

Introduction

The purpose of BSD's Annual Survey is to assist the District in evaluating our progress and planning for the future. The Certified Staff Survey is for all Certified employees who work for the Beaverton School District, either part-time or full-time. It is not for volunteers or contractors. Last year's survey reports can be viewed on the [BSD Research and Reports Page](#).

We realize that many teachers have recently taken the TELL Survey for the state of Oregon. As such, we have made every effort to remove duplicate questions. It was necessary to keep some similar-looking questions that require a response based on individual experience rather than general experience.

This survey is voluntary. You may opt out of completing the survey at any time, without penalty. All survey data will be summarized so that each person who answers will remain anonymous. Nothing in the survey content or District software will be used to personally identify you. Comments will be listed separately for administrators to read. This way, readers will not be able to identify someone by looking at the other answers they gave.

A question marked with an asterisk does require an answer and may shorten the survey for some.

It is OK to go back and change your answer to a previous question, but you must finish the survey in one sitting.

If you have questions, email Julie Baker, Data Analyst.

Thanks in advance for participating in the Annual Staff Survey!

District Communication

1. I receive timely communication about the District Strategic Plan (Pillars, WE).

- Strongly agree
- Agree
- Disagree
- Strongly disagree

District Comments--Optional

The purpose of the Annual Survey is to assist the District in planning for the future, and to make the District more effective and equitable for staff and students. The administration hopes that you will be open and honest, because they want to learn from you.

While comments are optional, this is a chance for you to share your views without being identified. Do NOT give your name or any personally identifying characteristics in your responses (for example, "My name is Fredericka, I have a large tattoo of the Hindenburg, and I have something to say!").

Administrators will receive a copy of the comments, sent separately from the rest of the survey responses. Thematic and aggregated results (such as "55% of respondents mentioned the necessity of more salty snacks in the workroom in their comments") will be included in the upcoming 2017 Annual Survey Report.

If you have no comments, leave the boxes blank and select the "next" button to continue.

2. Please share any suggestions you have about how to improve Beaverton School District communication.

3. What would you say is going well in the District?

4. What recommendations do you have to improve the District?

5. Please rate the extent to which you agree with each statement below.

	Strongly Agree	Agree	Disagree	Strongly Disagree
I feel welcome and accepted at my place of work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am well-informed about what is going on in my school or department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are opportunities for my voice to be heard in school-wide/department-wide decision making.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I generally feel safe at my school or department this year.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

District Location

* 6. For what school or District department do you work? (In the following list, schools appear first, followed by District categories.)

Note: if you work in more than one location and would like to respond to questions for both locations, you will have the opportunity to do so at the end of this survey. Pick the first location now, and the second location at the end of the first survey.

If you do not wish indicate your district location, please select "I prefer not to say." If you choose this option, your responses will not be included in the school or department level report that your administrator receives.

- | | | |
|---|--|--|
| <input type="radio"/> ACMA | <input type="radio"/> Greenway | <input type="radio"/> Sato |
| <input type="radio"/> Aloha | <input type="radio"/> Hazeldale | <input type="radio"/> Scholls Heights |
| <input type="radio"/> Aloha-Huber Park | <input type="radio"/> Health and Science | <input type="radio"/> School of Science and Technology |
| <input type="radio"/> Barnes | <input type="radio"/> Highland Park | <input type="radio"/> Sexton Mtn |
| <input type="radio"/> Beaver Acres | <input type="radio"/> Hiteon | <input type="radio"/> Southridge |
| <input type="radio"/> Beaverton | <input type="radio"/> ISB | <input type="radio"/> Springville |
| <input type="radio"/> Bethany | <input type="radio"/> Jacob Wismer | <input type="radio"/> Stoller |
| <input type="radio"/> Bonny Slope | <input type="radio"/> Kinnaman | <input type="radio"/> Sunset |
| <input type="radio"/> Bridges Academy | <input type="radio"/> McKay | <input type="radio"/> Terra Linda |
| <input type="radio"/> Cedar Mill | <input type="radio"/> McKinley | <input type="radio"/> Vose |
| <input type="radio"/> Cedar Park | <input type="radio"/> Meadow Park | <input type="radio"/> West TV |
| <input type="radio"/> Chehalem | <input type="radio"/> Montclair | <input type="radio"/> Westview |
| <input type="radio"/> Community School | <input type="radio"/> Mountain View | <input type="radio"/> Whitford |
| <input type="radio"/> Conestoga | <input type="radio"/> Mountainside | <input type="radio"/> William Walker |
| <input type="radio"/> Cooper Mountain | <input type="radio"/> Nancy Ryles | <input type="radio"/> ESL Welcome Center |
| <input type="radio"/> Early College High School | <input type="radio"/> Oak Hills | <input type="radio"/> Human Resources |
| <input type="radio"/> Elmonica | <input type="radio"/> Passages | <input type="radio"/> Information and Technology |
| <input type="radio"/> Errol Hassell | <input type="radio"/> Raleigh Hills | <input type="radio"/> Special Education |
| <input type="radio"/> Findley | <input type="radio"/> Raleigh Park | <input type="radio"/> Teaching and Learning |
| <input type="radio"/> Fir Grove | <input type="radio"/> Ridgewood | <input type="radio"/> I prefer not to say |
| <input type="radio"/> Five Oaks | <input type="radio"/> Rock Creek | |

