



# Aylen Junior High

Staff Survey  
Spring 2024



Report created by  
Panorama Education



# Summary

Topic Description	Results	Comparison
<p><b>Belonging</b></p> <p>How much faculty and staff feel that they are valued members of the school community.</p>	<p><b>63%</b></p> <p>▲ 5 since last survey</p>	<p><b>59%</b> Puyallup School District</p>
<p><b>Cultural Awareness and Action (Adult Focus)</b></p> <p>How well a school supports staff and faculty in learning about, discussing, and confronting issues of race, ethnicity, and culture.</p>	<p><b>67%</b></p> <p>▼ 5 since last survey</p>	<p><b>60%</b> Puyallup School District</p>
<p><b>Feedback and Coaching</b></p> <p>Perceptions of the amount and quality of feedback faculty and staff receive.</p>	<p><b>36%</b></p> <p>▼ 2 since last survey</p>	<p><b>39%</b> Puyallup School District</p>
<p><b>Professional Learning About Equity</b></p> <p>Perceptions of the quantity and quality of equity-focused professional learning opportunities available to faculty and staff.</p>	<p><b>44%</b></p> <p>▼ 10 since last survey</p>	<p><b>44%</b> Puyallup School District</p>
<p><b>School Leadership</b></p> <p>Perceptions of the school leadership's effectiveness.</p>	<p><b>69%</b></p> <p>▼ 10 since last survey</p>	<p><b>65%</b> Puyallup School District</p>
<p><b>Well-being</b></p> <p>Faculty and staff perceptions of their own professional well-being.</p>	<p><b>74%</b></p> <p>▲ 10 since last survey</p>	<p><b>69%</b> Puyallup School District</p>

13 responses



# Belonging

Your average

# 63%

13 responses

Change

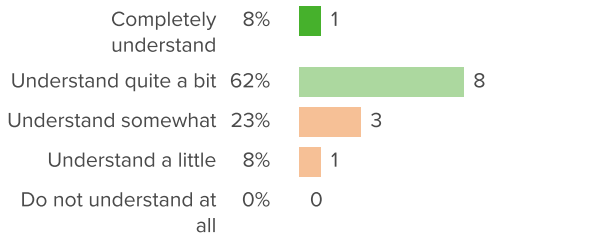
# ▲ 5

since last survey

District average: **59%** Puyallup School District

## How did people respond?

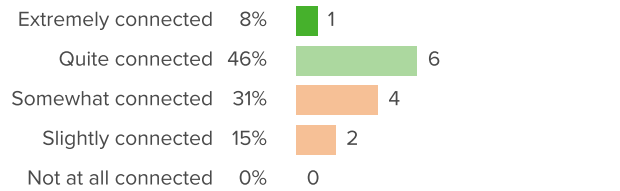
### Q.1: How well do your colleagues at school understand you as a person?



▲ 24 from last survey

Favorable: **69%**

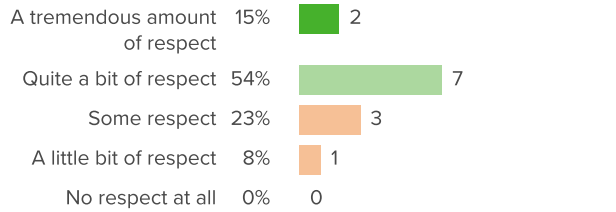
### Q.2: How connected do you feel to other adults at your school?



▲ 9 from last survey

Favorable: **54%**

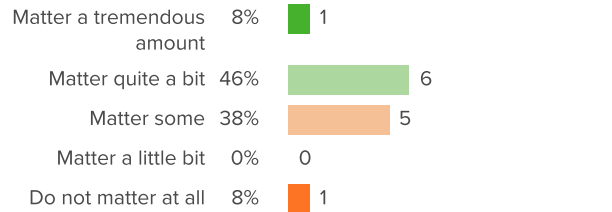
### Q.3: How much respect do colleagues in your school show you?



