

# FULL REPORT

# Youth Truth STAFF Survey Data

October 2022 Survey

# Information to know

- Number of staff that took the survey:
  - JES: 44 out of 46 (96%)
  - JMS: 20 out of 27 (74%)
  - JHS: 30 out of 35 (86%)
- Percentages show the number of participants chose a 4 (agree) or a 5 (strongly agree) out of the total participants
- The data are direct screenshots of what we see. No data has been altered or modified, other than adding the color codes

# Key

## This year's scores

Celebrations  
Over 60%

Worth noting  
26-59%

Concerning  
25% or lower

## Compared to last year



BIG increase from  
last year (20% or  
more)



Increase from  
last year



Decrease from  
last year



Decrease more  
than 15% from  
last year

## Disaggregated Data



Worth Noting  
30-39%



Concerning  
29% or less

The background is a light cream color with various decorative elements: a pink swirl in the top-left corner, a black dot on the left, a small orange flower with a black center in the bottom-left, a large orange swirl in the bottom-right, and several small orange and pink dots scattered throughout. Two plus signs are also present, one at the top and one at the bottom.

# Elementary School

# Summary of survey

Summary Measure	Your School - Oct 2022		Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
Engagement	79%	↓	81%	80%	76%
Relationships	93%	↓	97%	87%	86%
Culture	59%	↓	80%	68%	65%
Professional Development and Support	68%	↑	59%	65%	58%
School Safety	63%	↓	78%	76%	74%

# General

Question	Your School - Oct 2022	Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
I would recommend this school to a friend or colleague as a great place to work.	66%	↓ 89%	76%	76%
I am not seriously considering leaving this school in the next academic year.	70%	↓ 79%	71%	67%
Students are getting a high quality education at this school.	64%	↓ 65%	81%	80%

# Engagement

Question	Your School - Oct 2022		Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
I am proud of my school.	69%	↓	95%	84%	82%
I feel that my work at my school is valued.	88%	↑	84%	78%	78%
My work gives me a feeling of personal accomplishment.	86%	↑	84%	85%	82%
My job makes good use of my skills and abilities.	81%	↓	84%	84%	81%
I understand my school's goals.	81%	↓	89%	82%	78%
I feel that my work contributes to the goals of my school.	81%	↓	84%	90%	88%
I feel empowered to play a meaningful role in decision-making at my school.	71%	↑	65%	60%	56%
My school empowers me to use creativity in how I do my work.	84%	↑	81%	78%	77%

# Relationships



Question	Your School - Oct 2022	Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
Administrators treat staff with respect.	83%	94%	82%	82%
Staff treat administrators with respect.	83%	97%	88%	86%
Staff treat families with respect.	93%	97%	93%	93%
Families treat staff with respect.	55%	61%	70%	67%
Staff treat each other with respect.	86%	86%	83%	82%
Students treat staff with respect.	43%	61%	63%	60%
Staff treat students with respect.	95%	97%	92%	92%
Staff and students care about each other.	88%	100%	91%	93%

# Relationships cont...

Question	Your School - Oct 2022		Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
Staff and administrators care about each other.	81%	↓	94%	80%	80%
Staff and families care about each other.	84%	↓	92%	85%	85%
Teachers in my school work together to improve instructional practice.	86%	↓	92%	83%	82%
I feel comfortable approaching the administration if I need help solving a problem.	79%	↓	86%	81%	80%
I feel comfortable approaching other staff members if I need help solving a problem.	90%	↓	94%	89%	87%
I feel comfortable speaking honestly to families about their child's progress.	76%	↑	75%	84%	76%
My school is cooperative and team-oriented.	86%	↓	89%	78%	78%

# Culture

Question	Your School - Oct 2022	Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
My school's policies are administered fairly and consistently.	65%	↓ 81%	68%	67%
My school is managed effectively.	60%	↓ 86%	70%	69%
My school runs smoothly.	43%	↓ 65%	68%	67%
My school creates a positive work environment.	84%	↓ 92%	75%	75%
Discipline in this school is fair.	51%	↓ 70%	59%	58%

