



# Puyallup Online Academy

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>91%</b></p> <p>▲ 33<br/>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>88%</b></p> <p>▲ 18<br/>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>100%</b></p> <p>▲ 67<br/>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>83%</b></p> <p>▲ 30<br/>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>100%</b></p> <p>▲ 52<br/>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>86%</b></p> <p>▲ 36<br/>since last survey</p>  | <p><b>69%</b> Puyallup School District</p> |

7 responses



# Belonging

Your average

# 91%

7 responses

Change

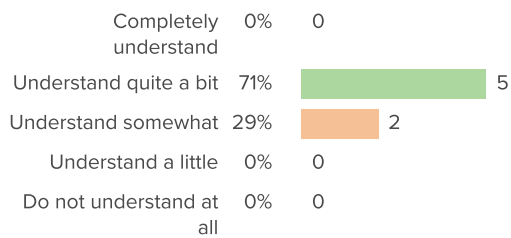
# ▲ 33

since last survey

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

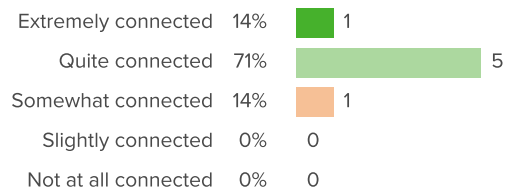
## How did people respond?

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



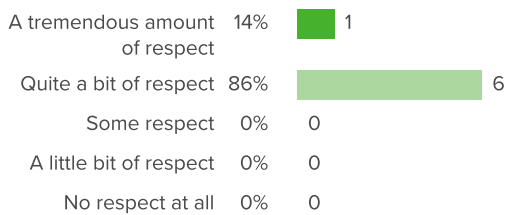
Favorable: **71%**

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



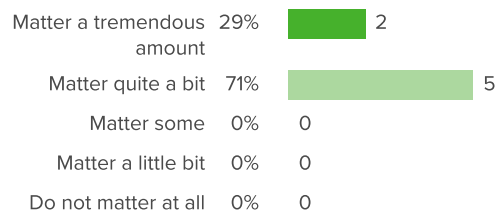
Favorable: **86%**

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



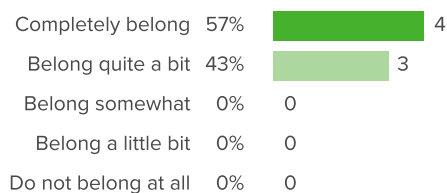
Favorable: **100%**

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



Favorable: **100%**

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



Favorable: **100%**



## Cultural Awareness and Action (Adult Focus)

Your average

**88%**

7 responses

Change

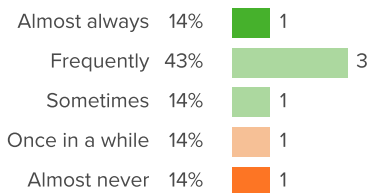
**▲ 18**

since last survey

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

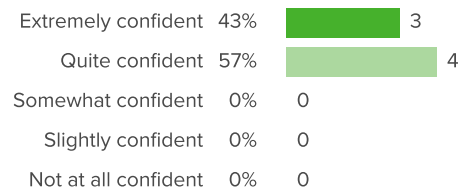
### How did people respond?