▼ 13 from last survey

Favorable: **69%**

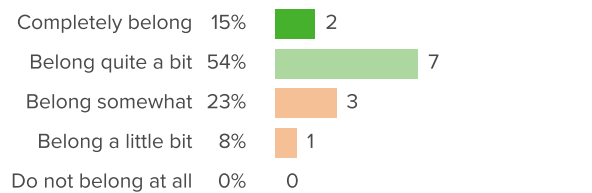
### Q.4: How much do you matter to others at your school?



▼ 1 from last survey

Favorable: **54%**

### Q.5: Overall, how much do you feel like you belong at your school?



▲ 5 from last survey

Favorable: **69%**



## Cultural Awareness and Action (Adult Focus)

Your average

**67%**

13 responses

Change

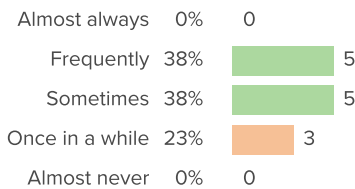
▼ **5**

since last survey

District average: **60%** Puyallup School District

### How did people respond?

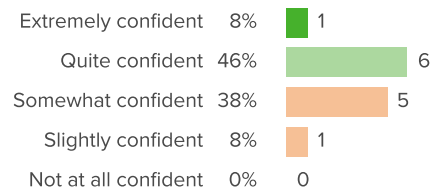
**Q.1: How often do you think about what colleagues of different races, ethnicities, or cultures experience?**



▼ **14** from last survey

Favorable: **77%**

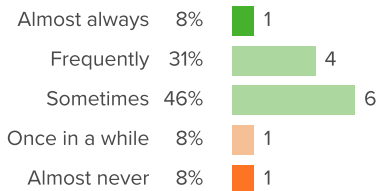
**Q.2: How confident are you that adults at your school can have honest conversations with each other about race?**



▼ **6** from last survey

Favorable: **54%**

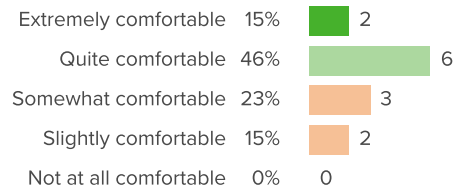
**Q.3: At your school, how often are you encouraged to think more deeply about race-related topics?**



▲ **5** from last survey

Favorable: **85%**

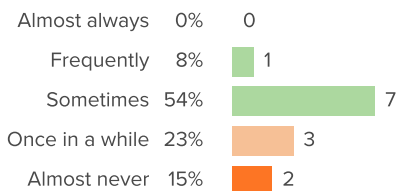
**Q.4: How comfortable are you discussing race-related topics with your colleagues?**



▲ **2** from last survey

Favorable: **62%**

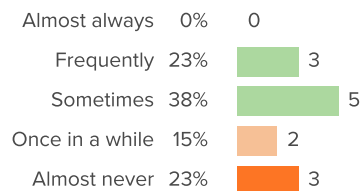
**Q.5: How often do adults at your school have important conversations about race, even when they might be uncomfortable?**



▼ **16** from last survey

Favorable: **62%**

**Q.6: When there are major news events related to race, how often do adults at your school talk about them with each other?**

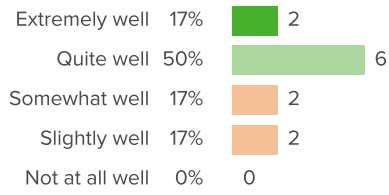


▼ **16** from last survey

Favorable: **62%**



**Q.7: How well does your school help staff speak out against racism?**



▲ 12 from last survey

Favorable: **67%**



# Feedback and Coaching

Your average

# 36%

13 responses

Change

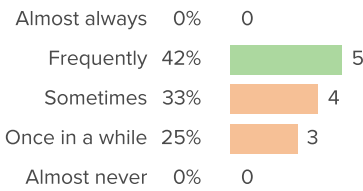
# ▼ 2

since last survey

District average: **39%** Puyallup School District

## How did people respond?

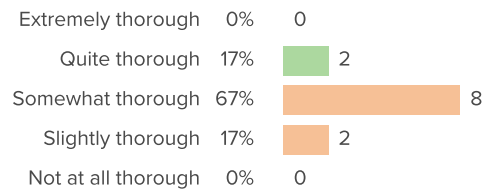
### Q.1: How often do you receive feedback on your work?



