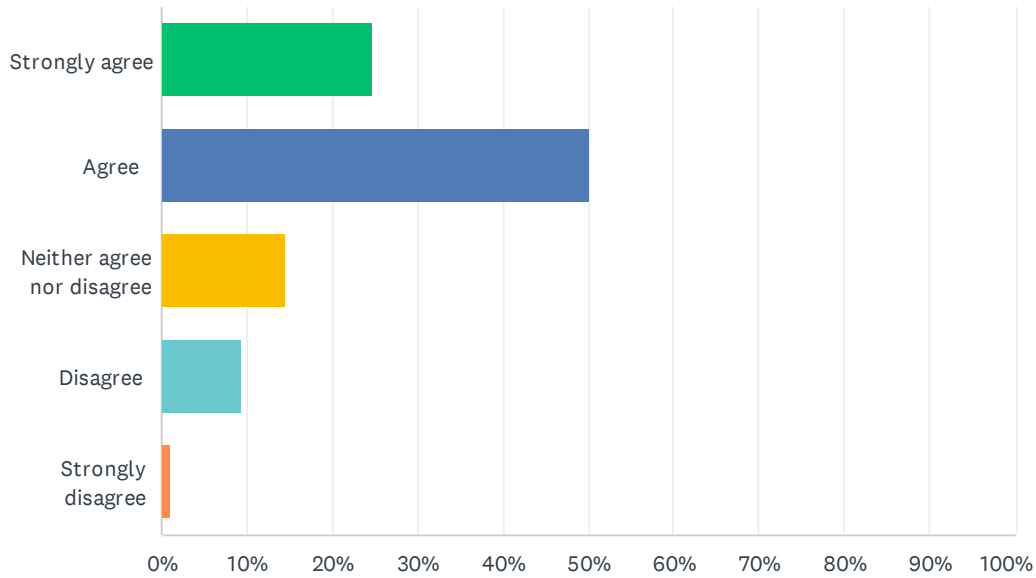


Q1 I feel like I belong at WGSD.

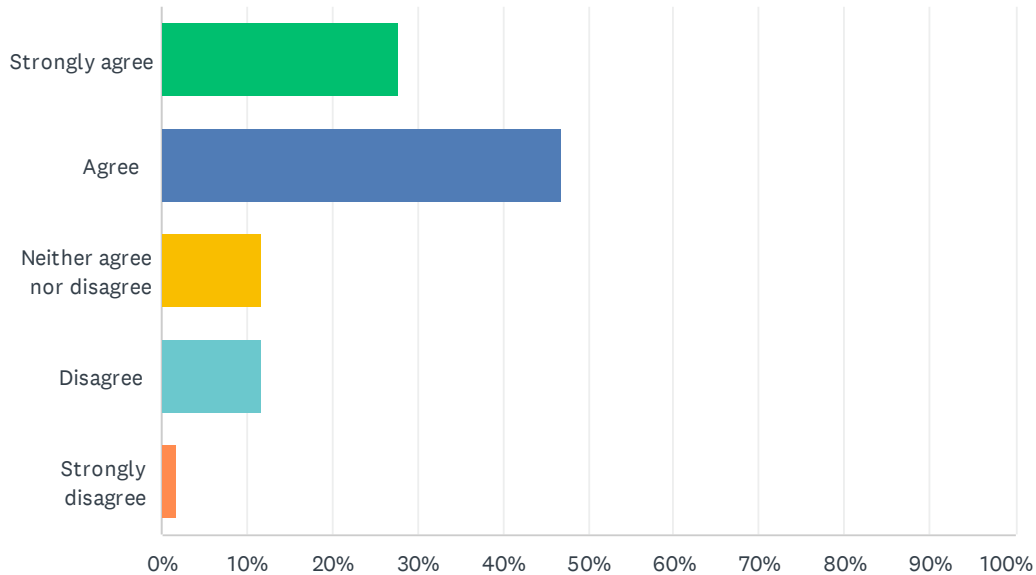
Answered: 351 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	24.79%	87
Agree	50.14%	176
Neither agree nor disagree	14.53%	51
Disagree	9.40%	33
Strongly disagree	1.14%	4
TOTAL		351

Q2 I feel valued and welcomed as an individual in my school (if you work in a school) or department (if you work outside of a school).

Answered: 349 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly agree	27.79%	97
Agree	46.99%	164
Neither agree nor disagree	11.75%	41
Disagree	11.75%	41
Strongly disagree	1.72%	6
TOTAL		349

Q3 What are 3 things your school or department can do to support you without negatively impacting the students you serve? (100 character max.)

Answered: 268 Skipped: 84

#	RESPONSES	DATE
1	More PD, time set aside for reflection and feedback so that I can grow as a teacher	4/29/2022 2:01 PM
2	More time to work in classroom; mental health days strategically placed	4/29/2022 12:04 PM
3	Having bi-weekly/monthly health check in with staff, more counselors, and better inclusion	4/29/2022 9:55 AM
4	What is the valid format?	4/27/2022 10:28 AM
5	provide time for colleague conversation/check ins	4/26/2022 10:26 AM
6	Pay, Communication, Training	4/26/2022 7:31 AM
7	Give meaningful feedback with evaluations, answer emails, visit our classes	4/25/2022 12:06 PM
8	1. Consistent subs. 2. Staff shout outs. 3. Staff community building.	4/25/2022 11:38 AM
9	na	4/25/2022 11:12 AM
10	Support for students to reduce my stress & responsibilities...aides, math help, reliable subs.	4/25/2022 9:28 AM
11	Ask for input; Make efforts to get to know new employees; Affirm positive work ethic and behaviors	4/25/2022 9:27 AM
12	extra planning, WG calendar should have the MO's expectations - not added days	4/24/2022 9:21 PM
13	resources to support our children of color, hire behavior interventionist or school counselor	4/24/2022 7:53 PM
14	Allow for more personal plan time, follow through on discipline, remove the no jeans policy.	4/24/2022 11:45 AM
15	Smaller class sizes, additional plan time	4/23/2022 10:30 AM
16	create a better more user friendly principal/counselor/extension/room# chart graphic	4/22/2022 2:45 PM
17	Enforce the rules	4/22/2022 1:30 PM
18	1) Provide breaks 2) Offer extra time off 3) Compliments on the side when applicable	4/22/2022 1:27 PM
19	Perception that CO and Evals are "Gotcha tools". CO is feared. more visible show of support.	4/22/2022 1:11 PM
20	More behavioral support for students	4/22/2022 12:59 PM
21	Continue to be understanding.	4/22/2022 12:56 PM
22	provide more training opportunities, and acknowledge when staff go above whats required	4/22/2022 12:03 PM
23	Continue to keep pushing for change that helps all people	4/22/2022 11:18 AM
24	Change in staff culture	4/22/2022 10:34 AM
25	I don't know. The kind of things that would help would need to be district level changes.	4/22/2022 10:21 AM
26	Take things off our plate.	4/22/2022 10:21 AM
27	Uphold teacher's boundaries with parents.	4/22/2022 9:51 AM
28	Pay SSD assistants for days off the district has	4/22/2022 9:37 AM
29	Increased funding for supplies, technology and transportation to cultural institutes.	4/22/2022 9:30 AM
30	recognition, resources, continuing education opportunities	4/22/2022 9:05 AM
31	Work on school culture.	4/22/2022 9:00 AM

2022 WGSD Staff Climate Survey

32	somehow increase subs for staff	4/22/2022 8:53 AM
33	school and department have been very supportive, especially this year	4/22/2022 8:44 AM
34	Respect me and my title Not keep calling me by my first name vs last name	4/22/2022 8:42 AM
35	Show appreciation. Stop handing over others people's responsibilities. More support staff.	4/22/2022 8:35 AM
36	more plan time, less meetings during plan time, support during F and P's	4/22/2022 8:34 AM
37	more time to actually plan. more than two personal days. care about the mental health of teachers.	4/22/2022 8:26 AM
38	Trust me as a professional	4/22/2022 8:24 AM
39	better communication, consistent discipline/behavior expectations school-wide including staff	4/22/2022 8:22 AM
40	Collaborate, stay positive about students and their families, stay focused during CLTs	4/22/2022 8:20 AM
41	provide a sub for support staff	4/22/2022 8:20 AM
42	recognize there are other religions besides christianity.	4/22/2022 8:20 AM
43	I'm doing ok.	4/22/2022 8:20 AM
44	I am always happy to receive more PLC time.	4/22/2022 8:19 AM
45	Effective communication, tech support, increased staff support time	4/22/2022 8:18 AM
46	n/a	4/22/2022 8:12 AM
47	More plan time with individual course teachers, retake policy change/no retakes	4/22/2022 8:12 AM
48	Less meetings and paperwork without a purpose, more designated collaboration time between staff	4/22/2022 8:11 AM
49	n/a.	4/22/2022 8:10 AM
50	Be present, consistently enforce school policies, listen and acknowledge teachers.	4/22/2022 8:10 AM
51	I am good!	4/22/2022 8:06 AM
52	take stuff off of plates	4/22/2022 8:06 AM
53	Have consequences for bad behavior across the board	4/22/2022 7:52 AM
54	Time to collaborate, plan time just as plan time, less movement in grade levels	4/21/2022 7:25 PM
55	more plan time during assessment periods	4/21/2022 9:34 AM
56	Mental health days, salary increase, fewer meetings	4/21/2022 9:22 AM
57	1. Use me more 2. Allow me to work with more students	4/21/2022 8:37 AM
58	Streamline admin/support staff to hire more teachers, 1 to 1 Chromebooks, property management	4/19/2022 9:24 AM
59	Hire enough people to do the jobs correctly, enforce policies and prevent reverse discrimination.	4/18/2022 8:05 AM
60	prompt response to student needs, purposeful use of my plan time based on the needs of my students	4/16/2022 9:25 AM
61	Communicate with staff so that they know the reasons why changes occur. We are human--not robots.	4/15/2022 6:08 PM
62	Stand up to parents, stop adding responsibilities without adding time, and increase school pride.	4/15/2022 4:42 PM
63	100 character isn't enough space to list	4/15/2022 2:20 PM
64	Maintaining the equipment and space to the proper industry standards.	4/15/2022 12:24 PM
65	Teach only one course or two courses in the same subject area until I have more experience.	4/15/2022 12:08 PM

2022 WGSD Staff Climate Survey

66	Welcome our thoughts and opinions, promote good mental health	4/15/2022 11:55 AM
67	N/A	4/15/2022 11:18 AM
68	Increase recognition, increase responsiveness to requests	4/15/2022 10:53 AM
69	have dept. mtgs, foster fun, *meaningfully* address concerns	4/15/2022 10:11 AM
70	1). Offer release time to finish work so that it doesn't have to be taken home all of the time	4/15/2022 9:55 AM
71	continue to be personable and check ins	4/15/2022 9:42 AM
72	I feel very supported!	4/15/2022 9:40 AM
73	Smaller class sizes	4/15/2022 9:31 AM
74	Work to provide students technology (1:1)	4/15/2022 9:12 AM
75	1. better communication 2. better relations 3 no more transfer from canvas to sis	4/15/2022 8:54 AM
76	create training manuals/building orientation packets for new teachers	4/15/2022 8:52 AM
77	Increased communication between admin and staff	4/15/2022 8:51 AM
78	The only thing my room really needs is consistent reliable wifi.	4/15/2022 8:46 AM
79	I don't know.	4/15/2022 8:19 AM
80	More consideration and team work	4/15/2022 8:12 AM
81	have compassion, show support, and value me	4/15/2022 8:05 AM
82	Continue to help me feel a part of this department even though I am only here one hour per day.	4/15/2022 7:27 AM
83	More competent subs, increase budget, listen	4/14/2022 11:26 AM
84	Smaller class sizes, more PLC time in the spring leading up to finals, more consistent schedule	4/14/2022 10:39 AM
85	I see students and teachers every day. Would appreciate Admin stopping by to say Hello.	4/14/2022 9:07 AM
86	Mental health days, adequate planning time, realistic work load	4/13/2022 9:40 PM
87	I need a classroom space that serves the needs of my students.	4/13/2022 2:04 PM
88	clear expectations-kids & staff (&accountable); less work that not directly related to class/kids	4/13/2022 11:23 AM
89	?	4/13/2022 9:37 AM
90	communication	4/12/2022 3:13 PM
91	Trust me in my areas of expertise; Hear all voices	4/12/2022 12:39 PM
92	Consistent daily schedule, maintain 1 grade book, teacher input	4/12/2022 12:24 PM
93	n/a	4/12/2022 11:06 AM
94	N/A	4/12/2022 10:49 AM
95	More training for recess and lunch aides	4/12/2022 10:35 AM
96	Please keep teacher mental health in mind; allot funding for furniture updates; visit the schools	4/12/2022 8:33 AM
97	1. Get positions filled in all areas, with quality and employees	4/12/2022 7:10 AM
98	not sure how to answer this	4/11/2022 3:15 PM
99	Reduce number of tasks associated with administrative goals which detract from my teaching	4/11/2022 3:03 PM
100	Provide qualified subs, follow through re: expectations, respond to personnel needs	4/11/2022 2:51 PM
101	keep class sizes low (<20), use my/our placement recommendations,	4/11/2022 2:30 PM
102	Being appreciative	4/11/2022 2:29 PM

2022 WGSD Staff Climate Survey

103	Not allow only administrators to make decisions that impact our day to day.	4/11/2022 1:48 PM
104	give me technology i need	4/11/2022 1:42 PM
105	I don't let negativity enter into my classroom.	4/11/2022 1:36 PM
106	It would be nice to have PD in my speciality area, and not just a general PD.	4/11/2022 1:35 PM
107	Continued support for the nurses to eat lunch away from the clinics.	4/11/2022 1:35 PM
108	Clearer communication across buildings and departments would make some parts of my job easier.	4/11/2022 1:21 PM
109	Don't change the schedule. Don't change the computer programs. Hire more custodians.	4/11/2022 1:19 PM
110	make decisions collaboratively rather than top down	4/11/2022 1:19 PM
111	NA; I feel supported.	4/11/2022 1:19 PM
112	1. make technology easily accessible to students, clearly communicate, keep class sizes manageable	4/11/2022 1:12 PM
113	More collaboration. Encouragement. Less confusing schedule.	4/11/2022 1:10 PM
114	show appreciation treat me as a professional provide time for teacher tasks grading planning PLC	4/11/2022 11:11 AM
115	Say that what I am doing is enough and that I am enough.	4/10/2022 9:11 PM
116	Respect my job as a specialist, no more extra duties, hire more aides,	4/8/2022 6:33 PM
117	1Give us resources to teach 2Holding students accountable for actions3 teachers get 1/2day off too	4/8/2022 1:55 PM
118	money for furniture, more writing and math support for students, additional personal days again	4/8/2022 10:39 AM
119	Staff allow communication, regardless of chain of command.	4/7/2022 12:10 PM
120	doesn't matter what teachers think, you will just ram more shit down our throats	4/7/2022 11:08 AM
121	consistent communication, appropriate student discipline, school rules enforced	4/6/2022 5:25 PM
122	Take somethings off our plate. Offer more services to help kids mental health Slow down!	4/6/2022 4:37 PM
123	less frequent CLTs, two required conferences, More support for Writing	4/6/2022 2:57 PM
124	Daily check-ins; in-person communication; more appreciation/acknowledgment of support staff	4/6/2022 2:23 PM
125	1. stop changing the schedule 3. support the students with reading disabilities with more services	4/6/2022 1:27 PM
126	Don't plan CLT on our plan time, have late start like WGHS.	4/6/2022 1:12 PM
127	Keep me in the same grade and same classroom for more than 5 years	4/6/2022 1:11 PM
128	CLT bimonthly instead of weekly. Losing plan time once a week is a lot.	4/6/2022 1:10 PM
129	Resume parent volunteers in buildings	4/6/2022 12:30 PM
130	Decrease weekly CLT meetings to biweekly More adults in the building Less responsibility	4/6/2022 12:28 PM
131	Not ask for me to work outside contracted hours all the time, CLTs 2 times a month, Hire more aides	4/6/2022 12:26 PM
132	Decrese CLTs to every other week	4/6/2022 12:23 PM
133	Not micromanage my time and my job and allow me to teach	4/6/2022 10:23 AM
134	Just appreciation for the work	4/6/2022 9:42 AM
135	bring back the unlimited sick leave, keep the schedule consistent	4/6/2022 8:55 AM
136	listen to our voices when asked ideas/opinions.	4/6/2022 8:29 AM
137	1. New work space (working on it) 2. raise/treated as the certified staff we are.	4/6/2022 8:04 AM

