



Brouillet Elementary

Staff Survey
Spring 2024



Report created by
Panorama Education



Summary

Topic Description	Results	Comparison
<p>Belonging</p> <p>How much faculty and staff feel that they are valued members of the school community.</p>	<p>54%</p> <p>▼ 5 since last survey</p>	<p>59% Puyallup School District</p>
<p>Cultural Awareness and Action (Adult Focus)</p> <p>How well a school supports staff and faculty in learning about, discussing, and confronting issues of race, ethnicity, and culture.</p>	<p>69%</p> <p>▲ 26 since last survey</p>	<p>60% Puyallup School District</p>
<p>Feedback and Coaching</p> <p>Perceptions of the amount and quality of feedback faculty and staff receive.</p>	<p>29%</p> <p>▼ 10 since last survey</p>	<p>39% Puyallup School District</p>
<p>Professional Learning About Equity</p> <p>Perceptions of the quantity and quality of equity-focused professional learning opportunities available to faculty and staff.</p>	<p>58%</p> <p>▲ 42 since last survey</p>	<p>44% Puyallup School District</p>
<p>School Leadership</p> <p>Perceptions of the school leadership's effectiveness.</p>	<p>61%</p> <p>▲ 22 since last survey</p>	<p>65% Puyallup School District</p>
<p>Well-being</p> <p>Faculty and staff perceptions of their own professional well-being.</p>	<p>55%</p> <p>▼ 4 since last survey</p>	<p>69% Puyallup School District</p>

7 responses



Belonging

Your average

54%

7 responses

Change

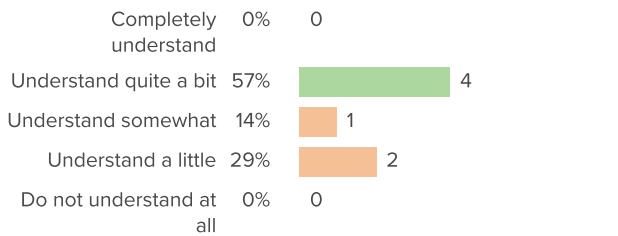
▼ **5**

since last survey

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

How did people respond?

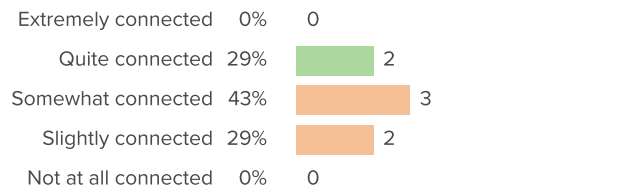
Q.1: How well do your colleagues at school understand you as a person?



▲ 4 from last survey

Favorable: **57%**

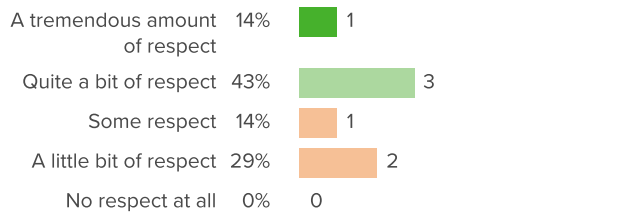
Q.2: How connected do you feel to other adults at your school?



▼ 24 from last survey

Favorable: **29%**

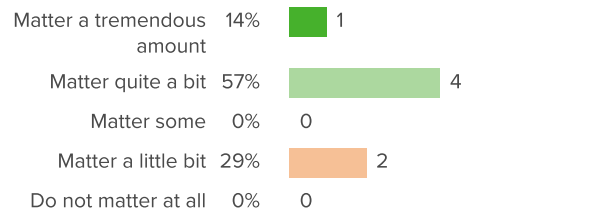
Q.3: How much respect do colleagues in your school show you?



