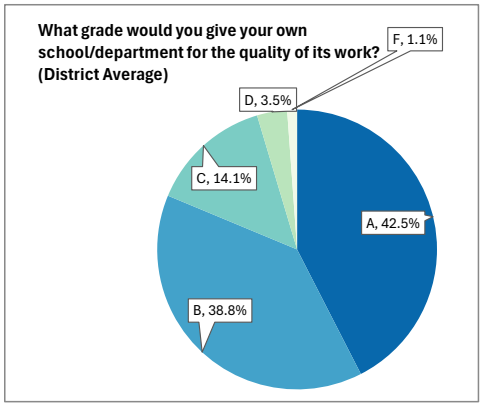
# 2025 Beaverton School District Staff Survey

115 Administrators, 867 Classified Staff, 1241 Licensed Staff and 217 Substitute staff completed the 2025 Staff Survey
Note: For school-level questions, respondents working in two locations are counted at each location.
*Percent Agree includes Strongly Agree and Agree responses.
Results not reported if fewer than 10 respondents.

## What grade would you give your own school/department for the quality of its work?

| | All District Staff Percent | Administrative Staff Percent | Classified Staff Percent | Licensed Staff Percent | Substitute Staff Percent |
|---|---|---|---|---|---|
| A | 42.5% | 36.5% | 49.8% | 37.5% | 44.9% |
| B | 38.8% | 49.4% | 34.6% | 39.1% | 48.1% |
| C | 14.1% | 10.6% | 11.2% | 17.9% | 5.8% |
| D | 3.5% | 1.2% | 3.6% | 4.0% | 1.3% |
| F | 1.1% | 2.4% | 0.8% | 1.5% | 0.0% |
| Total Responses | 1752 | 85 | 616 | 895 | 156 |

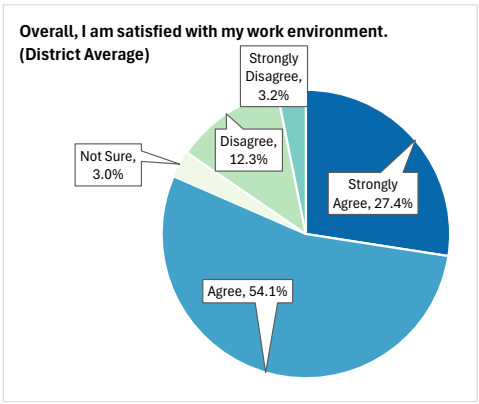
Administrator Survey Question #30, Classified Survey Question #30, Licensed Survey Question #35, Substitute Survey Question #22




## Overall, I am satisfied with my work environment.

| | All District Staff Percent | Administrative Staff Percent | Classified Staff Percent | Licensed Staff Percent | Substitute Staff Percent |
|---|---|---|---|---|---|
| Strongly Agree | 27.4% | 31.8% | 31.8% | 22.1% | 37.8% |
| Agree | 54.1% | 55.3% | 54.0% | 54.4% | 52.4% |
| Not Sure | 3.0% | 1.2% | 3.4% | 2.8% | 4% |
| Disagree | 12.3% | 10.6% | 8.7% | 16.0% | 6.1% |
| Strongly Disagree | 3.2% | 1.2% | 2.1% | 4.7% | 0.0% |
| Total Responses | 1767 | 85 | 619 | 899 | 164 |

Administrator Survey Question #29, Classified Survey Question #29, Licensed Survey Question #34, Substitute Survey Question #21



# 2025 Beaverton School District Staff Survey

## District Questions

### I receive timely communication from the district (e.g. superintendent emails, ParentSquare, Staff Talk, video).

| | All District Staff | Administrative Staff | Classified Staff | Licensed Staff | Substitute Staff |
|---|---|---|---|---|---|
| Percent Agree | 91.3% | 91.4% | 95.3% | 87.3% | 98.4% |
| Total Responses | 2026 | 93 | 718 | 1033 | 182 |

Administrator Survey Question #2, Classified Survey Question #2, Licensed Survey Question #2, Substitute Survey Question #2

### I feel informed about what's happening in the district.

| | All District Staff | Administrative Staff | Classified Staff | Licensed Staff | Substitute Staff |
|---|---|---|---|---|---|
| Percent Agree | 74.3% | 82.6% | 80.6% | 66.6% | 89.6% |
| Total Responses | 2027 | 92 | 718 | 1035 | 182 |

Administrator Survey Question #3, Classified Survey Question #3, Licensed Survey Question #3, Substitute Survey Question #3