▲ 6 from last survey

Favorable: **42%**

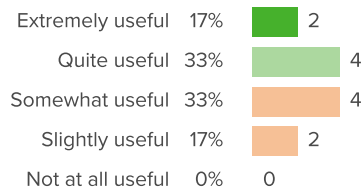
### Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role?



▼ 19 from last survey

Favorable: **17%**

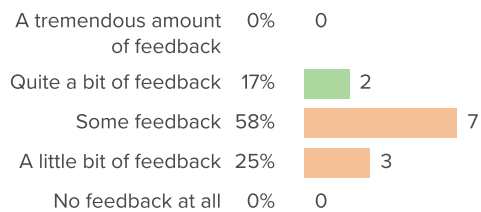
### Q.3: How useful do you find the feedback you receive on your work?



▲ 5 from last survey

Favorable: **50%**

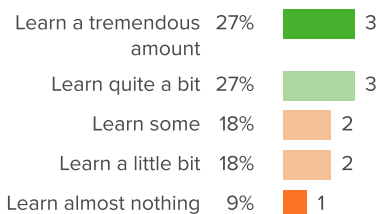
### Q.4: How much feedback do you receive on your work?



▼ 19 from last survey

Favorable: **17%**

### Q.5: How much do you learn from the evaluation processes at your school?



▲ 19 from last survey

Favorable: **55%**



# Professional Learning About Equity

Your average

**44%**

13 responses

Change

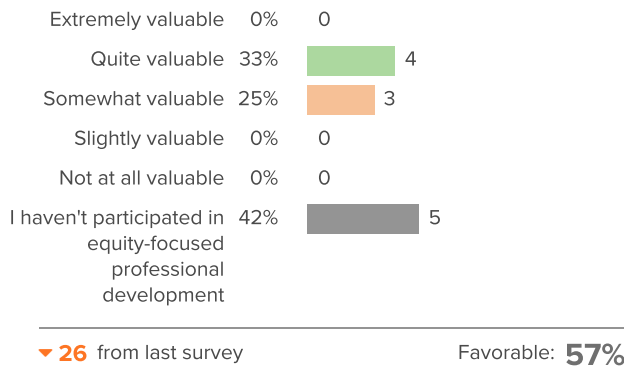
▼ **10**

since last survey

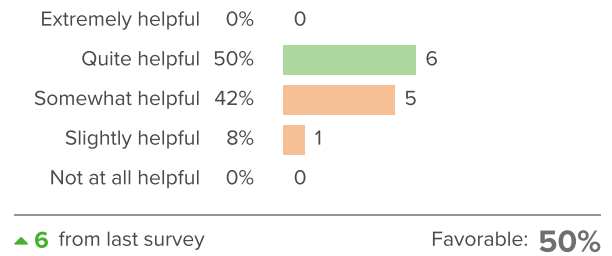
District average: **44%** Puyallup School District

## How did people respond?

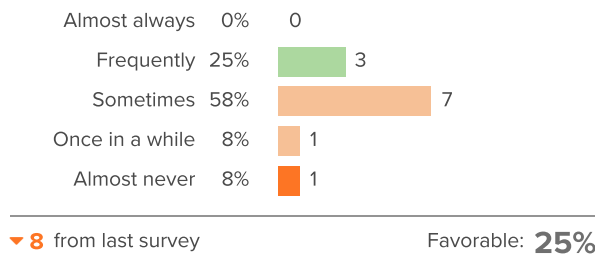
**Q.1: At your school, how valuable are the equity-focused professional development opportunities?**



