents often about their child's progress.**



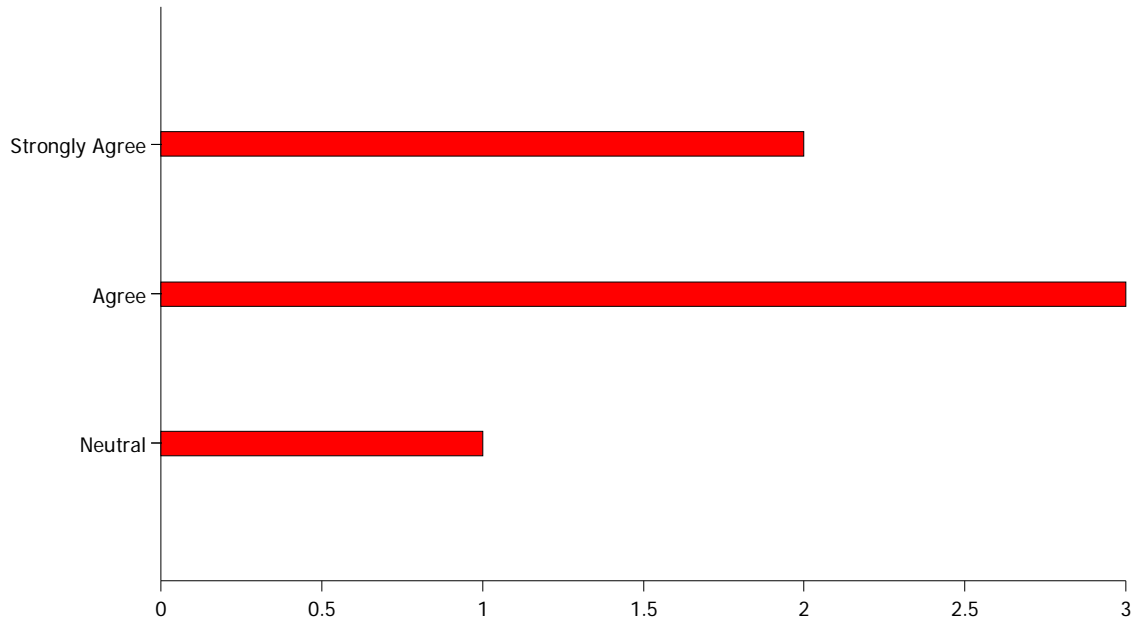
**52. I communicate with parents often about class activities.**



