



BEAVERTON

SCHOOL DISTRICT

2024 Certified Survey

The purpose of the Annual Staff Survey is to assist the district in making decisions that result in more effective and equitable practices for staff and students. Please be candid in your responses.

This survey is voluntary. You may opt out of completing the survey at any time, without penalty. All survey data will be summarized so that answers remain anonymous. Nothing in the survey content or district software will be used to identify you. Your email is not connected to the survey.

You may go back and change your answer to a previous question. However, once you submit your survey responses, they may not be edited.

When you select "Done," you'll be directed to the Staff Climate Survey.

The surveys close April 30.

Thank you in advance for participating in the Annual Staff Survey.

1. Where do you work?

This information is used to create a summary for the site principal or department administrator and the district leadership. Administrators can gain insight into the culture of their schools or departments. They also can read and apply suggestions.

If you rather not indicate your district location, please select "I prefer not to say." If you choose this option, your responses won't 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 additional location(s), simply retake the survey but skip the district-level questions.

Schools are listed first, followed by district departments.



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District Questions

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

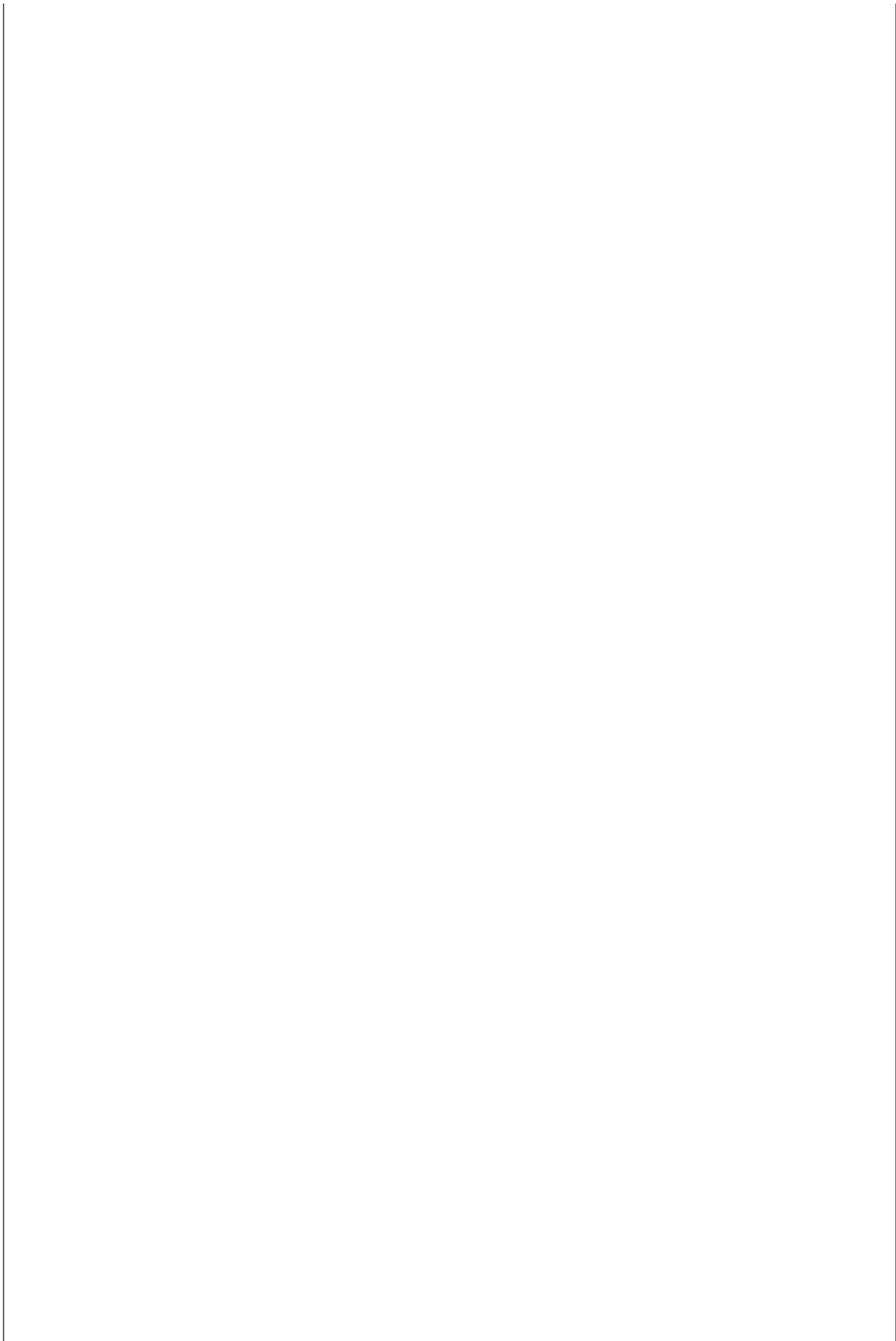
- ☐ Strongly agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly disagree

3. I feel informed about what is happening in the district.

- ☐ Strongly agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly disagree

4. My work supports the goals identified in the district's strategic plan.

- ☐ Strongly agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ I'm not sure.