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



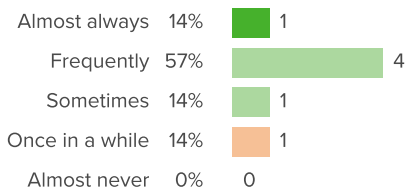
Favorable: **71%**

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



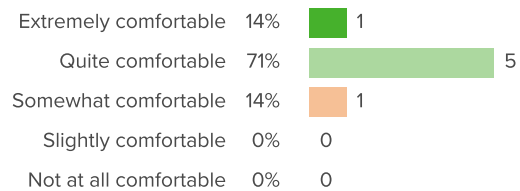
Favorable: **100%**

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



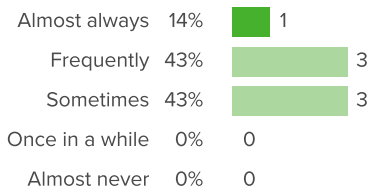
Favorable: **86%**

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



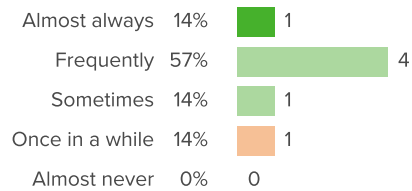
Favorable: **86%**

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



Favorable: **100%**

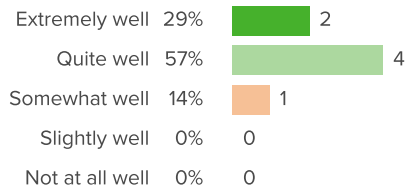
**Q.6: When there are major news events related to race, how often do adults at your school talk about them with each other?**



Favorable: **86%**



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



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Favorable: **86%**



# Feedback and Coaching

Your average

# 100%

7 responses

Change

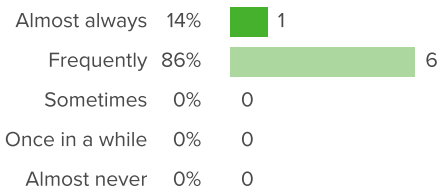
# ▲ 67

since last survey

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

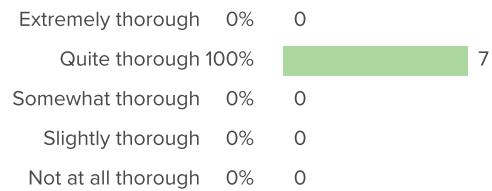
## How did people respond?

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



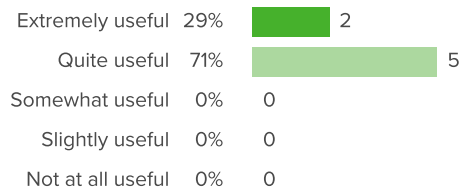
Favorable: **100%**

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



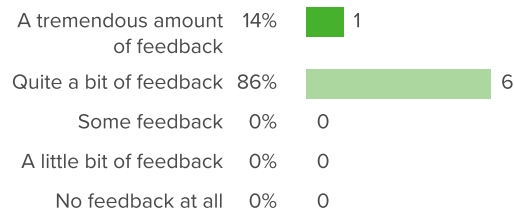
Favorable: **100%**

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



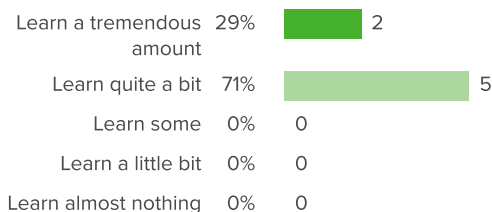
Favorable: **100%**

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



Favorable: **100%**

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



Favorable: **100%**



# Professional Learning About Equity

Your average

**83%**

7 responses

Change

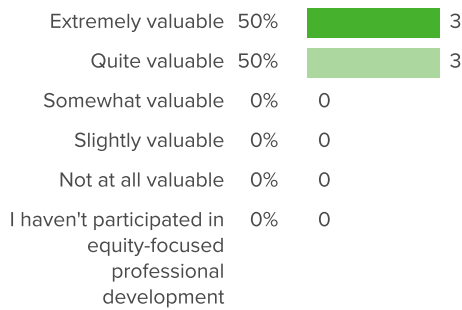
**▲ 30**

since last survey

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

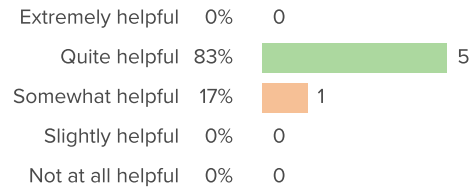
## How did people respond?

