

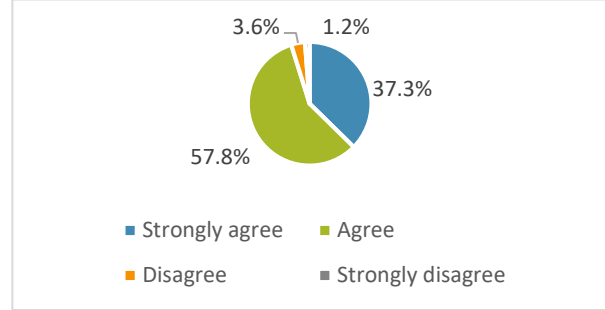
2019 BSD Staff Survey

2145 (47%) staff completed the survey (83 Administrators, 1368 Certified, 694 Classified)

Note: For school-level questions, respondents working in two locations are counted at each location.

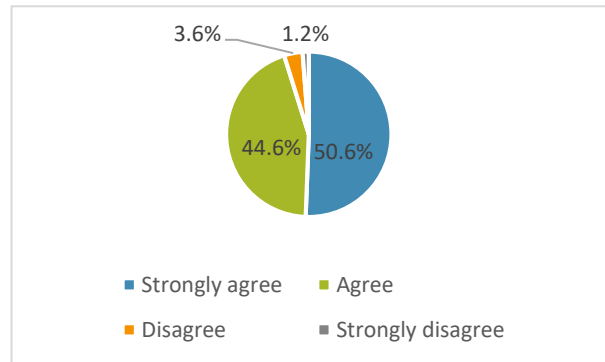
I am well-informed about what is going on in the district.⁴

	Frequency	Valid Percent
Strongly agree	31	37.3%
Agree	48	57.8%
Disagree	3	3.6%
Strongly disagree	1	1.2%
Total	83	



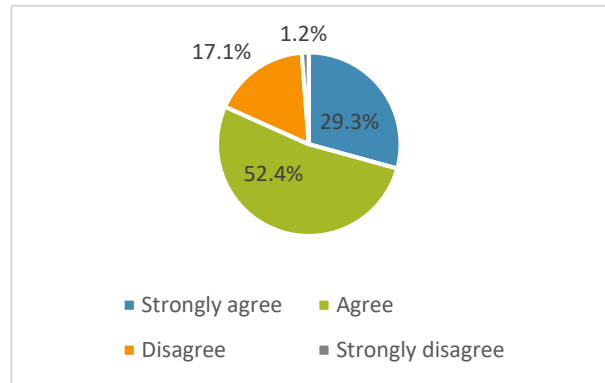
I receive timely communication about district budget information.⁴

	Frequency	Valid Percent
Strongly agree	42	50.6%
Agree	37	44.6%
Disagree	3	3.6%
Strongly disagree	1	1.2%
Total	83	



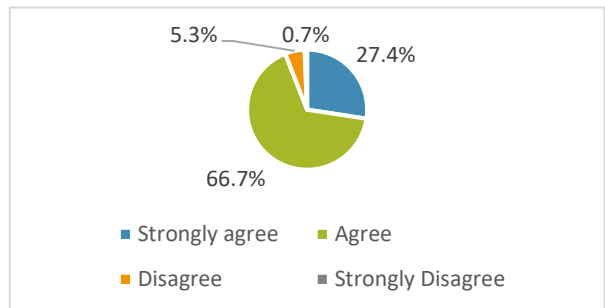
There are opportunities for my voice to be heard in district decision-making.⁴

	Frequency	Valid Percent
Strongly agree	24	29.3%
Agree	43	52.4%
Disagree	14	17.1%
Strongly disagree	1	1.2%
Total	82	



My work supports the District goal and the Strategic Plan.