**53. *Morale is high on the part of teachers.***

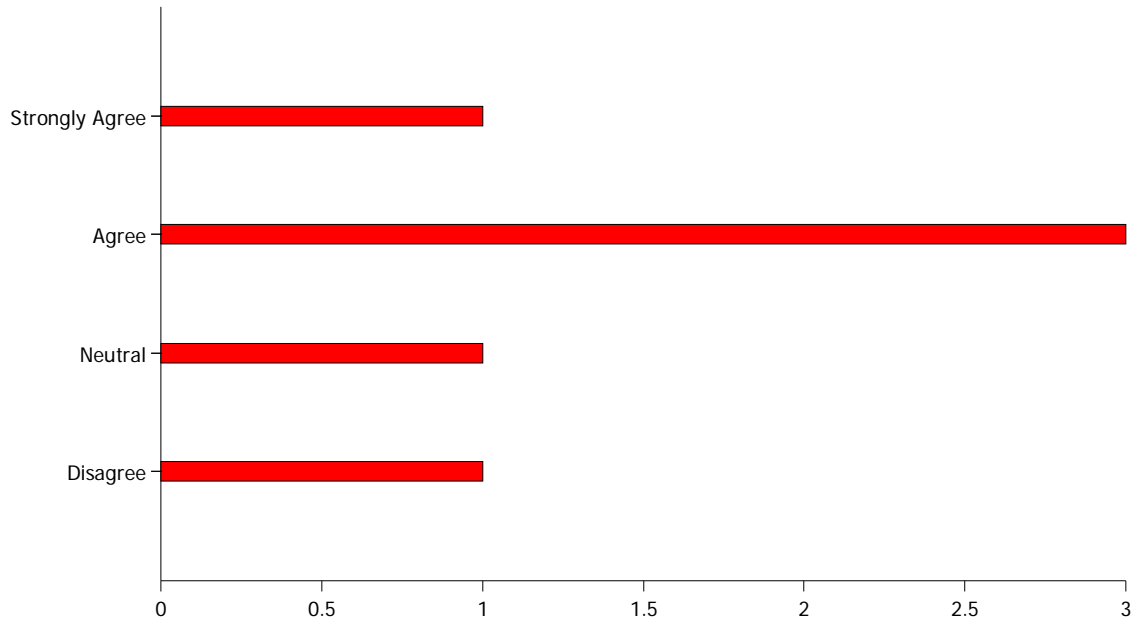


**54. Morale is high on the part of students.**

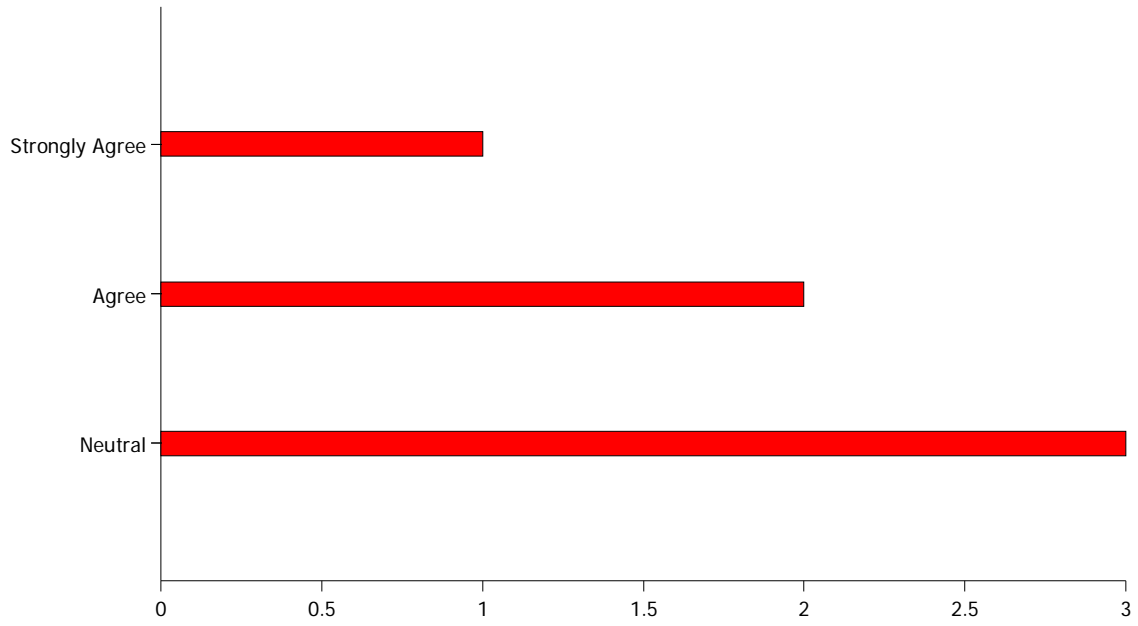




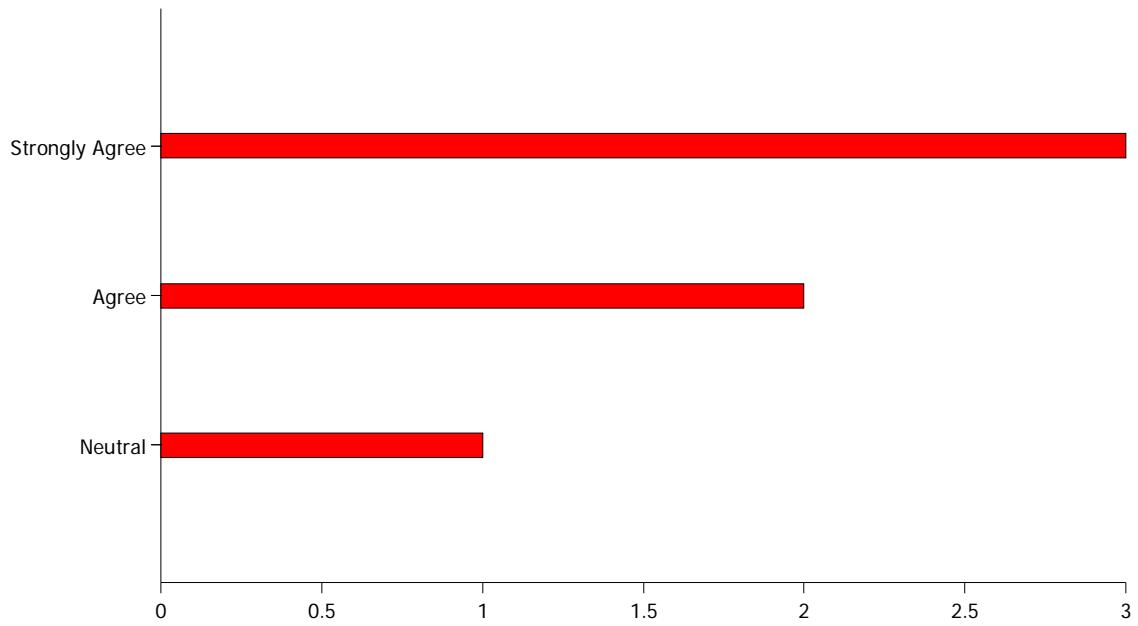
**55. Morale is high on the part of support staff.**