2022 WGSD Staff Climate Survey

138	Turn my position into a salaried position, More opportunities for training	4/5/2022 9:11 PM
139	Flexible schedule	4/5/2022 5:03 PM
140	additional plan time, reduce class size, provide social-emotional supports for students and staff.	4/5/2022 3:36 PM
141	Small class sizes, de-emphasize EOC or test scores, unstructured time for staff during PD time	4/5/2022 3:36 PM
142	Do not change resources we use, Purchase materials to support curriculum, PLC late start EVERY week.	4/5/2022 3:22 PM
143	continue to support anxiety, not micromanage time	4/5/2022 3:20 PM
144	Less testing, more teaching time.	4/5/2022 3:10 PM
145	eliminate unnecessary meetings, stop changing course so often, work time instead of PD days	4/5/2022 3:09 PM
146	I need folks esp. in admin to address their anti fat bias	4/5/2022 3:08 PM
147	more student support for interventions, less testing time and more time to teach, true plan times	4/5/2022 3:08 PM
148	Check in, Stand with me, and always help out	4/5/2022 3:08 PM
149	Massage chairs :)	4/5/2022 3:08 PM
150	Give time. Providing little surprises throughout the year. Check in with me consistently	4/5/2022 3:08 PM
151	use our aide to pull students for small groups	4/5/2022 3:07 PM
152	3 conferences is too much and not necessary	4/5/2022 3:07 PM
153	less meetings during plan time, 2 conferences instead of 3-make the 3rd as needed	4/5/2022 3:06 PM
154	more time for planning with other district counselors, more time with elementary counselors	4/5/2022 3:06 PM
155	be kind	4/5/2022 3:04 PM
156	Give more attention to the breaks we need	4/5/2022 3:03 PM
157	Many double standards.. don't overshare about your life but then let's do a staff spotlight.	4/5/2022 2:59 PM
158	acknowledge and hold teachers/admin accountable when microaggressions happen	4/5/2022 2:56 PM
159	INCLUDING US WHEN MAKING SCHEDULES	4/5/2022 2:52 PM
160	Provide resources to best support our children of color	4/5/2022 2:17 PM
161	curriculum coordinator, follow policies, provide real PD opportunities	4/5/2022 1:16 PM
162	Provide time, resources, and mental health days	4/5/2022 12:08 PM
163	search out the best possible candidates listen to staff when hiring leaders	4/5/2022 11:56 AM
164	Check in with me, provide necessary supplies, collaborate.	4/5/2022 11:24 AM
165	Communication and Encouragement and Just simply being Supportive!	4/5/2022 9:51 AM
166	n/a	4/5/2022 8:15 AM
167	Morning training for the staff	4/5/2022 8:08 AM
168	more plan time (less meetings), consequences for student behavior, changing Statesmen time at Hixson	4/5/2022 7:42 AM
169	Principal micromanages me	4/4/2022 10:22 PM
170	respect that not has the same opinion about gender conversations in the classroom.	4/4/2022 9:01 PM
171	Nothing at this time	4/4/2022 9:00 PM
172	How individuals / administration accountable for unjust behavior and building practices.	4/4/2022 8:06 PM

2022 WGSD Staff Climate Survey

173	Time to plan with my team, time to work on progress reports, time :-)	4/4/2022 7:49 PM
174	Your survey will not let me answer this question which is incredibly frustrating	4/4/2022 7:40 PM
175	HonorThatManyDisagreeWithTheIdeaOfChoiceOfGenderIdentity.Don'tRequireMeToActLike I subscribe to this	4/4/2022 4:16 PM
176	I honestly have no idea.	4/4/2022 4:13 PM
177	Provide time on a regular basis, to do some of my paperwork	4/4/2022 3:55 PM
178	i tried to enter info. 3 times, but it wouldn't save my answers	4/4/2022 3:48 PM
179	Reduce the number of meetings! Rethink Lucy Calkins being our "Bible"!!	4/4/2022 3:41 PM
180	not 3 rounds of conferences not to take plan time for IEPs coordinators work together combine topics	4/4/2022 3:39 PM
181	purge materials/furn & protect plan time	4/4/2022 3:38 PM
182	pick my sub, leave early and make up time w/o half day taken	4/4/2022 3:38 PM
183	No plan time for IEPs/Student Success Meetings; not have three rounds of parent teacher conferences	4/4/2022 3:35 PM
184	support and CLT meeting looks in our district and late start days to be used for sharing data.	4/4/2022 3:35 PM
185	plan time, aide support, new curriculum without adequate scope/sequence	4/4/2022 3:34 PM
186	if my comment is in invalid format, I have no comment.	4/4/2022 3:34 PM
187	Adequate/uninterrupted plan time, support with behavior concerns, and avoid unnecessary meetings	4/4/2022 3:34 PM
188	streamline/minimize roll-outs, avoid using plan time for meetings,	4/4/2022 3:33 PM
189	Less students in early childhood, full time aide in kindergarten if class sizes are larger than 16,	4/4/2022 3:33 PM
190	minimize rollouts, don't take my plan time for meetings,	4/4/2022 3:32 PM
191	more teacher planning time/less meetings that interfere with plan time	4/4/2022 3:32 PM
192	Allow me to be an artist as I teach.	4/4/2022 3:32 PM
193	reading support and support students' social emotional needs and adequate plan time for staff	4/4/2022 3:32 PM
194	Provide me with support with the students who may need some extra support cause of their behavior.	4/4/2022 3:31 PM
195	staff children should be able to attend their parent's school	4/4/2022 3:31 PM
196	doing a good job	4/4/2022 3:30 PM
197	support with increased discipline issues, follow-through	4/4/2022 3:30 PM
198	provide support for students, better communication, no more changes let us learn	4/4/2022 3:29 PM
199	not sure	4/4/2022 3:27 PM
200	I feel very supported in my school and in my department	4/4/2022 3:19 PM
201	I feel very supportive.	4/4/2022 3:02 PM
202	Longer lunches, Not having to do recess/lunch duty, pay increase	4/4/2022 2:20 PM
203	protect teacher plan time, late starts for CLT, higher more aides	4/4/2022 2:13 PM
204	principal could trust me	4/4/2022 2:09 PM
205	More team meetings with administration.	4/4/2022 1:13 PM
206	Take actionable steps to address needs, provide further training and clarification on tasks	4/4/2022 1:06 PM
207	stop expecting teachers to create everything for interventions, hire someone, hire more aides	4/4/2022 1:05 PM

2022 WGSD Staff Climate Survey

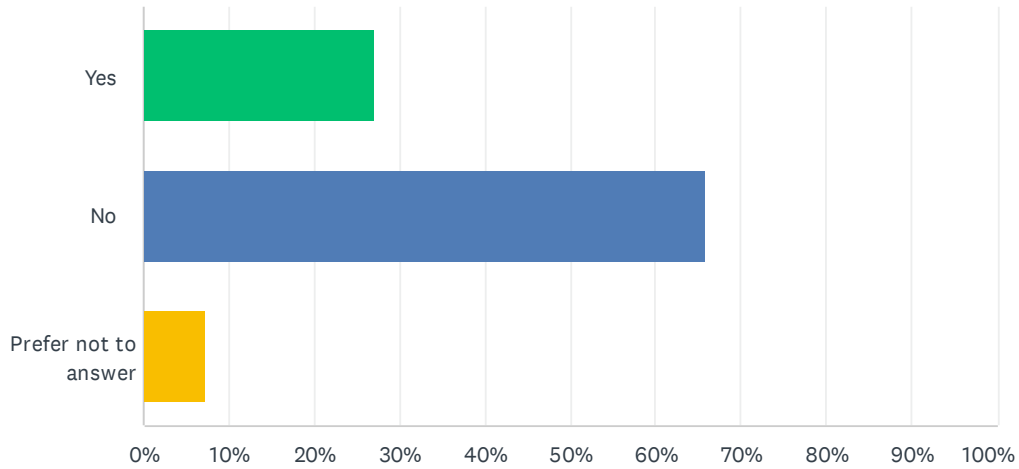
208	1. Reduce report card comments 2. lower class sizes/more grading/planning time 3. Update facilities	4/4/2022 1:02 PM
209	Get other people to do interventions instead of classroom teachers	4/4/2022 12:56 PM
210	Continue to provide positive place to work.	4/4/2022 12:39 PM
211	Communication, staff retention and keeping a positive work work environment	4/4/2022 12:27 PM
212	Giving the support I need.	4/4/2022 12:17 PM
213	Teacher role in decision making	4/4/2022 12:16 PM
214	1. Be patient 2. Speak to me as though I am an adult not a child 3. Be open to new ideas	4/4/2022 12:15 PM
215	More mental health days/time	4/4/2022 11:46 AM
216	I don't have any suggestions	4/4/2022 11:30 AM
217	I am an SSD teacher and we are treated like second class citizens.	4/4/2022 11:27 AM
218	Do critical eval & make choices*Time-Elem Ts, how many subjects & sm groups they plan daily=failure	4/4/2022 11:13 AM
219	Principals actually check in, walk the halls, be seen.	4/4/2022 11:02 AM
220	stronger counseling program, accountability, equal plan times	4/4/2022 11:01 AM
221	It would be nice if people called me by the name I went by, instead of the name from my email	4/4/2022 10:47 AM
222	Staff backup support, hold parents accountable	4/4/2022 10:35 AM
223	hire some help.pay increase.	4/4/2022 10:33 AM
224	Provide the furniture required for the classroom so that I am not using my personal money.	4/4/2022 10:05 AM
225	lessen paperwork, meetings, and duties	4/4/2022 9:53 AM
226	require less training, be open to opinions, listen	4/4/2022 9:51 AM
227	1. time to make connections outside the dept. 2. School supply store for teachers-	4/4/2022 9:37 AM
228	Listen, collaborate, celebrate	4/4/2022 9:33 AM
229	1. communication	4/4/2022 9:33 AM
230	Communication, positive attitude, smile!	4/4/2022 9:33 AM
231	Time	4/4/2022 9:31 AM
232	1. Nothing 2. nothing. 3. nothing	4/4/2022 9:28 AM
233	trust us to do our job without micromanaging	4/4/2022 9:18 AM
234	Focus on good work completed first. Then, focus on ways to improve. Collaborate on projects.	4/4/2022 9:12 AM
235	treat everyone equally, let teachers question admins ideas, trust the teachers	4/4/2022 9:12 AM
236	Handle coverage if I'm absent, rather than asking me to ask a co-worker to cover	4/4/2022 8:56 AM
237	1. communicate consistently	4/4/2022 8:54 AM
238	support some boundaries I have with parents, support some boundaries I have with staff	4/4/2022 8:53 AM
239	Better communication between departments and schools, strategic plan, streamlined systems	4/4/2022 8:49 AM
240	more plan time, more adult student support, better schedule	4/4/2022 8:48 AM
241	more time to work with teachers in my subject matter.	4/4/2022 8:46 AM
242	The format of this survey does not allow me to answer the question REDUCE EXCESS WORKLOAD TASKS	4/4/2022 8:44 AM
243	I'm good	4/4/2022 8:38 AM
244	Understand there are already enough expectations. Value you my time.	4/4/2022 8:38 AM

2022 WGSD Staff Climate Survey

245	100 characters is not enough to describe 3 things.	4/4/2022 8:37 AM
246	Provide physical space for SSD SW to meet with children.	4/4/2022 8:31 AM
247	Have clear expectations. Provide outlets for the time it takes to teach adequately.	4/4/2022 8:31 AM
248	Admin Assist Subs are needed	4/4/2022 8:30 AM
249	Nothing even comes to mind. Our school is so supportive and considerate of our needs.	4/4/2022 8:28 AM
250	Having a mentor program for new WGSD staff, more team building for new staff that start mid-year	4/4/2022 8:28 AM
251	Professional Learning Opportunities re-finding joy in the field of education patience	4/4/2022 8:24 AM
252	Staff appreciation, Unexpected days off, School highlights??	4/4/2022 8:22 AM
253	Recognition	4/4/2022 8:19 AM
254	Continue being appreciative of my efforts, time for planning	4/4/2022 8:19 AM
255	Positive acknowledgment, informed about staff, fun time to get to know staff outside my dept	4/4/2022 8:18 AM
256	compensate me fairly for the task that I am providing versus the task I was hired for	4/4/2022 8:17 AM
257	have a collaborative and growth mindset; focus on big picture; continue to support students	4/4/2022 8:17 AM
258	provide opportunities to socialize and connect with other staff, check in on my wellbeing	4/4/2022 8:13 AM
259	Being sure to not overload teachers with more that they need to do	4/4/2022 8:13 AM
260	Be consecutive when it comes to discipline, include me when it comes to discipline procedures	4/4/2022 8:13 AM
261	Clear expectations, reduce items on daily plate, be there when I need help	4/4/2022 8:12 AM
262	Schedule meetings not during plan time	4/4/2022 8:12 AM
263	trust my judgement as a professional	4/4/2022 8:11 AM
264	it doesnt matter as i am not valued	4/4/2022 8:11 AM
265	My building respects me, the higher ups don't. Only black people are valuable here in Webster.	4/4/2022 8:09 AM
266	Na	4/4/2022 8:08 AM
267	Work more as a team ensuring that everyone is well informed of what is needed to be successful.	4/4/2022 8:07 AM
268	Give us more time to meet as a department. We currently have 25 minutes of time once per week.	4/4/2022 8:07 AM

Q4 More information or resources about stress management would benefit me.

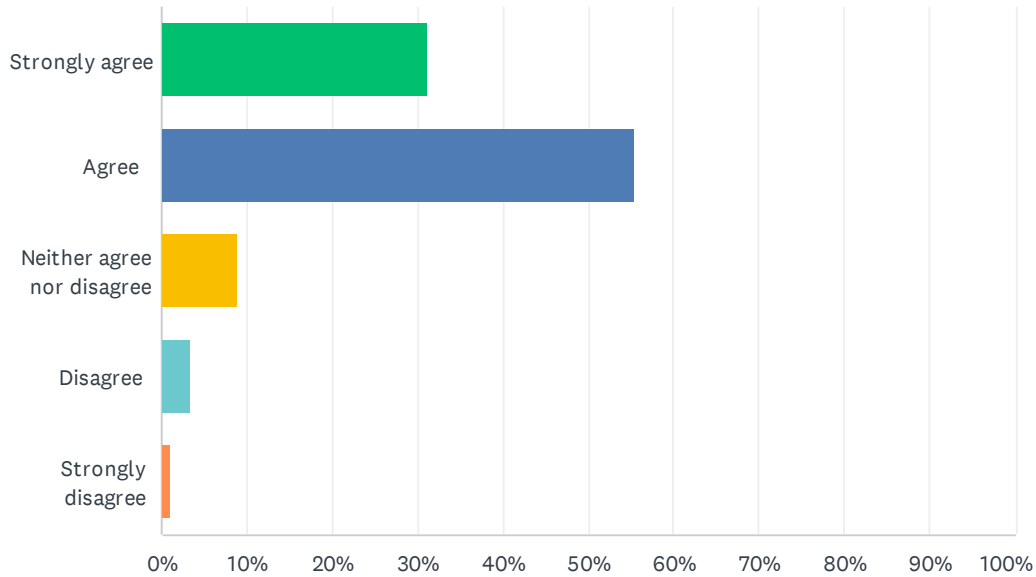
Answered: 348 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	27.01%	94
No	65.80%	229
Prefer not to answer	7.18%	25
TOTAL		348

Q5 During this school year, someone has provided me with positive feedback related to my work.

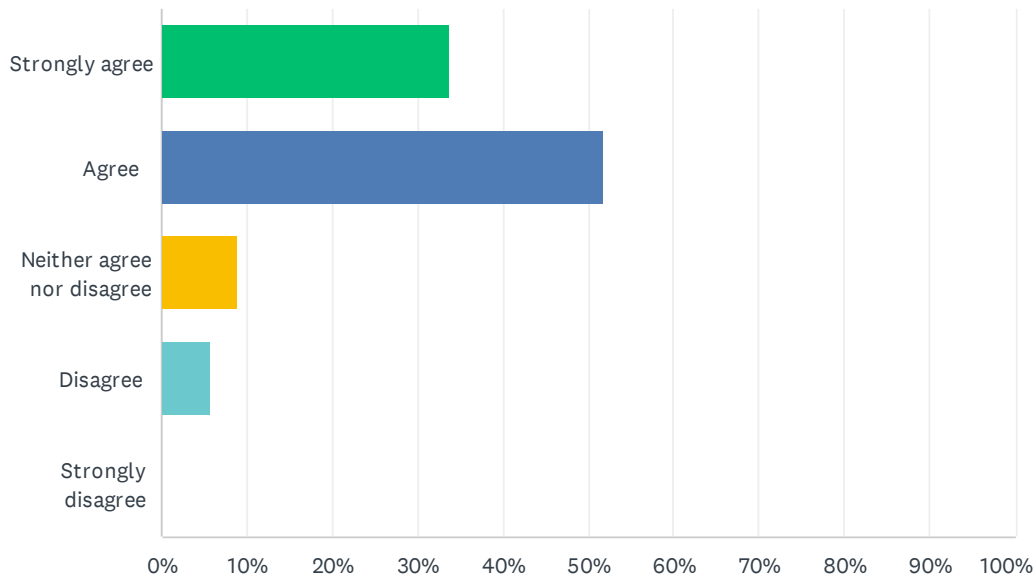
Answered: 348 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly agree	31.03%	108
Agree	55.46%	193
Neither agree nor disagree	8.91%	31
Disagree	3.45%	12
Strongly disagree	1.15%	4
TOTAL		348

Q6 There is someone at work who encourages me.

