



Staff Survey Questions

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The *Staff Survey* includes 53 questions that gather instructional and non-instructional school staff members' perspectives on their school. Overall strengths and areas for improvement, recommend rate, and indexed qualitative comments are also included.

General

- I would recommend this school to a friend or colleague as a great place to work. *(1 = Strongly disagree; 5 = Strongly agree)*
- I am not seriously considering leaving [School Name] next academic year. *(1 = Strongly disagree; 5 = Strongly agree)*
- Students are getting a high quality education at this school. *(1 = Strongly disagree; 5 = Strongly agree)*
- What do you like most about your school? *(My school administrators are friendly and supportive; My work at this school gives me a feeling of personal accomplishment; I am treated with respect by school administrators and other staff; I have access to high-quality professional development opportunities; My school has great supplies and/or facilities; Nothing; Other)*
- What is one area in which your school could improve? *(My school administrators could do more to be friendly and supportive; I would like the work that I do at this school to give me more of a feeling of personal accomplishment; I would like to be treated with more respect by the school administration and other staff; I would like more access to high-quality professional development opportunities; My school needs better supplies and/or facilities; Nothing; Other)*
- Is there anything else you would like to share about where your school is doing well and/or areas where it could improve? *(Open text)*

Culture & Communication – *Describes the degree to which staff believe that their school fosters a culture of respect, shared vision, and effective communication.*

How strongly do you agree or disagree with the following statements? *(1 = Strongly disagree; 5 = Strongly agree)*

- My school is respectful of different races, ethnicities, genders, and backgrounds.
- My school's policies are administered fairly and consistently.
- My school is managed effectively.
- My school runs smoothly.
- My school creates a positive work environment.
- Discipline in this school is fair.
- My school's employees are committed to the success of our school.
- My school sets high expectations for students.
- I feel informed about important decisions regarding my school.
- My school communicates a clear direction for the future.
- Information about school policies is disseminated to staff clearly.

Relationships – *Describes the degree to which staff have respectful and caring relationships with families, school administration, and other staff.*

How strongly do you agree or disagree with the following statements? (1 = Strongly disagree; 5 = Strongly agree)

- My school is cooperative and team-oriented.
- Administrators treat staff with respect.
- Staff treat administrators with respect.
- Staff treat families with respect.
- Families treat staff with respect.
- Staff treat each other with respect.
- Students treat staff with respect.
- Staff treat students with respect.
- Staff and students care about each other.
- Staff and administrators care about each other.
- Staff and families care about each other.
- Teachers in my school work together to improve instructional practice.
- I feel comfortable approaching the administration if I need help solving a problem.
- I feel comfortable approaching other staff members if I need help solving a problem.
- I feel comfortable speaking honestly to families about their child's progress. (Instructional Staff Only)

Engagement & Empowerment – *Describes the degree to which staff feel connected to their work and that their work makes a difference.*

How strongly do you agree or disagree with the following statements? (1 = Strongly disagree; 5 = Strongly agree)

- I am proud of my school.
- I understand my school's goals.
- I feel that my work contributes to the goals of my school.
- My job makes good use of my skills and abilities.
- I feel that my work at my school is valued.
- I feel empowered to play a meaningful role in decision-making at my school.
- My work gives me a feeling of personal accomplishment.
- My school empowers me to use creativity in how I do my work.

Professional Development & Support – *Describes the degree to which staff feel supported in their work and that they have opportunities to grow professionally.*

How strongly do you agree or disagree with the following statements? (1 = Strongly disagree; 5 = Strongly agree)

- I have opportunities to learn at work.

- I have opportunities to grow professionally at work.
- I have the necessary resources to do my job well.
- I have access to meaningful professional development.
- My professional development over the last year has been closely connected with my school's priorities.
- My school encourages me to seek professional development opportunities to improve my practice. (Instructional Staff Only)
- My professional development over the last year has provided me with teaching strategies to better meet my students' needs. (Instructional Staff Only)
- My school supports me in implementing what I have learned in professional development. (Instructional Staff Only)
- My professional development over the last year has provided me with content support. (Instructional Staff Only)
- I receive regular feedback from my supervisors.
- I receive regular feedback from my colleagues.
- The feedback I receive from my supervisors helps me improve my work.
- The feedback I receive from my colleagues helps me improve my work.

Demographics

- What is your race/ethnicity? (please check all that apply) (*White, Black or African American, American Indian or Alaska Native, Asian, Native Hawaiian or Other Pacific Islander, Hispanic/Latino, Other, Prefer not to say*)
- What is your gender? (*Male, Female, I identify in another way, Prefer not to say*)
- What is your role? (*Instructional staff, Support staff, Other (please specify)*)
- How many years of teaching experience do you have? (Instructional Staff only) (*0-4 years, 5-9 years, 10-20 years, More than 20 years*)
- What kind of teacher training did you receive? (Instructional Staff only) (*University Certification, Alternative Certification (Teach for America, etc.), Other Training/Non-Certified*)
- How many years of experience do you have in your role? (Support Staff or Other only) (*0-4 years, 5-9 years, 10-20 years, More than 20 years*)
- How long have you worked at this school? (*0-4 years, 5-9 years, 10-20 years, More than 20 years*)