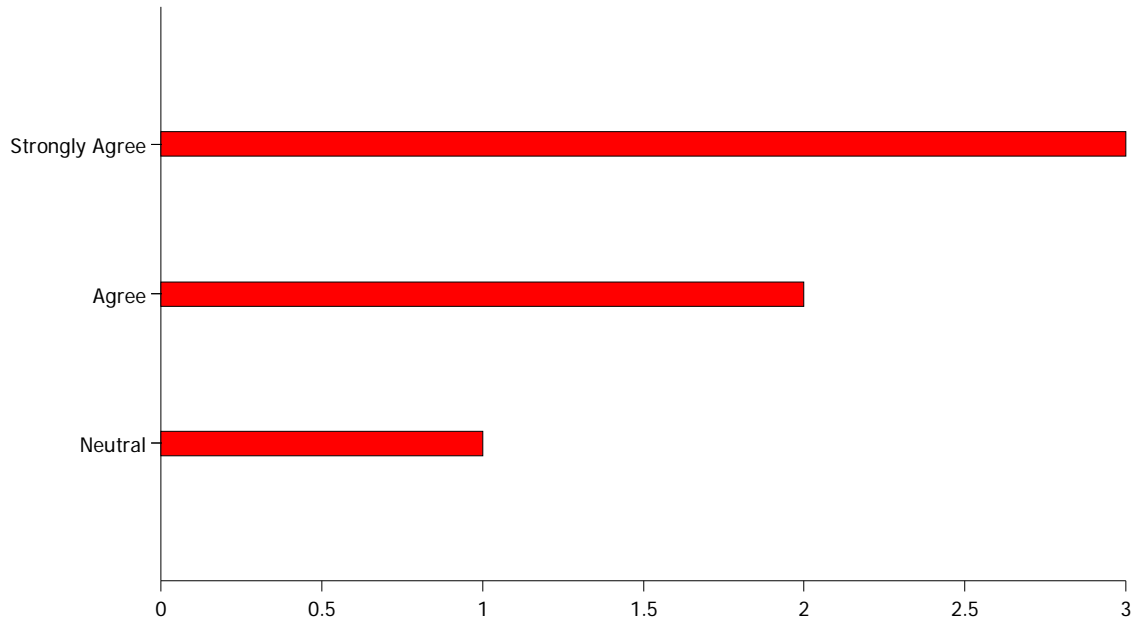
**56. Morale is high on the part of administrators.**