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



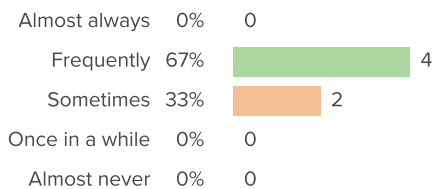
Favorable: **100%**

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



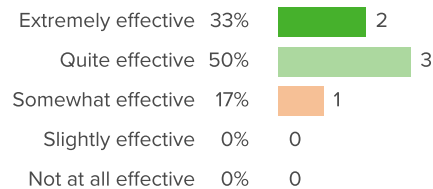
Favorable: **83%**

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



Favorable: **67%**

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



Favorable: **83%**



# School Leadership

Your average

**100%**

7 responses

Change

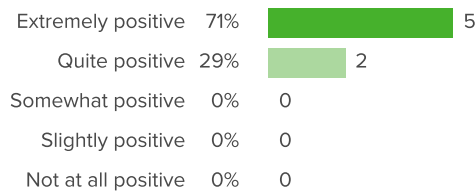
**▲ 52**

since last survey

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

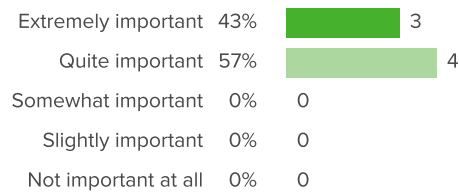
## How did people respond?