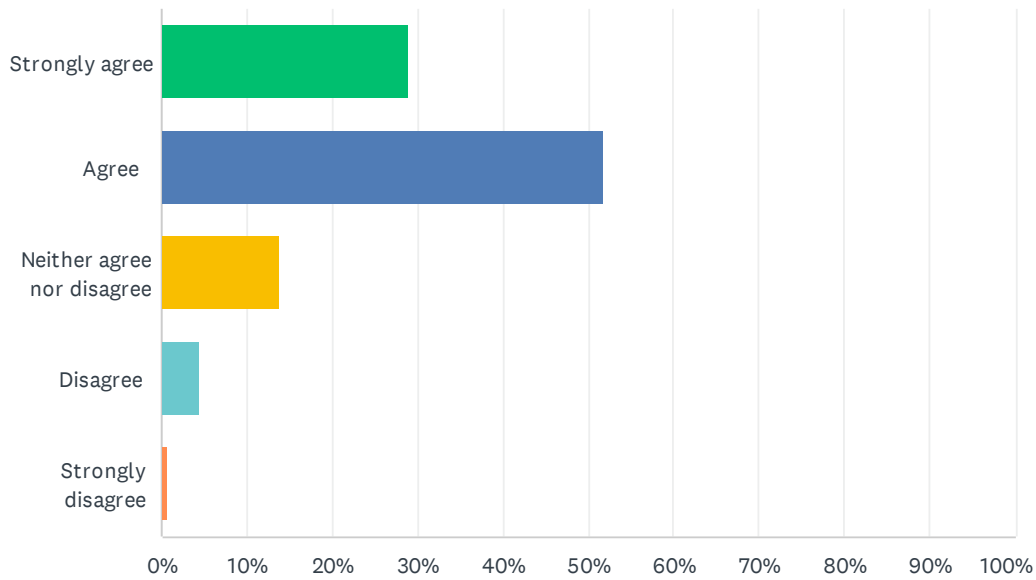
Answered: 350 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	33.71%	118
Agree	51.71%	181
Neither agree nor disagree	8.86%	31
Disagree	5.71%	20
Strongly disagree	0.00%	0
TOTAL		350

Q7 I feel respected by my colleagues at work.

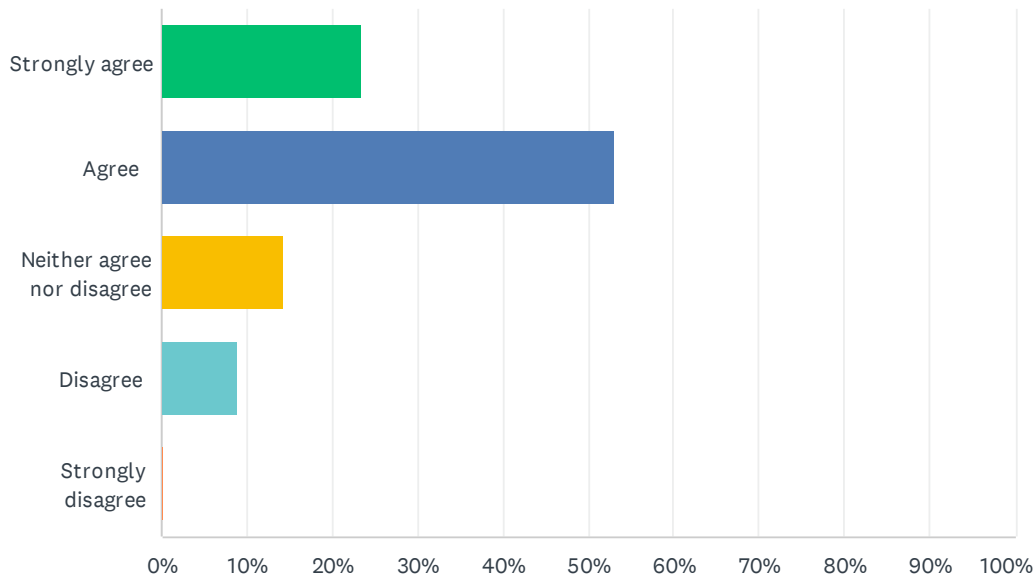
Answered: 351 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	29.06%	102
Agree	51.85%	182
Neither agree nor disagree	13.96%	49
Disagree	4.56%	16
Strongly disagree	0.57%	2
TOTAL		351

Q8 WGSD has a strong commitment to diversity, equity, and inclusion.

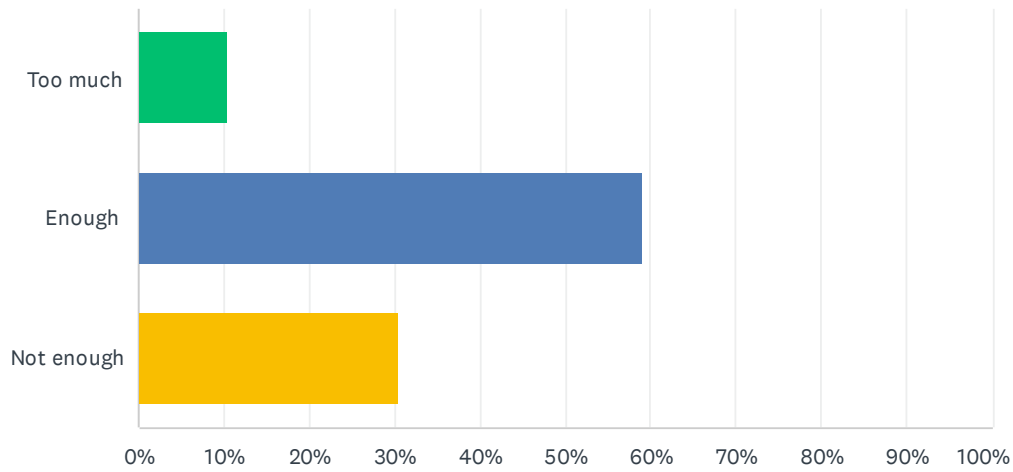
Answered: 350 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	23.43%	82
Agree	53.14%	186
Neither agree nor disagree	14.29%	50
Disagree	8.86%	31
Strongly disagree	0.29%	1
TOTAL		350

Q9 WGSD demonstrates diversity, equity and inclusion.

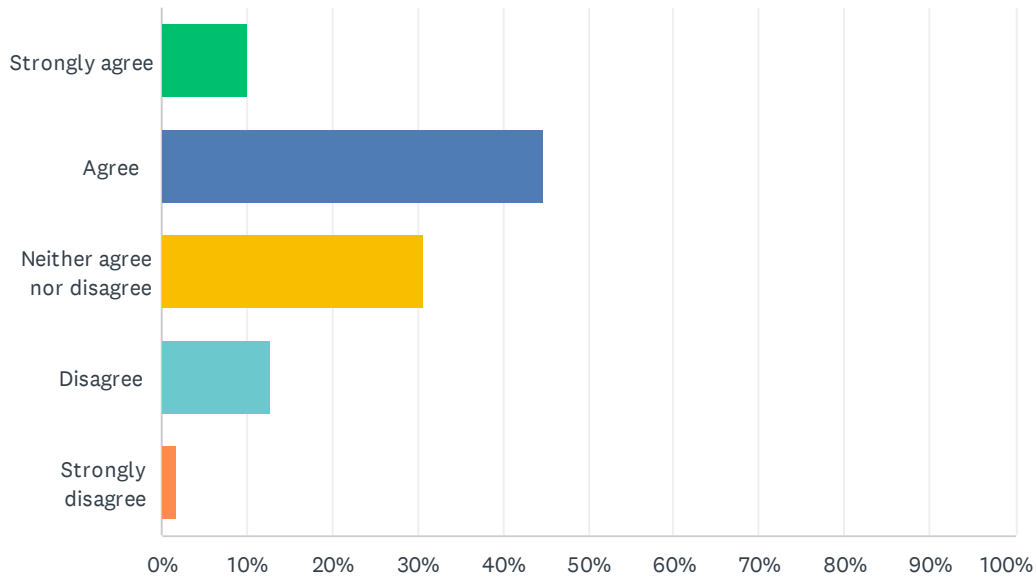
Answered: 347 Skipped: 5



ANSWER CHOICES	RESPONSES	
Too much	10.37%	36
Enough	59.08%	205
Not enough	30.55%	106
TOTAL		347

Q10 In my school (if you work in a school) or department (if you work outside of a school), adults have the opportunity to have honest race-related conversations.

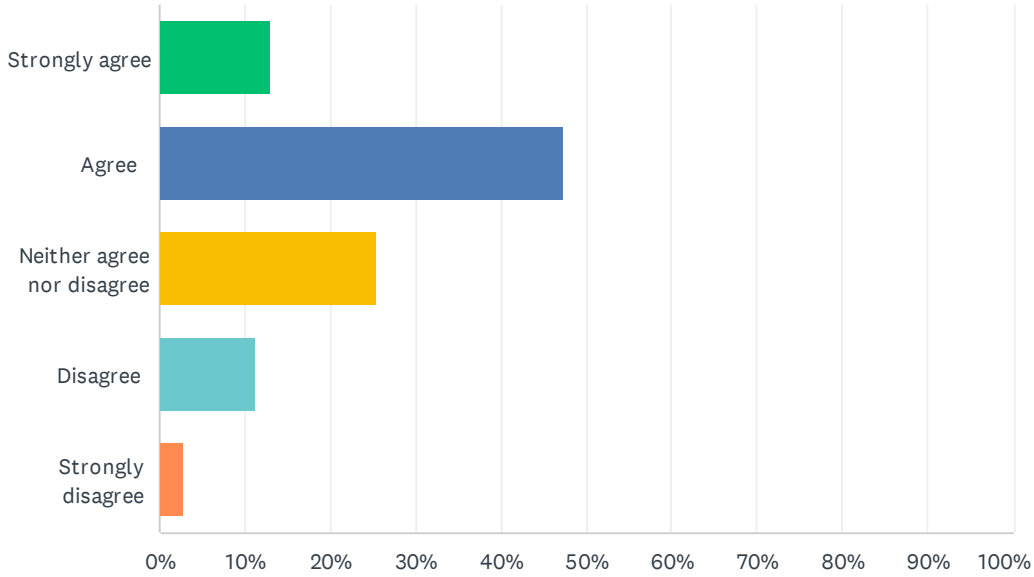
Answered: 351 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	9.97%	35
Agree	44.73%	157
Neither agree nor disagree	30.77%	108
Disagree	12.82%	45
Strongly disagree	1.71%	6
TOTAL		351

Q11 In my school (if you work in a school) or department (if you work outside of a school), I feel comfortable having race-related conversations with other adults.

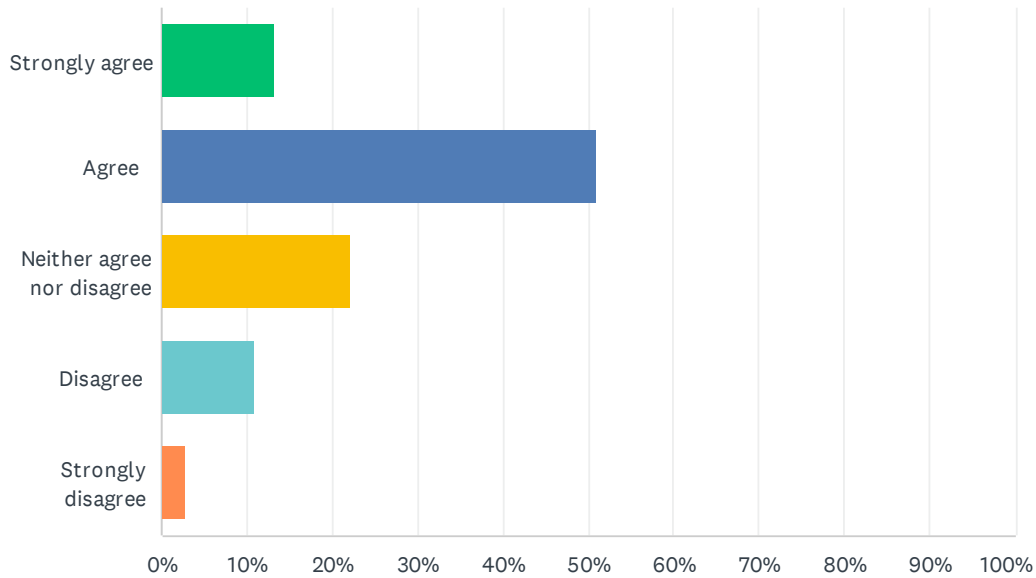
Answered: 351 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	13.11%	46
Agree	47.29%	166
Neither agree nor disagree	25.36%	89
Disagree	11.40%	40
Strongly disagree	2.85%	10
TOTAL		351

Q12 In my school (if you work in a school) or department (if you work outside of a school), I feel comfortable having honest gender/gender expression conversations with other adults.

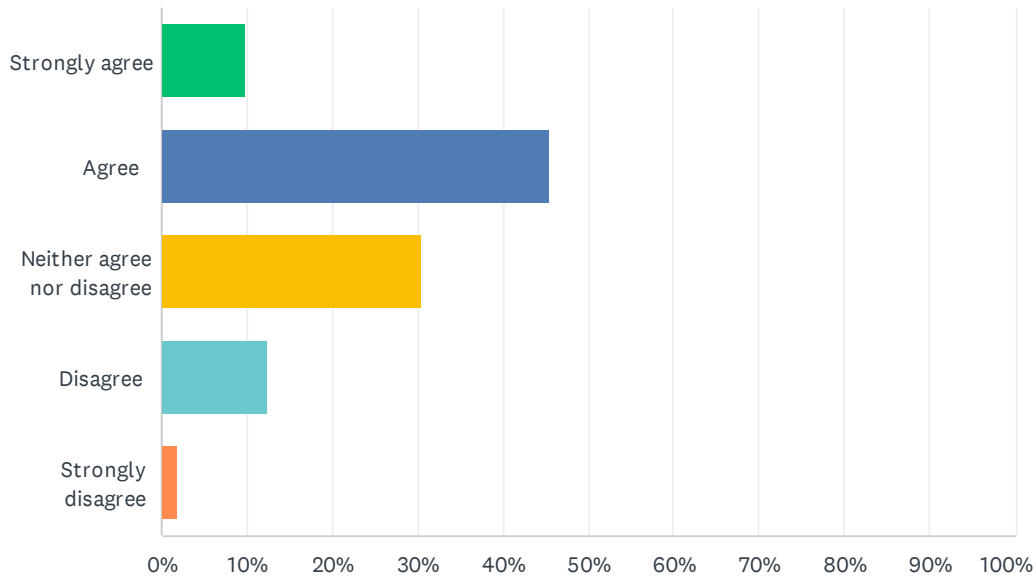
Answered: 348 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly agree	13.22%	46
Agree	50.86%	177
Neither agree nor disagree	22.13%	77
Disagree	10.92%	38
Strongly disagree	2.87%	10
TOTAL		348

Q13 In my school (if you work in a school) or department (if you work outside of a school), adults have the opportunity to have honest gender/gender expression conversations with other adults.

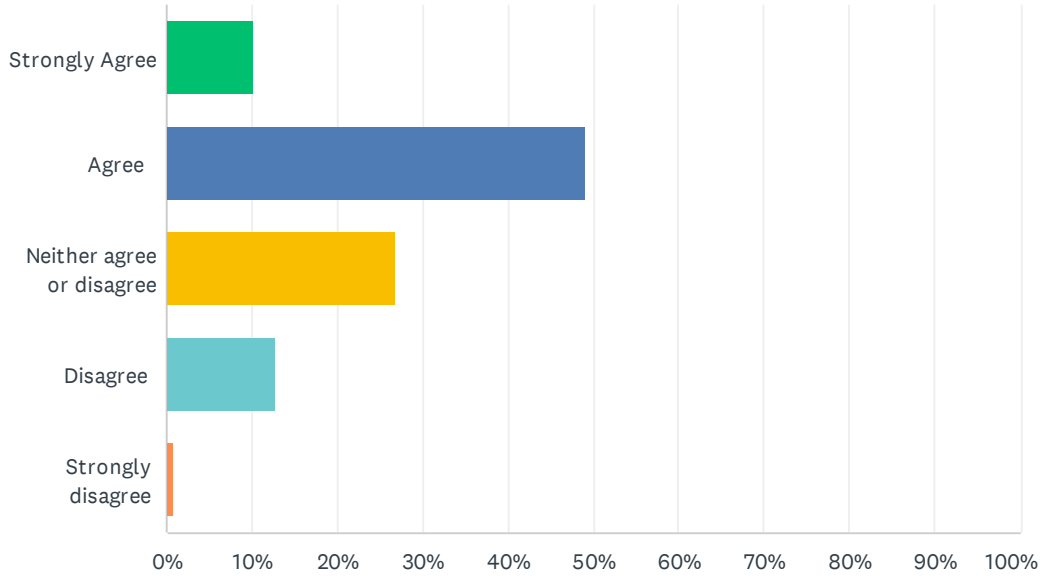
Answered: 350 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	9.71%	34
Agree	45.43%	159
Neither agree nor disagree	30.57%	107
Disagree	12.29%	43
Strongly disagree	2.00%	7
TOTAL		350

Q14 Related to diversity, equity and inclusion, there is ongoing support for professional learning and growth in my school (if you work in a school) or department (if you work outside of school).

