



Classified Staff Survey

Staff Survey

We want to hear from you about how things are going! Please give us your honest thoughts to help us better support you and our students.

Student Needs

For the following questions, we are interested in learning more about the concerns you have for students at this time.

1. How concerned are you about students' academic growth right now?

☐ Not at all concerned
 ☐ Slightly concerned
 ☐ Somewhat concerned
 ☐ Quite concerned
 ☐ Extremely concerned

2. How concerned are you about students' social-emotional well-being right now?

☐ Not at all concerned
 ☐ Slightly concerned
 ☐ Somewhat concerned
 ☐ Quite concerned
 ☐ Extremely concerned

3. How concerned are you about students' behavior right now?

☐ Not at all concerned
 ☐ Slightly concerned
 ☐ Somewhat concerned
 ☐ Quite concerned
 ☐ Extremely concerned

4. How concerned are you about students' peer relationships right now?

☐ Not at all concerned
 ☐ Slightly concerned
 ☐ Somewhat concerned
 ☐ Quite concerned
 ☐ Extremely concerned

5. How concerned are you about students' relationships with adults at school right now?

☐ Not at all concerned
 ☐ Slightly concerned
 ☐ Somewhat concerned
 ☐ Quite concerned
 ☐ Extremely concerned

Your Professional Needs

For the following questions, tell us about your experience with professional development and school leadership this year.

6. How valuable has professional development been so far this year?

☐ Not at all valuable
 ☐ Slightly valuable
 ☐ Somewhat valuable
 ☐ Quite valuable
 ☐ Extremely valuable
 ☐ I have not had professional development so far this year

7. So far this year, do you need additional support in any of the following areas? [Select all that apply]

☐ Supporting students with IEPs
 ☐ Supporting English Language Learners
 ☐ Supporting academically advanced students
 ☐ Supporting students' social-emotional needs
 ☐ Using technology
 ☐ Family engagement
 ☐ I do not need support in any of these areas



8. Which area do you need the most support in right now?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supporting students with IEPs	Supporting English Language Learners	Supporting academically advanced students	Supporting students' social-emotional needs	Using technology	Family engagement	I do not need support in any of these areas

9. How helpful has leadership at your school been in resolving challenges so far this year?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not at all helpful	Slightly helpful	Somewhat helpful	Quite helpful	Extremely helpful

Communication with the School

For the following questions, we are interested in learning more about your experience with communications from your school and district.

10. How satisfied are you with the frequency of communication from school leadership?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I wish they communicated more frequently	I wish they communicated less frequently	I am happy with the frequency of communication

11. How satisfied are you with the frequency of communication from district leadership?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I wish they communicated more frequently	I wish they communicated less frequently	I am happy with the frequency of communication

12. How clear has communication from school leadership been about the school's learning model?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not at all clear	Slightly clear	Somewhat clear	Quite clear	Extremely clear

13. How clear is the process for notifying the school about concerns with a student's health or well-being?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not at all clear	Slightly clear	Somewhat clear	Quite clear	Extremely clear

Professional Learning about Equity

For the following questions, please think about the extent to which your school creates an equitable environment for students and staff of all races, ethnicities, and cultures.

14. How supportive has your school administration been in helping you advance equity and inclusion in your classroom?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not at all supportive	Slightly supportive	Somewhat supportive	Quite supportive	Extremely supportive

15. How often do professional development opportunities help you explore new ideas about how to promote equity in your practice?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Almost never	Once in a while	Sometimes	Frequently	Almost always

16. When it comes to promoting culturally responsive practices, how helpful are your colleagues' ideas for improving your practice?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not at all helpful	Slightly helpful	Somewhat helpful	Quite helpful	Extremely helpful



17. Overall, how much do you learn about promoting racial or cultural equity from the leaders at your school?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learn almost nothing	Learn a little bit	Learn some	Learn quite a bit	Learn a tremendous amount

As we think about making improvements to the school, it is vital for us to get input from the full faculty/staff. Towards this end, we encourage you to take a few minutes to give us your thoughtful responses on these important issues and topics. Thank you in advance for helping us take this important step by making sure we hear your voice.

General School Impressions

In this first section, please tell us how you perceive different aspects of your school in general.

18. On most days, how enthusiastic are the students about being at school?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not at all enthusiastic	Slightly enthusiastic	Somewhat enthusiastic	Quite enthusiastic	Extremely enthusiastic

19. To what extent are staff trusted to work in the way they think is best?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not at all trusted	Trusted a little bit	Trusted somewhat	Trusted quite a bit	Trusted a tremendous amount

20. How supportive are students in their interactions with each other?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not at all supportive	Slightly supportive	Somewhat supportive	Quite supportive	Extremely supportive

21. How respectful are the relationships between staff and students?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not at all respectful	Slightly respectful	Somewhat respectful	Quite respectful	Extremely respectful

22. How optimistic are you that your school will improve in the future?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not at all optimistic	Slightly optimistic	Somewhat optimistic	Quite optimistic	Extremely optimistic

23. How often do you see students helping each other without being prompted?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Almost never	Once in a while	Sometimes	Frequently	Almost all the time

24. When new initiatives are presented at your school, how supportive are your colleagues?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not at all supportive	Slightly supportive	Somewhat supportive	Quite supportive	Extremely supportive

25. Overall, how positive is the working environment at your school?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not at all positive	Slightly positive	Somewhat positive	Quite positive	Extremely positive

Professional Learning

In this section, we would like to better understand your opportunities for learning and growth at your school.