### There are opportunities for my voice to be heard in decision-making.

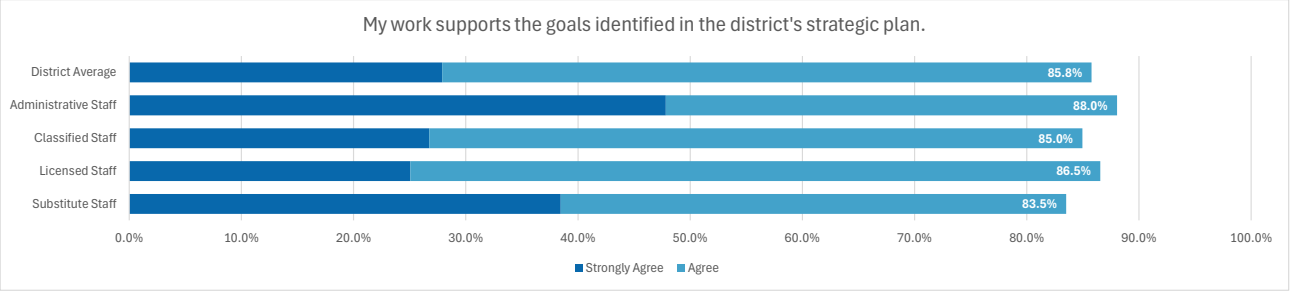
| | Administrative Staff |
|---|---|
| Percent Agree | 63.0% |
| Total Responses | 92 |

Administrator Survey Question #5

### My work supports the goals identified in the district's strategic plan.

| | Strongly Agree | Agree | Not Sure | Disagree | Strongly Disagree | Total Responses |
|---|---|---|---|---|---|---|
| District Average | 27.9% | 57.9% | 8.8% | 4.0% | 1.4% | 2018 |
| Administrative Staff | 47.8% | 40.2% | 9.8% | 2.2% | 0.0% | 92 |
| Classified Staff | 26.7% | 58.2% | 10.3% | 3.8% | 1.0% | 718 |
| Licensed Staff | 25.0% | 61.5% | 7.1% | 4.6% | 1.8% | 1026 |
| Substitute Staff | 38.5% | 45.1% | 12.1% | 2.2% | 2.2% | 182 |

Administrator Survey Question #4, Classified Survey Question #4, Licensed Survey Question #4, Substitute Survey Question #4



# 2025 Beaverton School District Staff Survey

## School/Department Questions

### I feel welcome and accepted at my place of work.

| | All District Staff | Administrative Staff | Classified Staff | Licensed Staff | Substitute Staff |
|---|---|---|---|---|---|
| Percent Agree | 91.4% | 94.3% | 92.4% | 90.1% | 93.2% |
| Total Responses | 1936 | 88 | 687 | 985 | 176 |

Administrator Survey Questions #10, Classified Survey Questions #8, Licensed Survey Questions #8, Substitute Survey Questions #8

Percent Agree includes Strongly Agree and Agree responses

### I am well-informed about what is going on in the school/department where I work.

| | All District Staff | Administrative Staff | Classified Staff | Licensed Staff | Substitute Staff |
|---|---|---|---|---|---|
| Percent Agree | 80.1% | 86.4% | 78.9% | 81.0% | 76.6% |
| Total Responses | 1934 | 88 | 687 | 984 | 175 |

Administrator Survey Questions #11, Classified Survey Questions #9, Licensed Survey Questions #9, Substitute Survey Questions #9

Percent Agree includes Strongly Agree and Agree responses

### There are opportunities for my voice to be heard in decision making.

| | All District Staff | Administrative Staff | Classified Staff | Licensed Staff | Substitute Staff |
|---|---|---|---|---|---|
| Percent Agree | 67.7% | 83.0% | 64.6% | 68.6% | N/A |
| Total Responses | 1760 | 88 | 686 | 986 | N/A |

Administrator Survey Questions #12, Classified Survey Questions #10, Licensed Survey Questions #10

Percent Agree includes Strongly Agree and Agree responses

### My work is valued.

| | All District Staff | Administrative Staff | Classified Staff | Licensed Staff | Substitute Staff |
|---|---|---|---|---|---|
| Percent Agree | 80.7% | 90.9% | 83.6% | 76.2% | 89.2% |
| Total Responses | 1936 | 88 | 687 | 985 | 176 |

Administrator Survey Questions #13, Classified Survey Questions #11, Licensed Survey Questions #11, Substitute Survey Questions #10