# Culture cont...

Question	Your School - Oct 2022	Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
My school sets high expectations for students.	49%	65%	78%	73%
My school's employees are committed to the success of my school.	91%	97%	88%	89%
I feel informed about important decisions regarding my school.	67%	70%	59%	57%
My school communicates a clear direction for the future.	58%	81%	63%	56%
Information about school policies is disseminated to staff clearly.	57%	63%	67%	66%

# PD & Support

Question	Your School - Oct 2022	Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
I have opportunities to learn at work.	83%	84%	78%	75%
I have opportunities to grow professionally at work.	63%	59%	69%	64%
My school supports me in implementing what I have learned in professional development.	70%	48%	65%	56%
I have the necessary resources to do my job well.	48%	73%	68%	64%
My school encourages me to seek professional development opportunities to improve my practice.	67%	62%	62%	54%
I have access to meaningful professional development.	66%	49%	59%	50%

# PD & Support cont...

My professional development over the last year has been closely connected with my school's priorities.	63%	↑	★	38%	59%	49%
My professional development over the last year has provided me with teaching strategies to better meet my students' needs.	67%	↑	★	35%	58%	48%
My professional development over the last year has provided me with content support.	58%	↑	★	29%	56%	47%
I receive regular feedback from my supervisors.	71%	↑	★	54%	62%	57%
I receive regular feedback from my colleagues.	71%	↑		70%	63%	59%
The feedback I receive from my supervisors helps me improve my work.	80%	↑	★	69%	68%	65%
The feedback I receive from my colleagues helps me improve my work.	83%	↓		84%	80%	78%

# School Safety

Question	Your School - Oct 2022	Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
Students are safe from bullying at my school.	43%	59%	60%	58%
Adults at my school try to stop bullying and harassment.	93%	100%	90%	91%
In my school, there are clear rules for students against hurting other people.	83%	84%	82%	81%
I feel safe from harm while at my school.	59%	83%	84%	81%

# DEI

Question	Your School - Oct 2022	Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
My school puts practices in place that include staff of diverse backgrounds in decision making processes.	79%	73%	59%	57%



# DEI

Question	Your School - Oct 2022		Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
How often do you see people of diverse backgrounds in artwork, posters and/or pictures around the school?	69%	↑	★ 46%	66%	70%
How often do you see people of diverse backgrounds in instructional materials?	66%	↑	54%	68%	72%
How often do you see people of diverse backgrounds in student work and projects?	68%	↑	★ 43%	64%	63%
How often do you see people of diverse backgrounds during school events (e.g. virtual school activities, school fairs, sporting events, etc.)?	73%	↑	★ 38%	62%	55%
How often do you see people of diverse backgrounds represented in staff leadership roles (e.g. committee or department chair, school site council representative, special assignment)?	54%	↑	★ 35%	50%	45%

The background is a light cream color with various decorative elements: a large white circle with pink wavy lines in the top-left; a small orange dot; a black dot; a small orange flower with a black center; a small orange dot; a small pink dot; a large orange plus sign; a small pink dot; a large orange dot; a small pink flower with a black center; a small orange dot; a small pink dot; a large black plus sign; a small pink dot; a large white circle with orange wavy lines in the bottom-right; and a small orange dot.

