

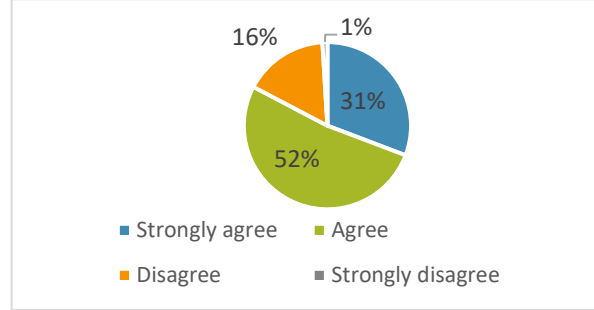
# 2021 BSD Staff Survey

2,102 (47%) staff completed the 2021 Staff Survey (105 Administrators, 1,236 Certified, 761 Classified)

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

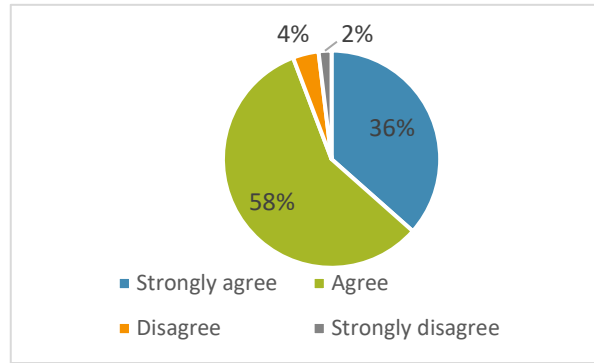
## I am well-informed about what is going on in the district.<sup>4</sup>

	Frequency	Percent
Strongly agree	32	30.8%
Agree	54	51.9%
Disagree	17	16.3%
Strongly disagree	1	1.0%
Total	104	



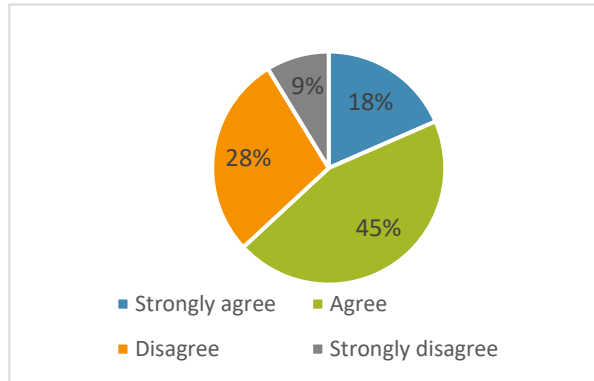
## I receive timely communication about district budget information.<sup>4</sup>

	Frequency	Percent
Strongly agree	38	36.5%
Agree	60	57.7%
Disagree	4	3.8%
Strongly disagree	2	1.9%
Total	104	



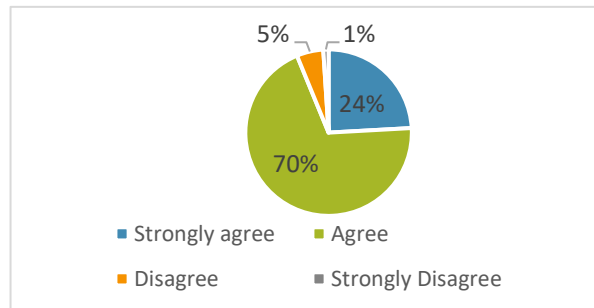
## There are opportunities for my voice to be heard in district decision-making.<sup>4</sup>

	Frequency	Percent
Strongly agree	19	18.4%
Agree	46	44.7%
Disagree	29	28.2%
Strongly disagree	9	8.7%
Total	103	



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

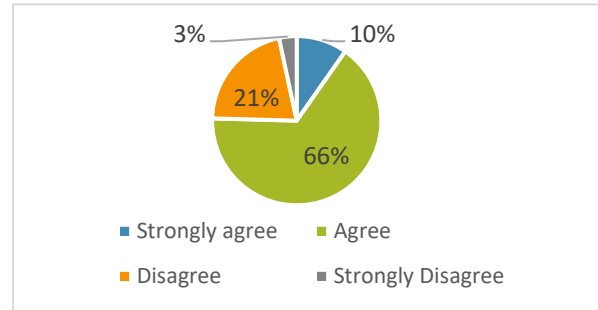
	Frequency	Percent
Strongly agree	494	24.1%
Agree	1427	69.7%
Disagree	106	5.2%
Strongly Disagree	21	1.0%
Total	2048	