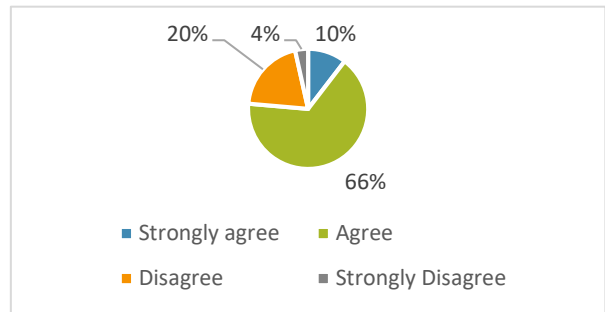
	Frequency	Valid Percent
Strongly agree	577	27.4%
Agree	1403	66.7%
Disagree	111	5.3%
Strongly Disagree	14	0.7%
Total	2105	



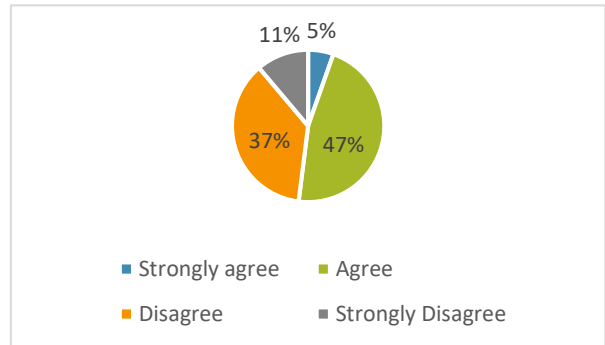
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2019 BSD Staff Survey

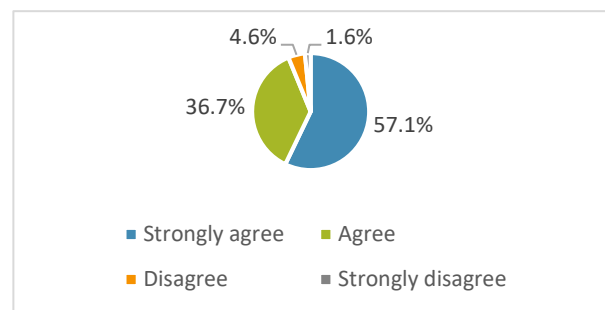
I receive timely communication about the Strategic Plan.	Frequency	Valid Percent
Strongly agree	215	10.4%
Agree	1360	66.0%
Disagree	415	20.1%
Strongly Disagree	72	3.5%
Total	2062	



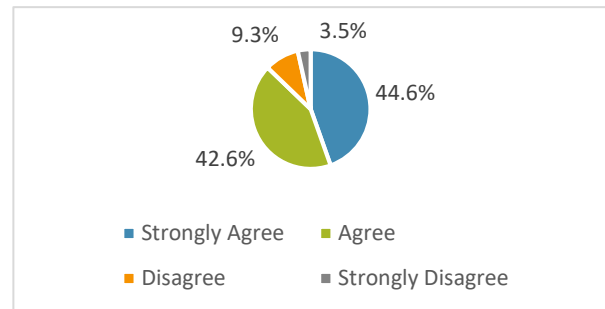
Compared to last year, I feel better informed about what is happening in the district.	Frequency	Valid Percent
Strongly agree	105	5.4%
Agree	907	46.6%
Disagree	717	36.8%
Strongly Disagree	217	11.2%
Total	1946	



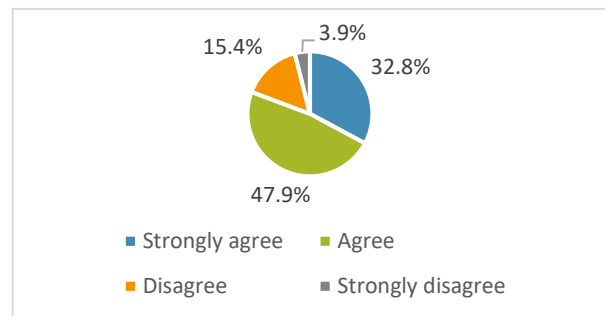
I feel welcome and accepted at my place of work.	Frequency	Valid Percent
Strongly agree	1060	57.1%
Agree	680	36.7%
Disagree	86	4.6%
Strongly disagree	29	1.6%
Total	1855	



I generally feel safe at my school or department this year	Frequency	Valid Percent
Strongly Agree	822	44.6%
Agree	786	42.6%
Disagree	172	9.3%
Strongly Disagree	64	3.5%
Total	1844	



I am well-informed about what is going on in my school or department.³	Frequency	Valid Percent
Strongly agree	579	32.8%
Agree	844	47.9%
Disagree	271	15.4%
Strongly disagree	69	3.9%
Total	1763	