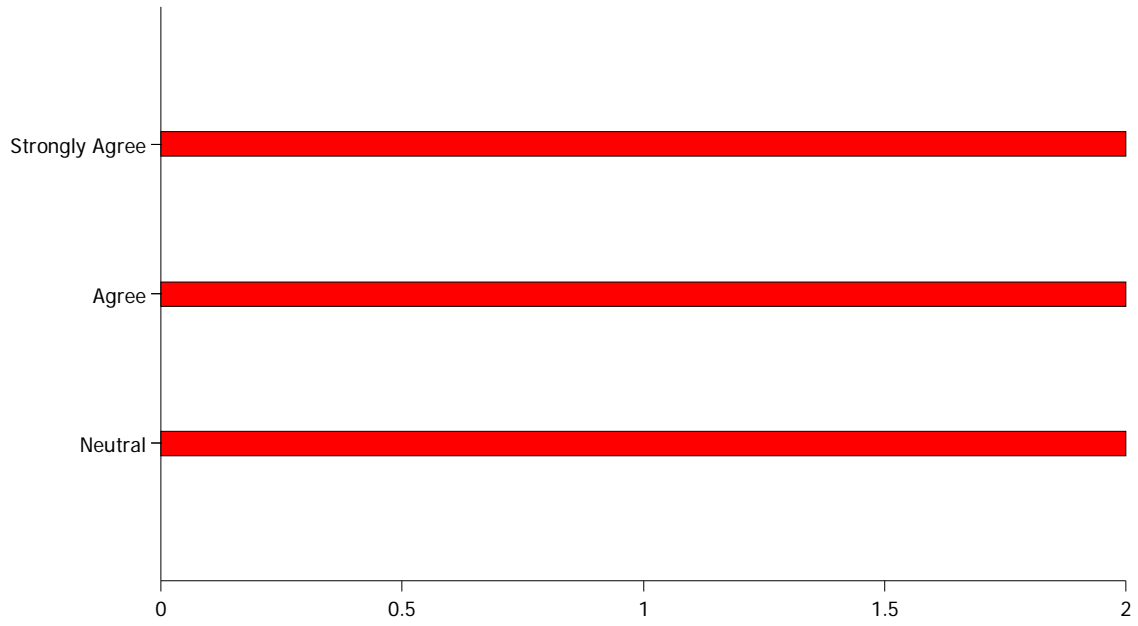
**57. Teachers in this school communicate with each other to make student learning consistent across grades.**



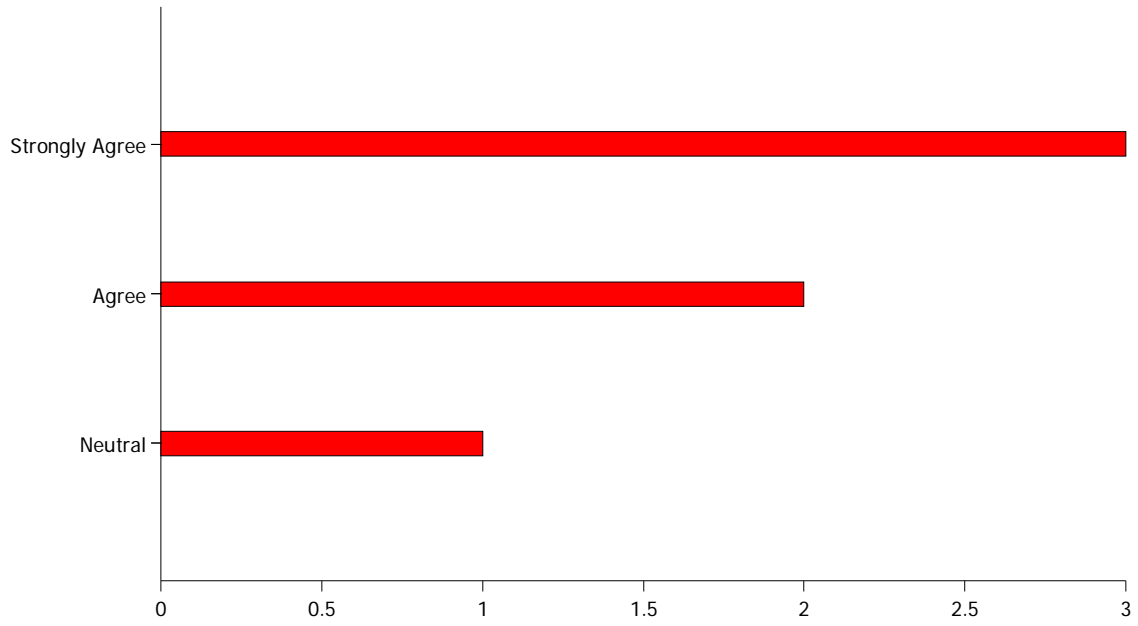
**58. I am clear about what my job is at this school.**