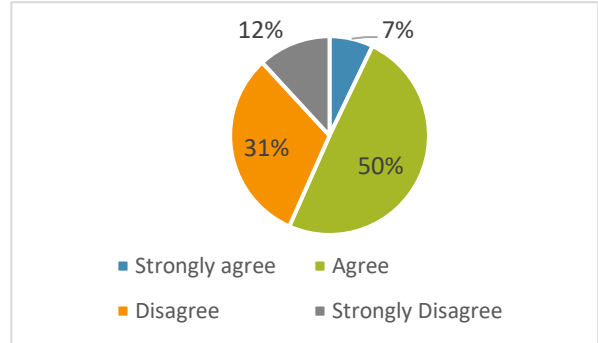
<sup>1</sup> Certified only   <sup>2</sup> Classified only   <sup>3</sup> Certified and Classified only   <sup>4</sup> Administrators only   <sup>5</sup> Administrators and Classified only

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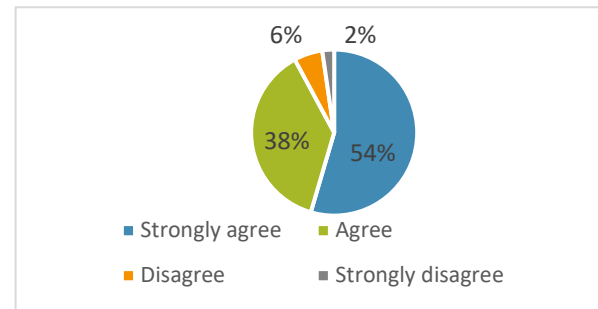
<b>I receive timely communication about the Strategic Plan.</b>	Frequency	Percent
Strongly agree	191	9.7%
Agree	1289	65.7%
Disagree	416	21.2%
Strongly Disagree	66	3.4%
Total	1962	



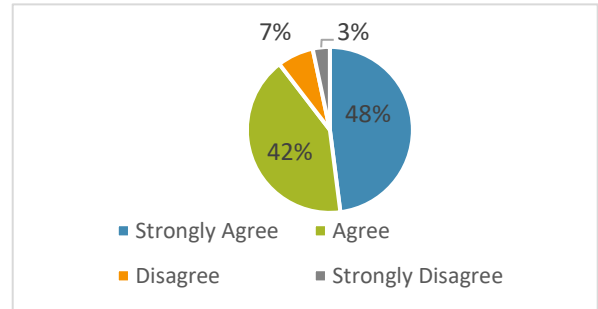
<b>Compared to last year, I feel better informed about what is happening in the district.</b>	Frequency	Percent
Strongly agree	133	7.1%
Agree	924	49.5%
Disagree	588	31.5%
Strongly Disagree	221	11.8%
Total	1866	



<b>I feel welcome and accepted at my place of work.</b>	Frequency	Percent
Strongly agree	923	54.6%
Agree	636	37.6%
Disagree	94	5.6%
Strongly disagree	39	2.3%
Total	1692	



<b>I generally feel safe at my school or department this year</b>	Frequency	Percent
Strongly Agree	806	48.0%
Agree	699	41.6%
Disagree	119	7.1%
Strongly Disagree	56	3.3%
Total	1680	