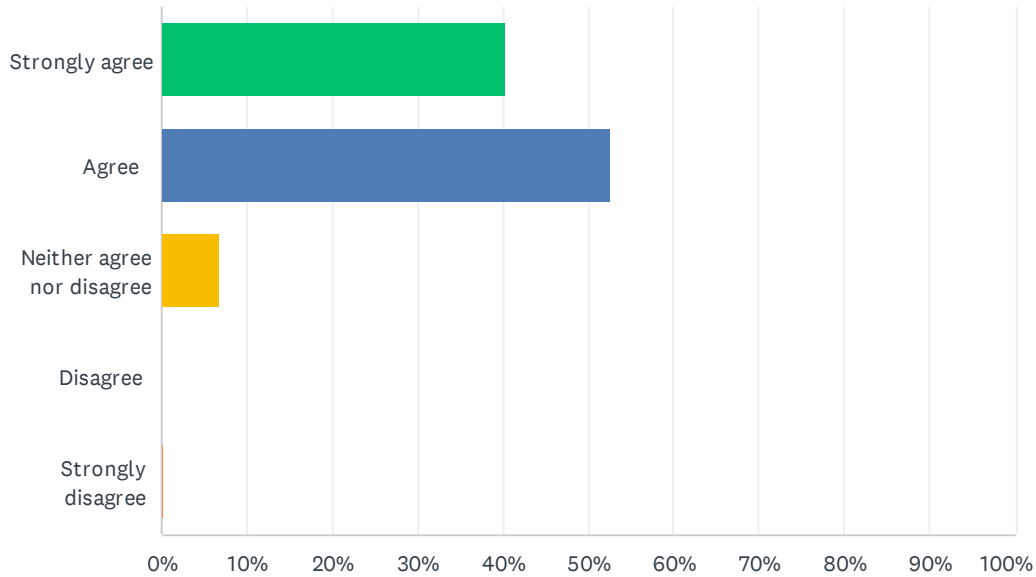
Answered: 350 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Agree	10.29%	36
Agree	49.14%	172
Neither agree or disagree	26.86%	94
Disagree	12.86%	45
Strongly disagree	0.86%	3
TOTAL		350

Q15 Related to diversity, equity and inclusion, I am committed to my personal learning and growth.

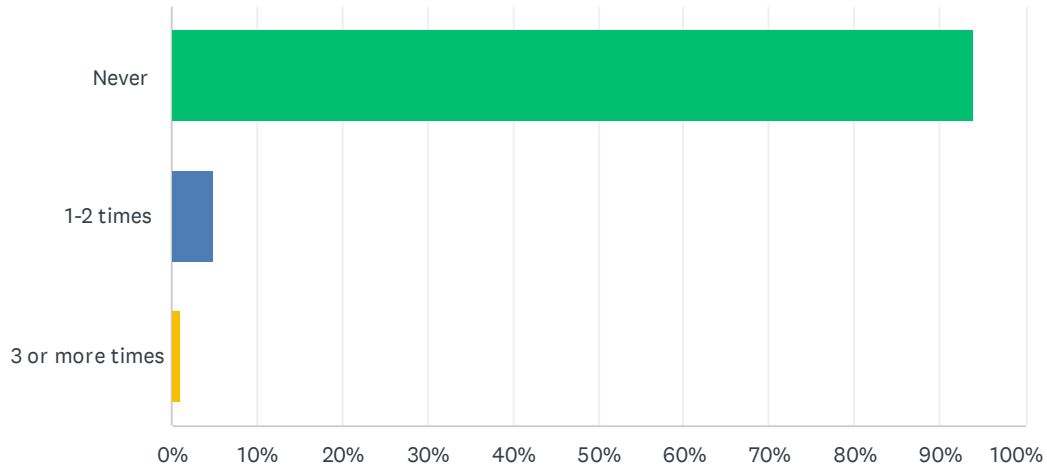
Answered: 348 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly agree	40.23%	140
Agree	52.59%	183
Neither agree nor disagree	6.90%	24
Disagree	0.00%	0
Strongly disagree	0.29%	1
TOTAL		348

Q16 Ability or disability

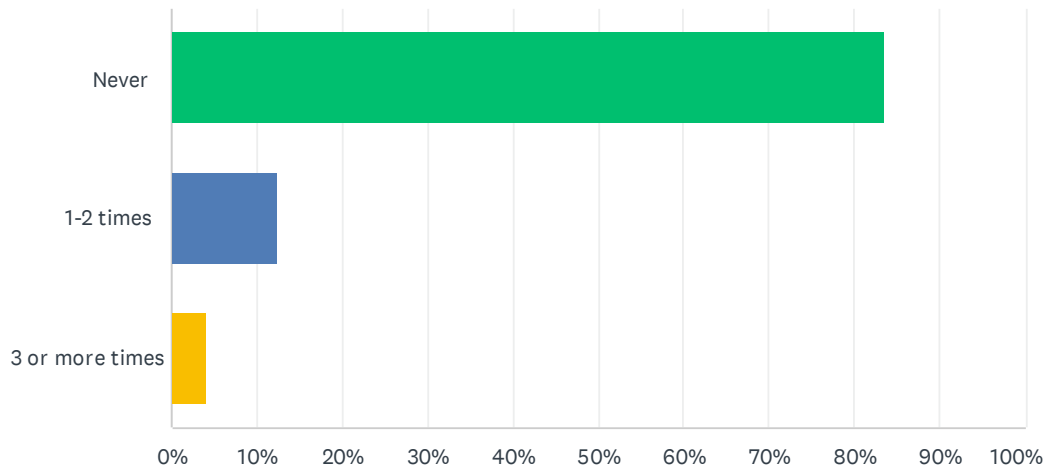
Answered: 348 Skipped: 4



ANSWER CHOICES	RESPONSES	
Never	93.97%	327
1-2 times	4.89%	17
3 or more times	1.15%	4
TOTAL		348

Q17 Age

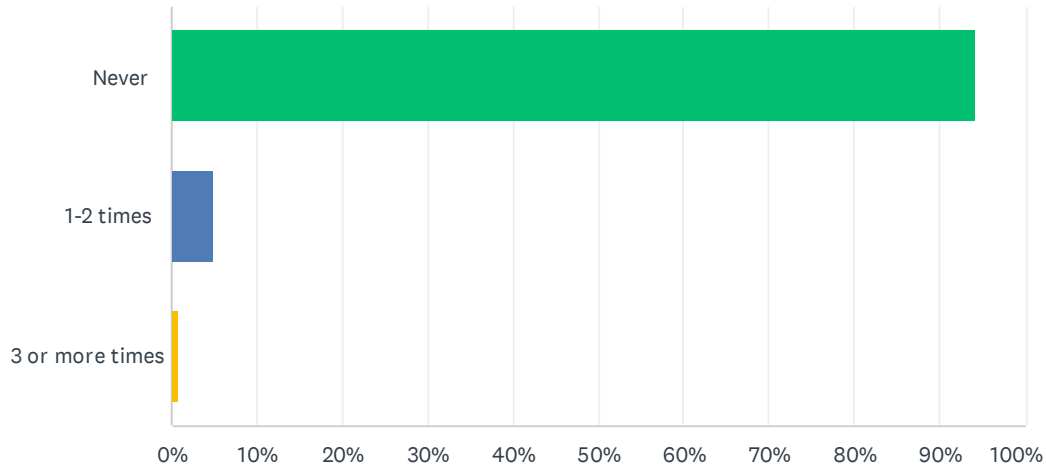
Answered: 347 Skipped: 5



ANSWER CHOICES	RESPONSES	
Never	83.57%	290
1-2 times	12.39%	43
3 or more times	4.03%	14
TOTAL		347

Q18 Gender identity or expression

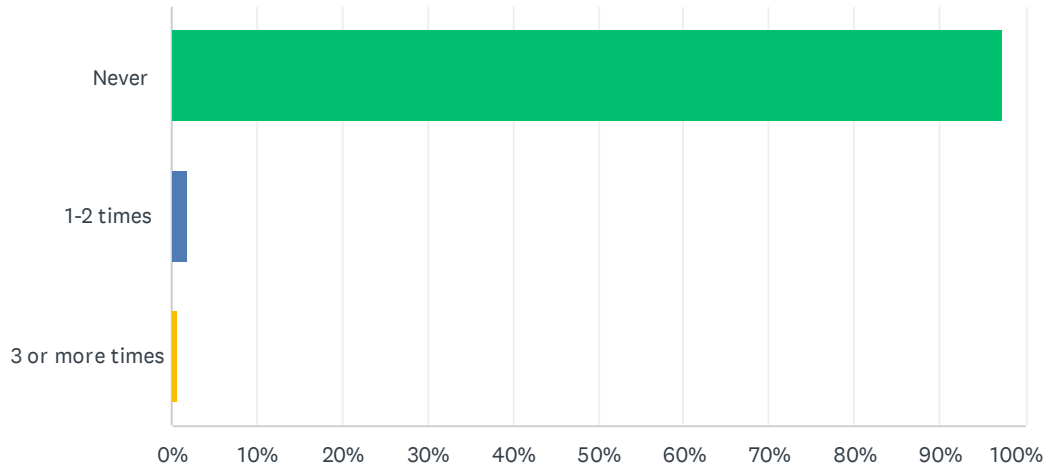
Answered: 351 Skipped: 1



ANSWER CHOICES	RESPONSES	
Never	94.30%	331
1-2 times	4.84%	17
3 or more times	0.85%	3
TOTAL		351

Q19 National origin

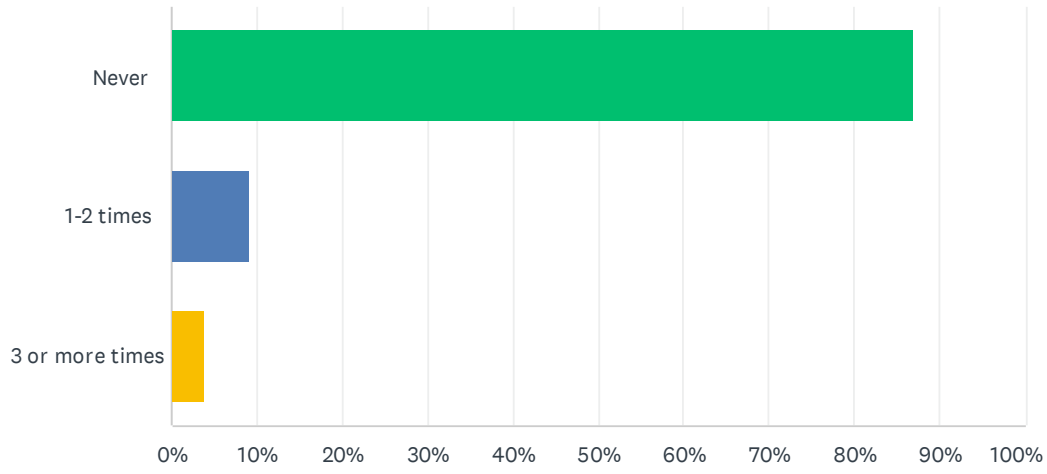
Answered: 349 Skipped: 3



ANSWER CHOICES	RESPONSES	
Never	97.42%	340
1-2 times	2.01%	7
3 or more times	0.57%	2
TOTAL		349

Q20 Racial or ethnic identity

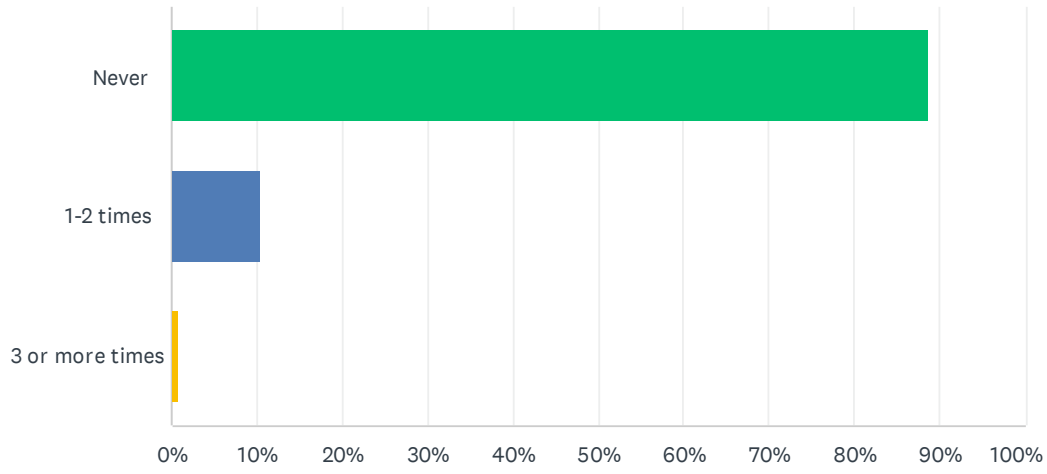
Answered: 348 Skipped: 4



ANSWER CHOICES	RESPONSES	
Never	87.07%	303
1-2 times	9.20%	32
3 or more times	3.74%	13
TOTAL		348

Q21 Sex

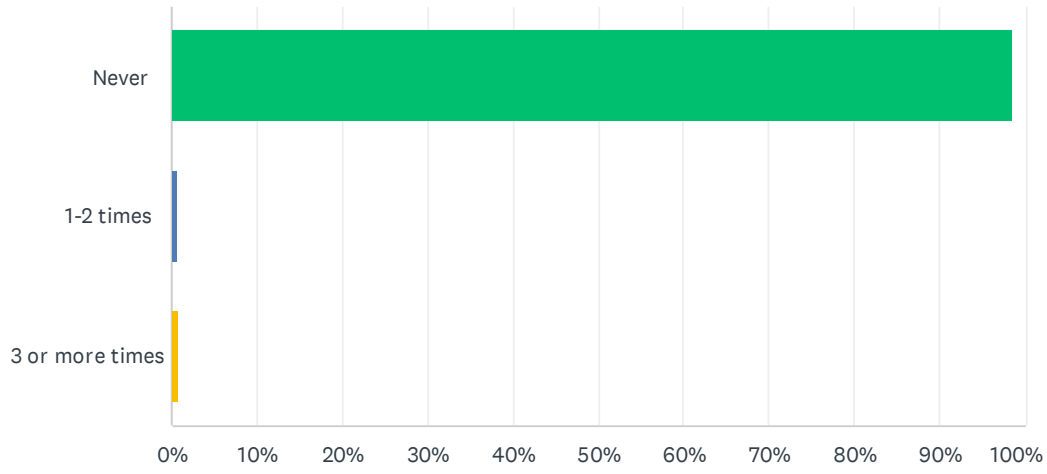
Answered: 351 Skipped: 1



ANSWER CHOICES	RESPONSES	
Never	88.60%	311
1-2 times	10.54%	37
3 or more times	0.85%	3
TOTAL		351

Q22 Sexual orientation

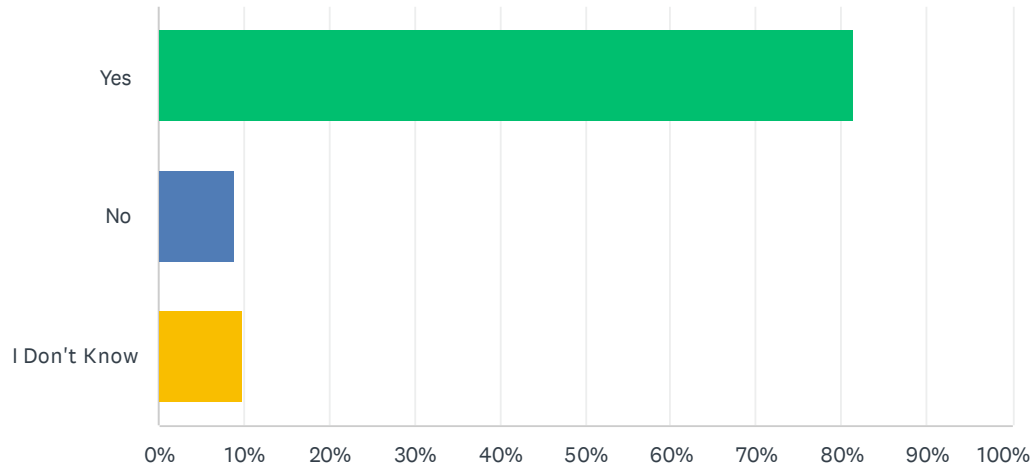
Answered: 351 Skipped: 1



ANSWER CHOICES	RESPONSES	
Never	98.58%	346
1-2 times	0.57%	2
3 or more times	0.85%	3
TOTAL		351

Q23 I know how to report a harassment or discrimination incident that occurs in the WGSD.