▼ 23 from last survey

Favorable: **57%**

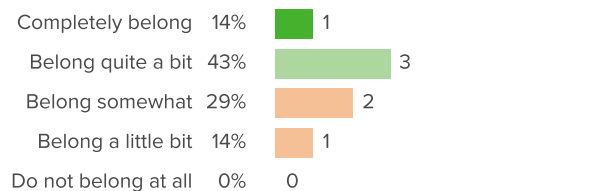
Q.4: How much do you matter to others at your school?



▲ 24 from last survey

Favorable: **71%**

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



▼ 3 from last survey

Favorable: **57%**



Cultural Awareness and Action (Adult Focus)

Your average

69%

7 responses

Change

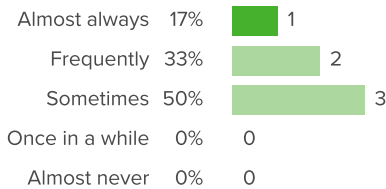
▲ 26

since last survey

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

How did people respond?

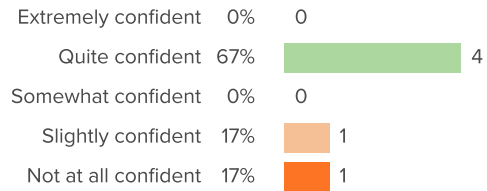
Q.1: How often do you think about what colleagues of different races, ethnicities, or cultures experience?



▲ 33 from last survey

Favorable: **100%**

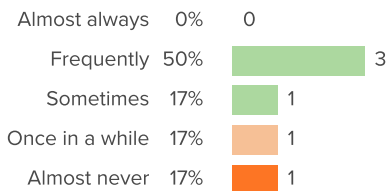
Q.2: How confident are you that adults at your school can have honest conversations with each other about race?



▲ 20 from last survey

Favorable: **67%**

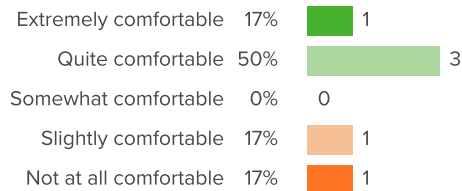
Q.3: At your school, how often are you encouraged to think more deeply about race-related topics?



▲ 20 from last survey

Favorable: **67%**

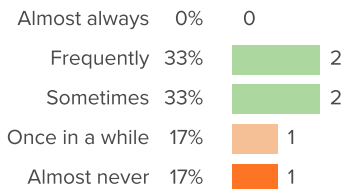
Q.4: How comfortable are you discussing race-related topics with your colleagues?



▲ 27 from last survey

Favorable: **67%**

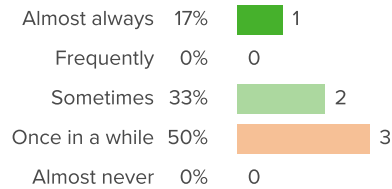
Q.5: How often do adults at your school have important conversations about race, even when they might be uncomfortable?



▲ 34 from last survey

Favorable: **67%**

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

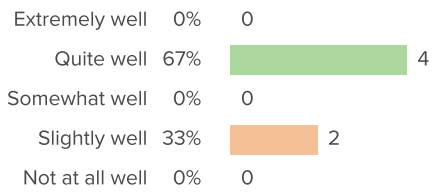


▼ 3 from last survey

Favorable: **50%**



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



▲ 54 from last survey

Favorable: **67%**



Feedback and Coaching

Your average

29%

7 responses

Change

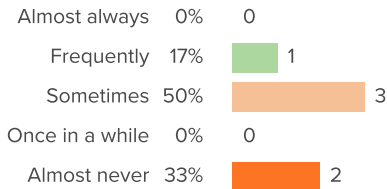
▼ **10**

since last survey

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

How did people respond?

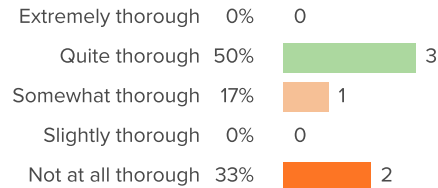
Q.1: How often do you receive feedback on your work?