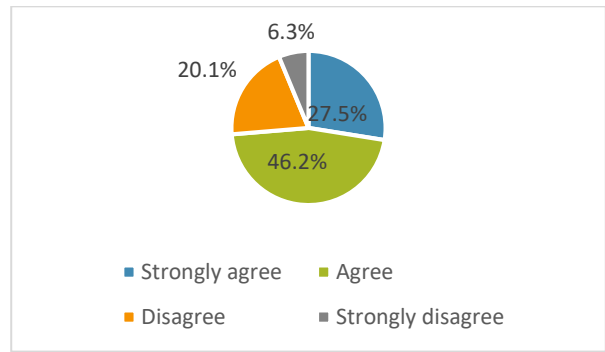


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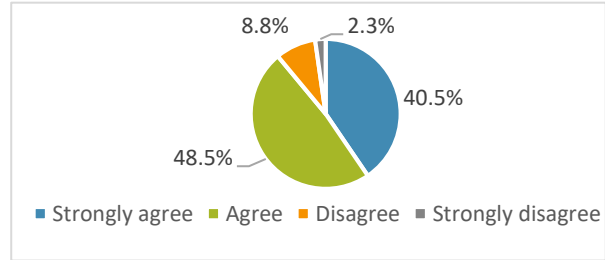
There are opportunities for my voice to be heard in school-wide decisions.³

	Frequency	Valid Percent
Strongly agree	484	27.5%
Agree	812	46.2%
Disagree	353	20.1%
Strongly disagree	110	6.3%
Total	1759	



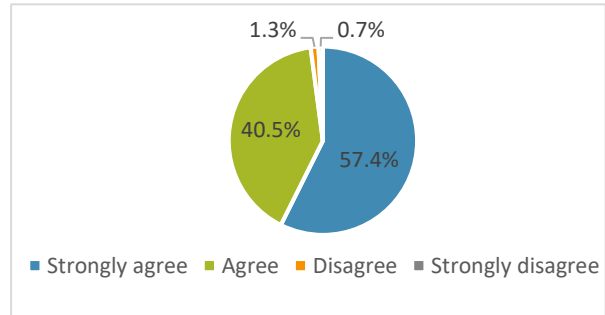
My work is valued.⁵

	Frequency	Valid Percent
Strongly agree	268	40.5%
Agree	321	48.5%
Disagree	58	8.8%
Strongly disagree	15	2.3%
Total	662	



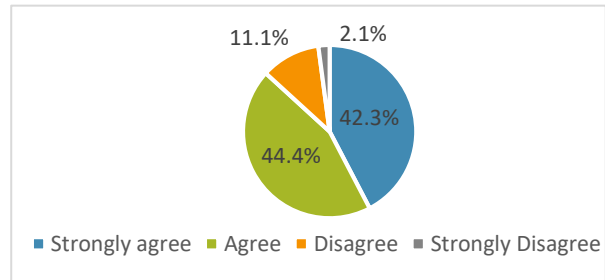
I have the knowledge and skills to do my job well.⁵

	Frequency	Valid Percent
Strongly agree	385	57.4%
Agree	272	40.5%
Disagree	9	1.3%
Strongly disagree	5	0.7%
Total	671	



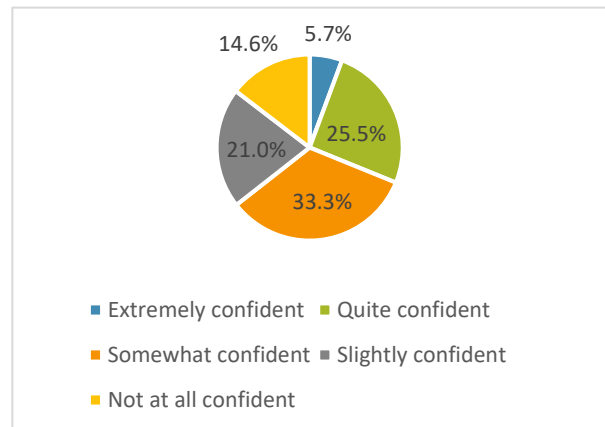
I feel supported in my work.⁵

	Frequency	Valid Percent
Strongly agree	282	42.3%
Agree	296	44.4%
Disagree	74	11.1%
Strongly Disagree	14	2.1%
Total	666	



How confident are you that you have the resources and support to engage students with challenging behaviors?¹

