



Emerald Ridge High School

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>50%</p> <p>▼ 2 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>54%</p> <p>▲ 5 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>25%</p> <p>0 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>18%</p> <p>▼ 13 since last survey</p>	<p>44% Puyallup School District</p>
<p>School Leadership</p> <p>Perceptions of the school leadership's effectiveness.</p>	<p>44%</p> <p>▲ 1 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>57%</p> <p>▼ 11 since last survey</p>	<p>69% Puyallup School District</p>

14 responses



Belonging

Your average

50%

14 responses

Change

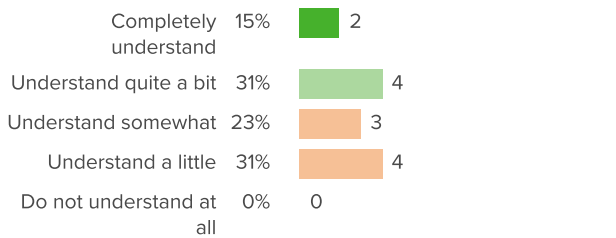
▼ 2

since last survey

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

How did people respond?

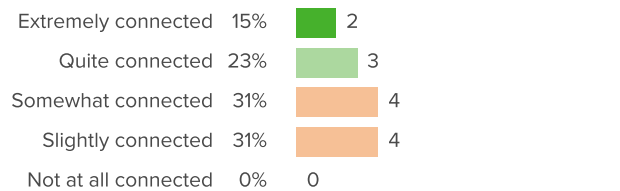
Q.1: How well do your colleagues at school understand you as a person?



▲ 5 from last survey

Favorable: **46%**

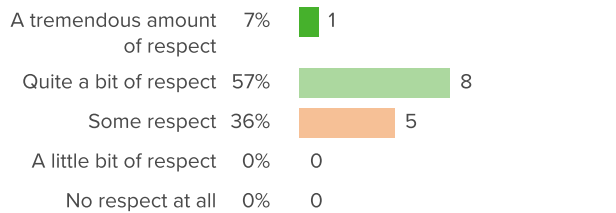
Q.2: How connected do you feel to other adults at your school?



▲ 3 from last survey

Favorable: **38%**

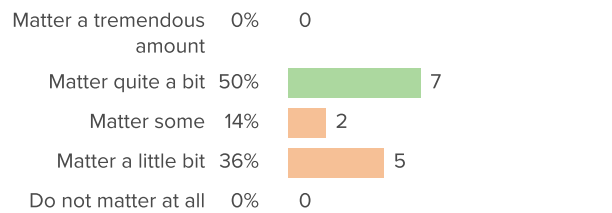
Q.3: How much respect do colleagues in your school show you?



▼ 4 from last survey

Favorable: **64%**

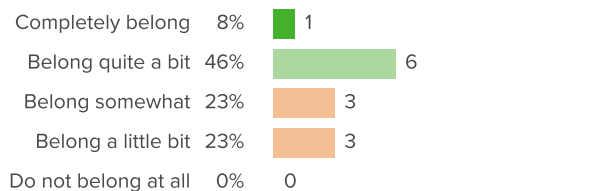
Q.4: How much do you matter to others at your school?



▼ 5 from last survey

Favorable: **50%**

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



▼ 7 from last survey

Favorable: **54%**



Cultural Awareness and Action (Adult Focus)

Your average

54%

14 responses

Change

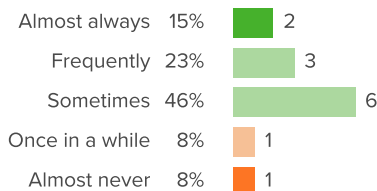
▲ 5

since last survey

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

How did people respond?

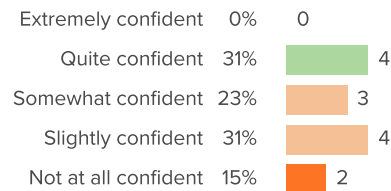
Q.1: How often do you think about what colleagues of different races, ethnicities, or cultures experience?