# Middle School

# Summary of survey

Summary Measure	Your School - Oct 2022		Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
Engagement	95%	↑	91%	75%	71%
Relationships	100%	↑	91%	80%	81%
Culture	85%	↑	83%	57%	55%
Professional Development and Support	74%	↑	61%	58%	52%
School Safety	65%		65%	60%	58%

# General

Question	Your School - Oct 2022		Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
I would recommend this school to a friend or colleague as a great place to work.	90%	↑	87%	67%	66%
I am not seriously considering leaving this school in the next academic year.	85%	↓	87%	66%	61%
Students are getting a high quality education at this school.	85%	↑	83%	72%	71%

# Engagement

Question	Your School - Oct 2022		Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
I am proud of my school.	100%	↑	96%	75%	73%
I feel that my work at my school is valued.	100%	↑	87%	74%	72%
My work gives me a feeling of personal accomplishment.	95%	↓	96%	80%	77%
My job makes good use of my skills and abilities.	85%	↑	87%	80%	77%
I understand my school's goals.	95%	↑	91%	75%	72%
I feel that my work contributes to the goals of my school.	90%	↑	87%	87%	85%
I feel empowered to play a meaningful role in decision-making at my school.	80%	↑	74%	57%	52%
My school empowers me to use creativity in how I do my work.	90%	↑	87%	79%	81%

# Relationships

Question	Your School - Oct 2022		Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
Administrators treat staff with respect.	95%	↓	96%	80%	80%
Staff treat administrators with respect.	100%		100%	85%	85%
Staff treat families with respect.	95%	↓	100%	91%	92%
Families treat staff with respect.	30%	↑	35%	57%	53%
Staff treat each other with respect.	100%		100%	83%	84%
Students treat staff with respect.	30%	↑	17%	44%	42%
Staff treat students with respect.	95%	↑	91%	86%	89%

# Relationships cont...



Question	Your School - Oct 2022		Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
Staff and students care about each other.	85%	↑	70%	79%	81%
Staff and administrators care about each other.	95%	↓	96%	76%	78%
Staff and families care about each other.	95%	↑	83%	76%	77%
Teachers in my school work together to improve instructional practice.	100%	↑	96%	78%	79%
I feel comfortable approaching the administration if I need help solving a problem.	100%	↑	91%	79%	76%
I feel comfortable approaching other staff members if I need help solving a problem.	95%	↓	96%	88%	90%
I feel comfortable speaking honestly to families about their child's progress.	71%	↓	75%	81%	77%
My school is cooperative and team-oriented.	100%	↑	96%	74%	74%

# Culture



Question	Your School - Oct 2022		Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
My school's policies are administered fairly and consistently.	75%	↓	87%	57%	56%
My school is managed effectively.	80%	↓	83%	63%	61%
My school runs smoothly.	80%	↓	87%	58%	56%
My school creates a positive work environment.	100%	↑ 	83%	68%	69%
Discipline in this school is fair.	75%	↓	78%	47%	47%
My school sets high expectations for students.	75%	↑	70%	63%	61%

# Culture cont...

Question	Your School - Oct 2022		Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
My school's employees are committed to the success of my school.	95%	↓	100%	84%	87%
I feel informed about important decisions regarding my school.	80%	↑	74%	55%	53%
My school communicates a clear direction for the future.	80%	↓	87%	55%	52%
Information about school policies is disseminated to staff clearly.	90%	↑	83%	61%	58%

# PD & Support

Question	Your School - Oct 2022		Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
I have opportunities to learn at work.	80%	↑	78%	73%	71%
I have opportunities to grow professionally at work.	70%	↓	78%	65%	61%
My school supports me in implementing what I have learned in professional development.	93%	↑	62%	59%	53%
I have the necessary resources to do my job well.	70%	↑	52%	66%	61%
My school encourages me to seek professional development opportunities to improve my practice.	71%	↑	50%	59%	55%
I have access to meaningful professional development.	53%	↓	57%	55%	51%



# PD & Support cont...



Question	Your School - Oct 2022		Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
My professional development over the last year has been closely connected with my school's priorities.	70%	↑ ★	52%	54%	50%
My professional development over the last year has provided me with teaching strategies to better meet my students' needs.	79%	↑ ★	44%	54%	47%
My professional development over the last year has provided me with content support.	71%	↑ ★	31%	47%	39%
I receive regular feedback from my supervisors.	90%	↓	91%	56%	51%
I receive regular feedback from my colleagues.	60%	↓	65%	57%	54%
The feedback I receive from my supervisors helps me improve my work.	90%	↑	87%	62%	56%
The feedback I receive from my colleagues helps me improve my work.	85%	↓	87%	75%	74%