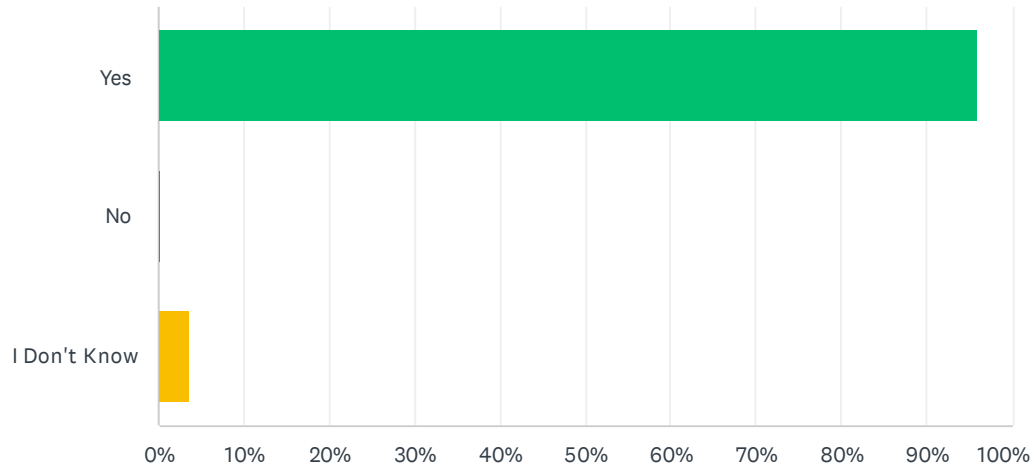
Answered: 350 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	81.43%	285
No	8.86%	31
I Don't Know	9.71%	34
TOTAL		350

Q24 The district has an Anti-Bias/Anti-Racist (ABAR) policy.

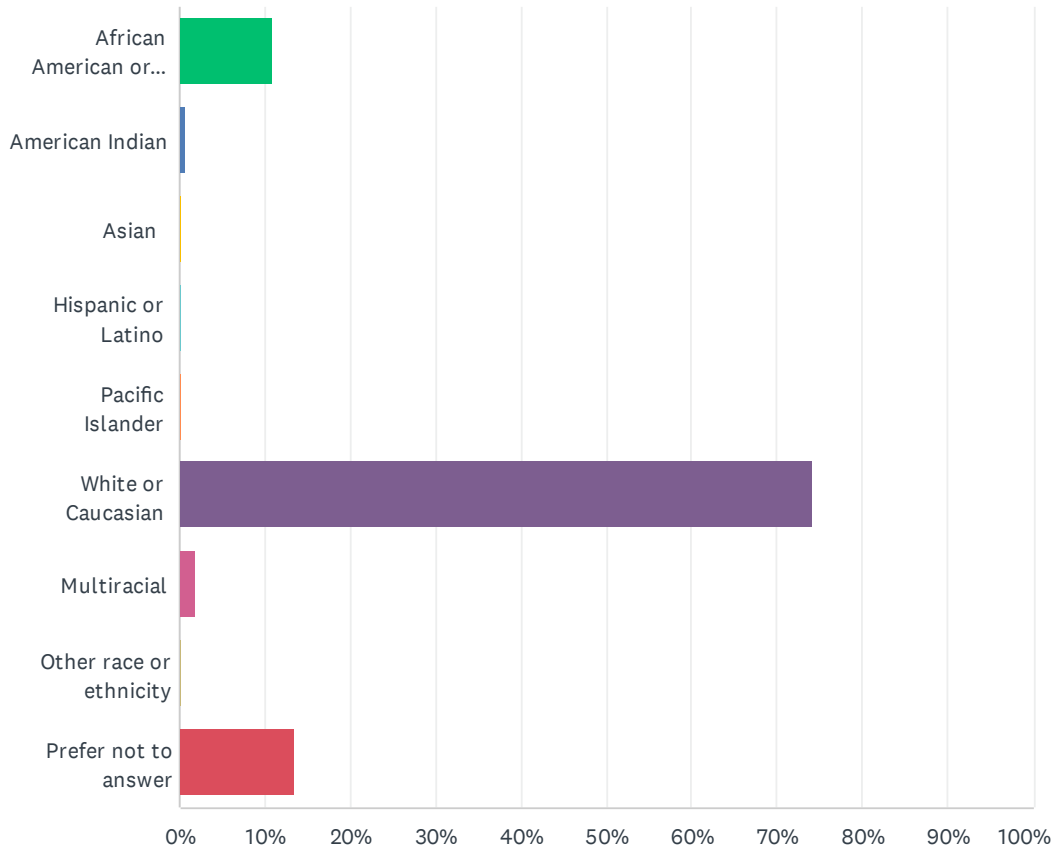
Answered: 351 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	96.01%	337
No	0.28%	1
I Don't Know	3.70%	13
TOTAL		351

Q25 What is your race or ethnicity (check all that apply)

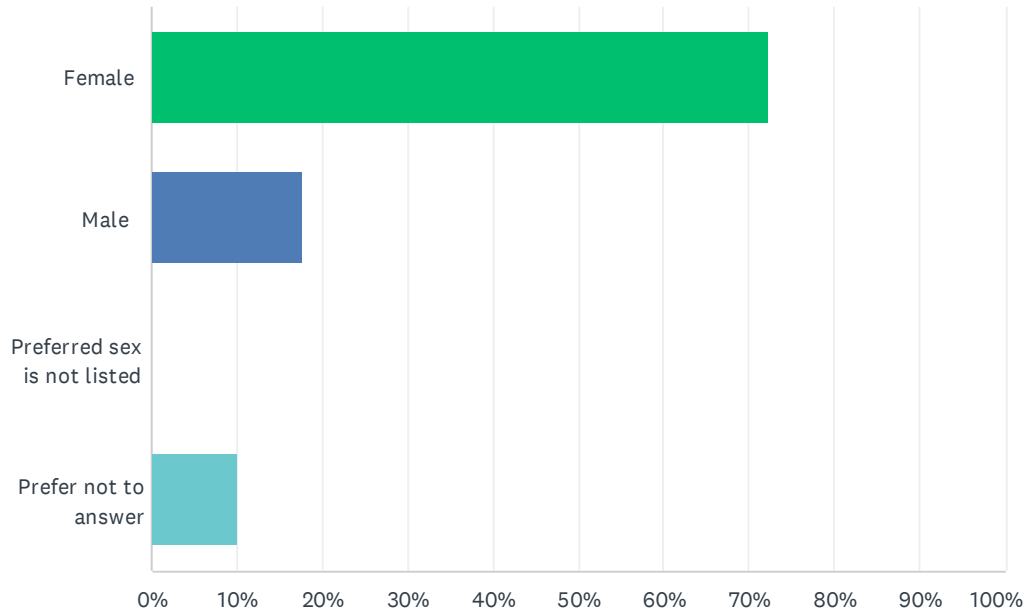
Answered: 348 Skipped: 4



ANSWER CHOICES	RESPONSES	
African American or Black	10.92%	38
American Indian	0.57%	2
Asian	0.29%	1
Hispanic or Latino	0.29%	1
Pacific Islander	0.29%	1
White or Caucasian	74.14%	258
Multiracial	2.01%	7
Other race or ethnicity	0.29%	1
Prefer not to answer	13.51%	47
Total Respondents: 348		

Q26 What is your sex?

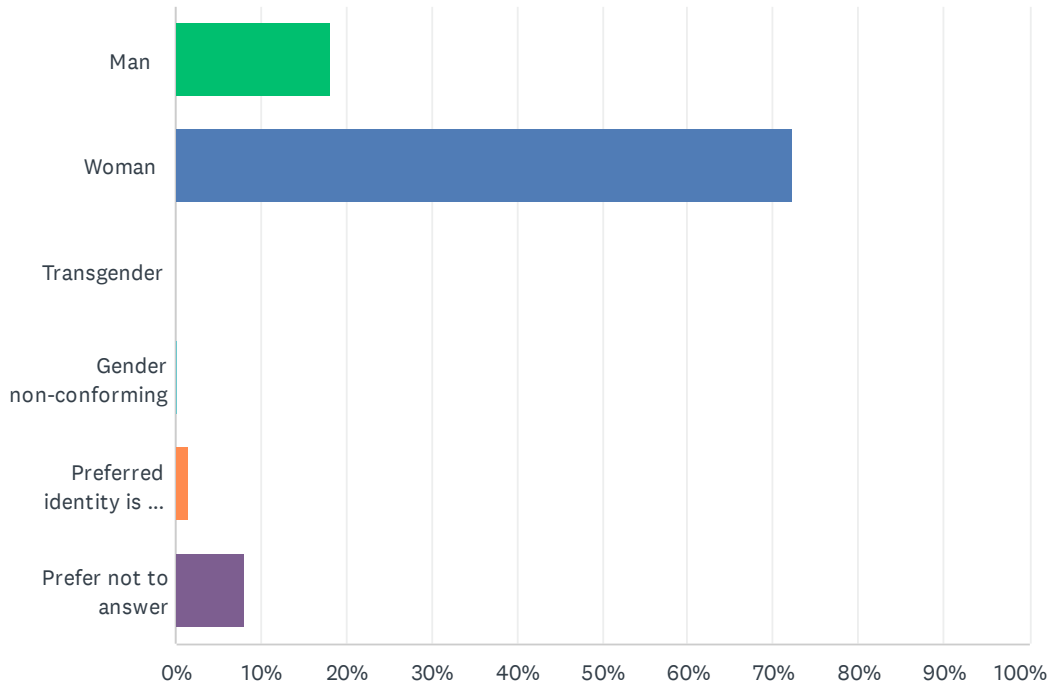
Answered: 349 Skipped: 3



ANSWER CHOICES	RESPONSES	
Female	72.21%	252
Male	17.77%	62
Preferred sex is not listed	0.00%	0
Prefer not to answer	10.03%	35
TOTAL		349

Q27 What is your gender identity?

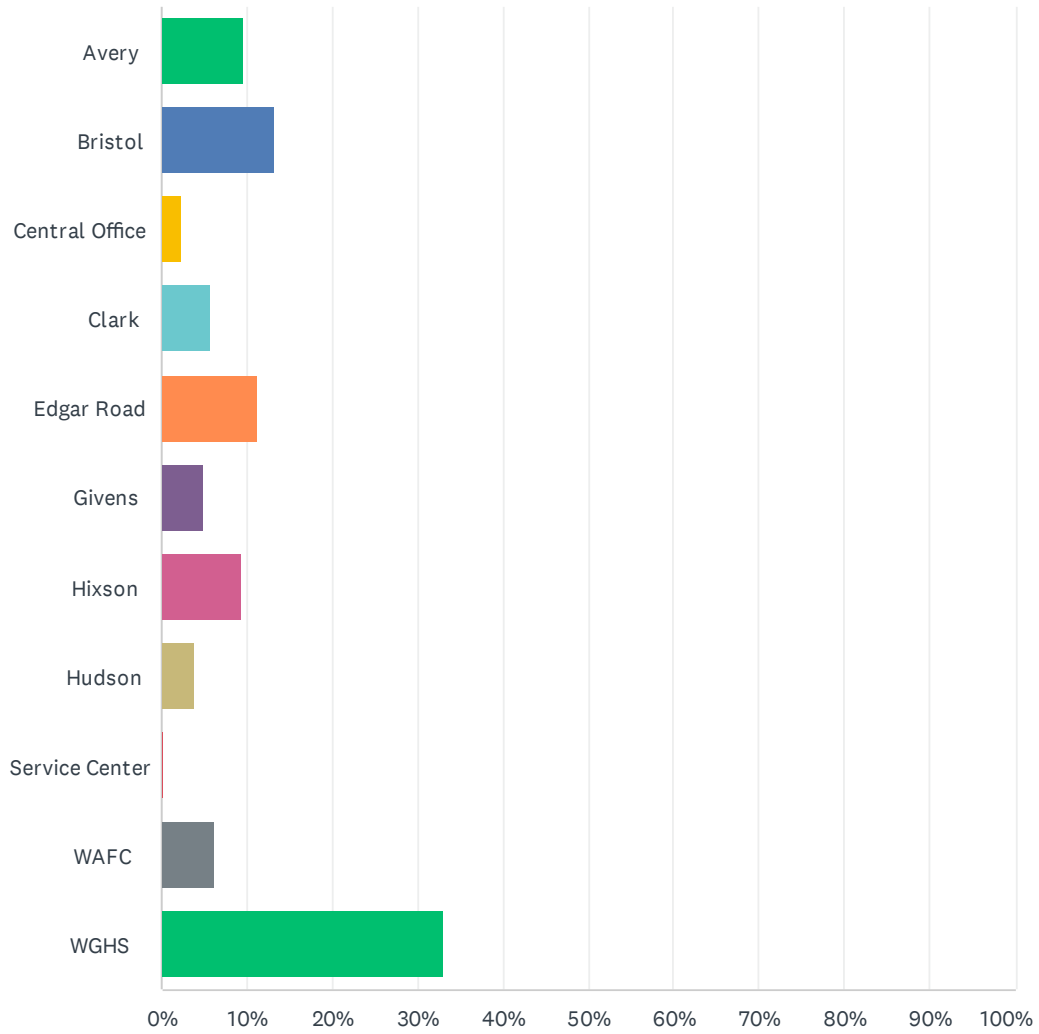
Answered: 349 Skipped: 3



ANSWER CHOICES	RESPONSES	
Man	18.05%	63
Woman	72.21%	252
Transgender	0.00%	0
Gender non-conforming	0.29%	1
Preferred identity is not listed	1.43%	5
Prefer not to answer	8.02%	28
TOTAL		349

Q28 My primary building/department is:

Answered: 342 Skipped: 10

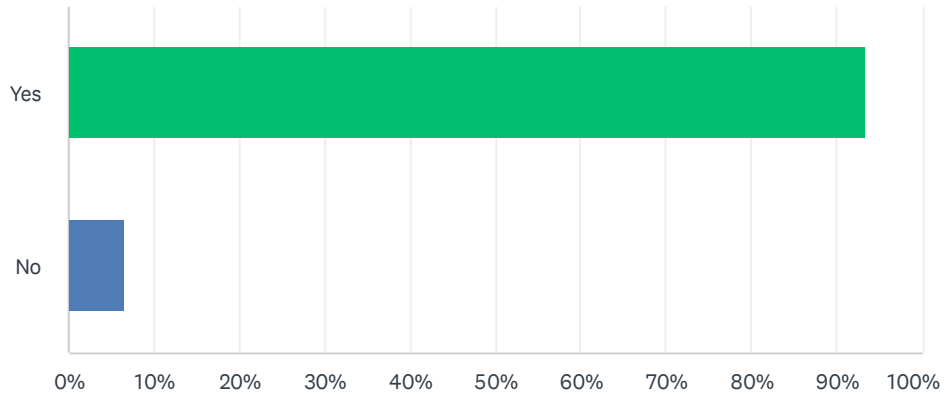


2022 WGSD Staff Climate Survey

ANSWER CHOICES	RESPONSES	
Avery	9.65%	33
Bristol	13.16%	45
Central Office	2.34%	8
Clark	5.85%	20
Edgar Road	11.40%	39
Givens	4.97%	17
Hixson	9.36%	32
Hudson	3.80%	13
Service Center	0.29%	1
WAFC	6.14%	21
WGHS	33.04%	113
TOTAL		342

Q29 Do you work directly with children?

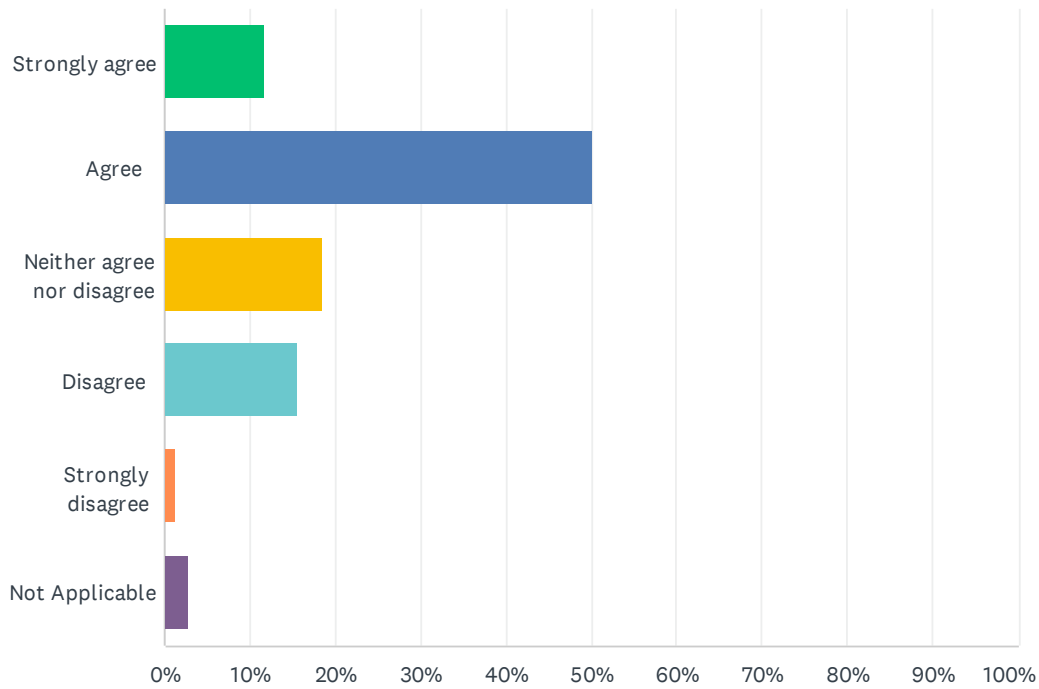
Answered: 350 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	93.43%	327
No	6.57%	23
TOTAL		350

Q30 In my school, all families and students feel valued and welcomed.