▲ 3 from last survey

Favorable: **85%**

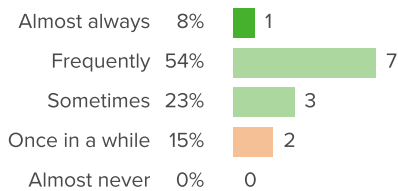
Q.2: How confident are you that adults at your school can have honest conversations with each other about race?



▲ 10 from last survey

Favorable: **31%**

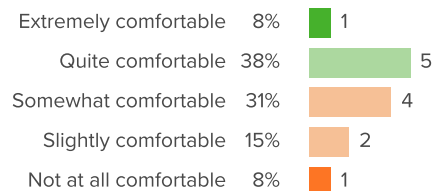
Q.3: At your school, how often are you encouraged to think more deeply about race-related topics?



▲ 25 from last survey

Favorable: **85%**

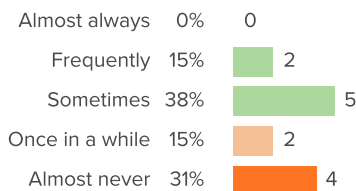
Q.4: How comfortable are you discussing race-related topics with your colleagues?



▲ 11 from last survey

Favorable: **46%**

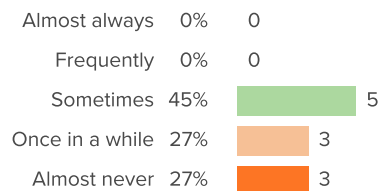
Q.5: How often do adults at your school have important conversations about race, even when they might be uncomfortable?



▲ 9 from last survey

Favorable: **54%**

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

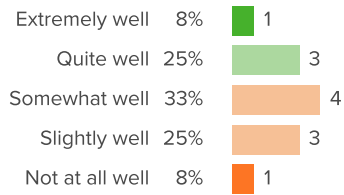


▼ 14 from last survey

Favorable: **45%**



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



▼ 7 from last survey

Favorable: **33%**



Feedback and Coaching

Your average

25%

14 responses

Change

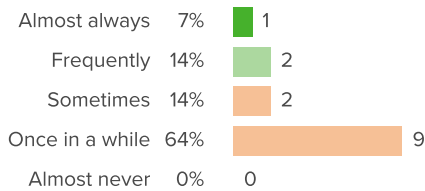
0

since last survey

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

How did people respond?

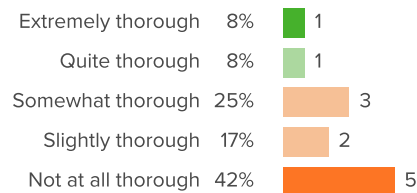
Q.1: How often do you receive feedback on your work?



▼ 8 from last survey

Favorable: **21%**

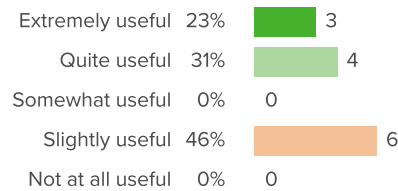
Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role?



▼ 10 from last survey

Favorable: **17%**

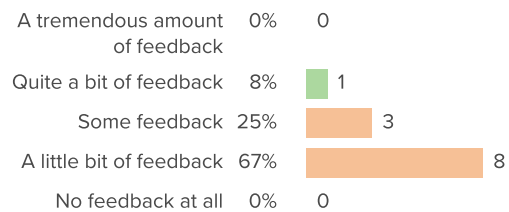
Q.3: How useful do you find the feedback you receive on your work?



▲ 29 from last survey

Favorable: **54%**

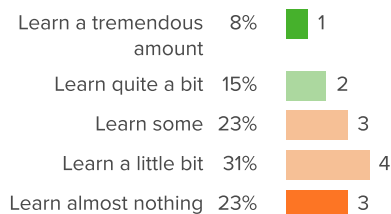
Q.4: How much feedback do you receive on your work?