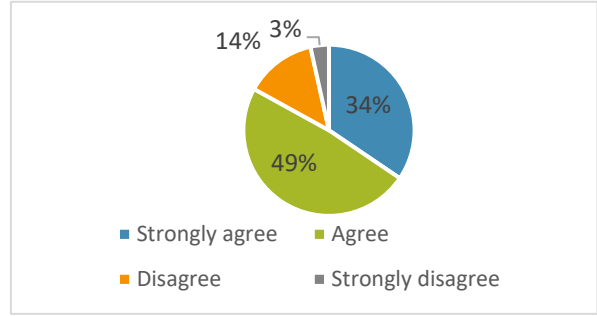


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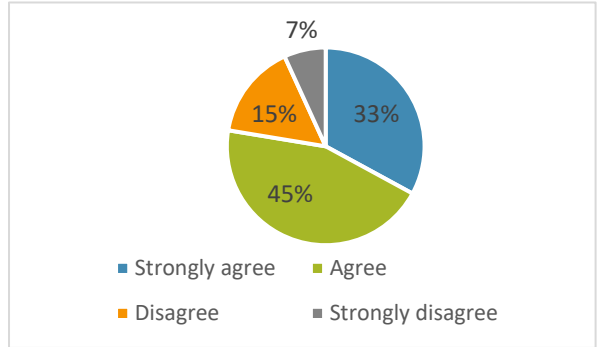
**I am well-informed about what is going on in my school or department.<sup>3</sup>**

	Frequency	Percent
Strongly agree	544	34.5%
Agree	766	48.5%
Disagree	213	13.5%
Strongly disagree	55	3.5%
Total	1578	



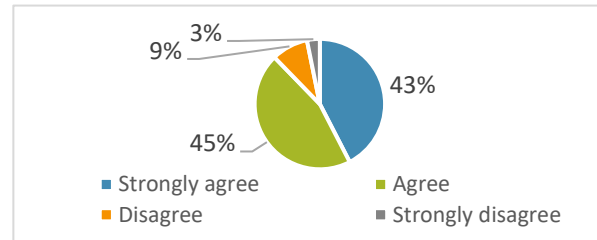
**There are opportunities for my voice to be heard in school-wide decisions.<sup>3</sup>**

	Frequency	Percent
Strongly agree	516	32.9%
Agree	700	44.7%
Disagree	244	15.6%
Strongly disagree	107	6.8%
Total	1567	



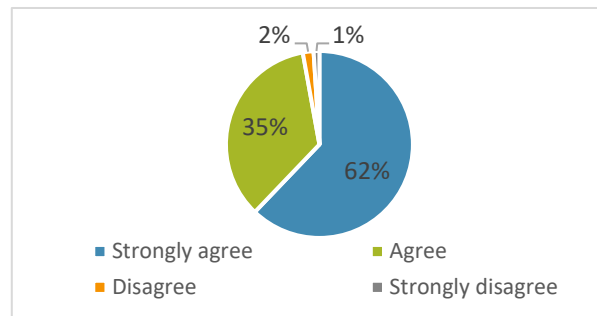
**My work is valued.<sup>5</sup>**

	Frequency	Percent
Strongly agree	294	42.4%
Agree	314	45.3%
Disagree	63	9.1%
Strongly disagree	22	3.2%
Total	693	



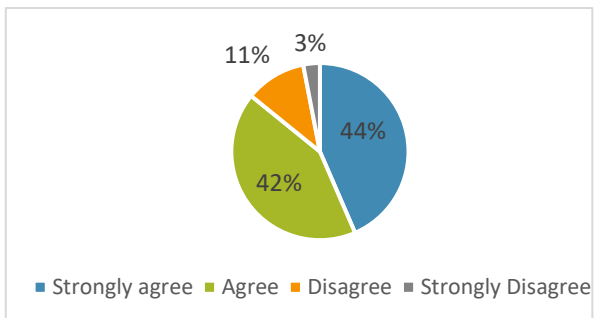
**I have the knowledge and skills to do my job well.<sup>5</sup>**

	Frequency	Percent
Strongly agree	435	62.1%
Agree	245	35.0%
Disagree	13	1.9%
Strongly disagree	7	1.0%
Total	700	



**I feel supported in my work.<sup>5</sup>**

	Frequency	Percent
Strongly agree	301	43.5%
Agree	293	42.3%
Disagree	77	11.1%
Strongly Disagree	21	3.0%
Total	692	