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



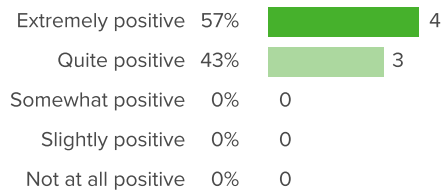
Favorable: **100%**

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



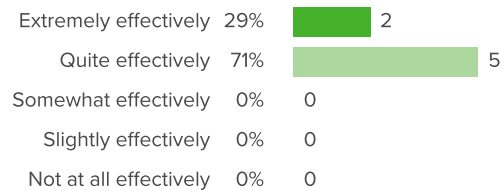
Favorable: **100%**

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



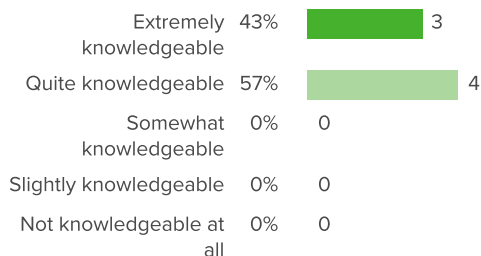
Favorable: **100%**

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



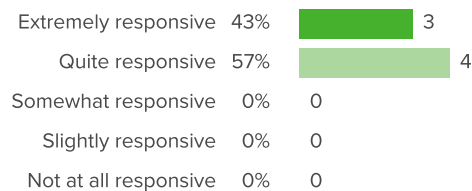
Favorable: **100%**

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



Favorable: **100%**

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

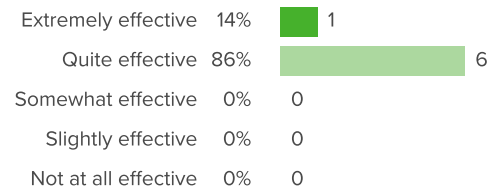


Favorable: **100%**



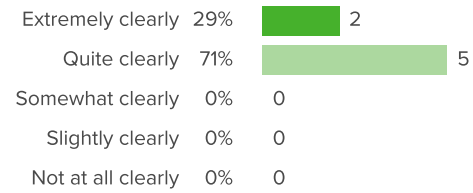


**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**



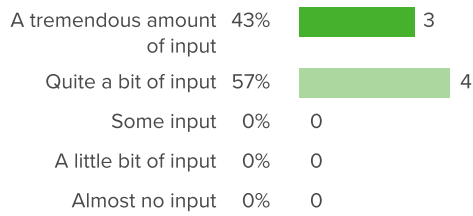
Favorable: **100%**

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



Favorable: **100%**

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



Favorable: **100%**



# Well-being

Your average

**86%**

7 responses

Change

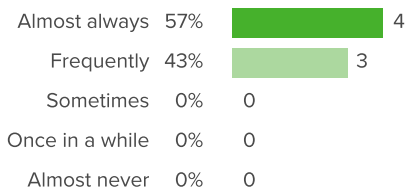
**▲ 36**

since last survey

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

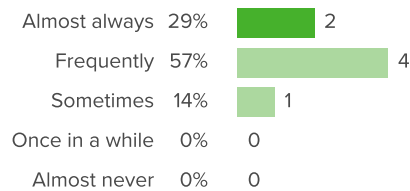
## How did people respond?

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



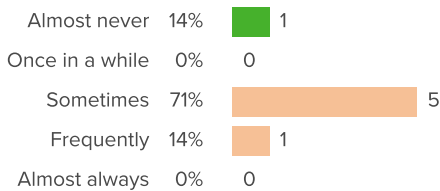
Favorable: **100%**

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



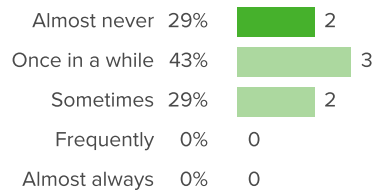
Favorable: **100%**

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



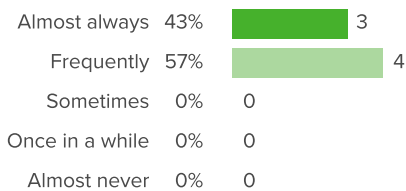
Favorable: **14%**

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



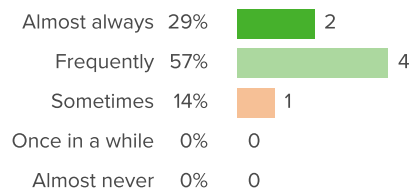
Favorable: **100%**

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



Favorable: **100%**

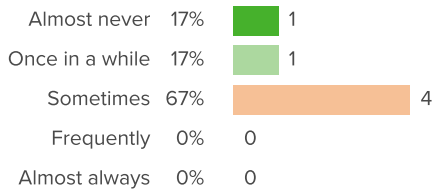
**Q.6: During the past week, how often did you feel hopeful at work?**