▼ 15 from last survey

Favorable: **8%**

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



▲ 4 from last survey

Favorable: **23%**



Professional Learning About Equity

Your average

18%

14 responses

Change

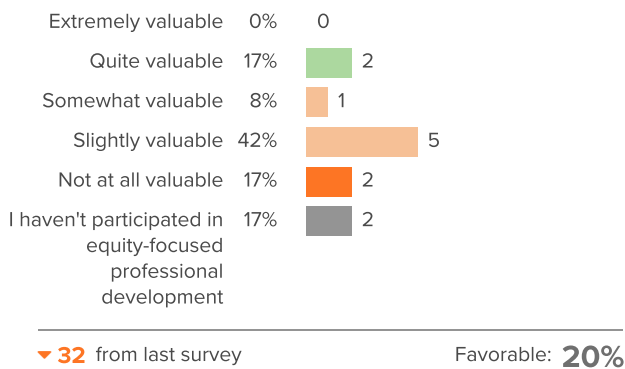
▼ **13**

since last survey

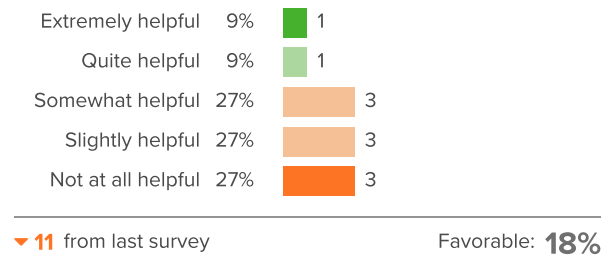
District average: **44%** Puyallup School District

How did people respond?

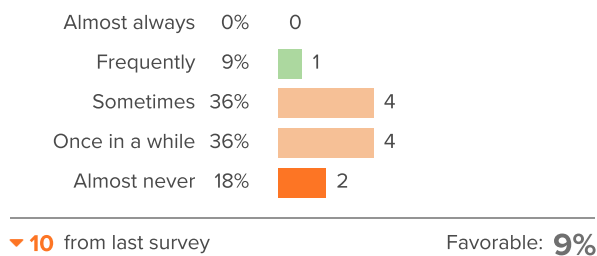
Q.1: At your school, how valuable are the equity-focused professional development opportunities?



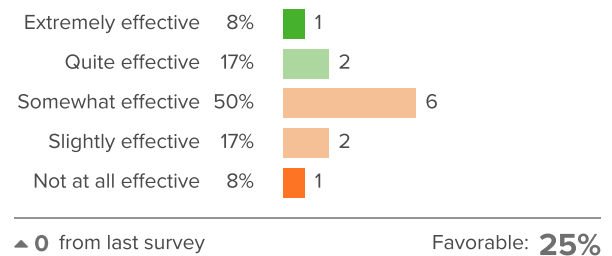
Q.2: When it comes to promoting culturally responsive practices, how helpful are your colleagues' ideas for improving your practice?



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

44%

14 responses

Change

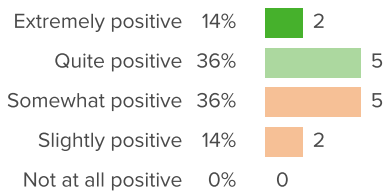
▲ 1

since last survey

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

How did people respond?

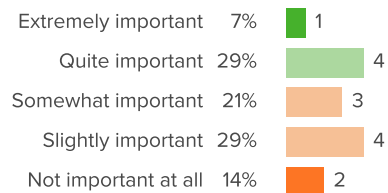
Q.1: How positive is the tone that school leaders set for the culture of the school?



▲ 0 from last survey

Favorable: **50%**

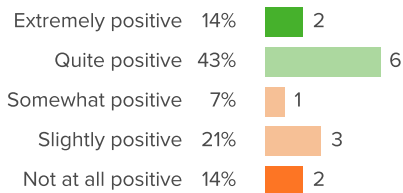
Q.2: For your school leaders, how important is staff satisfaction?



