



Introduction

This survey is designed to provide schools with data useful for fostering a positive learning and working environment that promotes academic success among all students. Your survey participation is very important so that we have accurate and useful data.

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 the survey reports will contain only percentages for all respondents combined. If there are less than 5 respondents in any group, those data are not made available. Thank you for taking this survey!

Please indicate how much you agree or disagree with the following statements about this school. If the question is not applicable to your job, and you could not know enough to answer it, mark “Not Applicable.”

This school...

1. is a supportive and inviting place for students to learn.
2. sets high standards for academic performance for all students
3. promotes academic success for all students
4. emphasizes helping students academically when they need it.
5. emphasizes teaching lessons in ways relevant to students
6. encourages students to enroll in rigorous courses (such as honors and AP, regardless of their race, ethnicity, or nationality).

(Strongly Agree, Agree, Disagree, Strongly Disagree, Not Applicable)

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

7. How many adults at this school have close professional relationships with each other?
8. How many adults at this school support and teach each other with respect?
9. How many adults at this school feel a responsibility to improve this school?

(Nearly all adults, Most adults, Some adults, Few adults, Almost none)

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

10. This school is a supportive and inviting place for staff to work.
11. This school promotes trust and collegiality among staff.
12. This school promotes personnel participation in decision-making that affects the school practices and policies.

(Strongly agree, Agree, Disagree, Strongly disagree, Not Applicable)



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

13. This school clearly communicates to students the consequences of breaking school rules.
14. Rules in this school are made clear to students.
15. Students know how they are expected to act.
16. Students know what the rules are.
17. This school makes it clear how students are expected to act.
18. This school handles discipline problems fairly.
19. This school effectively handles student discipline and behavioral problems.
20. Adults at this school treat all students with respect.
21. The school rules are fair.

(Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know/Not Applicable)

Please indicate how much of a problem you feel these issues are at this school.

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

22. harassment or bullying among students?
23. physical fighting between students?
24. disruptive student behavior?
25. racial/ethnic conflict among students?
26. lack of respect of staff by students?

(Insignificant Problem, Mild Problem, Moderate Problem, Severe Problem)

27. To what extent do you believe that poor attendance is a problem in your school?
(Not a Problem, A Small Problem, A Big Problem, An Urgent Problem)

Attendance – Strategies

How strong are the following attendance practices at your school?

28. Our district communicates clear guidelines regarding excused and unexcused absences.
29. A team, including a site administrator, reviews attendance data on a regular basis.
30. We have an effective school-wide system in place for attendance incentives.
31. Our school offers rich and engaging learning activities so that students do not want to miss school.
32. The adults and peers at our school care if students miss school.
33. Our school informs parents about the importance of attendance.
34. Our school reaches out to chronically absent students and their families.
35. Our school helps parents and students overcome common barriers to attendance.
36. Our school partners with community agencies to assist chronically absent students.
37. Our school creates individual learning plans (SST, 504, etc.) for at-risk and chronically absent students.
38. We have clear consequences for chronically absent students.

(Urgent Need, Needs Improvement, Satisfactory, Overall Strength)



Background Questions

What is your role at this school? (Mark all that apply).

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

Are you a classroom teacher? (Yes, No)

Do you provide services to the following types of students? (Yes, No, Not applicable, not sure or decline to answer).

- Migrant education
- Special education
- English language learners

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

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

What is your race or ethnicity?

- African American (Not Hispanic)
- American Indian or Alaska Native
- Asian or Pacific Islander
- White (Not Hispanic)
- Hispanic or Latino/a
- Other or Multi-ethnic



Discrimination

[NOTE: The following questions are only featured on surveys for middle schools (6-8 only).]

How easy is it for you to talk with your students about discrimination based on race, color, religion or national origin at your school?	Not easy	Slightly easy	Somewhat easy	Quite easy	Extremely easy
How often have you witnessed discrimination against students at your school because of a student's race, color, religion or national origin?	Almost never	Once in a while	Sometimes	Frequently	Almost always
How aware are you of the anti-discrimination policies of your school or district?	Not aware	A little aware	Somewhat aware	Very aware	Extremely aware
How easy is it for you to access resources about the anti-discrimination policies of the district?	Not easy	Slightly easy	Somewhat easy	Quite easy	Extremely easy
How likely are you to report an incident involving discrimination based on race, color, religion or national origin to school administration?	Not very likely	A little likely	Somewhat likely	Very likely	Definitely