# School Safety



Question	Your School - Oct 2022		Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
Students are safe from bullying at my school.	30%	↑	26%	37%	35%
Adults at my school try to stop bullying and harassment.	95%	↑	91%	86%	86%
In my school, there are clear rules for students against hurting other people.	90%	↑	87%	74%	74%
I feel safe from harm while at my school.	70%	↓	74%	76%	76%



# DEI

Question	Your School - Oct 2022	Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
My school puts practices in place that include staff of diverse backgrounds in decision making processes.	70%	78%	54%	50%



# DEI cont...

Question	Your School - Oct 2022	Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
How often do you see people of diverse backgrounds in artwork, posters and/or pictures around the school?	50%	↓ 70%	62%	60%
How often do you see people of diverse backgrounds in instructional materials?	45%	↓ 61%	60%	58%
How often do you see people of diverse backgrounds in student work and projects?	50%	↑ 39%	59%	52%
How often do you see people of diverse backgrounds during school events (e.g. virtual school activities, school fairs, sporting events, etc.)?	50%	↑ ★ 35%	56%	44%
How often do you see people of diverse backgrounds represented in staff leadership roles (e.g. committee or department chair, school site council representative, special assignment)?	35%	↓ 45%	45%	34%

The background is a light cream color with various decorative elements: a large white circle with pink wavy lines in the top-left; a small orange dot in the top-left; a large orange plus sign in the top-center; a small pink dot in the top-right; a large orange dot in the top-right; a small black dot on the left; a small orange floral motif in the bottom-left; a large orange dot in the bottom-left; a small pink dot in the bottom-center; a large black plus sign in the bottom-right; a small pink floral motif in the middle-right; and a large white circle with orange wavy lines in the bottom-right.

# High School

# Summary of survey

Summary Measure	Your School - Oct 2022	Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
Engagement	77%	83%	74%	71%
Relationships	69%	83%	81%	80%
Culture	24%	57%	55%	49%
Professional Development and Support	43%	47%	55%	51%
School Safety	40%	73%	67%	63%

# General

Question	Your School - Oct 2022	Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
I would recommend this school to a friend or colleague as a great place to work.	43%	↓ 70%	70%	68%
I am not seriously considering leaving this school in the next academic year.	67%	↓ 80%	68%	64%
Students are getting a high quality education at this school.	40%	↓ 60%	69%	66%

# Engagement

Question	Your School - Oct 2022		Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
I understand my school's goals.	60%	↓	77%	73%	67%
I feel that my work contributes to the goals of my school.	90%	↓	97%	87%	85%
I feel empowered to play a meaningful role in decision-making at my school.	50%	↓	53%	56%	52%
My school empowers me to use creativity in how I do my work.	80%	↑	70%	79%	78%

# Engagement cont...

Question	Your School - Oct 2022	Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
I am proud of my school.	50%	83%	78%	73%
I feel that my work at my school is valued.	73%	87%	73%	71%
My work gives me a feeling of personal accomplishment.	83%	90%	82%	80%
My job makes good use of my skills and abilities.	73%	87%	79%	78%

# Relationships

Question	Your School - Oct 2022		Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
Administrators treat staff with respect.	67%	↓	83%	78%	79%
Staff treat administrators with respect.	67%	↓	83%	83%	81%
Staff treat families with respect.	83%	↓	87%	89%	89%
Families treat staff with respect.	31%	↓	57%	62%	55%
Staff treat each other with respect.	80%		80%	82%	83%
Students treat staff with respect.	33%	↓	67%	57%	54%
Staff treat students with respect.	93%	↑	90%	86%	89%
Staff and students care about each other.	67%	↓	83%	83%	84%