	Frequency	Valid Percent
Extremely confident	64	5.7%
Quite confident	288	25.5%
Somewhat confident	376	33.3%
Slightly confident	237	21.0%
Not at all confident	165	14.6%
Total	1130	

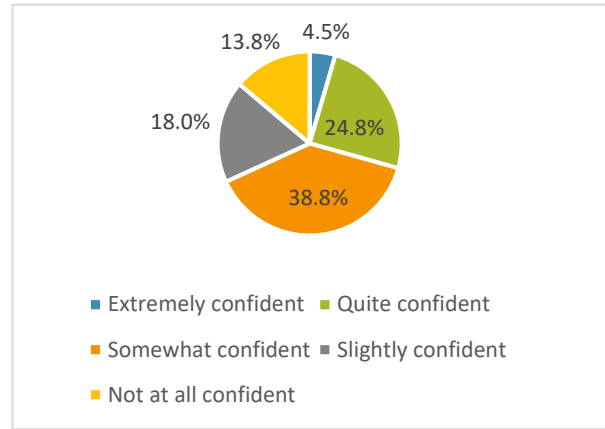


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2019 BSD Staff Survey

How confident are you that you have the resources and support to engage students who are not motivated?¹

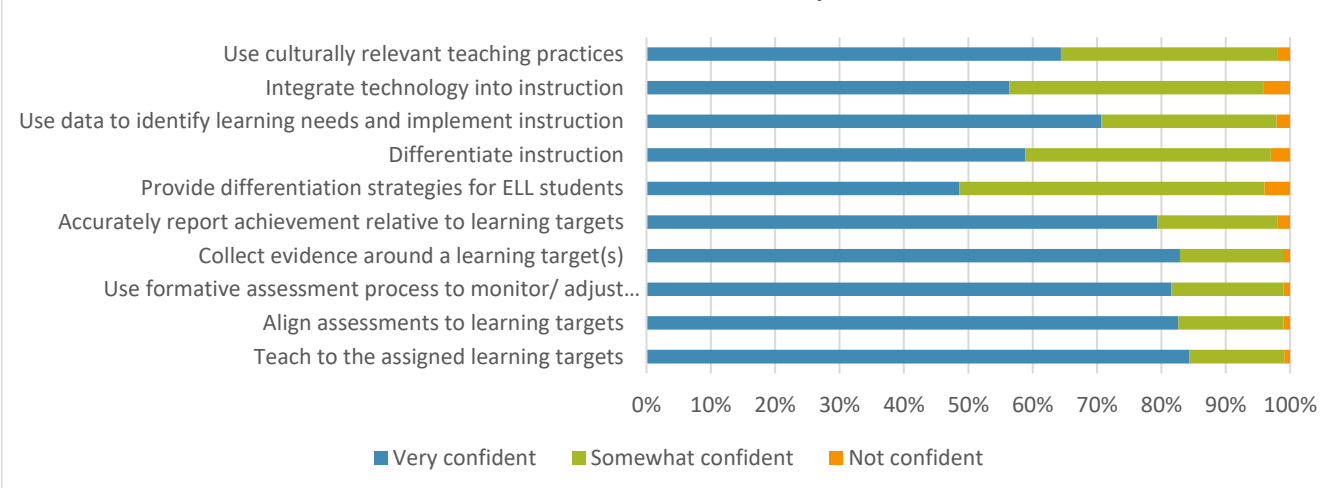
	Frequency	Valid Percent
Extremely confident	51	4.5%
Quite confident	280	24.8%
Somewhat confident	438	38.8%
Slightly confident	203	18.0%
Not at all confident	156	13.8%
Total	1128	



I feel confident in my ability to...¹

	Very confident	Somewhat confident	Not confident
Teach to the assigned learning targets	941	164	10
Align assessments to learning targets	920	182	11
Use formative assessment process to monitor/ adjust classroom	907	194	11
Collect evidence around a learning target(s)	915	177	12
Accurately report achievement relative to learning targets	879	206	22
Provide differentiation strategies for ELL students	537	523	44
Differentiate instruction	650	421	33
Use data to identify learning needs and implement instruction	782	302	23
Integrate technology into instruction	624	438	45
Use culturally relevant teaching practices	710	372	21