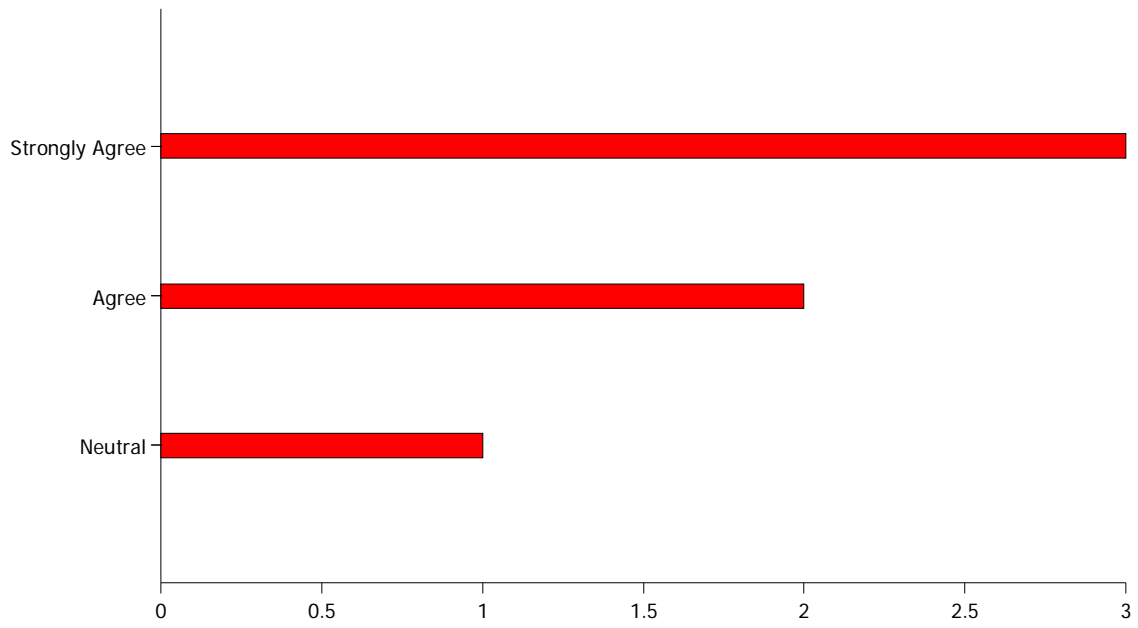
**59. I feel that others are clear about what my job is at this school.**



**60. The student outcomes for my class(es) are clear to me.**



**61. The student outcomes for my class(es) are clear to my students.**



Using Filter: Q1 Irving Kindergarten Center

**Count** **Percent** **Response**

5/9/2011

## 1. I work at:

6	100.00%	Irving Kindergarten Center
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## 2. In this school, I feel like I belong.

2	33.33%	Strongly Agree
3	50.00%	Agree
1	16.67%	Disagree

## 3. I feel that the staff cares about me.

2	33.33%	Strongly Agree
2	33.33%	Agree
2	33.33%	Neutral

## 4. I feel recognized for good work.

1	16.67%	Strongly Agree
1	16.67%	Agree
2	33.33%	Neutral
1	16.67%	Disagree
1	16.67%	Strongly Disagree

## 5. I work with people who treat me with respect.

1	16.67%	Strongly Agree
2	33.33%	Agree
3	50.00%	Neutral

## 6. I work with people who listen if I have ideas about doing things better.

1	16.67%	Strongly Agree
3	50.00%	Agree
1	16.67%	Neutral
1	16.67%	Disagree

## 7. I love working at this school.

1	16.67%	Strongly Agree
4	66.67%	Agree
1	16.67%	Neutral

## 8. I feel that learning can be fun.

4	66.67%	Strongly Agree
1	16.67%	Agree
1	16.67%	Neutral



Using Filter: Q1 Irving Kindergarten Center

**Count** **Percent** **Response**

5/9/2011

9. I feel that learning is fun at this school.

3	50.00%	Strongly Agree
2	33.33%	Agree
1	16.67%	Neutral

10. Learning is fun in my classroom.

3	50.00%	Strongly Agree
1	16.67%	Agree
2	33.33%	Neutral

11. I feel intrinsically rewarded for doing my job well.

1	16.67%	Strongly Agree
2	33.33%	Agree
2	33.33%	Neutral
1	16.67%	Strongly Disagree

