



Staff Survey

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 fewer 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.

Strongly Agree Agree Disagree Strongly Disagree Not Applicable

2. sets high standards for academic performance for all students.

Strongly Agree Agree Disagree Strongly Disagree Not Applicable

3. promotes academic success for all students.

Strongly Agree Agree Disagree Strongly Disagree Not Applicable

4. emphasizes helping students academically when they need it.

Strongly Agree Agree Disagree Strongly Disagree Not Applicable

5. emphasizes teaching lessons in ways relevant to students.

Strongly Agree Agree Disagree Strongly Disagree Not Applicable

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 one another?

Nearly all adults Most adults Some adults Few adults Almost none

8. How many adults at this school support and treat each other with respect?

Nearly all adults Most adults Some adults Few adults Almost none



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.

- Strongly agree Agree Disagree Strongly disagree Not Applicable

11. This school promotes trust and collegiality among staff.

- Strongly agree Agree Disagree Strongly disagree Not Applicable

12. This school promotes personnel participation in decision-making that affects 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.

- Strongly Agree Agree Disagree Strongly Disagree Don't Know/Not Applicable

14. Rules in this school are made clear to students.

- Strongly Agree Agree Disagree Strongly Disagree Don't Know/Not Applicable

15. Students know how they are expected to act.

- Strongly Agree Agree Disagree Strongly Disagree Don't Know/Not Applicable

16. Students know what the rules are.

- Strongly Agree Agree Disagree Strongly Disagree Don't Know/Not Applicable

17. This school makes it clear how students are expected to act.

- Strongly Agree Agree Disagree Strongly Disagree Don't Know/Not Applicable

18. This school handles discipline problems fairly.

- Strongly Agree Agree Disagree Strongly Disagree Don't Know/Not Applicable



19. This school effectively handles student discipline and behavioral problems.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know/Not Applicable

20. Adults at this school treat all students with respect.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know/Not Applicable

21. The school rules are fair.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Insignificant Problem	Mild Problem	Moderate Problem	Severe Problem

23. physical fighting between students?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Insignificant Problem	Mild Problem	Moderate Problem	Severe Problem

24. disruptive student behavior?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Insignificant Problem	Mild Problem	Moderate Problem	Severe Problem

25. racial/ethnic conflict among students?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Insignificant Problem	Mild Problem	Moderate Problem	Severe Problem

26. lack of respect of staff by students?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Insignificant Problem	Mild Problem	Moderate Problem	Severe Problem

Attendance

27. To what extent do you believe that poor attendance is a problem in your school?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Urgent Need	Needs Improvement	Satisfactory	Overall Strength

29. A team, including a site administrator, reviews attendance data on a regular basis.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Urgent Need	Needs Improvement	Satisfactory	Overall Strength

30. We have an effective school-wide system in place for attendance incentives.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Urgent Need	Needs Improvement	Satisfactory	Overall Strength

31. Our school offers rich and engaging learning activities so that students do not want to miss school.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Urgent Need	Needs Improvement	Satisfactory	Overall Strength

32. The adults and peers at our school care if students miss school.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Urgent Need	Needs Improvement	Satisfactory	Overall Strength

33. Our school informs parents about the importance of attendance.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Urgent Need	Needs Improvement	Satisfactory	Overall Strength

34. Our school reaches out to chronically absent students and their families.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Urgent Need	Needs Improvement	Satisfactory	Overall Strength

35. Our school helps parents and students overcome common barriers to attendance.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Urgent Need	Needs Improvement	Satisfactory	Overall Strength

36. Our school partners with community agencies to assist chronically absent students.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Urgent Need	Needs Improvement	Satisfactory	Overall Strength

37. Our school creates individual learning plans (SST, 504, etc.) for at-risk and chronically absent students.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Urgent Need	Needs Improvement	Satisfactory	Overall Strength

38. We have clear consequences for chronically absent students.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Urgent Need	Needs Improvement	Satisfactory	Overall Strength



Background Questions

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

- | | | | | | | | | | |
|-----------------------|---------------------------|-----------------------|--|-------------------------|---|--|---|--|--|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Teacher | Special Education teacher | Administratc | Prevention staff nurse, or health aide | Counselor, psychologist | Police, resource officer, or safety personnel | Paraprofessic 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) |

40. Are you a classroom teacher?

- | | |
|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> |
| Yes | No |

Do you provide services to the following types of students?

41. Migrant education students

- | | | |
|-----------------------|-----------------------|--|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Yes | No | Not applicable, not sure, or decline to answer |

42. Special education students

- | | | |
|-----------------------|-----------------------|--|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Yes | No | Not applicable, not sure, or decline to answer |

43. English language learners

- | | | |
|-----------------------|-----------------------|--|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Yes | No | Not applicable, not sure, or decline to answer |

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

- | | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Less than one year | 1 to 2 years | 3 to 5 years | 6 to 10 years | Over 10 years |

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

- | | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Less than one year | 1 to 2 years | 3 to 5 years | 6 to 10 years | Over 10 years |

46. What is your race or ethnicity?

- | | | | | | |
|---------------------------------|----------------------------------|---------------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| African American (Not Hispanic) | American Indian or Alaska Native | Asian or Pacific Islander | White (Not Hispanic) | Hispanic or Latino/a | Other or Multi-ethnic |