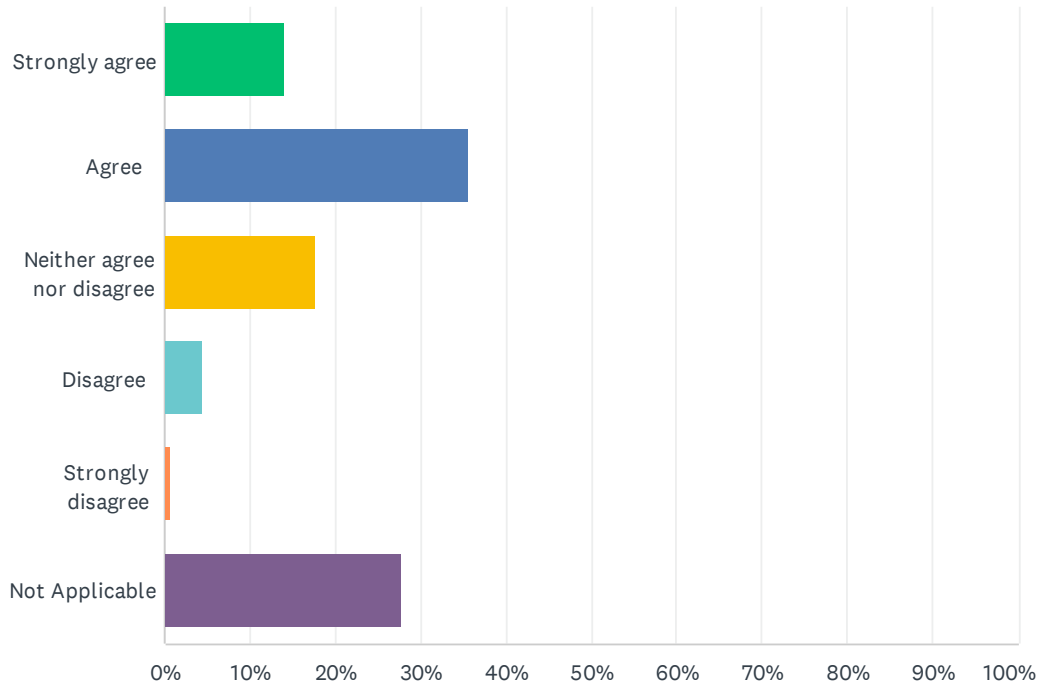
Answered: 314 Skipped: 38



ANSWER CHOICES	RESPONSES	
Strongly agree	11.78%	37
Agree	50.00%	157
Neither agree nor disagree	18.47%	58
Disagree	15.61%	49
Strongly disagree	1.27%	4
Not Applicable	2.87%	9
TOTAL		314

Q31 If I receive pushback in the areas of diversity, equity and inclusion, administrators have provided me with support.

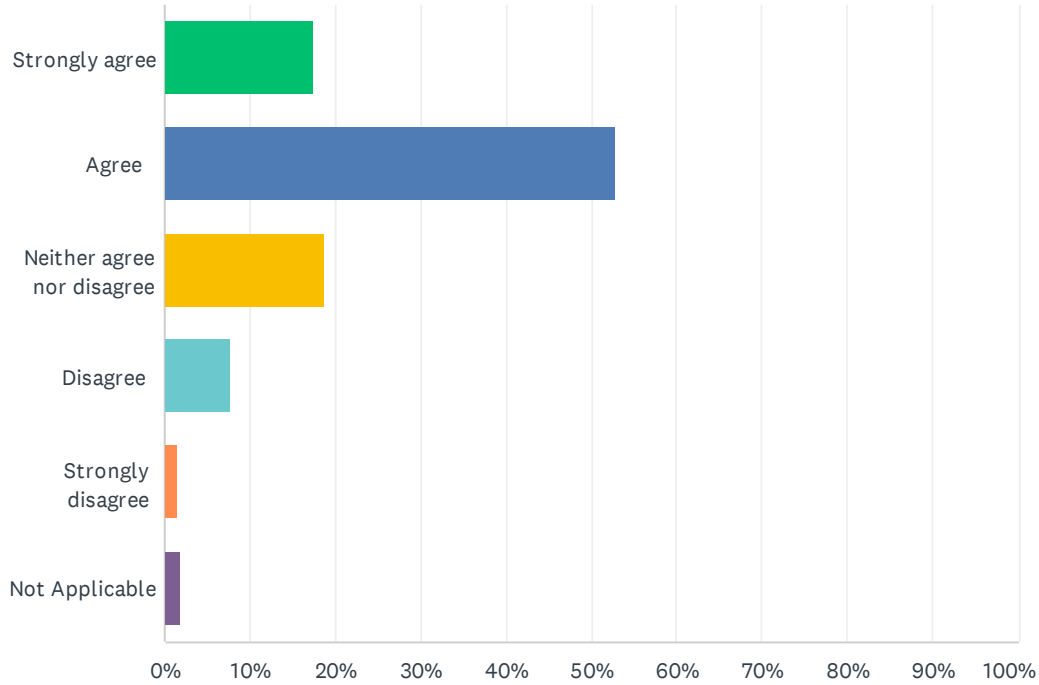
Answered: 315 Skipped: 37



ANSWER CHOICES	RESPONSES	
Strongly agree	13.97%	44
Agree	35.56%	112
Neither agree nor disagree	17.78%	56
Disagree	4.44%	14
Strongly disagree	0.63%	2
Not Applicable	27.62%	87
TOTAL		315

Q32 In my school, it is clear with our practices, procedures and expectations that we are working towards eliminating inequitable practices.

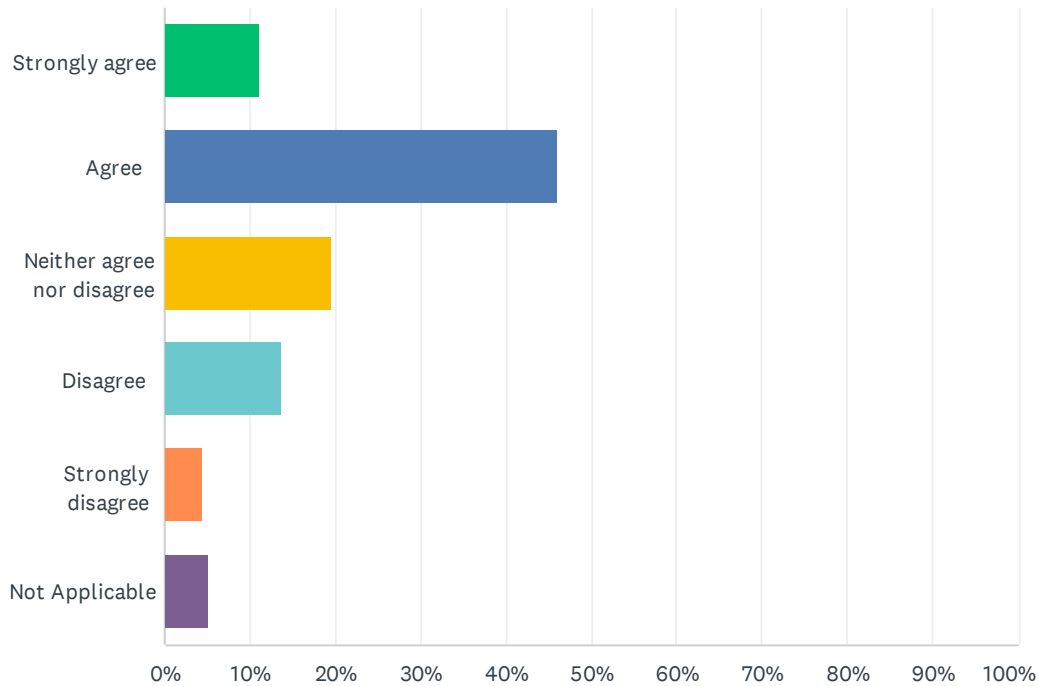
Answered: 316 Skipped: 36



ANSWER CHOICES	RESPONSES	
Strongly agree	17.41%	55
Agree	52.85%	167
Neither agree nor disagree	18.67%	59
Disagree	7.59%	24
Strongly disagree	1.58%	5
Not Applicable	1.90%	6
TOTAL		316

Q33 In my school, professional learning experiences are designed to support collaboration among staff across grades, content areas, or schools.

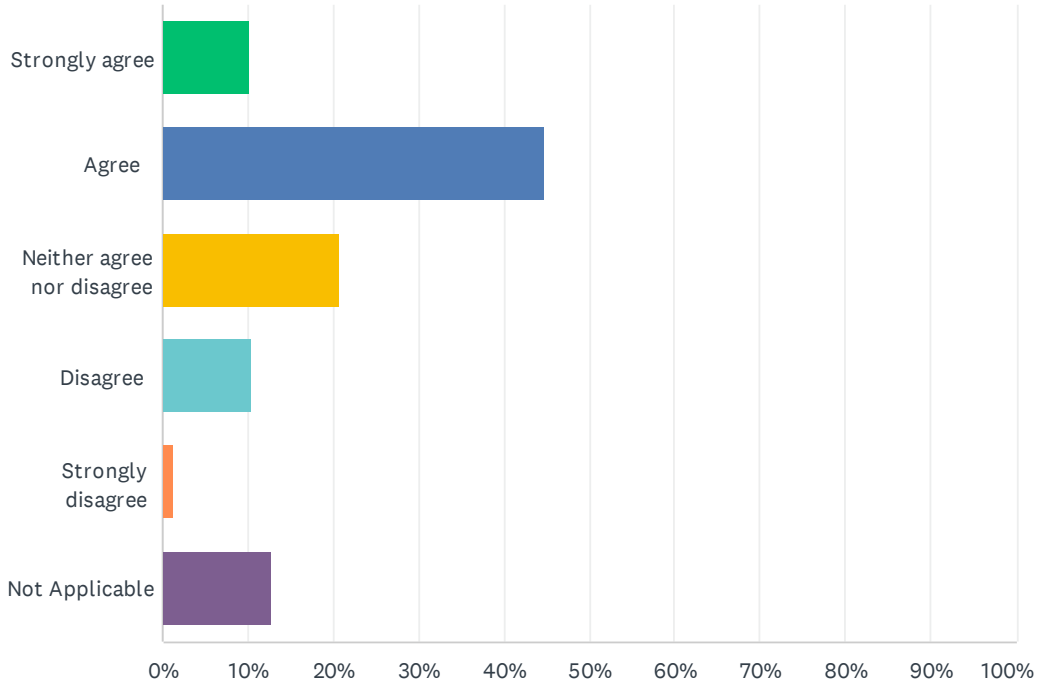
Answered: 315 Skipped: 37



ANSWER CHOICES	RESPONSES	
Strongly agree	11.11%	35
Agree	46.03%	145
Neither agree nor disagree	19.68%	62
Disagree	13.65%	43
Strongly disagree	4.44%	14
Not Applicable	5.08%	16
TOTAL		315

Q34 When there is a race-related incident, I feel comfortable discussing the incident in class with students.

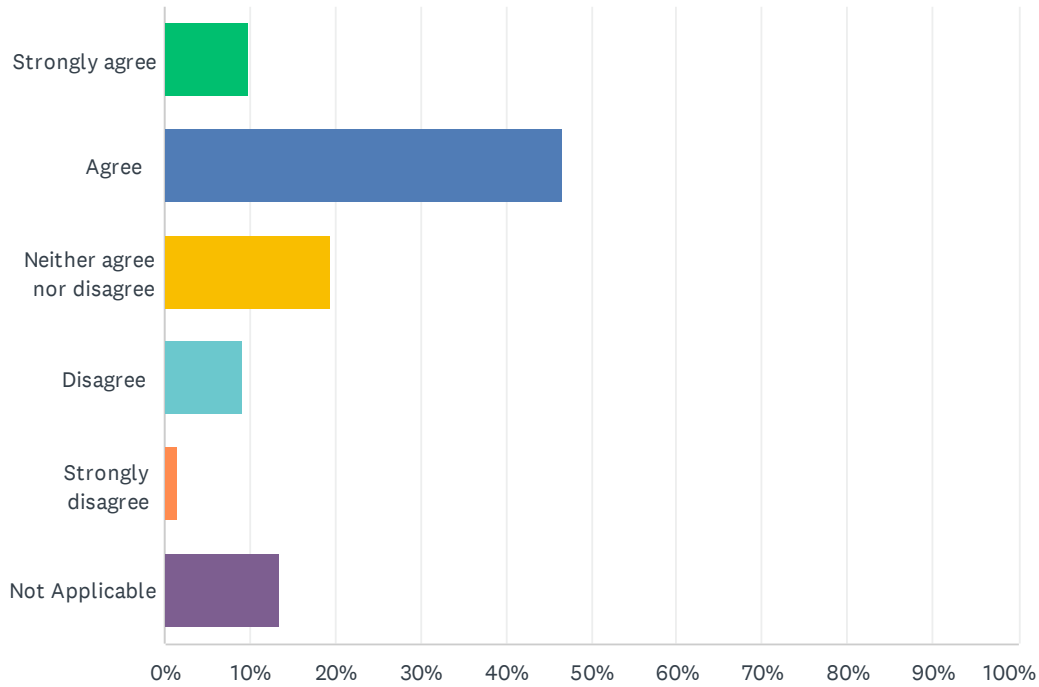
Answered: 315 Skipped: 37



ANSWER CHOICES	RESPONSES	
Strongly agree	10.16%	32
Agree	44.76%	141
Neither agree nor disagree	20.63%	65
Disagree	10.48%	33
Strongly disagree	1.27%	4
Not Applicable	12.70%	40
TOTAL		315

Q35 When there is a gender-related incident, I feel comfortable discussing the incident in class with students.

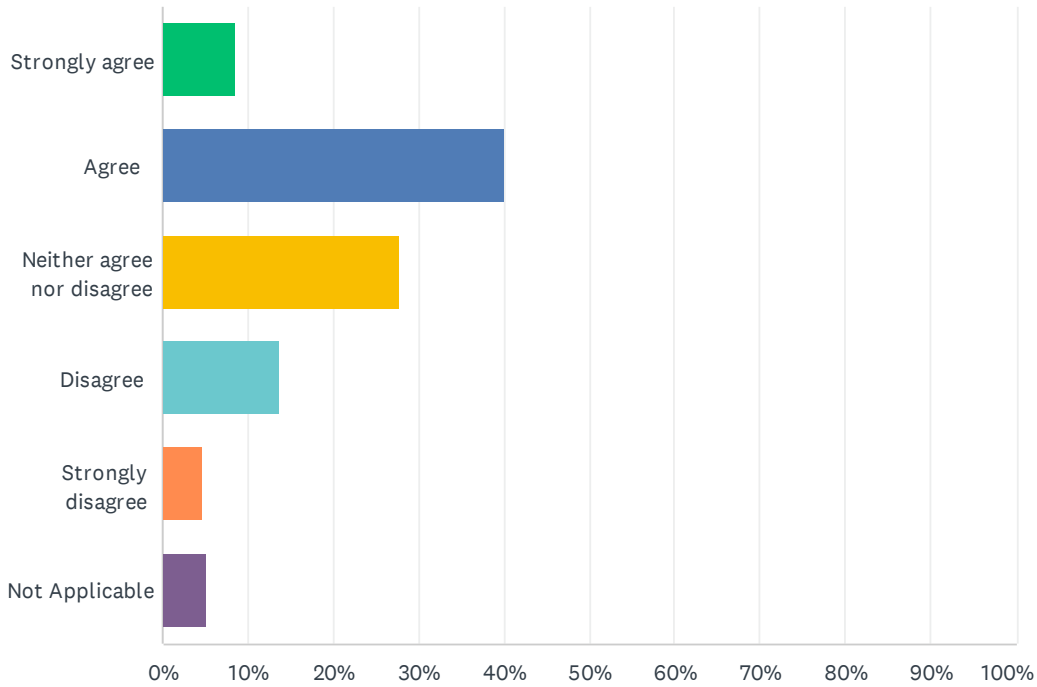
Answered: 315 Skipped: 37



ANSWER CHOICES	RESPONSES	
Strongly agree	9.84%	31
Agree	46.67%	147
Neither agree nor disagree	19.37%	61
Disagree	9.21%	29
Strongly disagree	1.59%	5
Not Applicable	13.33%	42
TOTAL		315

Q36 The student code of conduct is equitably applied in my school.