▼ **36** from last survey

Favorable: **17%**

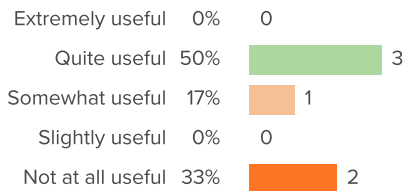
Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role?



▲ **10** from last survey

Favorable: **50%**

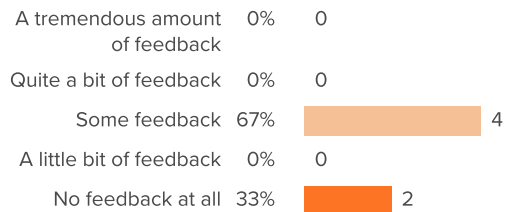
Q.3: How useful do you find the feedback you receive on your work?



▲ **3** from last survey

Favorable: **50%**

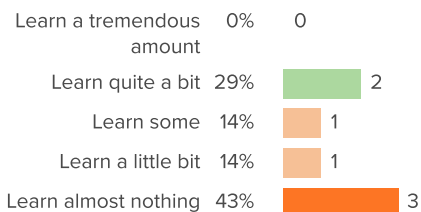
Q.4: How much feedback do you receive on your work?



▼ **33** from last survey

Favorable: **0%**

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



▲ **9** from last survey

Favorable: **29%**



Professional Learning About Equity

Your average

58%

7 responses

Change

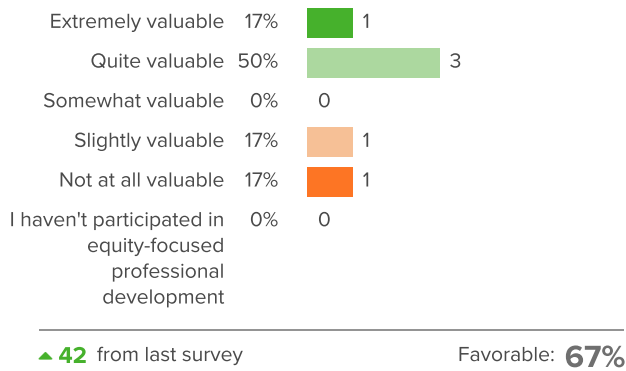
▲ 42

since last survey

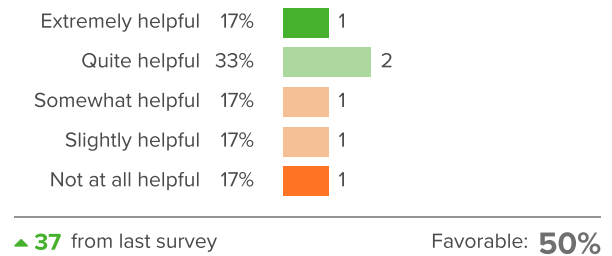
District average: **44%** Puyallup School District

How did people respond?

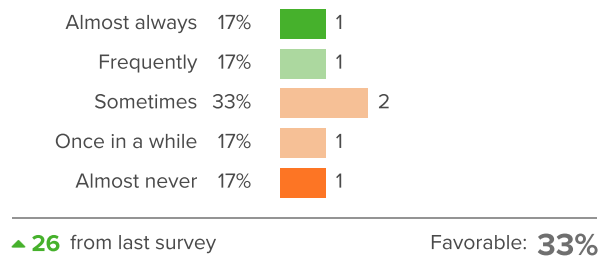
Q.1: At your school, how valuable are the equity-focused professional development opportunities?



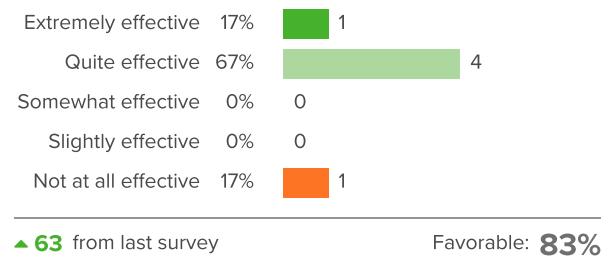
Q.2: When it comes to promoting culturally responsive practices, how helpful are your colleagues' ideas for improving your practice?