Percent Agree includes Strongly Agree and Agree responses

### I generally feel safe at my workplace.

| | All District Staff | Administrative Staff | Classified Staff | Licensed Staff | Substitute Staff |
|---|---|---|---|---|---|
| Percent Agree | 86.5% | 94.3% | 87.7% | 84.0% | 91.5% |
| Total Responses | 1932 | 87 | 685 | 984 | 176 |

Administrator Survey Questions #14, Classified Survey Questions #12, Licensed Survey Questions #12, Substitute Survey Questions #11

Percent Agree includes Strongly Agree and Agree responses

### I have the knowledge and skills to do my job well.

| | All District Staff | Administrative Staff | Classified Staff | Licensed Staff | Substitute Staff |
|---|---|---|---|---|---|
| Percent Agree | 97.0% | 97.7% | 95.8% | 97.8% | 96.0% |
| Total Responses | 1757 | 88 | 687 | 982 | 177 |

Administrator Survey Questions #15, Classified Survey Questions #13, Licensed Survey Questions #13, Substitute Survey Questions #12

Percent Agree includes Strongly Agree and Agree responses

### I feel supported in my work.

| | All District Staff | Administrative Staff | Classified Staff | Licensed Staff | Substitute Staff |
|---|---|---|---|---|---|
| Percent Agree | 79.0% | 86.4% | 83.3% | 75.3% | 84.7% |
| Total Responses | 1760 | 88 | 688 | 984 | 177 |

Administrator Survey Questions #16, Classified Survey Questions #14, Licensed Survey Questions #14, Substitute Survey Questions #13

Percent Agree includes Strongly Agree and Agree responses

# 2025 Beaverton School District Staff Survey

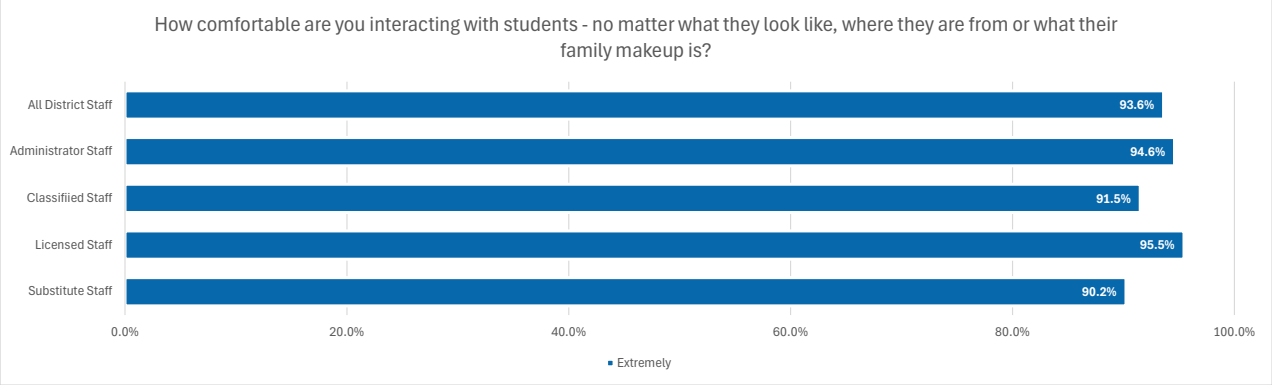
## Belonging

### How comfortable are you interacting with students - no matter what they look like, where they are from or what their family makeup is?

| | Extremely | Somewhat | Slightly | Not at all | Total Responses |
|---|---|---|---|---|---|
| All District Staff | 93.6% | 5.5% | 0.3% | 0.6% | 1771 |
| Administrator Staff | 94.6% | 5.4% | 0.0% | 0.0% | 74 |
| Classifiied Staff | 91.5% | 7.6% | 0.2% | 0.7% | 577 |
| Licensed Staff | 95.5% | 3.7% | 0.3% | 0.5% | 946 |
| Substitute Staff | 90.2% | 8.6% | 0.6% | 0.6% | 174 |

Administrator Survey Question #19, Classified Survey Question #17, Licensed Survey Question #17, Substitute Survey Question #14

Staff that responded "I don't work directly with students." are not included in the responses.