Other (please specify)



Licensed teachers

* 7. What is your primary teaching assignment?

- Elementary self-contained
- English/Language Arts
- Humanities
- Math
- Science
- Social Science
- Other subjects
- I do not teach a subject

* 8. How frequently do you provide time for physical activity (brain breaks, etc.) during the classes that you teach?

- Often
- Sometimes
- Seldom
- Never

The following questions ask about the use of instructional time. We realize that some subjects are not taught each week. If you did not teach a subject during the most recent week of school, please indicate that you spent 0 minutes.

How many minutes did you spend teaching each of the following subjects during the last full week of school?

9. Math

0 minutes 450 minutes

10. Science

0 minutes 450 minutes

11. Social Studies

0 minutes 450 minutes

12. Health

0 minutes 450 minutes

13. Art

0 minutes 450 minutes

14. What resources do you use when planning and teaching each of the following subjects? Please select all that apply.

	School or District provided resources (Textbooks, printed materials, etc.)	TeacherSource	Other online resource	Self-created curriculum	Other
Math	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Science	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Studies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Art	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

15. Please rate your interest in receiving professional development related to each of the following content areas.

	Very Interested	Interested	Neither interested nor disinterested	Disinterested	Very Disinterested
Math	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Science	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social Studies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Art	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. How many minutes per **day** do you provide for students to move during instruction? Do not include recess or PE class. Think only about time that students are in your classroom.

0 minutes 30 minutes

Classroom Practices

17. I feel confident in my ability to...

	Very confident	Somewhat confident	Not confident
Teach to the learning targets assigned to my grade level or content area.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Align assessments to my grade level or content area learning targets.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use the formative assessment process to monitor and adjust my classroom.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collect evidence around a learning target or group of learning targets.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Accurately report student achievement relative to learning targets.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18. I feel confident in my ability to . . .

	Very confident	Somewhat confident	Not confident
Provide SIOP (Sheltered Instruction Observation Protocol) strategies for ELL students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Differentiate instruction, including directed support for both struggling and advanced learners that meets individual students' learning needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use data to identify student learning needs and implement instruction.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Integrate technology into instruction.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use culturally relevant teaching practices.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Collaboration and Evaluation

19. I have sufficient time to collaborate with my colleagues.

- Strongly agree
- Agree
- Disagree
- Strongly disagree

20. The 5D+ Instructional Framework and the feedback I have received from my principal on the framework has helped me improve my instructional practices.

- Strongly agree
- Agree
- Disagree
- Strongly disagree

Professional Development

21. The district-level professional development I participated in this year has improved my instructional practice.

- Strongly agree
- Agree
- Disagree
- Strongly disagree

22. The school-level professional development I participated in this year has improved my instructional practice.

- Strongly agree
- Agree
- Disagree
- Strongly disagree

23. Please state whether you agree or disagree with the following statements.

	Strongly Agree	Agree	Disagree	Strongly Disagree	I do not participate in Wednesday collaboration and professional development.
Wednesday teacher-directed collaboration is improving my practice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wednesday administrator-directed collaboration is improving my practice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wednesday Week 3 professional development is improving my practice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The performance of my students has improved as a result of having time to collaborate with my peers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