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

61%

7 responses

Change

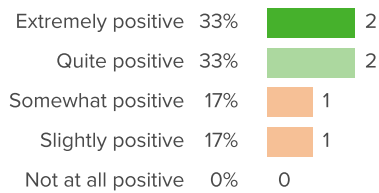
▲ 22

since last survey

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

How did people respond?

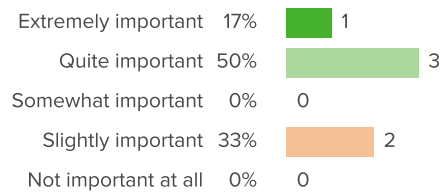
Q.1: How positive is the tone that school leaders set for the culture of the school?



▲ 17 from last survey

Favorable: **67%**

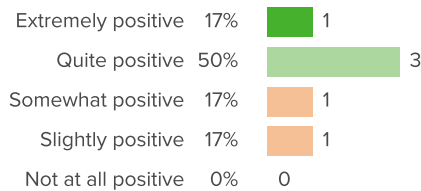
Q.2: For your school leaders, how important is staff satisfaction?



▲ 20 from last survey

Favorable: **67%**

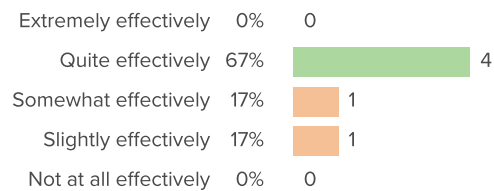
Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?



▲ 34 from last survey

Favorable: **67%**

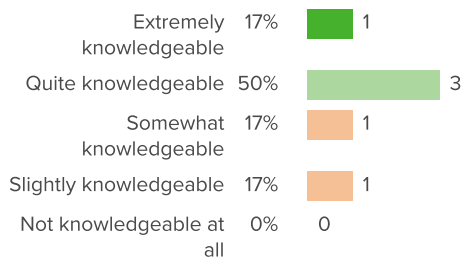
Q.4: How effectively do school leaders communicate important information to staff?



▲ 17 from last survey

Favorable: **67%**

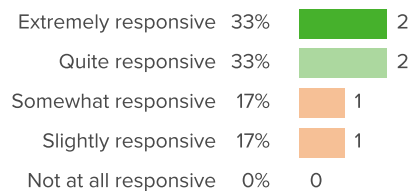
Q.5: How knowledgeable are your school leaders about what is going on in the school?



▲ 14 from last survey

Favorable: **67%**

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

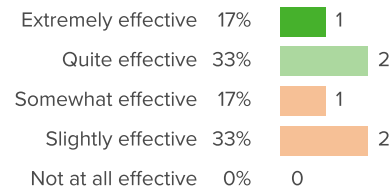


▲ 27 from last survey

Favorable: **67%**



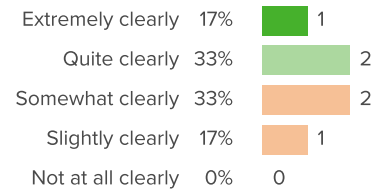
Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?



▲ 27 from last survey

Favorable: 50%

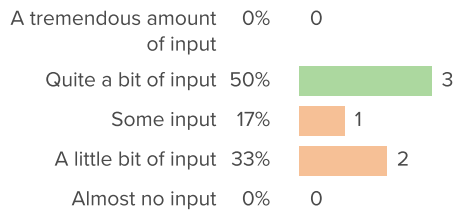
Q.8: How clearly do your school leaders identify their goals for the staff?



▲ 17 from last survey

Favorable: 50%

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



▲ 30 from last survey

Favorable: 50%



Well-being

Your average

55%

7 responses

Change

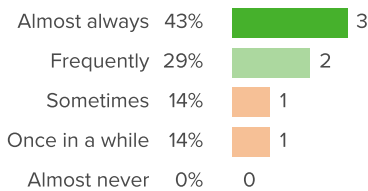
▼ **4**

since last survey

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

How did people respond?