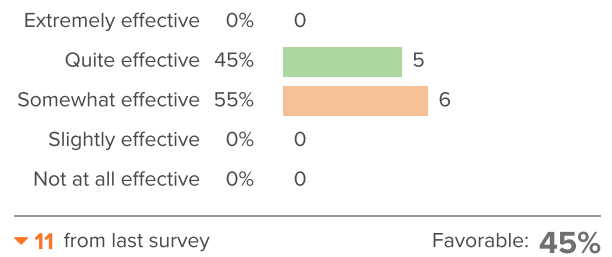
**Q.2: When it comes to promoting culturally responsive practices, how helpful are your colleagues' ideas for improving your practice?**



**Q.3: How often do professional development opportunities help you explore new ways to promote equity in your practice?**



**Q.4: Overall, how effective has your school administration been in helping you advance student equity?**





## School Leadership

Your average

**69%**

13 responses

Change

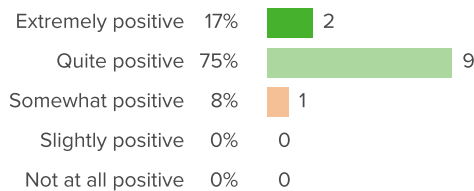
▼ **10**

since last survey

District average: **65%** Puyallup School District

### How did people respond?

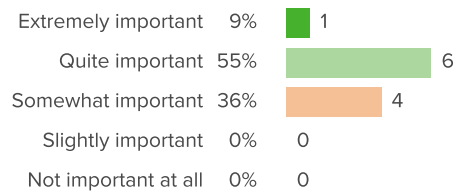
#### Q.1: How positive is the tone that school leaders set for the culture of the school?



▲ **19** from last survey

Favorable: **92%**

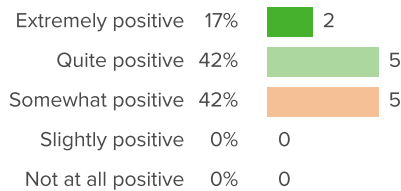
#### Q.2: For your school leaders, how important is staff satisfaction?



▼ **18** from last survey

Favorable: **64%**

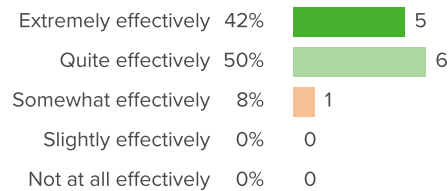
#### Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?



▼ **6** from last survey

Favorable: **58%**

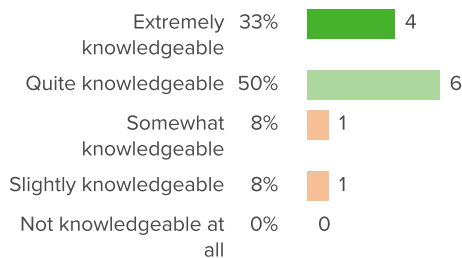
#### Q.4: How effectively do school leaders communicate important information to staff?



▲ **1** from last survey

Favorable: **92%**

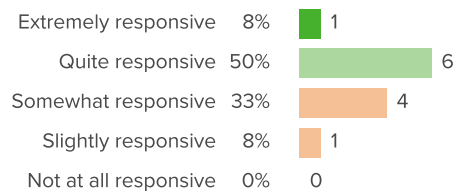
#### Q.5: How knowledgeable are your school leaders about what is going on in the school?