Confidence in Ability

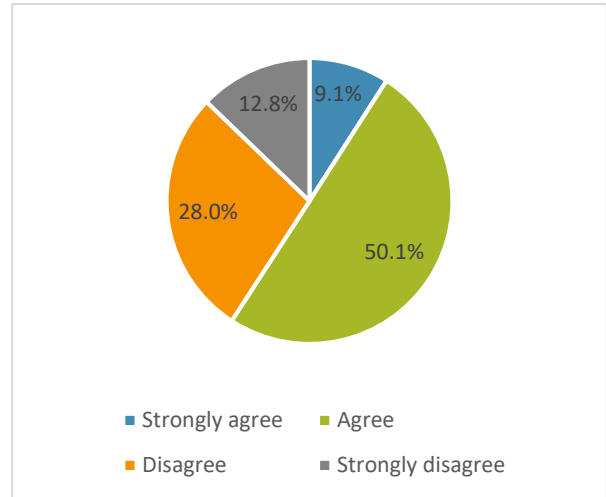


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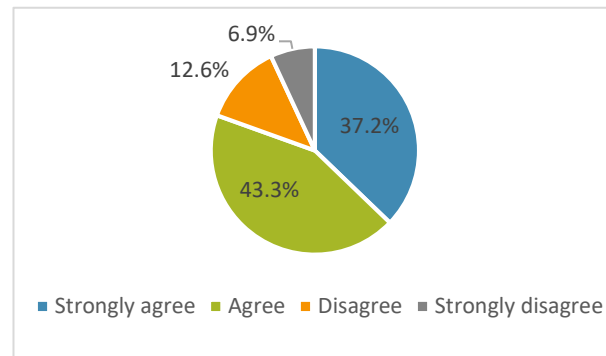
The 5D+ Instructional Framework and the feedback I have received from my principal on the framework has helped me improve my instructional practices.¹

	Frequency	Valid Percent
Strongly agree	100	9.1%
Agree	552	50.1%
Disagree	309	28.0%
Strongly disagree	141	12.8%
Total	1102	



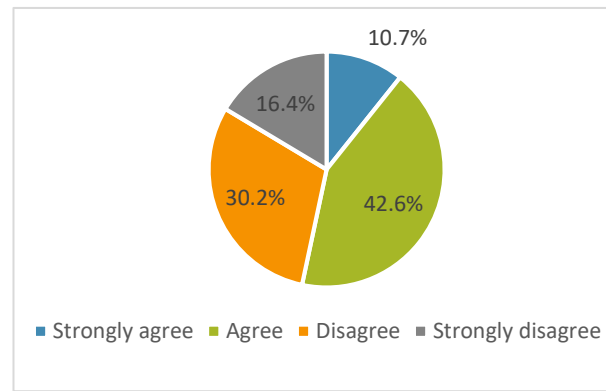
Wednesday teacher-directed collaboration is improving teacher practice.⁴

	Frequency	Valid Percent
Strongly agree	20	40.0%
Agree	22	44.0%
Disagree	8	16.0%
Strongly disagree	0	0.0%
Total	50	



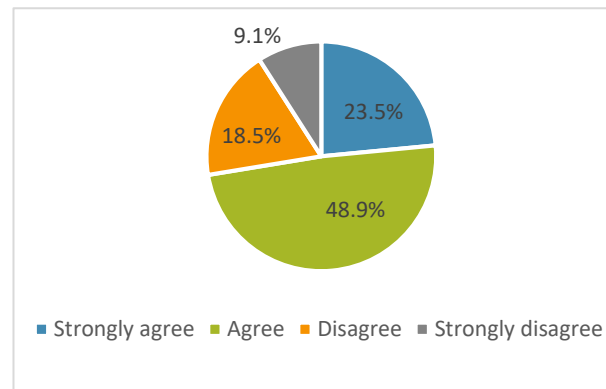
Wednesday administrator-directed collaboration is improving teacher practice.⁴

	Frequency	Valid Percent
Strongly agree	24	48.0%
Agree	23	46.0%
Disagree	3	6.0%
Strongly disagree	0	0.0%
Total	50	