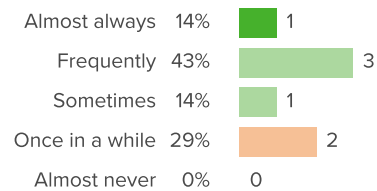
Q.1: During the past week, how often did you feel engaged at work?



▼ **15** from last survey

Favorable: **71%**

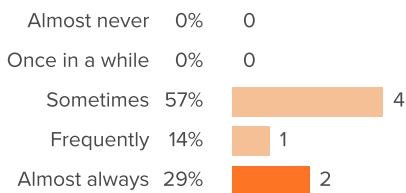
Q.2: During the past week, how often did you feel excited at work?



▼ **16** from last survey

Favorable: **71%**

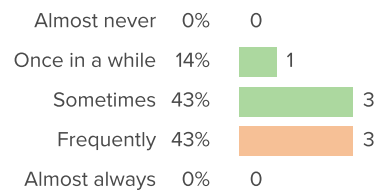
Q.3: During the past week, how often did you feel exhausted at work?



▼ **13** from last survey

Favorable: **0%**

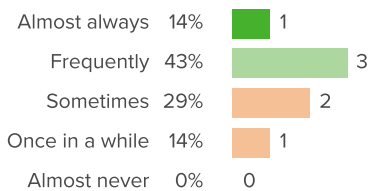
Q.4: During the past week, how often did you feel frustrated at work?



▼ **16** from last survey

Favorable: **57%**

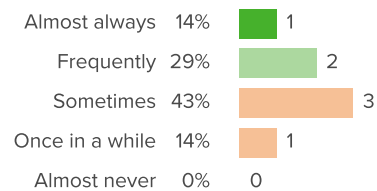
Q.5: During the past week, how often did you feel happy at work?



▲ **10** from last survey

Favorable: **57%**

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

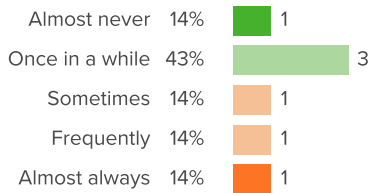


▲ **3** from last survey

Favorable: **43%**

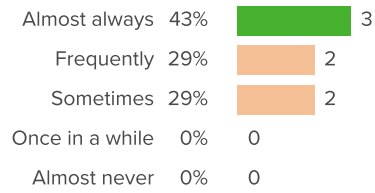


Q.7: During the past week, how often did you feel overwhelmed at work?



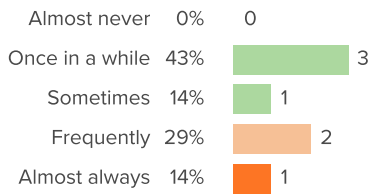
▲ 24 from last survey Favorable: **57%**

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



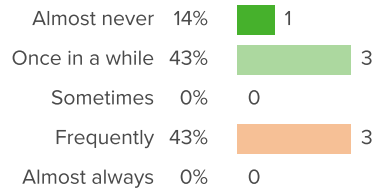
▲ 3 from last survey Favorable: **43%**

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



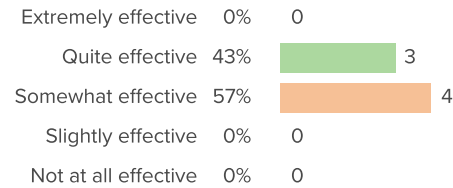
▼ 3 from last survey Favorable: **57%**

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



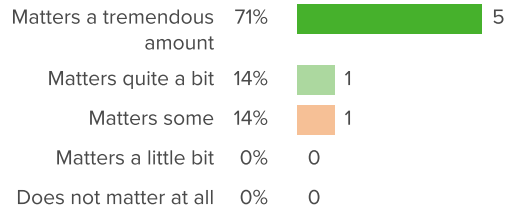
▼ 23 from last survey Favorable: **57%**