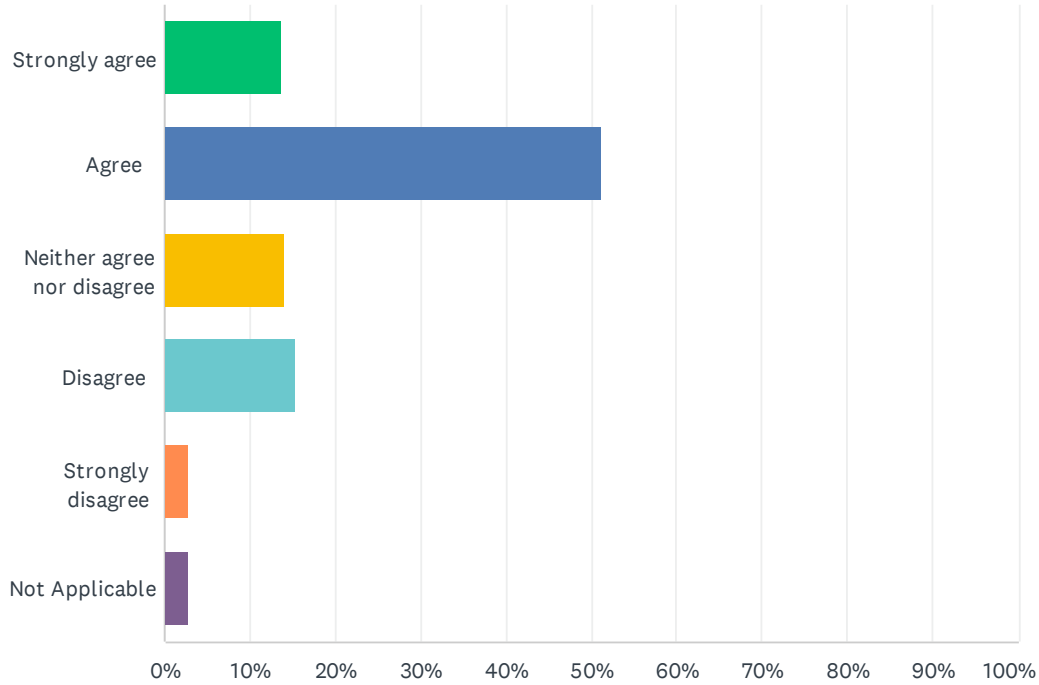
Answered: 314 Skipped: 38



ANSWER CHOICES	RESPONSES	
Strongly agree	8.60%	27
Agree	40.13%	126
Neither agree nor disagree	27.71%	87
Disagree	13.69%	43
Strongly disagree	4.78%	15
Not Applicable	5.10%	16
TOTAL		314

Q37 I feel equipped and/or know how to access resources to meet the social and emotional needs of each of my students.

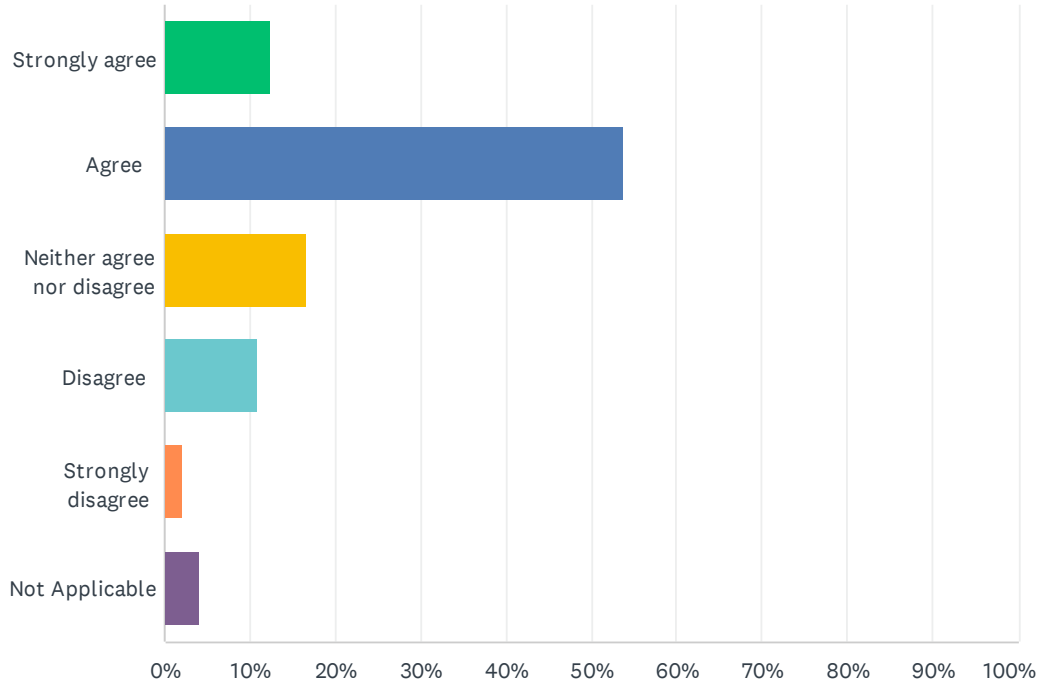
Answered: 314 Skipped: 38



ANSWER CHOICES	RESPONSES	
Strongly agree	13.69%	43
Agree	51.27%	161
Neither agree nor disagree	14.01%	44
Disagree	15.29%	48
Strongly disagree	2.87%	9
Not Applicable	2.87%	9
TOTAL		314

Q38 I feel equipped and/or know how to access resources to meet the diverse needs of each of my students.

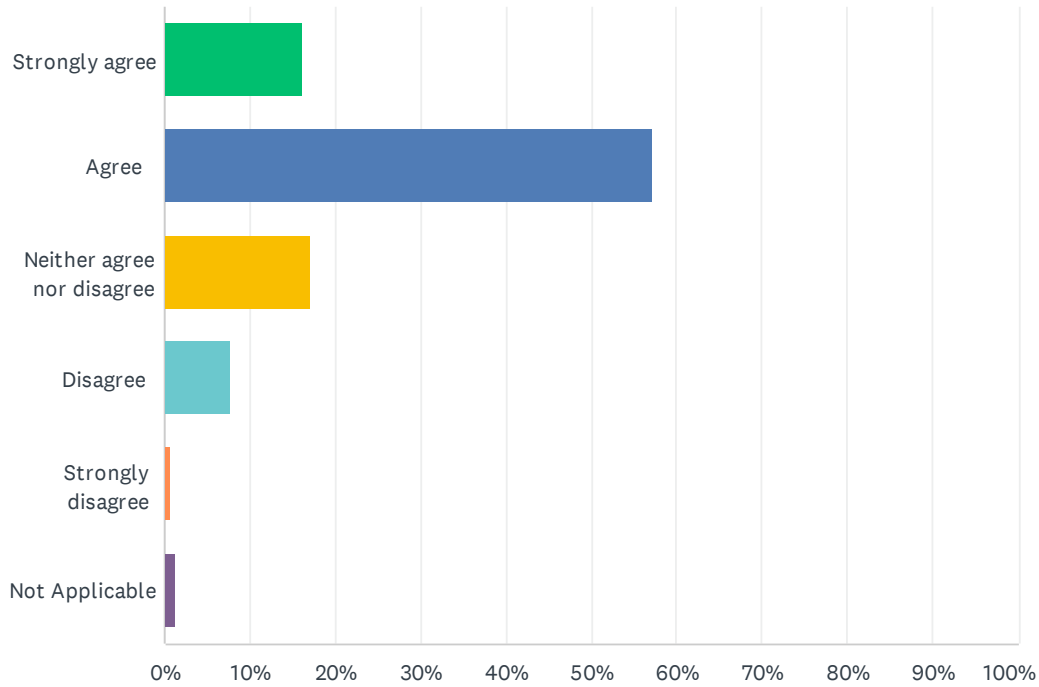
Answered: 314 Skipped: 38



ANSWER CHOICES	RESPONSES	
Strongly agree	12.42%	39
Agree	53.82%	169
Neither agree nor disagree	16.56%	52
Disagree	10.83%	34
Strongly disagree	2.23%	7
Not Applicable	4.14%	13
TOTAL		314

Q39 The visuals in my school (posters, artwork, etc.) reflect the identities of our society.

Answered: 315 Skipped: 37

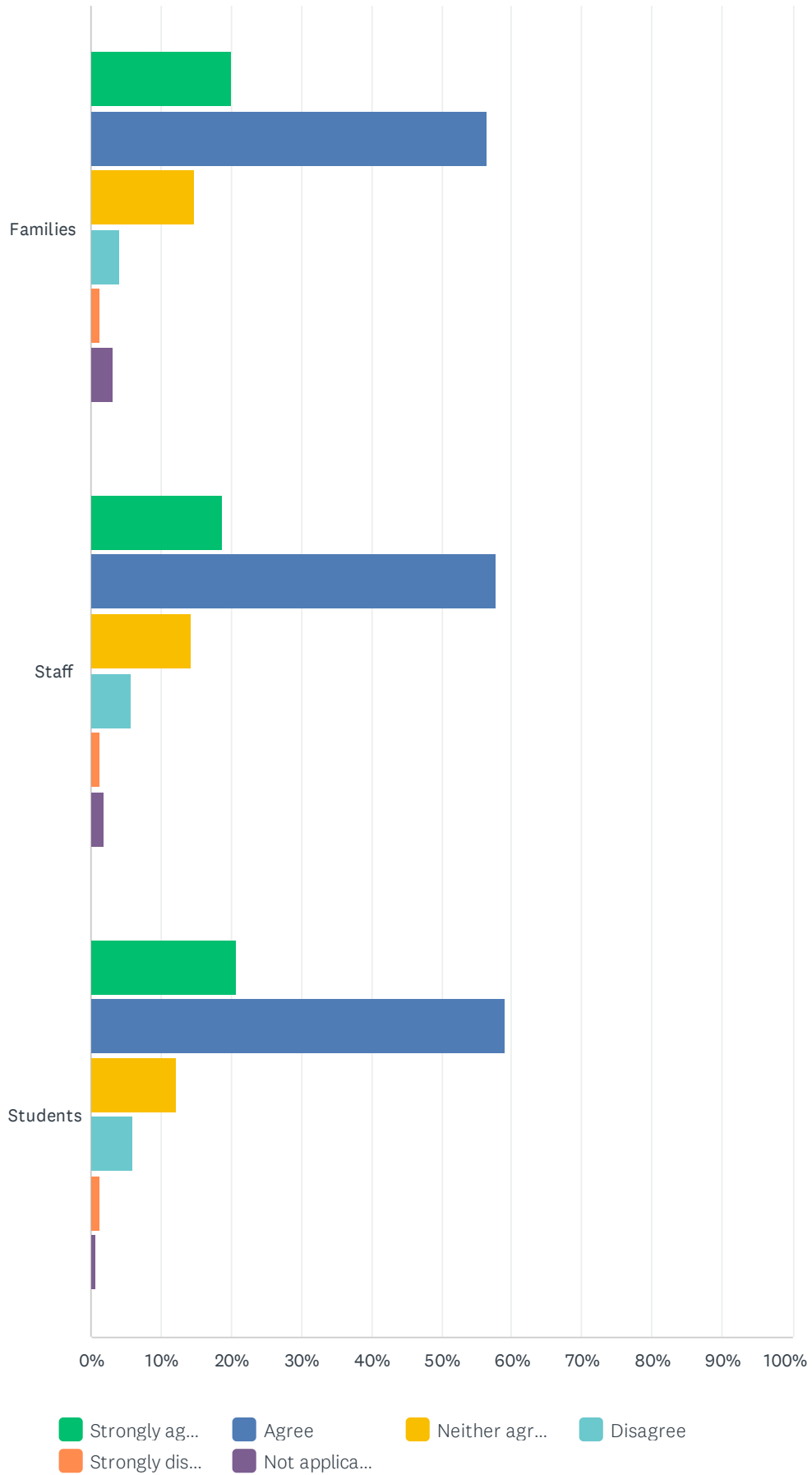


ANSWER CHOICES	RESPONSES	
Strongly agree	16.19%	51
Agree	57.14%	180
Neither agree nor disagree	17.14%	54
Disagree	7.62%	24
Strongly disagree	0.63%	2
Not Applicable	1.27%	4
TOTAL		315

Q40 In my school, _____ with different abilities are treated fairly.

Answered: 313 Skipped: 39

2022 WGSD Staff Climate Survey



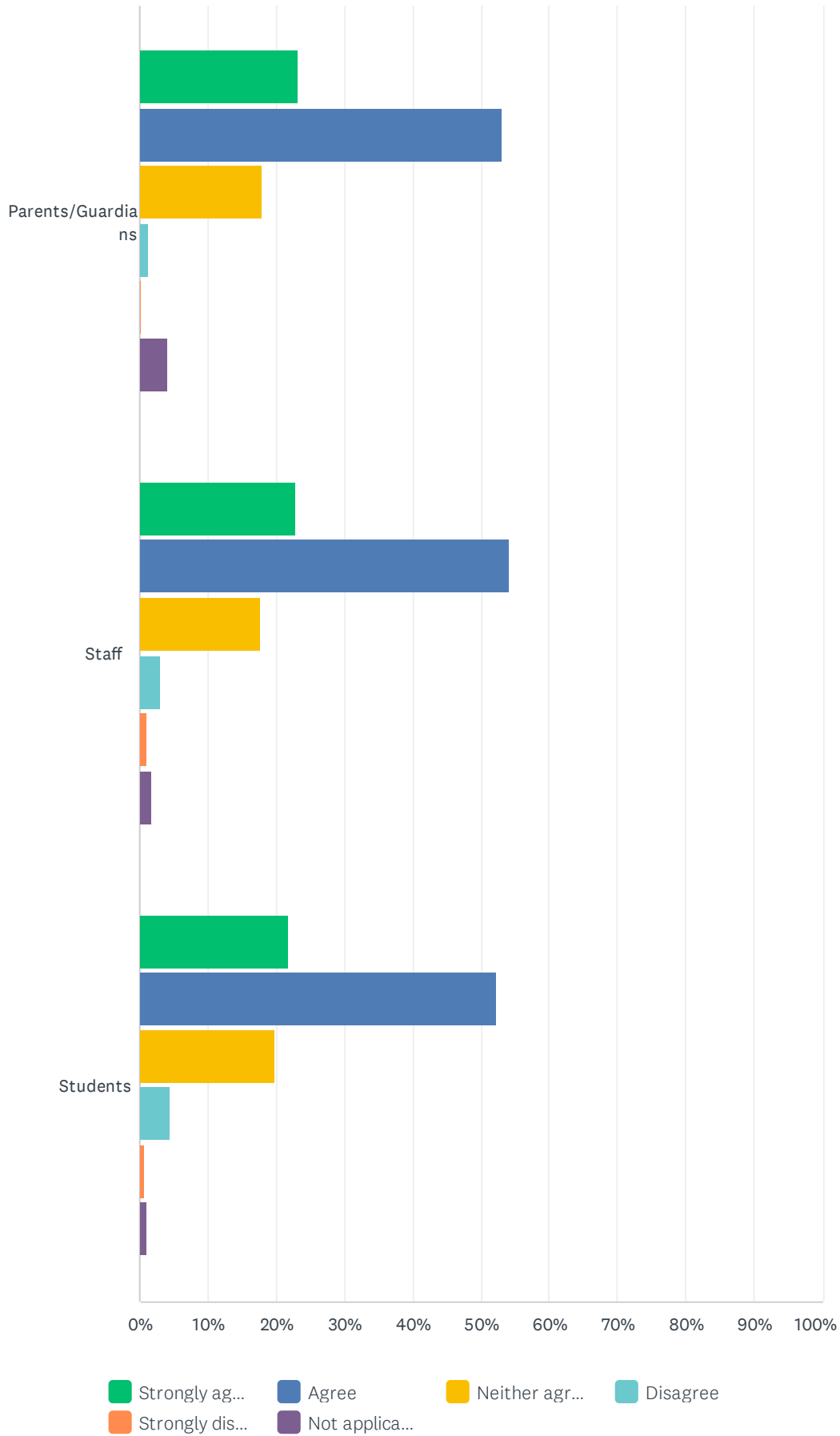
2022 WGSD Staff Climate Survey

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
Families	20.13% 63	56.55% 177	14.70% 46	4.15% 13	1.28% 4	3.19% 10	313
Staff	18.85% 59	57.83% 181	14.38% 45	5.75% 18	1.28% 4	1.92% 6	313
Students	20.77% 65	59.11% 185	12.14% 38	6.07% 19	1.28% 4	0.64% 2	313

Q41 Considering all of the gender identities, in my school _____ are treated fairly.