Wednesday Week 3 professional development is improving teacher practice.⁴

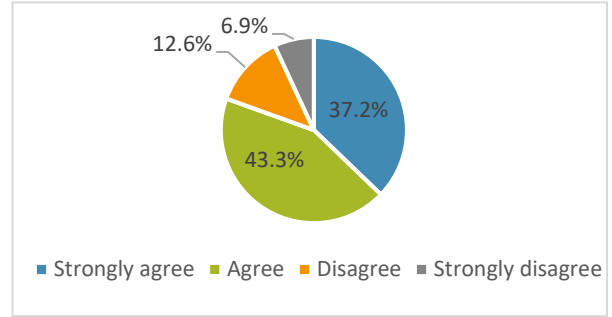
	Frequency	Valid Percent
Strongly agree	17	34.7%
Agree	26	53.1%
Disagree	6	12.2%
Strongly disagree	0	0.0%
Total	49	



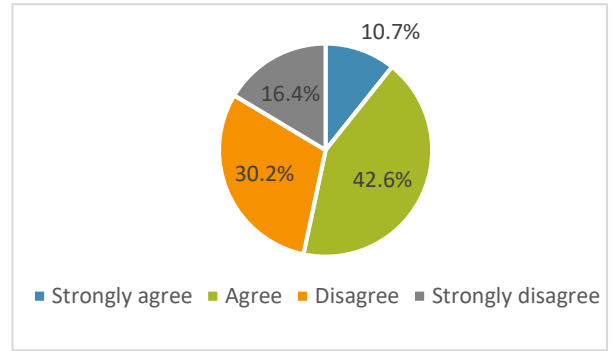
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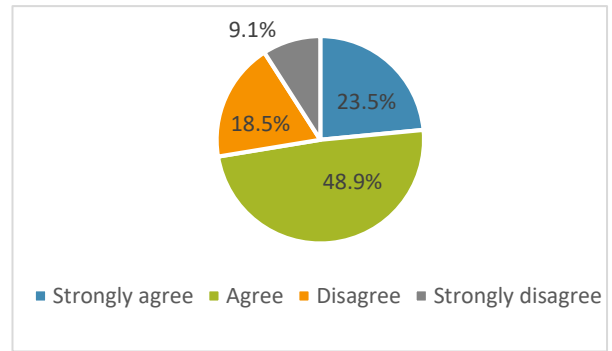
Wednesday teacher-directed collaboration is improving my practice.¹		Valid Percent
	Frequency	
Strongly agree	408	37.2%
Agree	475	43.3%
Disagree	138	12.6%
Strongly disagree	76	6.9%
Total	1097	



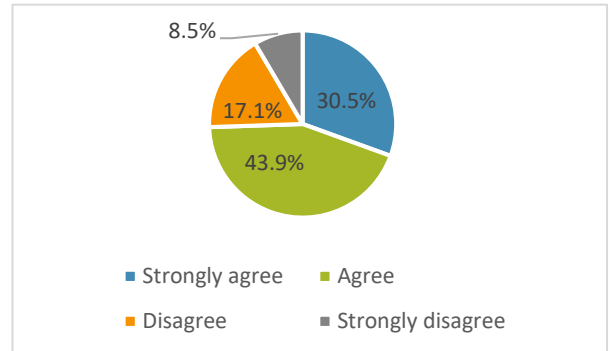
Wednesday administrator-directed collaboration is improving my practice.¹		Valid Percent
	Frequency	
Strongly agree	117	10.7%
Agree	465	42.6%
Disagree	330	30.2%
Strongly disagree	179	16.4%
Total	1091	



Wednesday Week 3 professional development is improving my practice.¹		Valid Percent
	Frequency	
Strongly agree	251	23.5%
Agree	523	48.9%
Disagree	198	18.5%
Strongly disagree	97	9.1%
Total	1069	



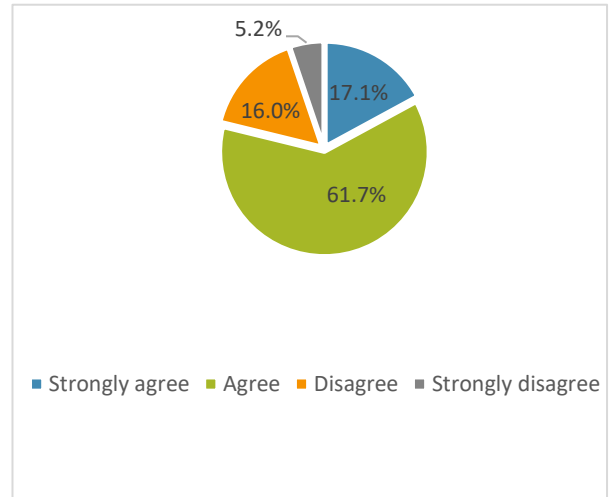
The performance of my students has improved as a result of having time to collaborate with my peers.¹		Valid Percent
	Frequency	
Strongly agree	317	30.5%
Agree	456	43.9%
Disagree	177	17.1%
Strongly disagree	88	8.5%
Total	1038	