▲ 3 from last survey

Favorable: **36%**

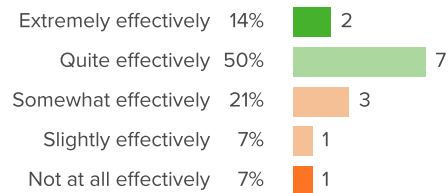
Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?



▲ 22 from last survey

Favorable: **57%**

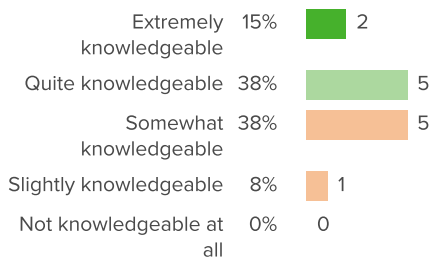
Q.4: How effectively do school leaders communicate important information to staff?



▲ 20 from last survey

Favorable: **64%**

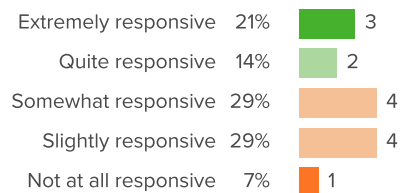
Q.5: How knowledgeable are your school leaders about what is going on in the school?



▼ 5 from last survey

Favorable: **54%**

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

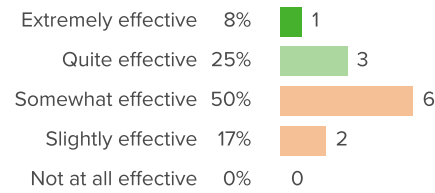


▼ 14 from last survey

Favorable: **36%**



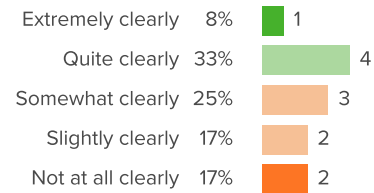
Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?



▼ 19 from last survey

Favorable: **33%**

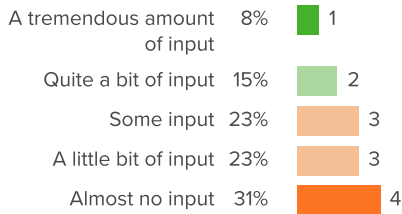
Q.8: How clearly do your school leaders identify their goals for the staff?



▲ 1 from last survey

Favorable: **42%**

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



▼ 2 from last survey

Favorable: **23%**



Well-being

Your average

57%

14 responses

Change

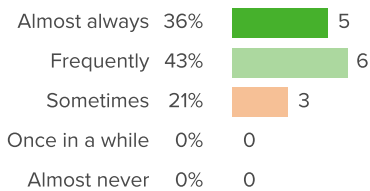
▼ 11

since last survey

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

How did people respond?

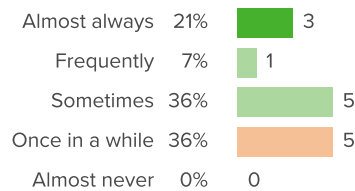
Q.1: During the past week, how often did you feel engaged at work?



▼ 9 from last survey

Favorable: **79%**

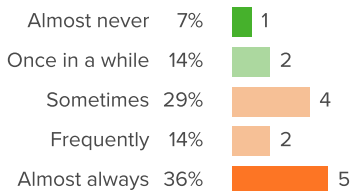
Q.2: During the past week, how often did you feel excited at work?



▼ 18 from last survey

Favorable: **64%**

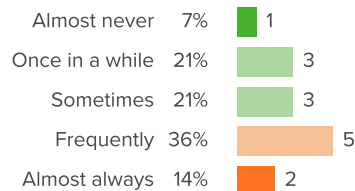
Q.3: During the past week, how often did you feel exhausted at work?



▲ 6 from last survey

Favorable: **21%**

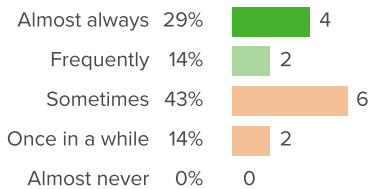
Q.4: During the past week, how often did you feel frustrated at work?



