



## PROPOSED 24-25 School-Based Staff Survey

### Jeffco Schools Employee Survey

Your experience matters! We're asking you the survey questions below so that we can better support you and your colleagues. Your feedback here will help us create a collaborative, inclusive team culture. High expectations for staff and student performance contributes to instructional excellence and extraordinary student experiences. Thank you for taking the time to candidly share your thoughts and feelings with us.

All survey responses are anonymous. To protect data privacy, we have partnered with Panorama Education to manage the survey process.

Please confirm that the location listed above matches the primary location where you spend most of your work day. If you work at multiple locations or are not sure which site to select, [review this guidance](#). To select a different location, click [this link](#) to be directed back to the main survey menu.

### Your Well-Being

In this section, please tell us how you're doing. We're asking you these questions because we want to better support your professional well-being, and will not use responses to evaluate or judge individuals. You can skip any question that you don't feel comfortable answering.

During the past week, how often did you feel \_\_\_\_\_ at work?

1. engaged

Almost never

Once in a while

Sometimes

Frequently

Almost always

2. excited

Almost never

Once in a while

Sometimes

Frequently

Almost always

3. exhausted

Almost never

Once in a while

Sometimes

Frequently

Almost always

4. frustrated

Almost never

Once in a while

Sometimes

Frequently

Almost always

5. happy

Almost never

Once in a while

Sometimes

Frequently

Almost always

6. hopeful

Almost never

Once in a while

Sometimes

Frequently

Almost always



7. overwhelmed

Almost never

Once in a while

Sometimes

Frequently

Almost always

8. safe

Almost never

Once in a while

Sometimes

Frequently

Almost always

9. stressed out

Almost never

Once in a while

Sometimes

Frequently

Almost always

10. worried

Almost never

Once in a while

Sometimes

Frequently

Almost always

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

Not at all effective

Slightly effective

Somewhat effective

Quite effective

Extremely effective

12. How much does your work matter to you?

Does not matter at all

Matters a little bit

Matters some

Matters quite a bit

Matters a tremendous amount

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

Not at all meaningful

Slightly meaningful

Somewhat meaningful

Quite meaningful

Extremely meaningful

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

Not at all satisfied

Slightly satisfied

Somewhat satisfied

Quite satisfied

Extremely satisfied

### Belonging

In this section, please tell us how you're doing. One of Jeffco's organizational values is belonging. Specifically, in Jeffco, we cultivate environments where all students, staff, families, and members of our community are safe, accepted, respected, included, encouraged by others, and feel that their voices and perspectives are valued.

15. How well do your colleagues at work understand you as a person?

Do not understand at all

Understand a little

Understand somewhat

Understand quite a bit

Completely understand

16. How connected do you feel to other adults at work?

Not at all connected

Slightly connected

Somewhat connected

Quite connected

Extremely connected



17. How much respect do colleagues at work show you?

- No respect at all       A little bit of respect       Some respect       Quite a bit of respect       A tremendous amount of respect

18. How much do you matter to others at work?

- Do not matter at all       Matter a little bit       Matter some       Matter quite a bit       Matter a tremendous amount

19. Overall, how much do you feel like you belong at work?

- Do not belong at all       Belong a little bit       Belong somewhat       Belong quite a bit       Completely belong

**Jeffco Strategic Plan**

In this section, please tell us your thinking about Jeffco's Strategic Plan: Jeffco Thrives 2025.

20. Is your team collaborative?

- Almost never       Once in a while       Sometimes       Frequently       Almost always

21. Is the team you work on inclusive?

- Almost never       Once in a while       Sometimes       Frequently       Almost always

22. Does the organization have high expectations for what your team can achieve?

- Almost never       Once in a while       Sometimes       Frequently       Almost always

23. Does your team have high expectations for what Jeffco students can achieve?

- Almost never       Once in a while       Sometimes       Frequently       Almost always

24. Does providing a culture of instructional excellence for Jeffco students motivate your team?

- Almost never       Once in a while       Sometimes       Frequently       Almost always

25. Does providing an extraordinary experience for Jeffco students motivate your team?

- Almost never       Once in a while       Sometimes       Frequently       Almost always

26. How well do you understand the district's strategic direction?

- Do not understand at all       Understand a little       Understand somewhat       Understand quite a bit       Understand extremely well



27. In your experience, does Jeffco offer competitive compensation?

- Not competitive at all       Slightly competitive       Somewhat competitive       Quite competitive       Extremely competitive

28. In your experience, does Jeffco recruit high performing employees?

- Almost never       Once in a while       Sometimes       Frequently       Almost always

29. In the past year, was professional development (training) provided by Jeffco helpful for your work?

- Not at all helpful       Slightly helpful       Somewhat helpful       Quite helpful       Extremely helpful

30. In the past year, did an activity, assignment, or ongoing work help you grow professionally in your job?

- Almost never       Once in a while       Sometimes       Frequently       Almost always

31. During this school year, how often have you received feedback on your work?

- Almost never       Once in a while       Sometimes       Frequently       Almost Always

Jeffco offers mandatory and required professional learning. You are obligated to take **Mandatory Training** by Legal and/or Human Resources. **Required professional learning** supports you to do your job. Required training creates baseline expectations for your employee group. The following questions are about mandatory (everybody in the district) and required (supports you in your role) professional learning.

32. How well do you understand what you need to do for Jeffco's **mandatory** training?

- Do not understand at all       Understand a little       Understand somewhat       Understand quite a bit       Understand extremely well

33. How well do you understand what you need to do for Jeffco's **required** professional learning?

- Do not understand at all       Understand a little       Understand somewhat       Understand quite a bit       Understand extremely well

34. In the past year, was the **required** professional learning provided by Jeffco helpful for your work?

- Not at all helpful       Slightly helpful       Somewhat helpful       Quite helpful       Extremely helpful

In Jeffco, one of our district values is belonging which means everyone feels safe, accepted, respected, included, and encouraged by others, with their voices and perspectives valued.

35. What can school and district leaders do to create a stronger sense of belonging for you in Jeffco?

---

---



36. What else do you want Jeffco Schools to know?

---

---

Background Questions:

The optional questions below give a little more information about survey-takers. Your responses to all questions are anonymous and all reported data will be combined into larger groups to protect anonymity. These questions are important to help better understand if the survey had a variety of staff members respond and if there are differences in opinions between groups of respondents.

37. For how many years have you worked for Jeffco Schools?

- Less than 1 year       1-2 years       3-5 years       6-10 years       11 or more years

38. What is your gender?

- Female       Male       Non-binary

39. What is your race or ethnicity?

- American Indian or Alaska Native       Asian       Black or African American       Hispanic or Latino       Native Hawaiian or Other Pacific Islander       White       Two or More Races/Ethnicities       Other

40. If you selected "Two or More Races/Ethnicities" or "Other," and would like to provide more of a description, please use the space below.

---

---