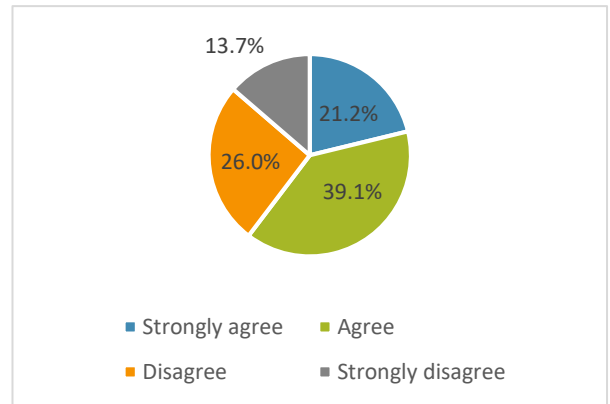
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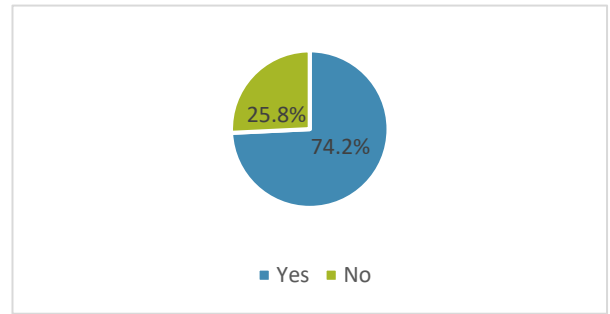
The district- or school-level professional development I participated in this year (outside of Wednesday Early Release) has improved my instructional practice. ¹	Frequency	Valid Percent
Strongly agree	171	17.1%
Agree	618	61.7%
Disagree	160	16.0%
Strongly disagree	52	5.2%
Total	1001	



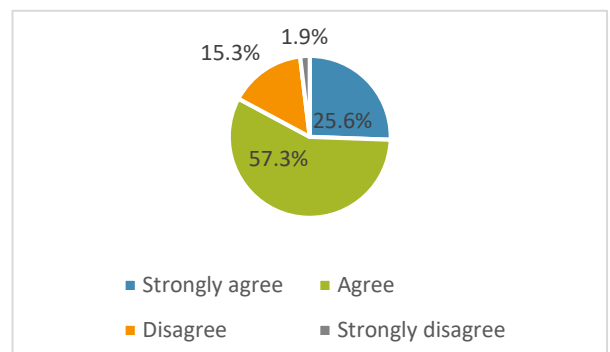
There have been opportunities for me to participate in Wednesday Early Release professional development. ²	Frequency	Valid Percent
Strongly agree	124	21.2%
Agree	229	39.1%
Disagree	152	26.0%
Strongly disagree	80	13.7%
Total	585	



Have you participated in (as participant or leader) in a Wednesday Early Release professional development? ²	Frequency	Valid Percent
Yes	271	74.2%
No	94	25.8%
Total	365	



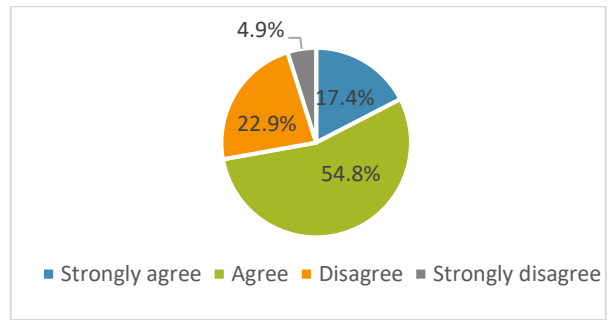
Participation in Early Release professional development is improving my work. ²	Frequency	Valid Percent
Strongly agree	67	25.6%
Agree	150	57.3%
Disagree	40	15.3%
Strongly disagree	5	1.9%
Total	262	