▼ 24 from last survey

Favorable: **50%**

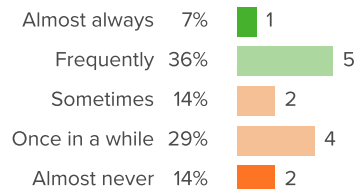
Q.5: During the past week, how often did you feel happy at work?



▼ 36 from last survey

Favorable: **43%**

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

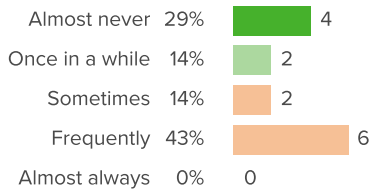


▼ 21 from last survey

Favorable: **43%**



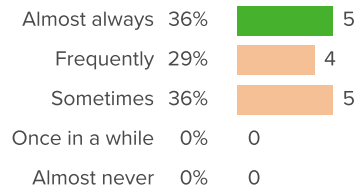
Q.7: During the past week, how often did you feel overwhelmed at work?



▲ 7 from last survey

Favorable: **43%**

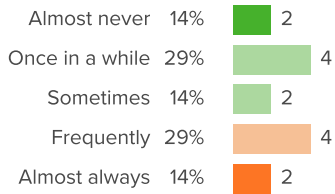
Q.8: During the past week, how often did you feel safe at work?



▲ 1 from last survey

Favorable: **36%**

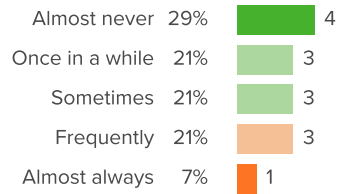
Q.9: During the past week, how often did you feel stressed out at work?



▲ 4 from last survey

Favorable: **57%**

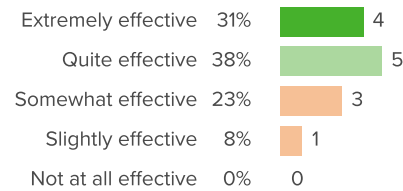
Q.10: During the past week, how often did you feel worried at work?



▼ 14 from last survey

Favorable: **71%**

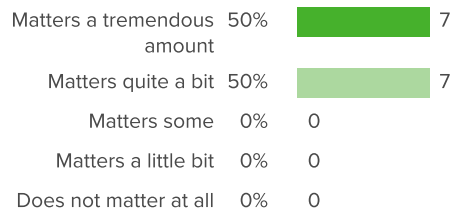
Q.11: How effective do you feel at your job right now?



▼ 2 from last survey

Favorable: **69%**

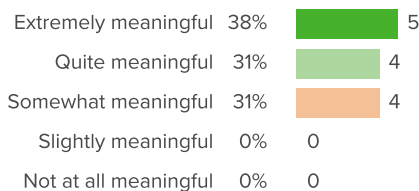
Q.12: How much does your work matter to you?



▲ 0 from last survey

Favorable: **100%**

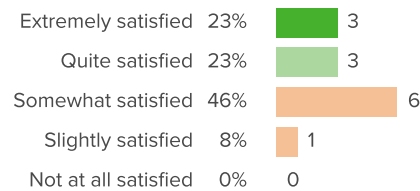
Q.13: How meaningful for you is the work that you do?



▼ 22 from last survey

Favorable: **69%**

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



▼ 28 from last survey

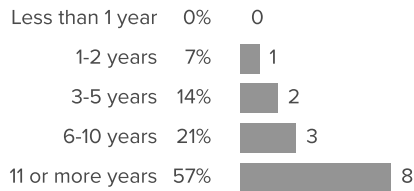
Favorable: **46%**



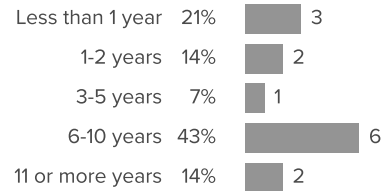
Background Questions

How did people respond? _____

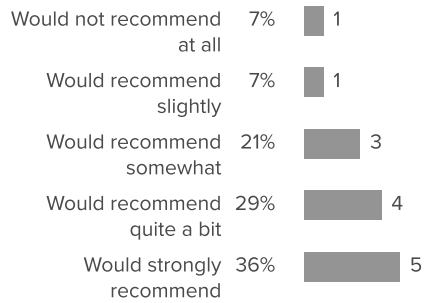
Q.1: For how many years have you worked in education?