26. How often do you receive feedback on your work?

- ☐ Almost never
 ☐ Once in a while
 ☐ Sometimes
 ☐ Frequently
 ☐ Almost always

27. At your school, how thorough is the feedback you receive in covering all aspects of your role?

- ☐ Not at all thorough
 ☐ Slightly thorough
 ☐ Somewhat thorough
 ☐ Quite thorough
 ☐ Extremely thorough

28. How much input do you have into individualizing your own professional development opportunities?

- ☐ Almost no input
 ☐ A little bit of input
 ☐ Some input
 ☐ Quite a bit of input
 ☐ A tremendous amount of input

29. Through working at your school, how many new strategies for your job have you learned?

- ☐ Almost no strategies
 ☐ A few strategies
 ☐ Some strategies
 ☐ Many strategies
 ☐ A great number of strategies

30. How useful do you find the feedback you receive on your work?

- ☐ Not at all useful
 ☐ Slightly useful
 ☐ Somewhat useful
 ☐ Quite useful
 ☐ Extremely useful

31. Overall, how much do you learn from the leaders at your school?

- ☐ Learn almost nothing
 ☐ Learn a little bit
 ☐ Learn some
 ☐ Learn quite a bit
 ☐ Learn a tremendous amount

32. How much feedback do you receive on your work?

- ☐ No feedback at all
 ☐ A little bit of feedback
 ☐ Some feedback
 ☐ Quite a bit of feedback
 ☐ A tremendous amount of feedback

33. How often do your professional development opportunities help you explore new ideas?

- ☐ Almost never
 ☐ Once in a while
 ☐ Sometimes
 ☐ Frequently
 ☐ Almost all the time

34. How relevant have your professional development opportunities been to your work?

- ☐ Not at all relevant
 ☐ Slightly relevant
 ☐ Somewhat relevant
 ☐ Quite relevant
 ☐ Extremely relevant

35. How much do you learn from the evaluation processes at your school?

- ☐ Learn almost nothing
 ☐ Learn a little bit
 ☐ Learn some
 ☐ Learn quite a bit
 ☐ Learn a tremendous amount

36. Overall, how supportive has the school been of your professional growth?

- ☐ Not at all supportive
 ☐ Slightly supportive
 ☐ Somewhat supportive
 ☐ Quite supportive
 ☐ Extremely supportive



Leadership

In this section, we would like your feedback on the leadership at your school.

37. How positive is the tone that school leaders set for the culture of the school?

- | | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Not at all positive | Slightly positive | Somewhat positive | Quite positive | Extremely positive |

38. For your school leaders, how important is staff satisfaction?

- | | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Not important at all | Slightly important | Somewhat important | Quite important | Extremely important |

39. How confident are you that your school leaders have the best interests of the school in mind?

- | | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Not at all confident | Slightly confident | Somewhat confident | Quite confident | Extremely confident |

40. Overall, how positive is the influence of the school leaders on the quality of your work?

- | | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Not at all positive | Slightly positive | Somewhat positive | Quite positive | Extremely positive |

41. How much trust exists between school leaders and staff?

- | | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|------------------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Almost no trust | A little bit of trust | Some trust | Quite a bit of trust | A tremendous amount of trust |

42. How effectively do school leaders communicate important information to staff?

- | | | | | |
|------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Not at all effectively | Slightly effectively | Somewhat effectively | Quite effectively | Extremely effectively |

43. When you face challenges at work, how supportive are your school leaders?

- | | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Not at all supportive | Slightly supportive | Somewhat supportive | Quite supportive | Extremely supportive |

44. How knowledgeable are your school leaders about what is going on in the school?

- | | | | | |
|--------------------------|------------------------|------------------------|-----------------------|-------------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Not knowledgeable at all | Slightly knowledgeable | Somewhat knowledgeable | Quite knowledgeable | Extremely knowledgeable |

45. At your school, how motivating do you find working with the leadership team?

- | | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Not at all motivating | Slightly motivating | Somewhat motivating | Quite motivating | Extremely motivating |

46. How responsive are school leaders to your feedback?

- | | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Not at all responsive | Slightly responsive | Somewhat responsive | Quite responsive | Extremely responsive |

47. How much do your school leaders care about you as an individual?

- | | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|--------------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Do not care at all | Care a little bit | Care somewhat | Care quite a bit | Care a tremendous amount |



