

Introduction

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.

Examples of how the survey results are used:

- To understand professional development needs
- Department and school-level summaries are shared with administrators and the School Board
- Calculating AVID ratings on environment and more

The Classified Staff Survey is for all Classified employees who work for the Beaverton School District, either part-time or full-time. It is not for volunteers or contractors. Survey reports from previous years can be viewed on the [BSD Research & Reports Page](#).

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 answers will remain anonymous. Nothing in the survey content or District software will be used to identify you. Your email is not connected to the survey.

This year, when you select "Done," you will be redirected to the 2021 BSD Climate Survey for all staff. The Climate Survey has three sets of questions and includes optional demographic questions. The two surveys are completely separate and your responses to the surveys cannot be connected. We hope this separation will help you feel more comfortable responding honestly.

It is OK to go back and change your answer to a previous question, but once you submit your survey you will not be able to edit your responses.

The survey closes May 26, 2021.

If you have questions, email Rayna Flye, Research & Evaluation Specialist.

Thanks in advance for participating in the Annual Classified Staff Survey!

District Communication

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

- Strongly agree
- Agree
- Disagree
- Strongly disagree

2. Compared to last year, I feel better informed about what is happening in the District.

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- N/A - I am new this year

3. My work supports the District goal and the Strategic Plan.

- Strongly agree
- Agree
- Disagree
- Strongly disagree

District Comments--Optional

These comments are optional. We hope that you will be open and honest. This is a chance to share your thoughts anonymously.

Administrators receive a copy of the comments, sent separately from the rest of the survey question responses so that you can not be identified by other responses you have given.

Please avoid writing personal or detailed information in the comments that might allow you to be identified.

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 2021 Annual Survey Report.

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

4. There are many ways that the District communicates with staff (Superintendent emails, BSD Weekly, Staff Talk, etc.).

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

5. What would you say is going well in the District, a specific department, and/or role?

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

District Location

* 7. For what school or District department do you work? (Schools are first in this list, then Department categories.)

This information is used to create a summary for the principal or department admin and the Central Office. Administrators can view the culture and practices of their building or department, and read and apply suggestions.

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.

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.

Schools are listed first, followed by District departments.

School/Department Communication

8. Do you agree or disagree that...

	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/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"/>
My work is valued.	<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"/>

9. Do you agree or disagree that...

	Strongly agree	Agree	Disagree	Strongly disagree
I have the knowledge and skills to do my job well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel supported in my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My school or department has the necessary technology available to support my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. Anti-Bias Anti-Racist Work

	Not at all	Slightly	Somewhat	Quite	Extremely	Not applicable
How easy do you find interacting with students at your site who are from a different cultural background than your own?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How valuable was the anti-bias anti-racist professional development provided this year?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How effective have your school/department leaders been in helping advance anti-bias anti-racist work in your school/department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Workplace Satisfaction

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

- Strongly agree
- Agree
- Disagree
- Strongly disagree

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

- A
- B
- C
- D
- F

School/Department Comments--Optional

Please remember that 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.

If you do not wish to leave comments, select "next" at the bottom of the page.

13. What would you say is going well in your school or department?

14. What would you like to change about your school or department?

Do you want to respond for a second location?

15. If you work in a second location and would like to respond to survey questions for that building, select "Yes" to continue. Otherwise, select "No".

Yes

No

Location 2: District Location

* 16. For what school or District department do you work? (Schools are first in this list, then Department categories.)

This information is used to create a summary for the principal or department admin and the Central Office. Administrators can view the culture and practices of their building or department, and read and apply suggestions.

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.

Schools are listed first and then District departments.

Location 2: School/Department Communication

17. Do you agree or disagree that...

	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/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"/>
My work is valued.	<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"/>

18. Do you agree or disagree that...

	Strongly agree	Agree	Disagree	Strongly disagree
I have the knowledge and skills to do my job well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel supported in my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My school or department has the necessary technology available to support my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

19. Anti-Bias Anti-Racist Work

	Not at all	Slightly	Somewhat	Quite	Extremely	Not applicable
How easy do you find interacting with students at your site who are from a different cultural background than your own?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How valuable was the anti-bias anti-racist professional development provided this year?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How effective have your school/department leaders been in helping advance anti-bias anti-racist work in your school/department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Location 2: Workplace Satisfaction

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

- Strongly agree
- Agree
- Disagree
- Strongly disagree

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

- A
- B
- C
- D
- F

Location 2: School/Department Comments--Optional

Please remember that 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.

If you do not wish to leave comments, select "next" at the bottom of the page.

22. What would you say is going well in your school or department?

23. What would you like to change about your school or department?

Final Page

This is the last page of the survey. If you would like to edit any of your answers, please use the "Previous" button to return to the pages.

When you select "Done", you will be redirected to the 2021 BSD Climate Survey for all staff. There is no connection between your responses to the two surveys. No information is saved and your responses are completely anonymous.

The Climate Survey has three sets of questions and includes optional demographic questions.

The survey will help us learn if staff members of all backgrounds and identities receive respect and fair treatment in our District. The data is only used for analysis and reporting on groups of 20 or more to avoid identification. By creating a separate survey for demographics that does not ask you to identify your location or position, we hope that you will feel more anonymous and able to answer honestly.

**If you would like to complete the short survey at a later time, please save this link:
<https://www.surveymonkey.com/r/BSDClimat2021>**