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District Communications - Optional

These comments are optional; your responses will be anonymous.

Administrators receive a copy of the comments sent separately from the rest of the survey question responses so that you can't be identified by other responses that you've given.

Please avoid writing personal or detailed information in the comments that might cause you to be identified.

Thematic and aggregated results (such as "55% of respondents mentioned the need for more salty snacks in the workroom in their comments") will be included in the Annual Survey Report.

If you don't want to comment, select "Next" at the bottom of the page.

5. There are many ways that the District communicates with staff (e.g., superintendent emails, ParentSquare, Staff Talk, video). Please share any suggestions you have for improving BSD communication.

6. What is going well in the district?

7. What recommendations do you have to improve the district?



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School/Department Questions

General

8. I feel welcome and accepted at my place of work.

- ☐ Strongly agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly disagree

9. I'm well-informed about what's going on in the school/department where I work.

- ☐ Strongly agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly disagree

10. There are opportunities for my voice to be heard in decision-making.

- ☐ Strongly agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly disagree

11. My work is valued.

- ☐ Strongly agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly disagree

12. I generally feel safe at my workplace.

- ☐ Strongly agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly disagree



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School/Department Questions

Instruction & Classroom Practices

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

	Confident	Somewhat confident	Not confident
Teach to the learning targets assigned to my grade level or content area.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Align assessments to my grade level or content area learning targets.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use the formative assessment process to monitor and adjust my classroom.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collect evidence around a learning target or group of learning targets.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Accurately report student achievement relative to learning targets.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide differentiation strategies for ELL students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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.



Support and engage students with challenging behaviors.



Support and engage students who are unmotivated.





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School/Department Questions

Equity

14. At your school, how often are students encouraged to think more deeply about race-related topics?

- ☐ Frequently
- ☐ Occasionally
- ☐ Infrequently
- ☐ Never

15. How well does your school help students speak out against racism?

- ☐ Well
- ☐ Somewhat well
- ☐ Not well

16. How easy do you find interacting with students who are from different cultural backgrounds than your own?

- ☐ Not at all
- ☐ Slightly
- ☐ Somewhat
- ☐ Extremely

17. How comfortable are you incorporating new material about people from different backgrounds into your curriculum?

- ☐ Not at all
- ☐ Slightly
- ☐ Somewhat
- ☐ Extremely

18. How valuable was the equity professional development provided this year?

- ☐ Not at all
- ☐ Slightly
- ☐ Somewhat
- ☐ Extremely
- ☐ I didn't receive this professional development this year.

19. How effective has your school administration been in helping advance equity work in your school?

- ☐ Not at all
- ☐ Slightly
- ☐ Somewhat
- ☐ Extremely
- ☐ I'm not sure.

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

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



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School/Department Questions

Professional Development & Collaboration

22. The 5D+ Instructional Framework and the feedback I have received from my principal on the framework has helped me improve my instructional practices.

- ☐ Strongly agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly disagree

23. I have sufficient time to collaborate with my colleagues.

- ☐ Strongly agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly disagree

24. Collaboration with my colleagues has had a positive impact on my instructional practices.

- ☐ Strongly agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly disagree

25. The district-level professional development that I participated in this year has improved my instructional practice.

- ☐ Strongly agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ I haven't participated in district-level professional development this year.

26. The school-level professional development that I participated in this year has improved my instructional practice.

- ☐ Strongly agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ I haven't participated in school-level professional development this year.



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School/Department Questions

Technology

27. I have the necessary technology to support my work.

- ☐ Strongly agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly disagree

28. 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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School/Department Questions

Summary

29. Overall, I'm satisfied with my work environment.

- ☐ Strongly agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly disagree

30. What grade would you give your own school/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. Don't give your name or any personally-identifying information in your responses.

If you don't want to comment, select "Next" at the bottom of the page.

31. What's going well in your school/department?

32. What recommendations do you have to improve your school/department?



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Conclusion

This is the last page of the survey. If you'd like to edit any of your answers, please use the "Previous" button to return to the previous pages. If you'd like to respond to questions for a second location, simply retake the survey and skip the district-level questions.

When you select "Done," you'll be directed to the Staff Climate Survey. It has three sets of questions and includes optional demographic questions. The survey will help us learn if staff members of all backgrounds and identities receive respect and fair treatment in our district. The two surveys are completely separate, and your responses to the surveys aren't connected. The data is only used for analysis and reporting on groups of 20 or more to avoid identification.

If you'd like to complete the short survey at a later time, please save this link:

<https://www.surveymonkey.com/r/BSDClimate2024>