48. How effective are the school leaders at developing rules for students that facilitate their learning?

- ☐ Not at all effective
 ☐ Slightly effective
 ☐ Somewhat effective
 ☐ Quite effective
 ☐ Extremely effective

49. How respectful are your school leaders towards you?

- ☐ Not at all respectful
 ☐ Slightly respectful
 ☐ Somewhat respectful
 ☐ Quite respectful
 ☐ Extremely respectful

50. How clearly do your school leaders identify their goals for the staff?

- ☐ Not at all clearly
 ☐ Slightly clearly
 ☐ Somewhat clearly
 ☐ Quite clearly
 ☐ Extremely clearly

51. When the school makes important decisions, how much input do staff have?

- ☐ Almost no input
 ☐ A little bit of input
 ☐ Some input
 ☐ Quite a bit of input
 ☐ A tremendous amount of input

52. How fairly does the school leadership treat the staff?

- ☐ Not fairly at all
 ☐ Slightly fairly
 ☐ Somewhat fairly
 ☐ Quite fairly
 ☐ Extremely fairly

Belonging

In this section, please tell us how you're doing. We're asking you these questions because we want to better support staff members' professional well-being, and will not use responses to evaluate or judge individuals. You can skip any question that you don't feel comfortable answering.

53. How well do your colleagues at school understand you as a person?

- ☐ Do not understand at all
 ☐ Understand a little
 ☐ Understand somewhat
 ☐ Understand quite a bit
 ☐ Completely understand

54. How connected do you feel to other adults at your school?

- ☐ Not at all connected
 ☐ Slightly connected
 ☐ Somewhat connected
 ☐ Quite connected
 ☐ Extremely connected

55. How much respect do colleagues in your school show you?

- ☐ No respect at all
 ☐ A little bit of respect
 ☐ Some respect
 ☐ Quite a bit of respect
 ☐ A tremendous amount of respect

56. How much do you matter to others at your school?

- ☐ Do not matter at all
 ☐ Matter a little bit
 ☐ Matter some
 ☐ Matter quite a bit
 ☐ Matter a tremendous amount

57. Overall, how much do you feel like you belong at your school?

- ☐ Do not belong at all
 ☐ Belong a little bit
 ☐ Belong somewhat
 ☐ Belong quite a bit
 ☐ Completely belong



Cultural Awareness and Action

In this section, please share your perspective on how your school helps staff learn about, discuss, and confront issues of race, ethnicity, and culture.

58. How often do you think about what colleagues of different races, ethnicities, or cultures experience?

- ☐ Almost never
 ☐ Once in a while
 ☐ Sometimes
 ☐ Frequently
 ☐ Almost always

59. How confident are you that adults at your school can have honest conversations with each other about race?

- ☐ Not at all confident
 ☐ Slightly confident
 ☐ Somewhat confident
 ☐ Quite confident
 ☐ Extremely confident

60. At your school, how often are you encouraged to think more deeply about race-related topics?

- ☐ Almost never
 ☐ Once in a while
 ☐ Sometimes
 ☐ Frequently
 ☐ Almost always

61. How comfortable are you discussing race-related topics with your colleagues?

- ☐ Not at all comfortable
 ☐ Slightly comfortable
 ☐ Somewhat comfortable
 ☐ Quite comfortable
 ☐ Extremely comfortable

62. How often do adults at your school have important conversations about race, even when they might be uncomfortable?

- ☐ Almost never
 ☐ Once in a while
 ☐ Sometimes
 ☐ Frequently
 ☐ Almost always

63. When there are major news events related to race, how often do adults at your school talk about them with each other?

- ☐ Almost never
 ☐ Once in a while
 ☐ Sometimes
 ☐ Frequently
 ☐ Almost always

64. How well does your school help staff speak out against racism?

- ☐ Not at all well
 ☐ Slightly well
 ☐ Somewhat well
 ☐ Quite well
 ☐ Extremely well

School Resource Officer

For the following question, we are interested in learning more about your thoughts on having a school resource (police) officer in your building.

65. How important is it to have a school resource officer in your building?

- ☐ Not at all important
 ☐ Slightly important
 ☐ Somewhat important
 ☐ Quite important
 ☐ Extremely important

Background Questions

66. What is your gender?

- ☐ Male
 ☐ Female
 ☐ Prefer to self-describe



67. If you selected "Prefer to self-describe", how would you describe your gender?

68. For how many years have you worked at this school?

☐

Less than 1 year

☐

1-2 years

☐

3-5 years

☐

6-10 years

☐

11 or more years

69. What is your race or ethnicity?

☐

American Indian
or Alaska Native

☐

Asian

☐

Black or African
American

☐

Hispanic or
Latino

☐

Native Hawaiian
or Other Pacific
Islander

☐

White

☐

Two or More
Races/Ethnicities

☐

Other