



## Evaluating Staff Well-Being and Job Satisfaction Across Your District

Supporting staff well-being is crucial for maintaining engaged educators who work daily to ensure student success. Surveying staff to gauge their perspectives can go a long way toward implementing sustainable policies and practices that improve staff and student well-being, school culture and community impact.

### GATHERING STAFF INPUT: WHAT AND HOW

When collecting surveys and other forms of data from staff, it is important to establish trust, maintain transparency and protect privacy. When selecting questions to ask staff, think about *who* you want to survey (e.g., all staff, just teachers), *what* you want to know, and *how* you will use the information to make positive change.

By surveying staff on topics such as job satisfaction, feelings of burnout and stress management, leadership teams can more efficiently identify priorities and align health initiatives with their staff's unique needs. Here are suggestions for evidence-based scales that can be used independently or combined in a survey for school staff:

| TITLE  | TOPIC   | NUMBER OF QUESTIONS | LANGUAGE                  |
|--|---|---------------------|---------------------------|
| <a href="#"><u>Professional Quality of Life (ProQOL) Measure</u></a> | Compassion satisfaction (i.e., joy from work); compassion fatigue (i.e., burnout) | 30                  | Available in 26 languages |
| <a href="#"><u>Job Satisfaction Survey</u></a>                       | Job satisfaction  | 36                  | Available in 30 languages |
| <a href="#"><u>Resilience at Work Scale</u></a>                      | Sense of purpose from work; stress management; building networks                  | 25                  | Available in English      |



## SURVEY QUICK START GUIDE

Once you select survey questions to ask your staff, check off the following steps to uphold anonymity and ensure staff feel comfortable before, during and after data collection.

### Before:

- Discuss with staff what the data will and will not be used for (e.g., will be used to set priorities, will not be used to evaluate staff performance)
- Ensure all staff have access to the survey (i.e., consider offering electronic and hard copies, provide translation services when necessary)
- Reinforce that data collection is voluntary and staff will not be penalized for opting out at any point
- Inform staff of a deadline to complete the survey

### During:

- Make surveys as anonymous as possible by ensuring data cannot be traced back to individual staff members; do not ask for any personally identifying information, such as names or birthdays
- Allow staff to take the survey independently and encourage them to keep their answers private
- Remind staff that they can skip any questions they do not want to answer without penalty

### After:

- Share large group data with staff in a digestible format, ensuring individual responses are not identifiable
- Use survey results to collaborate with staff on implementing practices and policies that address their needs
- Reiterate to staff that survey data will not affect their job status or evaluation

*Resilience in School Environments (RISE) – presented in partnership by Kaiser Permanente and the Alliance for a Healthier Generation – is a national initiative that provides teachers and school staff with skills and resources to support student mental health and to better tend to their own emotional needs.*

*Through engagement with RISE, schools, teachers and educators will learn how to better manage emotions, recognize strengths and weaknesses, and rise above adversity.*

Learn more at [HealthierGeneration.org/RISE](https://HealthierGeneration.org/RISE)