2023 BSD Certified Staff Survey

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:
- Inform curriculum adoptions
- School-level summaries are shared with principals and the School Board
- Support implementation of AVID practices and more

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. Survey reports from previous years can be viewed on the BSD Research and Reports Page.

This survey is voluntary. You may opt out of completing the survey at any time, without penalty. 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.

When you select "Done," you will be redirected to the 2023 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.

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

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 April 26, 2023.

If you have questions, email CeCe Wang, Program Specialist (lele_wang@beaverton.k12.or.us)

Thank you!

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District Questions

1. I receive timely communication from the District (e.g. superintendent emails, ParentSquare, Staff Talk, video).

- ◯ 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

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District Comments--Optional

These comments are optional. This is a chance for you to share your views 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 be aware that including details in your comments may make you identifiable to administrators. Please avoid giving personal, identifiable details in your comments.

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 2022 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 (e.g., Superintendent emails, ParentSquare, Staff Talk, video). 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?

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Location

* 7. For what school or District department do you work?

This information is used to create a summary for the site principal or department administrator 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 to 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 the second location, simply re-take the survey and skip the District-level questions.

Schools are listed first, followed by District departments.

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Site Responses

8. 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.	◯	◯	◯	◯
I am well-informed about what is going on in my school or department.	◯	◯	◯	◯
There are opportunities for my voice to be heard in school-wide/department-wide decision making.	◯	◯	◯	◯
I generally feel safe at my school or department this year.	◯	◯	◯	◯

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Classroom Practices

9. 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.	○	○	○
Align assessments to my grade level or content area learning targets.	○	○	○
Use the formative assessment process to monitor and adjust my classroom.	○	○	○
Collect evidence around a learning target or group of learning targets.	○	○	○
Accurately report student achievement relative to learning targets.	○	○	○

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

	Very confident	Somewhat confident	Not confident
Provide differentiation strategies for ELL students.	○	○	○
Differentiate instruction, including directed support for both struggling and advanced learners that meets individual students' learning needs.	○	○	○
Use data to identify student learning needs and implement instruction.	○	○	○
Integrate technology into instruction.	○	○	○
Use culturally relevant teaching practices.	○	○	○

11. How confident are you that you have the resources and support to engage

	Extremely confident	Quite confident	Somewhat confident	Slightly confident	Not at all confident
students with challenging behaviors?	○	○	○	○	○
students who are not motivated?	○	○	○	○	○

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Anti-Bias Anti-Racist Work

12. Anti-Bias Anti-Racist Work

	Not at all	Slightly	Somewhat	Quite	Extremely
At your school, how often are students encouraged to think more deeply about race-related topics?	○	○	○	○	○
How well does your school help students speak out against racism?	○	○	○	○	○
How easy do you find interacting with students at your school who are from a different cultural background than your own?	○	○	○	○	○
How comfortable are you incorporating new material about people from different backgrounds into your curriculum?	○	○	○	○	○
How valuable was the anti-bias anti-racist professional development provided this year?	○	○	○	○	○
How effective has your school administration been in helping advance anti-bias anti-racist work in your school?	○	○	○	○	○

13. How can school leaders help you better learn about, discuss, and confront issues of race, ethnicity, and culture?

14. What is the most important thing your school can do to support students of different races, ethnicities, and cultures?

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Professional Development

15. Feedback and Collaboration

	Strongly agree	Agree	Disagree	Strongly disagree
The 5D+ Instructional Framework and the feedback I have received from my principal on the framework has helped me improve my instructional practices.	◯	◯	◯	◯
Collaboration with my colleagues has had a positive impact on my instructional practices.	◯	◯	◯	◯
I have sufficient time to collaborate with my colleagues.	◯	◯	◯	◯

16. Professional Development

	Strongly agree	Agree	Disagree	Strongly disagree	Have not participated
The district-level professional development I participated in this year has improved my instructional practice.	◯	◯	◯	◯	◯
The school-level professional development I participated in this year has improved my instructional practice.	◯	◯	◯	◯	◯

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Technology

17. My school/ department has the necessary technology available to support my work.

- ◯ Strongly agree
- ◯ Agree
- ◯ Disagree
- ◯ Strongly disagree

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

- ◯ Strongly agree
- ◯ Agree
- ◯ Disagree
- ◯ Strongly disagree

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Workplace Satisfaction

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

- ◯ Strongly agree
- ◯ Agree
- ◯ Disagree
- ◯ Strongly disagree

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

◯ A ◯ B ◯ C ◯ D ◯ F

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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.

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

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

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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.

As a reminder, if you would like to respond to questions for a second location, simply re-take the survey and skip the District-level questions.

When you select "Done", you will be redirected to the 2023 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 Climate 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 the link:
https://www.surveymonkey.com/r/BSDClimate2023