▼ **8** from last survey

Favorable: **83%**

#### Q.6: How responsive are school leaders to your feedback?



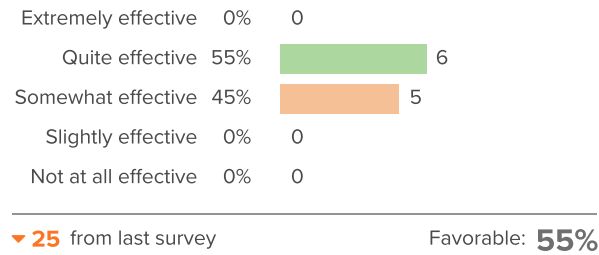
▼ **15** from last survey

Favorable: **58%**

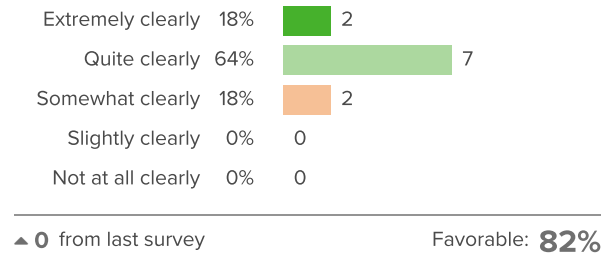




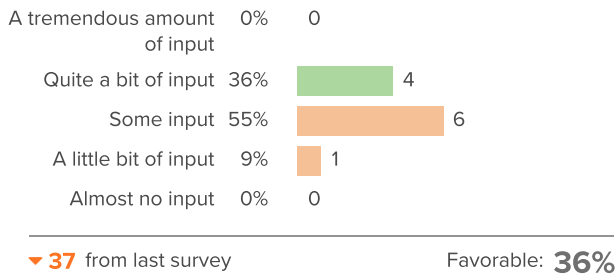
**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**



**Q.8: How clearly do your school leaders identify their goals for the staff?**



**Q.9: When the school makes important decisions, how much input do staff have?**





# Well-being

Your average

**74%**

13 responses

Change

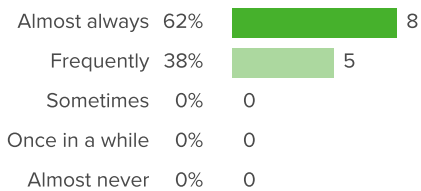
**▲ 10**

since last survey

District average: **69%** Puyallup School District

## How did people respond?

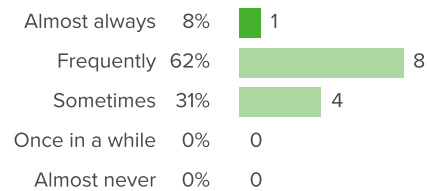
**Q.1: During the past week, how often did you feel engaged at work?**



▲ 9 from last survey

Favorable: **100%**

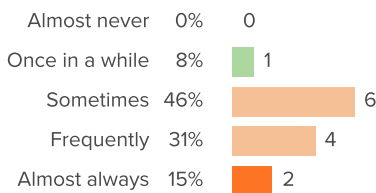
**Q.2: During the past week, how often did you feel excited at work?**



▲ 18 from last survey

Favorable: **100%**

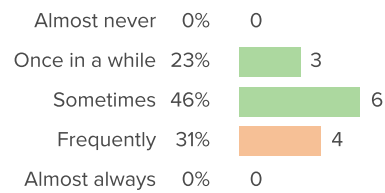
**Q.3: During the past week, how often did you feel exhausted at work?**



▼ 19 from last survey

Favorable: **8%**

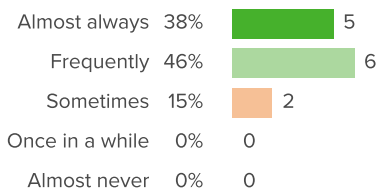
**Q.4: During the past week, how often did you feel frustrated at work?**



▼ 4 from last survey

Favorable: **69%**

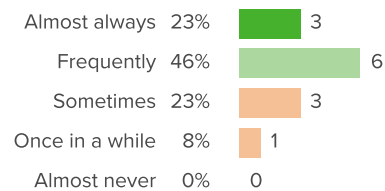
**Q.5: During the past week, how often did you feel happy at work?**



