



BEAVERTON

SCHOOL DISTRICT

2024 BSD Substitute 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.



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Substitute Classification

1. Are you a licensed or classified substitute?

☐ Licensed

☐ Classified



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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's 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 Comments - 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's going well in the district?

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



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School/Department Questions

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

13. I have the knowledge and skills to do my job well.

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

14. I feel supported in my work.

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

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

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

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

- ☐ Not at all
- ☐ Slightly
- ☐ Somewhat
- ☐ Extremely
- ☐ I don't work directly with students.

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

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



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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.

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

19. 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>