24. Please add any comments on Wednesday Early Release professional development. (Optional.)



Technology

25. My school has the necessary technology available to support my work.

- Strongly agree
- Agree
- Disagree
- Strongly disagree

26. I have easy access to data to identify student learning needs and monitor student growth.

- Strongly agree
- Agree
- Disagree
- Strongly disagree

Workplace Satisfaction

27. Overall, I am satisfied with my work environment.

- Strongly agree
- Agree
- Disagree
- Strongly disagree

28. What grade would you give your own school or District department for the quality of its work?

- A
- B
- C
- D
- F

29. Do you work in more than one building or department?

- Yes, I work in a second building or department
- No, I only work in one building or department

Second workplace BSD survey

This section is for employees who work in a second location and would like to respond to the survey for that building. If you do not wish to continue the survey, select "prev" to go back to the previous screen, then "no" to conclude the survey.

* 30. For what school or District department do you work? (In the following list, schools appear first, followed by District categories.)

Note: Pick your second location now.

If you do not wish indicate your district location, please select "I prefer not to say." If you choose this option, your responses will not be included in the school or department level report that your administrator receives.

- | | | |
|---|--|--|
| <input type="radio"/> ACMA | <input type="radio"/> Greenway | <input type="radio"/> Sato |
| <input type="radio"/> Aloha | <input type="radio"/> Hazeldale | <input type="radio"/> Scholls Heights |
| <input type="radio"/> Aloha-Huber Park | <input type="radio"/> Health and Science | <input type="radio"/> School of Science and Technology |
| <input type="radio"/> Barnes | <input type="radio"/> Highland Park | <input type="radio"/> Sexton Mtn |
| <input type="radio"/> Beaver Acres | <input type="radio"/> Hiteon | <input type="radio"/> Southridge |
| <input type="radio"/> Beaverton | <input type="radio"/> ISB | <input type="radio"/> Springville |
| <input type="radio"/> Bethany | <input type="radio"/> Jacob Wismer | <input type="radio"/> Stoller |
| <input type="radio"/> Bonny Slope | <input type="radio"/> Kinnaman | <input type="radio"/> Sunset |
| <input type="radio"/> Bridges Academy | <input type="radio"/> McKay | <input type="radio"/> Terra Linda |
| <input type="radio"/> Cedar Mill | <input type="radio"/> McKinley | <input type="radio"/> Vose |
| <input type="radio"/> Cedar Park | <input type="radio"/> Meadow Park | <input type="radio"/> West TV |
| <input type="radio"/> Chehalem | <input type="radio"/> Montclair | <input type="radio"/> Westview |
| <input type="radio"/> Community School | <input type="radio"/> Mountain View | <input type="radio"/> Whitford |
| <input type="radio"/> Conestoga | <input type="radio"/> Mountainside | <input type="radio"/> William Walker |
| <input type="radio"/> Cooper Mountain | <input type="radio"/> Nancy Ryles | <input type="radio"/> ESL Welcome Center |
| <input type="radio"/> Early College High School | <input type="radio"/> Oak Hills | <input type="radio"/> Human Resources |
| <input type="radio"/> Elmonica | <input type="radio"/> Passages | <input type="radio"/> Information and Technology |
| <input type="radio"/> Errol Hassell | <input type="radio"/> Raleigh Hills | <input type="radio"/> Special Education |
| <input type="radio"/> Findley | <input type="radio"/> Raleigh Park | <input type="radio"/> Teaching and Learning |
| <input type="radio"/> Fir Grove | <input type="radio"/> Ridgewood | <input type="radio"/> I prefer not to say |
| <input type="radio"/> Five Oaks | <input type="radio"/> Rock Creek | |

Other (please specify)

* 31. What is your primary teaching assignment?

- Elementary self-contained
- English/Language Arts
- Humanities
- Math
- Science
- Social Science
- Other subjects
- I do not teach a subject

The following questions ask about the use of instructional time. We realize that some subjects are not taught each week. If you did not teach a subject during the most recent week of school, please indicate that you spent 0 minutes.

How many minutes did you spend teaching each of the following subjects during the last full week of school?