▲ 30 from last survey

Favorable: **85%**

**Q.6: During the past week, how often did you feel hopeful at work?**

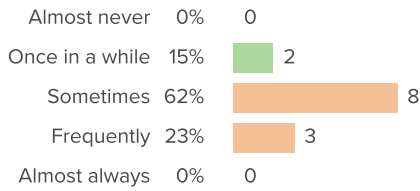


▲ 14 from last survey

Favorable: **69%**

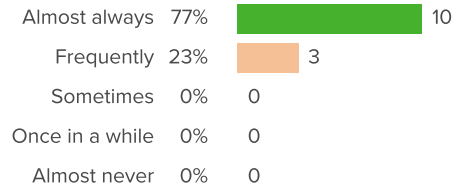


**Q.7: During the past week, how often did you feel overwhelmed at work?**



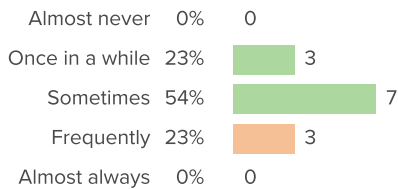
▼ **12** from last survey Favorable: **15%**

**Q.8: During the past week, how often did you feel safe at work?**



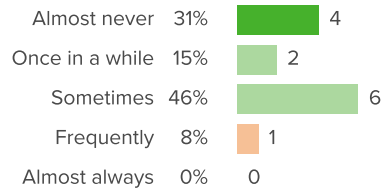
▲ **47** from last survey Favorable: **77%**

**Q.9: During the past week, how often did you feel stressed out at work?**



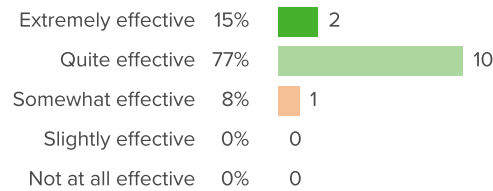
▲ **13** from last survey Favorable: **77%**

**Q.10: During the past week, how often did you feel worried at work?**



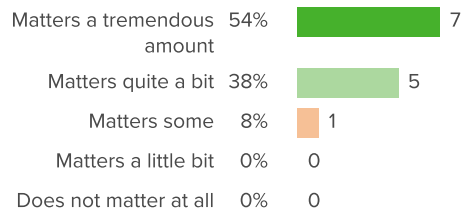
▼ **8** from last survey Favorable: **92%**

**Q.11: How effective do you feel at your job right now?**



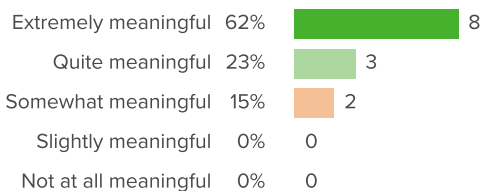
▲ **37** from last survey Favorable: **92%**

**Q.12: How much does your work matter to you?**



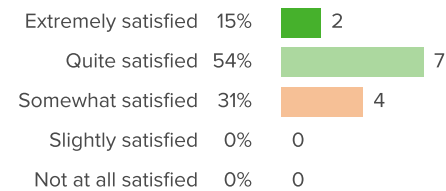
▼ **8** from last survey Favorable: **92%**

**Q.13: How meaningful for you is the work that you do?**



▼ **6** from last survey Favorable: **85%**

**Q.14: Overall, how satisfied are you with your job right now?**



▲ **24** from last survey Favorable: **69%**

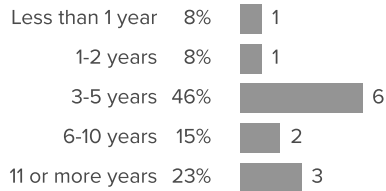


# Background Questions

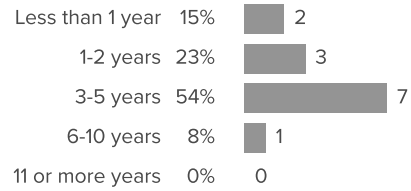
How did people respond?