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



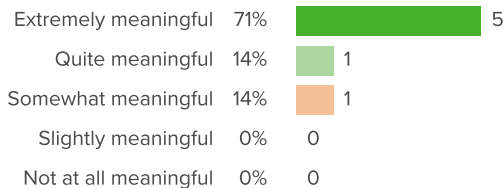
▼ 17 from last survey Favorable: **43%**

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



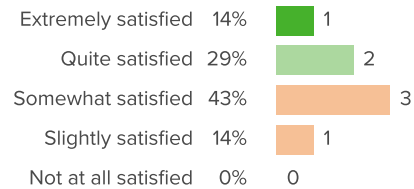
▼ 1 from last survey Favorable: **86%**

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



▲ 6 from last survey Favorable: **86%**

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



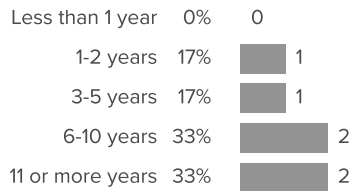
▲ 3 from last survey Favorable: **43%**



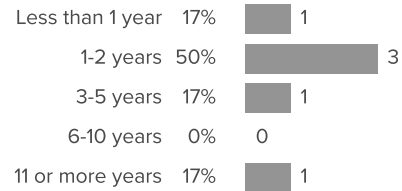
Background Questions

How did people respond? _____

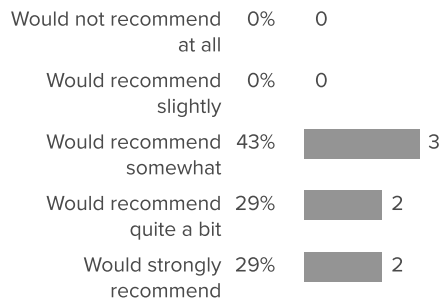
Q.1: For how many years have you worked in education?



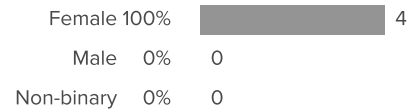
Q.2: For how many years have you worked at your current school?



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?

American Indian or Alaska Native	0%	0
Asian	0%	0
Black or African American	0%	0
Hispanic or Latino	0%	0
Native Hawaiian or Other Pacific Islander	0%	0
White	67%	2
Two or More Races/Ethnicities	33%	1
Other	0%	0

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

Chinese	0%	0
English	100%	4
French	0%	0
German	0%	0
Italian	0%	0
Korean	0%	0
Russian	0%	0
Spanish	0%	0
Tagalog	0%	0
Vietnamese	0%	0
Other/multiple languages	0%	0

Q.7: In which decade were you born?

1940-49	0%	0
1950-9	0%	0
1960-9	33%	1
1970-9	33%	1
1980-9	33%	1
1990-9	0%	0

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

Did not attend school	0%	0
1st grade	0%	0
2nd grade	0%	0
3rd grade	0%	0
4th grade	0%	0
5th grade	0%	0
6th grade	0%	0
7th grade	0%	0
8th grade	0%	0
9th grade	0%	0
10th grade	67%	2
11th grade	0%	0
Graduated from high school	0%	0
1 year of college	0%	0
2 years of college	33%	1
3 years of college	0%	0
Graduated from a 4-year college	0%	0
Some graduate school	0%	0
Completed graduate school	0%	0



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

Did not attend school	0%	0
1st grade	0%	0
2nd grade	0%	0
3rd grade	0%	0
4th grade	0%	0
5th grade	0%	0
6th grade	0%	0
7th grade	0%	0
8th grade	0%	0
9th grade	0%	0
10th grade	0%	0
11th grade	0%	0
Graduated from high school	33%	1
1 year of college	0%	0
2 years of college	67%	2
3 years of college	0%	0
Graduated from a 4-year college	0%	0
Some graduate school	0%	0
Completed graduate school	0%	0