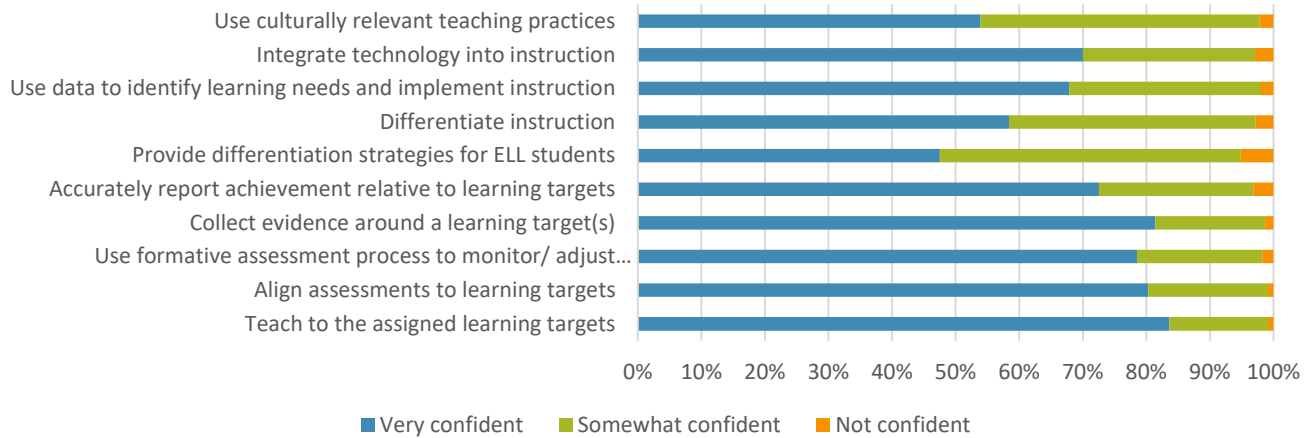


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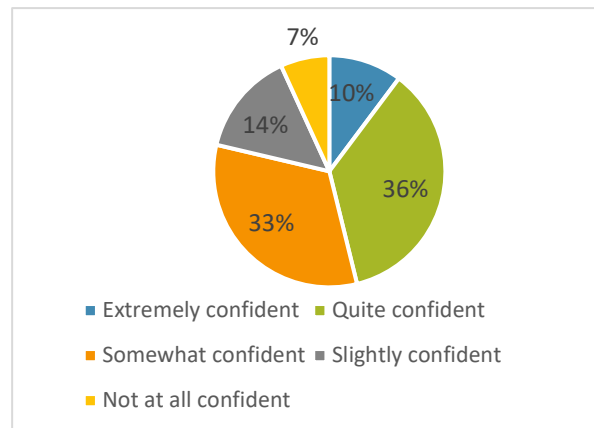
# 2021 BSD Staff Survey

<b>I feel confident in my ability to...<sup>1</sup></b>	Very confident	Somewhat confident	Not confident
Teach to the assigned learning targets	771	143	8
Align assessments to learning targets	737	173	8
Use formative assessment process to monitor/ adjust classroom	720	181	16
Collect evidence around a learning target(s)	745	158	12
Accurately report achievement relative to learning targets	664	222	29
Provide differentiation strategies for ELL students	436	435	47
Differentiate instruction	537	357	26
Use data to identify learning needs and implement instruction	623	277	18
Integrate technology into instruction	644	249	27
Use culturally relevant teaching practices	497	405	20

## Confidence in Ability



<b>How confident are you that you have the resources and support to engage students with challenging behaviors?<sup>1</sup></b>	Frequency	Percent
Extremely confident	96	10.2%
Quite confident	337	35.9%
Somewhat confident	305	32.5%
Slightly confident	136	14.5%
Not at all confident	64	6.8%
Total	938	