32. Math

0 minutes 450 minutes

33. Science

0 minutes 450 minutes

34. Social Studies

0 minutes 450 minutes

35. Health

0 minutes 450 minutes

36. Art

0 minutes 450 minutes

37. What resources do you use when planning and teaching each of the following subjects? Please select all that apply.

	School or District provided resources (Textbooks, printed materials, etc.)	TeacherSource	Other online resource	Self-created curriculum	Other
Math	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Science	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Studies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Art	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

38. Please rate your interest in receiving professional development related to each of the following content areas.

	Very Interested	Interested	Neither interested nor disinterested	Disinterested	Very Disinterested
Math	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Science	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social Studies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Art	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

39. I feel confident in my ability to...

	Very confident	Somewhat confident	Not confident
Teach to the learning targets assigned to my grade level or content area.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Align assessments to my grade level or content area learning targets.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use the formative assessment process to monitor and adjust my instruction.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collect evidence around a learning target or group of learning targets.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Accurately report student achievement relative to learning targets.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

40. I feel confident in my ability to . . .

	Very confident	Somewhat confident	Not confident
Provide SIOP (Sheltered Instruction Observation Protocol) strategies for ELL students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Differentiate instruction, including directed support for both struggling and advanced learners that meets individual students' learning needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use data to identify student learning needs and implement instruction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Integrate technology into instruction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use culturally relevant teaching practices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

41. I have sufficient time to collaborate with my colleagues.

- Strongly agree
- Agree
- Disagree
- Strongly disagree

42. Collaboration with my colleagues in learning teams has had a positive impact on my instructional practices.

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- I do not collaborate with my colleagues

43. The 5D+ Instructional Framework and the feedback I have received from my principal on the framework has helped me improve my instructional practices.

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- Don't know

Second Location: Professional Development

44. The school-level professional development I participated in this year has improved my instructional practice.

- Strongly agree
- Agree
- Disagree
- Strongly disagree

45. Please state whether you agree or disagree with the following statements.

	Strongly Agree	Agree	Disagree	Strongly Disagree	I do not participate in Wednesday collaboration and professional development.
Wednesday teacher-directed collaboration is improving my practice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wednesday administrator-directed collaboration is improving my practice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wednesday Week 3 professional development is improving my practice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

46. Please add any comments on Wednesday Early Release professional development. (Optional.)

Technology 2

47. My school has the necessary technology available to support my work.

- Strongly agree
- Agree
- Disagree
- Strongly disagree

48. I have easy access to data to identify student learning needs and monitor student growth.

- Strongly Agree
- Agree
- Disagree
- Strongly disagree

49. Please rate the extent to which you agree with each statement below.

	Strongly agree	Agree	Disagree	Strongly disagree	
I feel welcome and accepted at my place of work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am well-informed about what is going on in my school or department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are opportunities for my voice to be heard in school-wide/department-wide decision making.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I generally feel safe at my school or department this year.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Workplace Satisfaction 2

50. Overall, I am satisfied with my work environment.

- Strongly agree
- Agree
- Disagree
- Strongly disagree

51. What grade would you give your own school or District department for the quality of its work?

- A
- B
- C
- D
- F

Demographics--Optional

The following demographic questions are optional. They will help us learn if staff members of all backgrounds and identities receive respect and fair treatment in our District. Your principal or administrator will not be able to see individual responses to these or any other questions. This

data is only used for analysis on groups of 30 or more staff members. For example, if there were only 17 women working in the district, we would not provide a summary of how women answered survey questions.

If you do not wish to report this information, please click the next button to either end the survey, or take it for the additional school/department you work for.

52. Are you Hispanic/ Latino(a)?

- Yes
- No
- Prefer not to say

Demographics--Optional

53. (Optional) How do you identify your race/ethnicity? (Mark all that apply)

- Asian
- Black/African-American
- Native American/Alaskan Native
- Pacific Islander
- White
- Prefer not to say
- Other (please specify)

Demographics--Optional

54. (Optional) How do you identify your gender?

- Female
- Male
- Non-binary/ third gender
- Prefer not to say

Prefer to self-describe

55. (Optional) Do you consider yourself a member of the Lesbian, Gay, Bisexual, Transgender, Queer, and/or Questioning (LGBTQ) community?

- Yes
- No
- Prefer not to say