12. My administrator treats me with respect.

4	66.67%	Agree
1	16.67%	Neutral
1	16.67%	Disagree

13. My administrator is an effective instructional leader.

2	33.33%	Agree
2	33.33%	Neutral
2	33.33%	Disagree

14. My administrator allows me to be an effective instructional leader.

1	16.67%	Strongly Agree
3	50.00%	Agree
1	16.67%	Neutral
1	16.67%	Disagree

15. My administrator facilitates communication effectively.

2	33.33%	Agree
3	50.00%	Neutral
1	16.67%	Disagree

16. My administrator supports me in my work with students.

2	33.33%	Agree
3	50.00%	Neutral
1	16.67%	Disagree

Using Filter: Q1 Irving Kindergarten Center

<u>Count</u>	<u>Percent</u>	<u>Response</u>	5/9/2011
<b>17. My administrator supports shared decision-making.</b>			
3	50.00%	Agree	
2	33.33%	Neutral	
1	16.67%	Disagree	
<b>18. My administrator is effective in helping us reach our vision.</b>			
1	16.67%	Agree	
3	50.00%	Neutral	
1	16.67%	Disagree	
1	16.67%	Strongly Disagree	
<b>19. I have the opportunity to think for myself, not just carry out instructions.</b>			
4	66.67%	Agree	
1	16.67%	Neutral	
1	16.67%	Disagree	
<b>20. I have the opportunity to develop my skills.</b>			
1	16.67%	Strongly Agree	
3	50.00%	Agree	
2	33.33%	Neutral	
<b>21. I love seeing the results of my work with students.</b>			
2	33.33%	Strongly Agree	
3	50.00%	Agree	
1	16.67%	Neutral	
<b>22. I believe every student can learn.</b>			
3	50.00%	Strongly Agree	
2	33.33%	Agree	
1	16.67%	Neutral	
<b>23. I love to teach.</b>			
2	33.33%	Strongly Agree	
3	50.00%	Agree	
1	16.67%	Neutral	
<b>24. I work effectively with special education students.</b>			
3	50.00%	Agree	
3	50.00%	Neutral	
<b>25. I work effectively with limited English speaking students.</b>			
5	83.33%	Agree	
1	16.67%	Neutral	

Using Filter: Q1 Irving Kindergarten Center

**Count** **Percent** **Response**

5/9/2011

26. I work effectively with an ethnically/racially diverse population of students.

1	16.67%	Strongly Agree
4	66.67%	Agree
1	16.67%	Neutral

27. I work effectively with heterogeneously grouped classes.

1	16.67%	Strongly Agree
4	66.67%	Agree
1	16.67%	Neutral

28. I work effectively with low-achieving students.

5	83.33%	Agree
1	16.67%	Neutral

29. differentiating instruction.

3	50.00%	Strongly Agree
2	33.33%	Agree
1	16.67%	Neutral

30. effective professional development related to our vision.

3	50.00%	Strongly Agree
1	16.67%	Agree
2	33.33%	Neutral

31. teaching to the state standards.

2	33.33%	Strongly Agree
2	33.33%	Agree
2	33.33%	Neutral

32. student self-assessment.

2	33.33%	Strongly Agree
3	50.00%	Agree
1	16.67%	Neutral

33. using ongoing student assessments related to state standards.

2	33.33%	Strongly Agree
1	16.67%	Agree
3	50.00%	Neutral

34. teacher use of student achievement data.