# Relationships cont...

Question	Your School - Oct 2022	Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
Staff and administrators care about each other.	57%	83%	75%	74%
Staff and families care about each other.	50%	80%	76%	76%
Teachers in my school work together to improve instructional practice.	73%	80%	74%	73%
I feel comfortable approaching the administration if I need help solving a problem.	77%	80%	78%	79%
I feel comfortable approaching other staff members if I need help solving a problem.	80%	83%	88%	89%
I feel comfortable speaking honestly to families about their child's progress.	71%	91%	82%	79%
My school is cooperative and team-oriented.	73%	77%	71%	69%

# Culture

Question	Your School - Oct 2022	Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
My school's policies are administered fairly and consistently.	33%	↓ 60%	56%	52%
My school is managed effectively.	33%	↓ 70%	61%	57%
My school runs smoothly.	20%	↓ 60%	58%	55%
My school creates a positive work environment.	50%	↓ 77%	69%	68%
Discipline in this school is fair.	37%	↓ 43%	48%	46%
My school sets high expectations for students.	30%	↓ 40%	58%	52%

# Culture cont...

Question	Your School - Oct 2022		Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
My school's employees are committed to the success of my school.	77%	↓	87%	83%	85%
I feel informed about important decisions regarding my school.	20%	↓	40%	52%	47%
My school communicates a clear direction for the future.	41%	↓	43%	52%	44%
Information about school policies is disseminated to staff clearly.	60%	↑	53%	58%	54%

# PD & Support

Question	Your School - Oct 2022	Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
I have opportunities to learn at work.	63%	70%	72%	72%
I have opportunities to grow professionally at work.	60%	63%	64%	62%
My school supports me in implementing what I have learned in professional development.	33%	45%	56%	51%
I have the necessary resources to do my job well.	30%	40%	66%	64%
My school encourages me to seek professional development opportunities to improve my practice.	48%	32%	58%	52%
I have access to meaningful professional development.	47%	30%	53%	49%

# PD & Support cont...

Question	Your School - Oct 2022		Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
My professional development over the last year has been closely connected with my school's priorities.	33%	↑	23%	53%	47%
My professional development over the last year has provided me with teaching strategies to better meet my students' needs.	48%	↑	36%	51%	44%
My professional development over the last year has provided me with content support.	24%	↑	9%	41%	36%
I receive regular feedback from my supervisors.	57%	↑	53%	54%	48%
I receive regular feedback from my colleagues.	47%	↑	57%	55%	49%
The feedback I receive from my supervisors helps me improve my work.	60%	↑	53%	59%	55%
The feedback I receive from my colleagues helps me improve my work.	63%	↓	77%	73%	71%

# School Safety

Question	Your School - Oct 2022		Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
Students are safe from bullying at my school.	10%	↓	43%	48%	39%
Adults at my school try to stop bullying and harassment.	93%	↑	79%	82%	80%
In my school, there are clear rules for students against hurting other people.	83%	↓	87%	76%	74%
I feel safe from harm while at my school.	57%	↓	87%	79%	80%

# DEI

Question	Your School - Oct 2022	Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
My school puts practices in place that include staff of diverse backgrounds in decision making processes.	37% ↑	27%	56%	52%

# DEI cont...



Question	Your School - Oct 2022		Your School - Oct 2021	Typical YouthTruth school	Typical OR school *
How often do you see people of diverse backgrounds in artwork, posters and/or pictures around the school?	43%	↑	38%	62%	59%
How often do you see people of diverse backgrounds in instructional materials?	37%	↑	52%	58%	54%
How often do you see people of diverse backgrounds in student work and projects?	47%	↑	36%	62%	54%
How often do you see people of diverse backgrounds during school events (e.g. virtual school activities, school fairs, sporting events, etc.)?	43%	↑	41%	61%	49%
How often do you see people of diverse backgrounds represented in staff leadership roles (e.g. committee or department chair, school site council representative, special assignment)?	27%	↓	34%	51%	42%