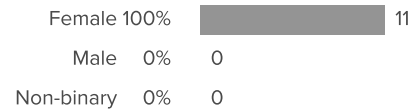
Q.2: For how many years have you worked at your current school?



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

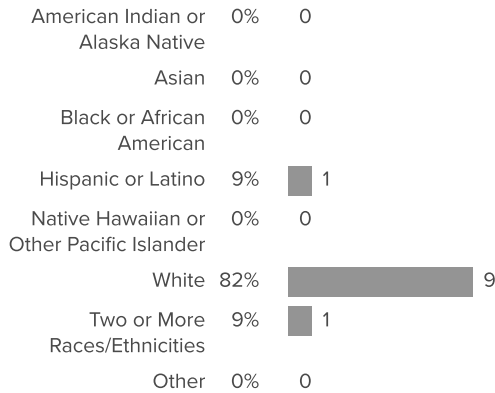


Q.4: What is your gender?

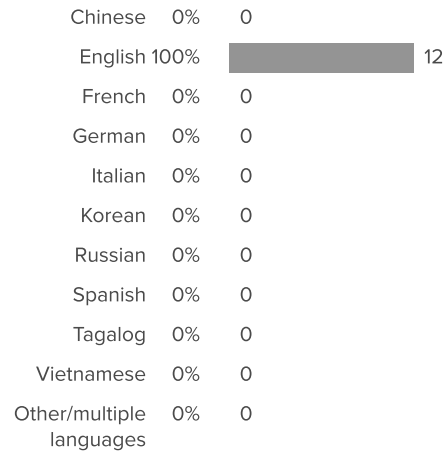




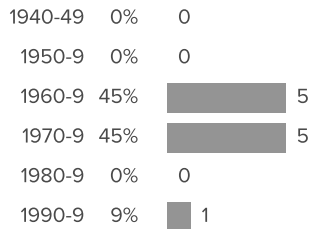
Q.5: What is your race or ethnicity?



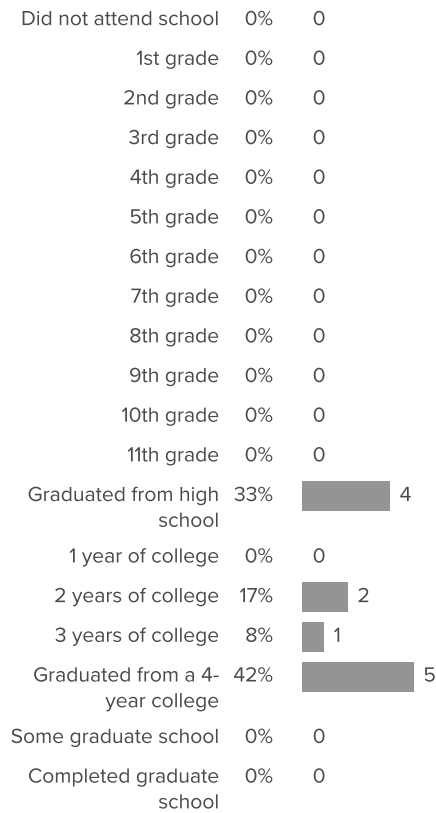
Q.6: Please indicate the primary language spoken in your childhood home. (Please check only one.)



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.

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	17%	2
1 year of college	8%	1
2 years of college	17%	2
3 years of college	0%	0
Graduated from a 4-year college	42%	5
Some graduate school	0%	0
Completed graduate school	17%	2