

## 2021-22 School Staff Climate Survey

This survey will allow the district to assess and monitor our working environment. Your honest feedback is critical to inform improvement efforts.

Answer the questions based on your experiences only at the school that asked you to complete it, not your experiences with the district overall or another school where you might also work.

Questions about staff or adults at the school refer to ALL staff - administrators, teachers, teaching assistants, counselors, and all other certificated and classified staff.

**All responses are anonymous and confidential.** A few questions ask for personal information, such as the work you do at the school, how long you have done it, and your race/ethnicity, but these will not be used in combination to report survey results. If you are uncomfortable providing personal information, you may leave questions blank

Thank you for taking this survey!

**\* 1. Please select your site.**

If you work at more than one site, please select the site at which you spend the most time. If you split your time equally at multiple sites, you may retake the survey for each site.

**2. What is your primary role at this school? (Mark one.)**

- |  |   |
|--|---|
| <input type="radio"/> Teacher                                | <input type="radio"/> Police, resource officer, or safety personnel                                 |
| <input type="radio"/> Special Education teacher              | <input type="radio"/> Paraprofessional, teacher assistant, or instructional aide                    |
| <input type="radio"/> Administrator                          | <input type="radio"/> Other certificated staff (e.g., librarian)                                    |
| <input type="radio"/> Prevention staff nurse, or health aide | <input type="radio"/> Other classified staff (e.g., janitor, secretarial or clerical, food service) |
| <input type="radio"/> Counselor, psychologist                | <input type="radio"/> Other service provider (e.g., speech, occupational, physical therapist)       |

**3. Do you provide specialized services to the following types of students? (Mark all that apply.)**

- English Learners
- Socioeconomically Disadvantaged Students
- Students with Disabilities
- Foster Youth or Homeless Students

4. How many years have you worked, in any position, at this school?

- Less than one year
- 1 to 2 years
- 3 to 5 years
- 6 to 10 years
- Over 10 years

5. How many years have you worked at any school in your current position (e.g., teacher, counselor, administrator, food service)?

- Less than one year
- 1 to 2 years
- 3 to 5 years
- 6 to 10 years
- Over 10 years

6. What is your race or ethnicity?

- |  |  |
|--|--|
| <input type="radio"/> Asian                          | <input type="radio"/> Hispanic         |
| <input type="radio"/> American Indian/Alaskan Native | <input type="radio"/> Pacific Islander |
| <input type="radio"/> African American               | <input type="radio"/> White            |
| <input type="radio"/> Filipino                       | <input type="radio"/> Two or More      |

## 2021-22 School Staff Climate Survey

7. Please respond to the following questions about the adults in this school.

	Nearly all adults	Most adults	Some adults	Few adults	Almost none
How many adults at this school have close professional relationships with one another?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How many adults at this school support and treat each other with respect?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How many adults at this school feel a responsibility to improve this school?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Please indicate how much you agree with the following statements about this school. If a question is not applicable to your job, or you do not know enough to answer it, mark "Not Applicable."**

8. This school...

	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
is a supportive and inviting place for staff to work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
promotes trust and collegiality among staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
promotes staff participation in decision-making that affects school practices and policies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
sets high standards for academic performance for all students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
encourages students to enroll in rigorous courses (such as honors and AP), regardless of their race, ethnicity, or nationality.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
emphasizes helping students academically when they need it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
promotes academic success for all students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
is a supportive and inviting place for students to learn.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
emphasizes teaching lessons in ways relevant to students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. For the following questions, please indicate how much you agree or disagree with the following statements.

	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
This school clearly communicates to students the consequences of breaking school rules.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rules in this school are made clear to students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Students know how they are expected to act.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Students know what the rules are.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adults at this school treat all students with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The school rules are fair.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This school effectively handles student discipline and behavioral problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This school handles discipline problems fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. How much of a problem AT THIS SCHOOL is...

	Insignificant Problem	Mild Problem	Moderate Problem	Severe Problem
harassment or bullying among students?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
physical fighting between students?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
disruptive student behavior?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
racial/ethnic conflict among students?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
lack of respect of staff by students?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. What is the best thing about your school?

12. What is the one thing you would change about your school to improve school climate?