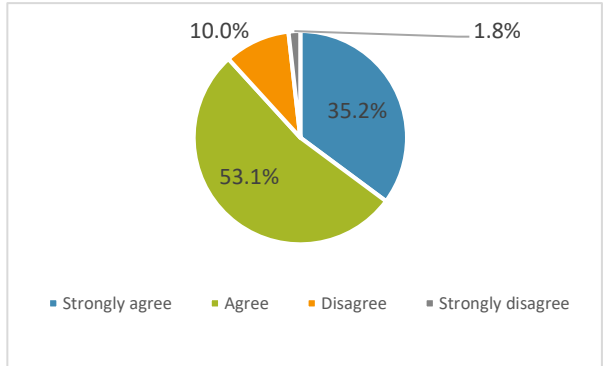
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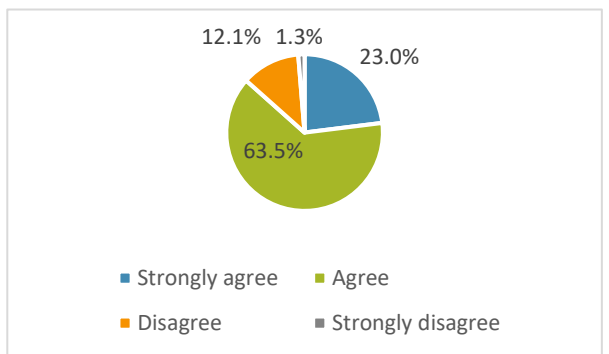
I have sufficient time to collaborate with my colleagues.¹	Frequency	Valid Percent
Strongly agree	196	17.4%
Agree	616	54.8%
Disagree	258	22.9%
Strongly disagree	55	4.9%
Total	1125	



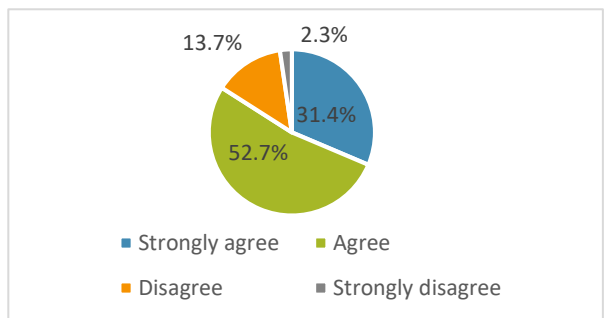
My school or department has the necessary technology available to support my work.	Frequency	Valid Percent
Strongly agree	630	35.2%
Agree	951	53.1%
Disagree	179	10.0%
Strongly disagree	32	1.8%
Total	1792	



I have easy access to data to identify student learning needs and monitor student growth.¹	Frequency	Valid Percent
Strongly agree	266	23.0%
Agree	734	63.5%
Disagree	140	12.1%
Strongly disagree	15	1.3%
Total	1155	



Overall, I am satisfied with my work environment.	Frequency	Valid Percent
Strongly agree	556	31.4%
Agree	933	52.7%
Disagree	242	13.7%
Strongly disagree	41	2.3%
Total	1772	

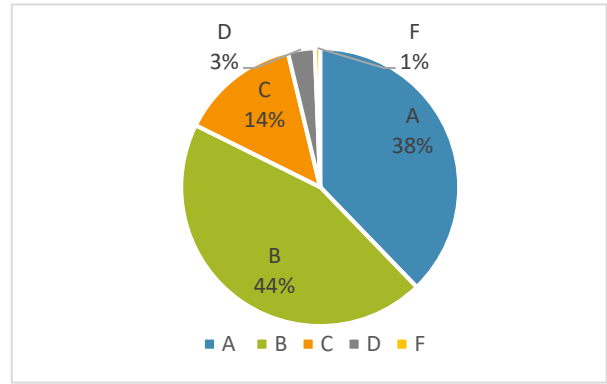


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2019 BSD Staff Survey

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

	Frequency	Valid Percent
A	674	37.8%
B	795	44.6%
C	248	13.9%
D	56	3.1%
F	11	0.6%
Total	1784	



¹ Certified only

² Classified only

³ Certified and Classified only

⁴ Administrators only

⁵ Administrators and Classified only