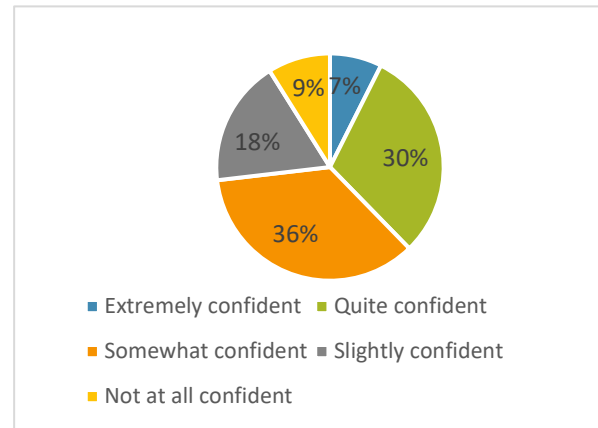


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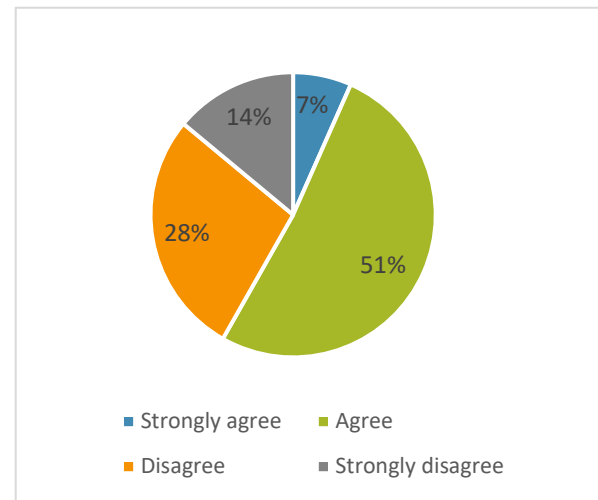
**How confident are you that you have the resources and support to engage students who are not motivated?<sup>1</sup>**

	Frequency	Percent
Extremely confident	69	7.4%
Quite confident	282	30.3%
Somewhat confident	330	35.4%
Slightly confident	167	17.9%
Not at all confident	83	8.9%
Total	931	



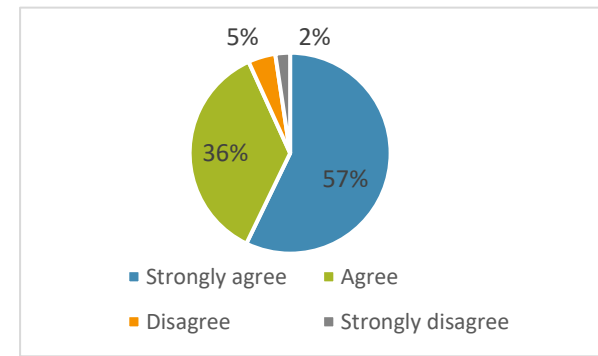
**The 5D+ Instructional Framework and the feedback I have received from my principal on the framework has helped me improve my instructional practices.<sup>1</sup>**

	Frequency	Percent
Strongly agree	57	6.6%
Agree	443	51.6%
Disagree	239	27.8%
Strongly disagree	120	14.0%
Total	859	



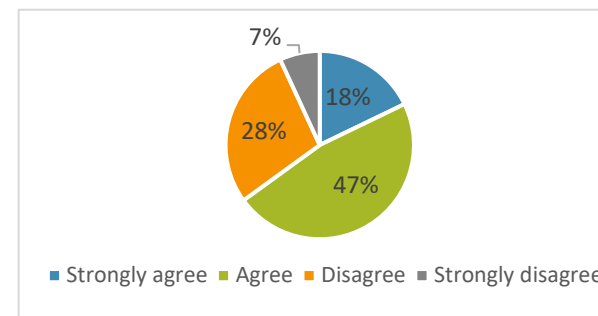
**Collaboration with my colleagues has had a positive impact on my instructional practices.<sup>1</sup>**

	Frequency	Percent
Strongly agree	506	57.2%
Agree	319	36.0%
Disagree	39	4.4%
Strongly disagree	21	2.4%
Total	885	



**I have sufficient time to collaborate with my colleagues.<sup>1</sup>**

	Frequency	Percent
Strongly agree	158	17.8%
Agree	418	47.2%
Disagree	249	28.1%
Strongly disagree	61	6.9%
Total	886	