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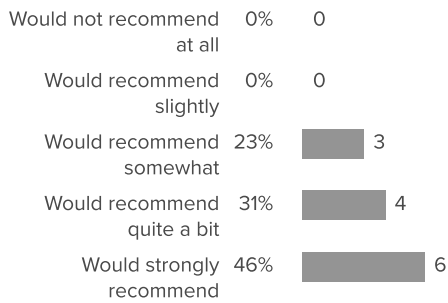
**Q.1: For how many years have you worked in education?**



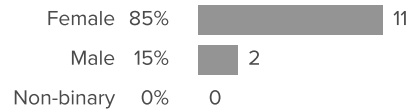
**Q.2: For how many years have you worked at your current school?**



**Q.3: If a friend or colleague were looking for a job, to what extent, if at all, would you recommend your school?**

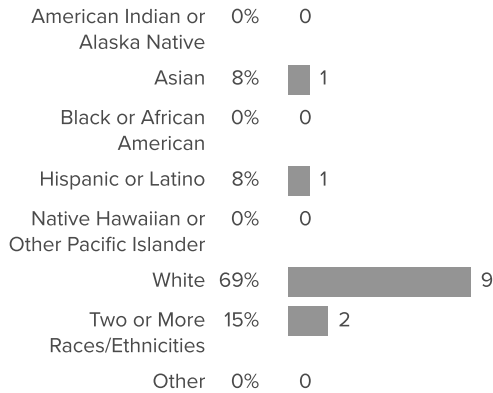


**Q.4: What is your gender?**

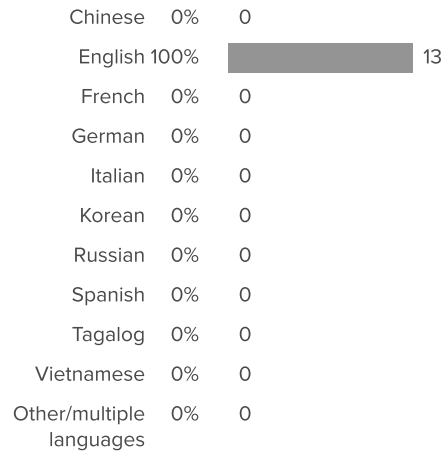




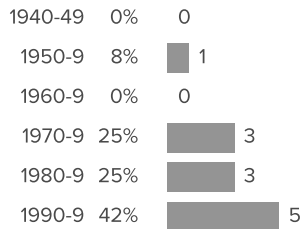
**Q.5: What is your race or ethnicity?**



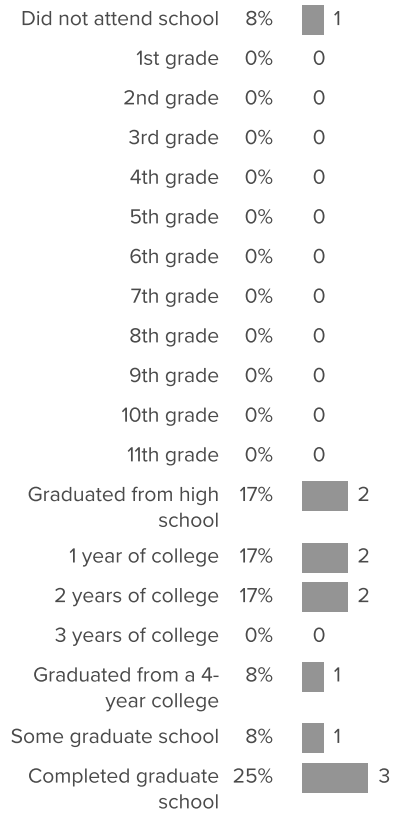
**Q.6: Please indicate the primary language spoken in your childhood home. (Please check only one.)**



**Q.7: In which decade were you born?**



**Q.8: Please select the highest level of education completed by your mother. If you are not sure, please take your best guess.**





**Q.9: Please select the highest level of education completed by your father. If you are not sure, please take your best guess.**