Answered: 313 Skipped: 39

2022 WGSD Staff Climate Survey



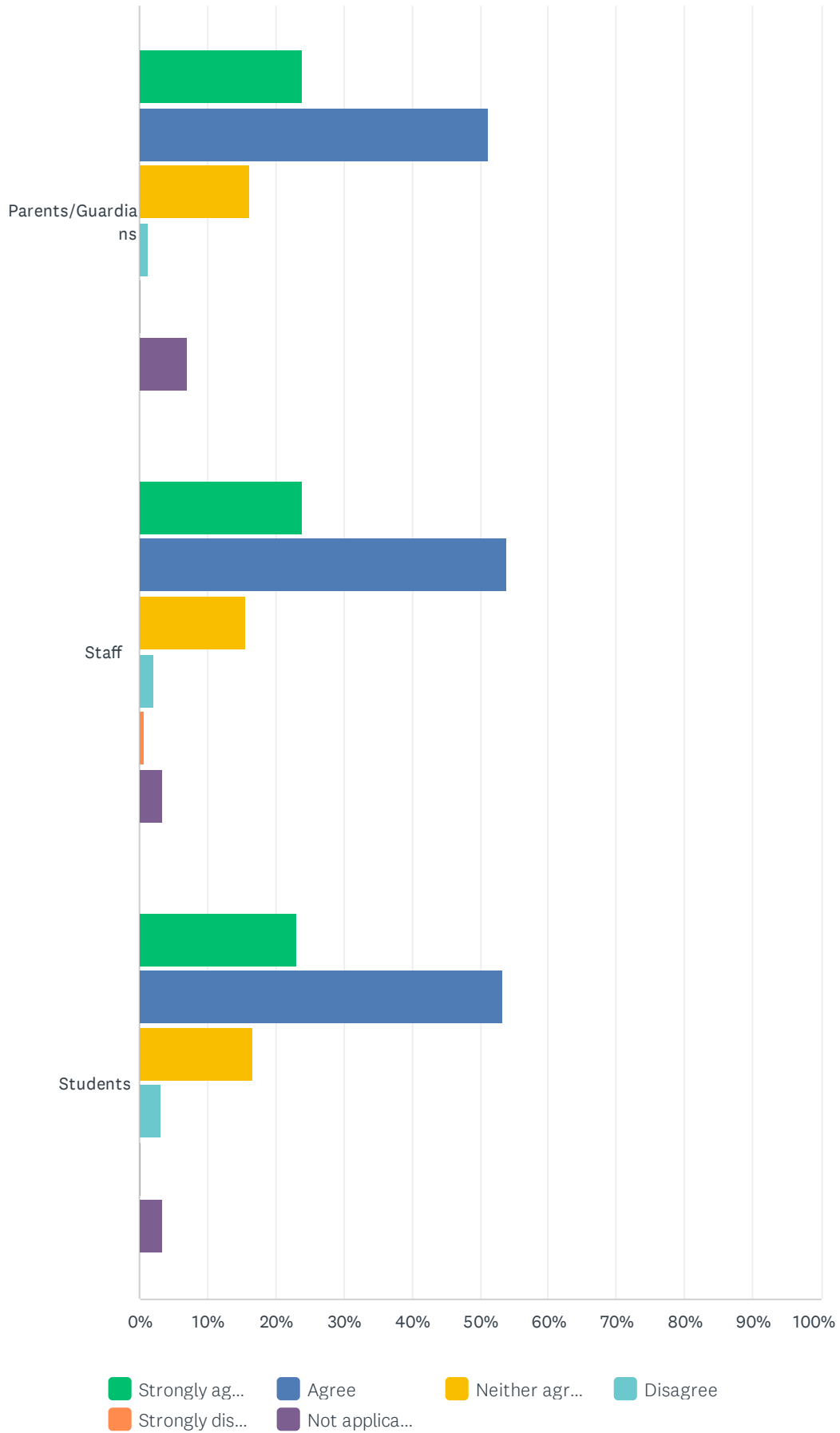
2022 WGSD Staff Climate Survey

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
Parents/Guardians	23.32% 73	53.04% 166	17.89% 56	1.28% 4	0.32% 1	4.15% 13	313
Staff	22.76% 71	54.17% 169	17.63% 55	2.88% 9	0.96% 3	1.60% 5	312
Students	21.79% 68	52.24% 163	19.87% 62	4.49% 14	0.64% 2	0.96% 3	312

Q42 Considering all of the sexual orientations, in my school
_____ are treated fairly.

Answered: 313 Skipped: 39

2022 WGSD Staff Climate Survey



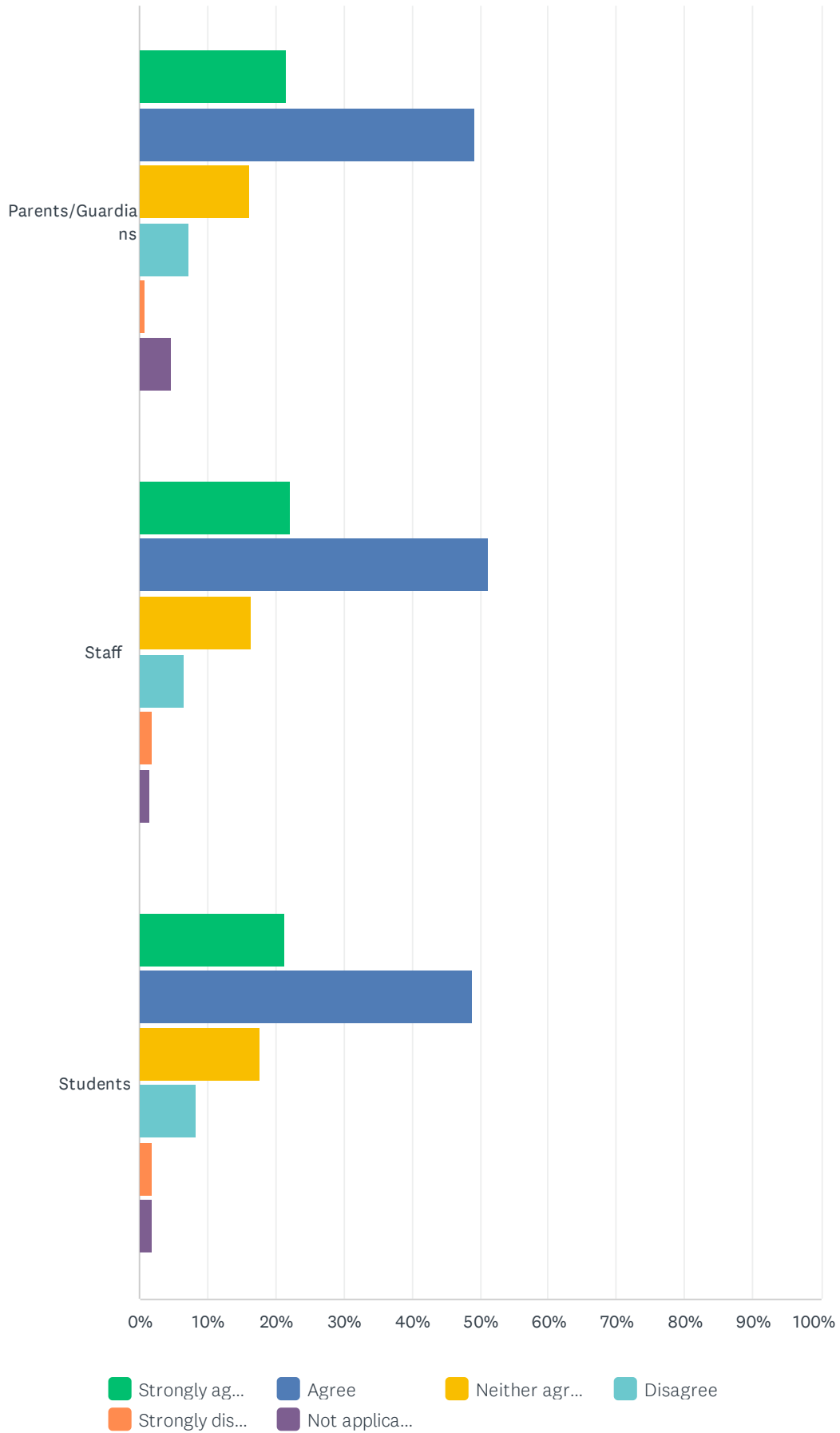
2022 WGSD Staff Climate Survey

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
Parents/Guardians	23.96% 75	51.12% 160	16.29% 51	1.28% 4	0.32% 1	7.03% 22	313
Staff	23.96% 75	53.99% 169	15.65% 49	2.24% 7	0.64% 2	3.51% 11	313
Students	23.00% 72	53.35% 167	16.61% 52	3.19% 10	0.32% 1	3.51% 11	313

Q43 In my school, _____ of different races/ethnicities are treated fairly.

Answered: 315 Skipped: 37

2022 WGSD Staff Climate Survey

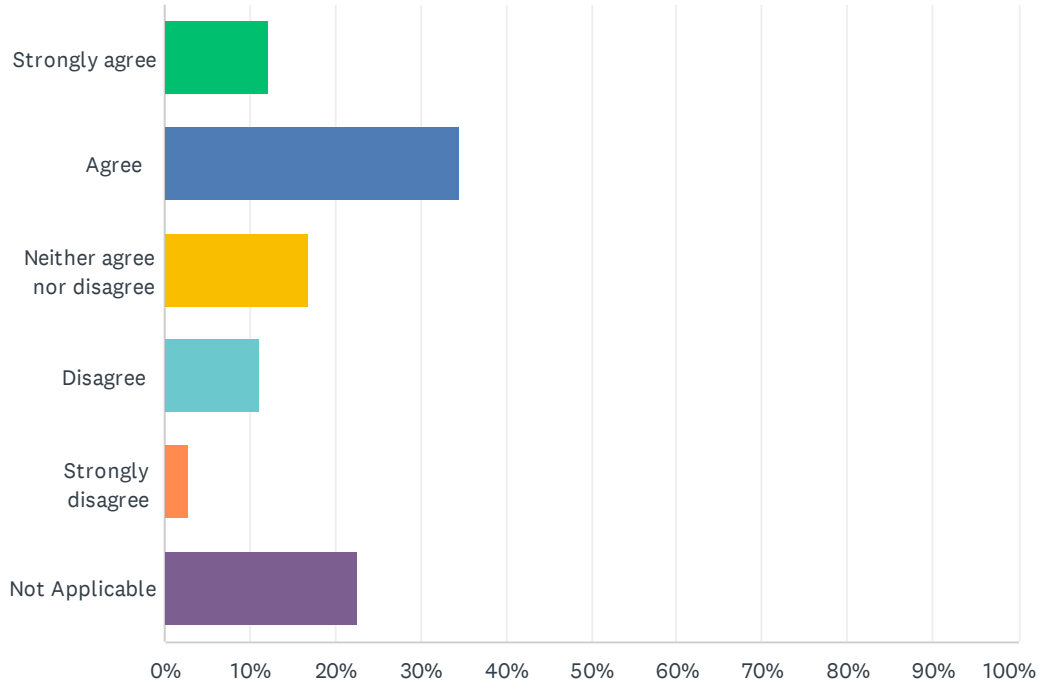


2022 WGSD Staff Climate Survey

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
Parents/Guardians	21.59% 68	49.21% 155	16.19% 51	7.30% 23	0.95% 3	4.76% 15	315
Staff	22.22% 70	51.11% 161	16.51% 52	6.67% 21	1.90% 6	1.59% 5	315
Students	21.27% 67	48.89% 154	17.78% 56	8.25% 26	1.90% 6	1.90% 6	315

Q44 I examine data disaggregated by student groups in school-level or team-level meetings.

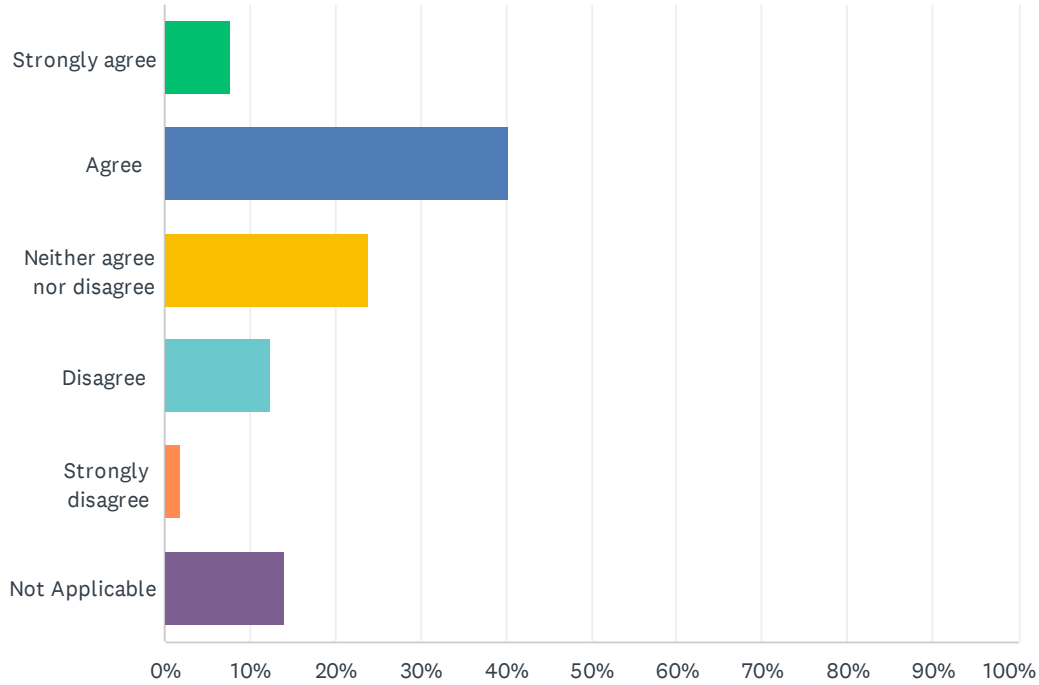
Answered: 315 Skipped: 37



ANSWER CHOICES	RESPONSES	
Strongly agree	12.06%	38
Agree	34.60%	109
Neither agree nor disagree	16.83%	53
Disagree	11.11%	35
Strongly disagree	2.86%	9
Not Applicable	22.54%	71
TOTAL		315

Q45 There are structures and processes in place for stakeholders in my school to ask questions and provide feedback about data and reports.

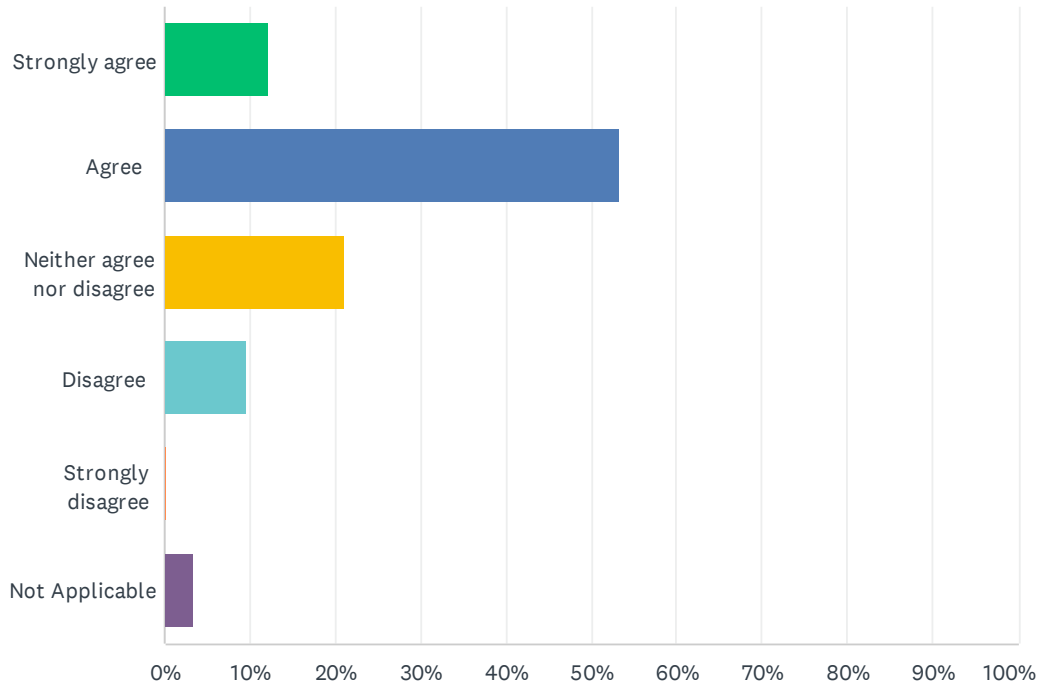
Answered: 315 Skipped: 37



ANSWER CHOICES	RESPONSES	
Strongly agree	7.62%	24
Agree	40.32%	127
Neither agree nor disagree	23.81%	75
Disagree	12.38%	39
Strongly disagree	1.90%	6
Not Applicable	13.97%	44
TOTAL		315

Q46 School events and activities are designed to support access for all families

Answered: 313 Skipped: 39



ANSWER CHOICES	RESPONSES	
Strongly agree	12.14%	38
Agree	53.35%	167
Neither agree nor disagree	21.09%	66
Disagree	9.58%	30
Strongly disagree	0.32%	1
Not Applicable	3.51%	11
TOTAL		313