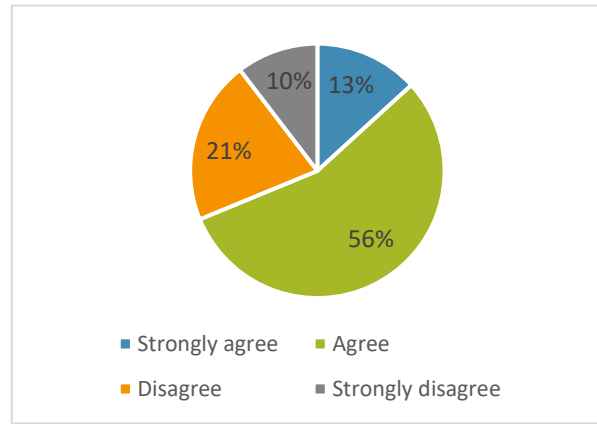


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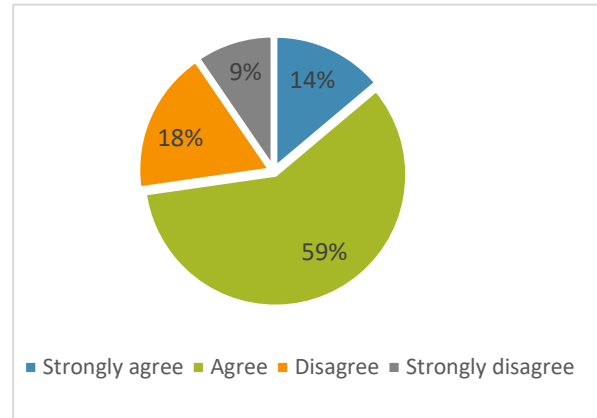
**The district-level professional development I participated in this year has improved my instructional practice.<sup>1</sup>**

	Frequency	Percent
Strongly agree	117	13.2%
Agree	491	55.5%
Disagree	184	20.8%
Strongly disagree	92	10.4%
Total	884	



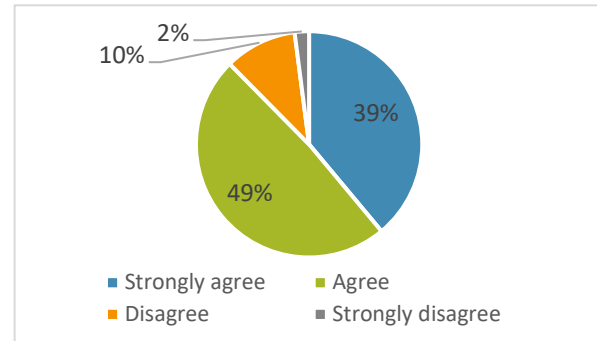
**The school-level professional development I participated in this year has improved my instructional practice.<sup>1</sup>**

	Frequency	Percent
Strongly agree	122	13.9%
Agree	518	58.9%
Disagree	156	17.7%
Strongly disagree	84	9.5%
Total	880	



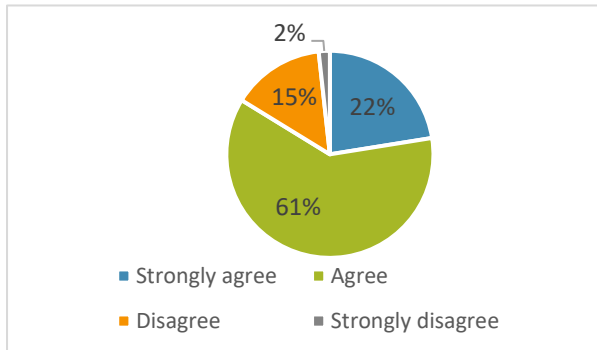
**My school or department has the necessary technology available to support my work.**

	Frequency	Percent
Strongly agree	625	38.9%
Agree	781	48.7%
Disagree	166	10.3%
Strongly disagree	33	2.1%
Total	1605	



**I have easy access to data to identify student learning needs and monitor student growth.<sup>1</sup>**

	Frequency	Percent
Strongly agree	220	22.5%
Agree	600	61.3%
Disagree	142	14.5%
Strongly disagree	17	1.7%
Total	979	