3	50.00%	Strongly Agree
1	16.67%	Agree
2	33.33%	Neutral

Using Filter: Q1 Irving Kindergarten Center

<u>Count</u>	<u>Percent</u>	<u>Response</u>	5/9/2011
<b>35. the use of computers.</b>			
2	33.33%	Strongly Agree	
3	50.00%	Agree	
1	16.67%	Neutral	
<b>36. providing a threat-free environment.</b>			
4	66.67%	Strongly Agree	
1	16.67%	Agree	
1	16.67%	Neutral	
<b>37. close personal relationships between students and <input type="checkbox"/>teacher.</b>			
3	50.00%	Strongly Agree	
1	16.67%	Agree	
2	33.33%	Neutral	
<b>38. addressing student learning styles.</b>			
3	50.00%	Strongly Agree	
2	33.33%	Agree	
1	16.67%	Neutral	
<b>39. effective parent involvement.</b>			
4	66.67%	Strongly Agree	
1	16.67%	Agree	
1	16.67%	Neutral	
<b>40. partnerships with business.</b>			
2	33.33%	Strongly Agree	
3	50.00%	Agree	
1	16.67%	Neutral	
<b>41. The instructional program at this school is challenging.</b>			
3	50.00%	Strongly Agree	
3	50.00%	Neutral	
<b>42. This school provides an atmosphere where every student can succeed.</b>			
3	50.00%	Strongly Agree	
2	33.33%	Agree	
1	16.67%	Neutral	
<b>43. Quality work is expected of all students at this school.</b>			
2	33.33%	Strongly Agree	
2	33.33%	Agree	
2	33.33%	Neutral	

Using Filter: Q1 Irving Kindergarten Center

<u>Count</u>	<u>Percent</u>	<u>Response</u>	5/9/2011
<b>44. Quality work is expected of me.</b>			
1	16.67%	Strongly Agree	
3	50.00%	Agree	
2	33.33%	Neutral	
<b>45. Quality work is expected of all the adults working at this school.</b>			
3	50.00%	Agree	
2	33.33%	Neutral	
1	16.67%	Disagree	
<b>46. The vision for this school is clear.</b>			
2	33.33%	Strongly Agree	
2	33.33%	Agree	
1	16.67%	Neutral	
1	16.67%	Disagree	
<b>47. The vision for this school is shared.</b>			
2	33.33%	Strongly Agree	
2	33.33%	Agree	
2	33.33%	Neutral	
<b>48. We have an action plan in place that can get us to our vision.</b>			
2	33.33%	Strongly Agree	
2	33.33%	Agree	
2	33.33%	Neutral	
<b>49. This school has a good public image.</b>			
1	16.67%	Strongly Agree	
3	50.00%	Agree	
1	16.67%	Neutral	
1	16.67%	Disagree	
<b>50. I think it is important to communicate often with parents.</b>			
3	50.00%	Strongly Agree	
2	33.33%	Agree	
1	16.67%	Neutral	
<b>51. I communicate with parents often about their child's progress.</b>			
2	33.33%	Strongly Agree	
3	50.00%	Agree	
1	16.67%	Neutral	

Using Filter: Q1 Irving Kindergarten Center

<u>Count</u>	<u>Percent</u>	<u>Response</u>	5/9/2011
<b>52. I communicate with parents often about class activities.</b>			
3	50.00%	Strongly Agree	
2	33.33%	Agree	
1	16.67%	Neutral	
<b>53. Morale is high on the part of teachers.</b>			
1	16.67%	Strongly Agree	
3	50.00%	Agree	
1	16.67%	Neutral	
1	16.67%	Disagree	
<b>54. Morale is high on the part of students.</b>			
2	33.33%	Strongly Agree	
3	50.00%	Agree	
1	16.67%	Neutral	
<b>55. Morale is high on the part of support staff.</b>			
1	16.67%	Strongly Agree	
3	50.00%	Agree	
1	16.67%	Neutral	
1	16.67%	Disagree	
<b>56. Morale is high on the part of administrators.</b>			
1	16.67%	Strongly Agree	
2	33.33%	Agree	
3	50.00%	Neutral	
<b>57. Teachers in this school communicate with each other to make student learning consistent across grades.</b>			
3	50.00%	Strongly Agree	
2	33.33%	Agree	
1	16.67%	Neutral	
<b>58. I am clear about what my job is at this school.</b>			
3	50.00%	Strongly Agree	
2	33.33%	Agree	
1	16.67%	Neutral	
<b>59. I feel that others are clear about what my job is at this school.</b>			
2	33.33%	Strongly Agree	
2	33.33%	Agree	
2	33.33%	Neutral	

Using Filter: Q1 Irving Kindergarten Center

**Count** **Percent** **Response**

5/9/2011

**60. The student outcomes for my class(es) are clear to me.**

3 50.00% Strongly Agree

2 33.33% Agree

1 16.67% Neutral

**61. The student outcomes for my class(es) are clear to my students.**

3 50.00% Strongly Agree

2 33.33% Agree

1 16.67% Neutral