Favorable: **86%**

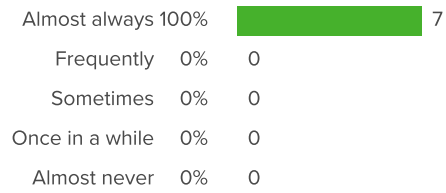


**Q.7: During the past week, how often did you feel overwhelmed at work?**



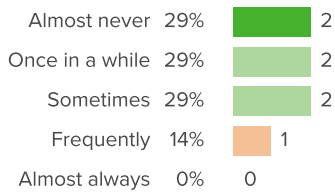
Favorable: **33%**

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



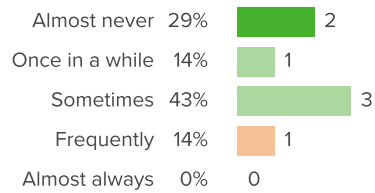
Favorable: **100%**

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



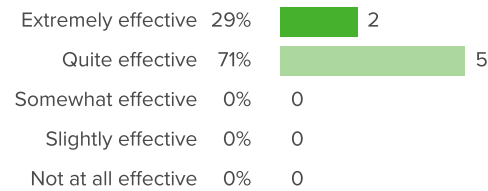
Favorable: **86%**

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



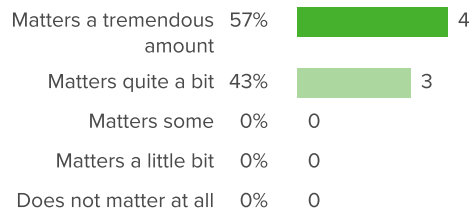
Favorable: **86%**

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



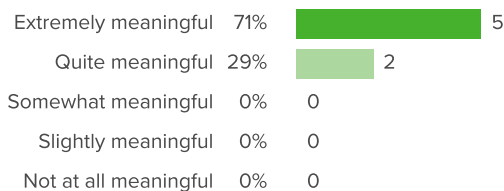
Favorable: **100%**

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



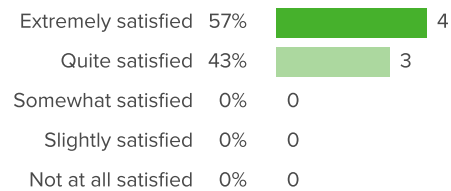
Favorable: **100%**

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



Favorable: **100%**

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



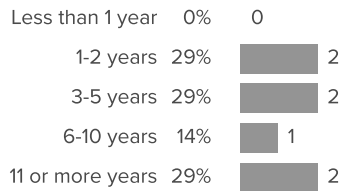
Favorable: **100%**



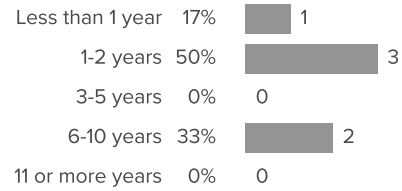
# Background Questions

How did people respond? \_\_\_\_\_

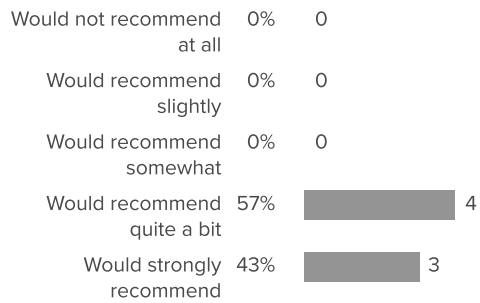
### Q.1: For how many years have you worked in education?



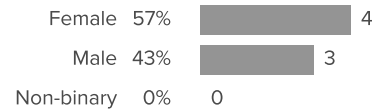
### Q.2: For how many years have you worked at your current school?



### 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                        | 43% | 3 |
| Native Hawaiian or Other Pacific Islander | 0%  | 0 |
| White                                     | 43% | 3 |
| Two or More Races/Ethnicities             | 0%  | 0 |
| Other                                     | 14% | 1 |

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

|                          |     |   |
|--------------------------|-----|---|
| Chinese                  | 0%  | 0 |
| English                  | 57% | 4 |
| French                   | 0%  | 0 |
| German                   | 0%  | 0 |
| Italian                  | 0%  | 0 |
| Korean                   | 0%  | 0 |
| Russian                  | 0%  | 0 |
| Spanish                  | 43% | 3 |
| 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  | 57% | 4 |
| 1970-9  | 14% | 1 |
| 1980-9  | 0%  | 0 |
| 1990-9  | 29% | 2 |

**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                       | 14% | 1 |
| 7th grade                       | 0%  | 0 |
| 8th grade                       | 14% | 1 |
| 9th grade                       | 0%  | 0 |
| 10th grade                      | 0%  | 0 |
| 11th grade                      | 0%  | 0 |
| Graduated from high school      | 57% | 4 |
| 1 year of college               | 0%  | 0 |
| 2 years of college              | 0%  | 0 |
| 3 years of college              | 0%  | 0 |
| Graduated from a 4-year college | 0%  | 0 |
| Some graduate school            | 0%  | 0 |
| Completed graduate school       | 14% | 1 |



**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                       | 14% | 1 |
| 7th grade                       | 0%  | 0 |
| 8th grade                       | 0%  | 0 |
| 9th grade                       | 0%  | 0 |
| 10th grade                      | 0%  | 0 |
| 11th grade                      | 0%  | 0 |
| Graduated from high school      | 57% | 4 |
| 1 year of college               | 14% | 1 |
| 2 years of college              | 14% | 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 |