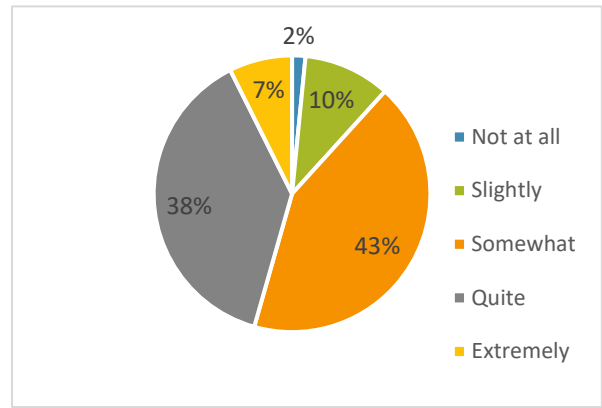


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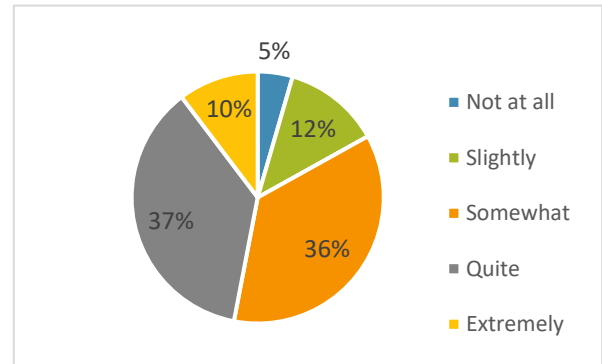
**At your school, how often are students encouraged to think more deeply about race-related topics?<sup>1</sup>**

	Frequency	Percent
Not at all	14	1.6%
Slightly	91	10.2%
Somewhat	382	42.7%
Quite	342	38.2%
Extremely	66	7.4%
Total	895	



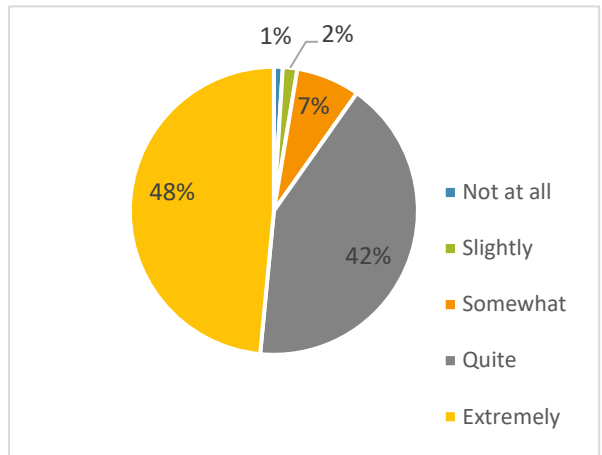
**How well does your school help students speak out against racism?<sup>1</sup>**

	Frequency	Percent
Not at all	40	4.5%
Slightly	111	12.4%
Somewhat	322	36.1%
Quite	327	36.7%
Extremely	92	10.3%
Total	892	



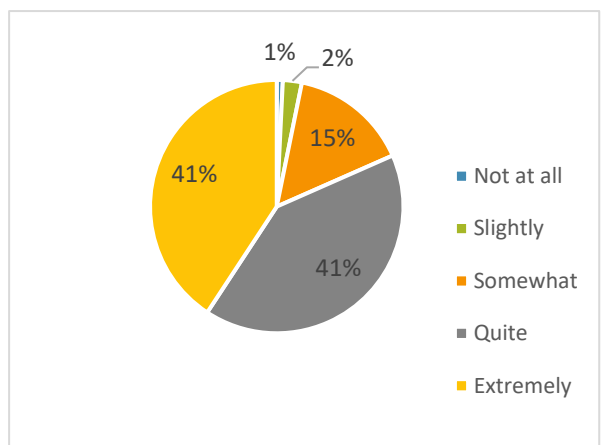
**How easy do you find interacting with students at your school/site who are from a different cultural background than your own?<sup>3</sup>**

	Frequency	Percent
Not at all	14	1.0%
Slightly	23	1.6%
Somewhat	101	7.2%
Quite	589	41.7%
Extremely	684	48.5%
Total	1411	



**How comfortable are you incorporating new material about people from different backgrounds into your curriculum?<sup>1</sup>**

	Frequency	Percent
Not at all	7	0.8%
Slightly	22	2.4%
Somewhat	138	15.2%
Quite	371	40.9%
Extremely	370	40.7%
Total	908	

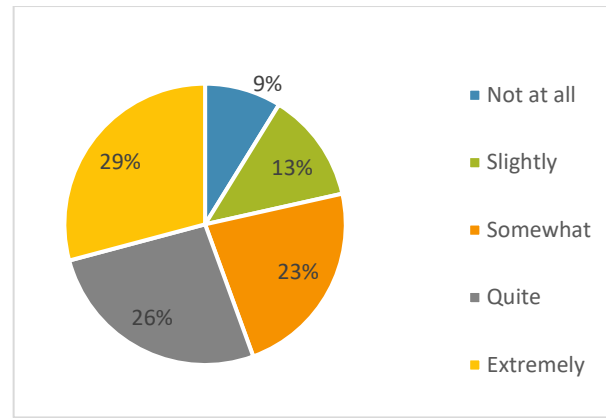


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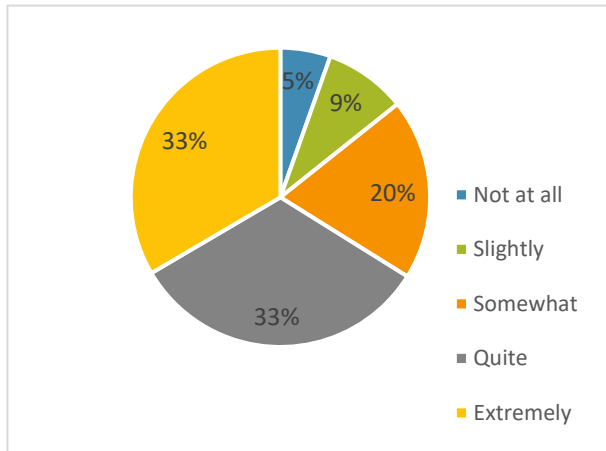
**How valuable was the anti-bias anti-racist professional development provided this year?**

	Frequency	Percent
Not at all	129	8.8%
Slightly	186	12.7%
Somewhat	336	22.9%
Quite	387	26.4%
Extremely	427	29.1%
Total	1465	



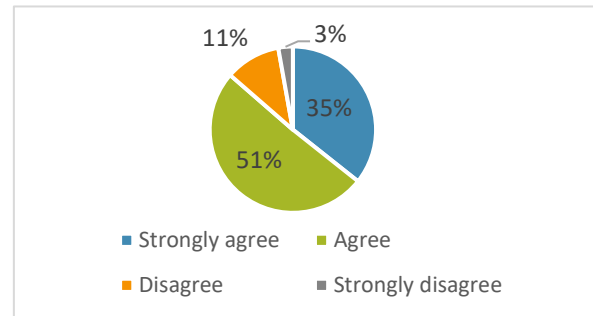
**How effective have your school/department leaders been in helping advance anti-bias anti-racist work in your school/department?**

	Frequency	Percent
Not at all	77	5.4%
Slightly	126	8.9%
Somewhat	278	19.6%
Quite	464	32.7%
Extremely	475	33.5%
Total	1420	



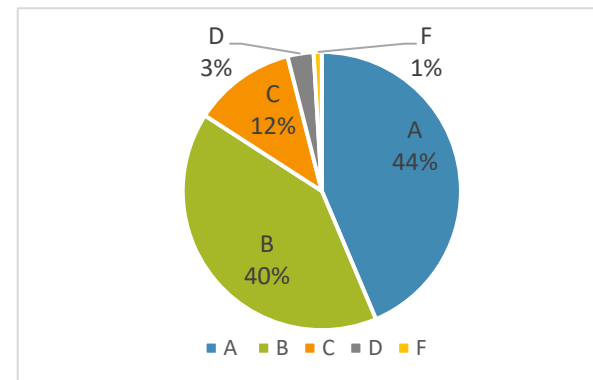
**Overall, I am satisfied with my work environment.**

	Frequency	Percent
Strongly agree	569	35.7%
Agree	809	50.7%
Disagree	172	10.8%
Strongly disagree	45	2.8%
Total	1595	



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

	Frequency	Percent
A	693	43.6%
B	643	40.5%
C	189	11.9%
D	48	3.0%
F	15	0.9%
Total	1588	



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