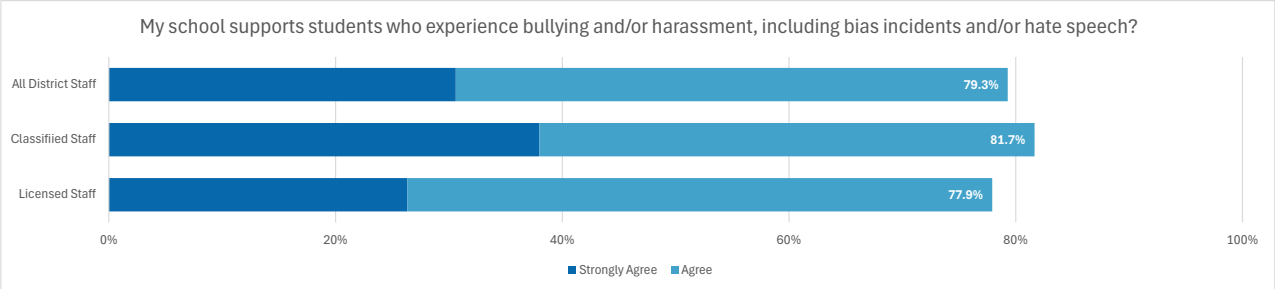



### My school supports students who experience bullying and/or harassment, including bias incidents and/or hate speech?

| | Strongly Agree | Agree | Not Sure | Disagree | Strongly Disagree | Total Responses |
|---|---|---|---|---|---|---|
| All District Staff | 30.6% | 48.7% | 8.5% | 7.2% | 5.0% | 1483 |
| Classifiied Staff | 38.0% | 43.7% | 10.6% | 4.6% | 3.1% | 545 |
| Licensed Staff | 26.3% | 51.6% | 7.2% | 8.7% | 6.1% | 938 |

Classified Survey Question #18, Licensed Survey Question #18

Staff that responded "I don't work at a school." are not included in the responses.



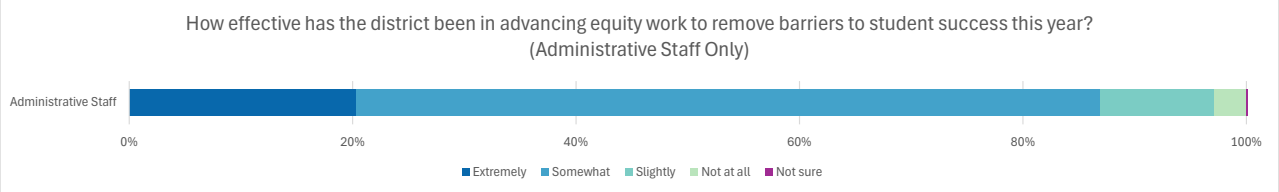
# 2025 Beaverton School District Staff Survey

## How effective has the district been in advancing equity work to remove barriers to student success this year? (Administrative Staff Only)

| | Extremely | Somewhat | Slightly | Not at all | Not sure | Total Responses |
|---|---|---|---|---|---|---|
| Administrative Staff | 20.3% | 66.7% | 10.1% | 2.9% | 33.3% | 69 |

Administrative Survey Question #6

Staff that responded "I don't work directly with students." are not included in the responses.

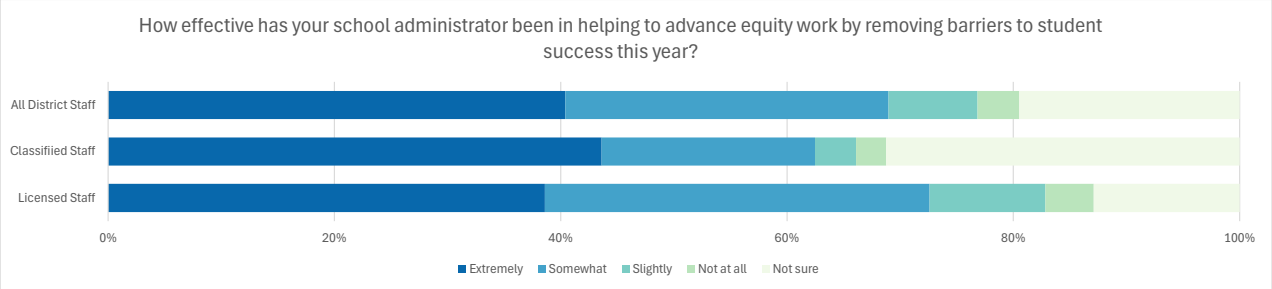



## How effective has your school administrator been in helping to advance equity work by removing barriers to student success this year?

| | Extremely | Somewhat | Slightly | Not at all | Not sure | Total Responses |
|---|---|---|---|---|---|---|
| All District Staff | 40.4% | 28.6% | 7.9% | 3.7% | 19.5% | 1463 |
| Classifiied Staff | 43.6% | 18.9% | 3.6% | 2.7% | 31.2% | 525 |
| Licensed Staff | 38.6% | 34.0% | 10.2% | 4.3% | 12.9% | 938 |

Classified Survey Question #19, Licensed Survey Question #19

Staff that responded "I don't work at a school." are not included in the responses.



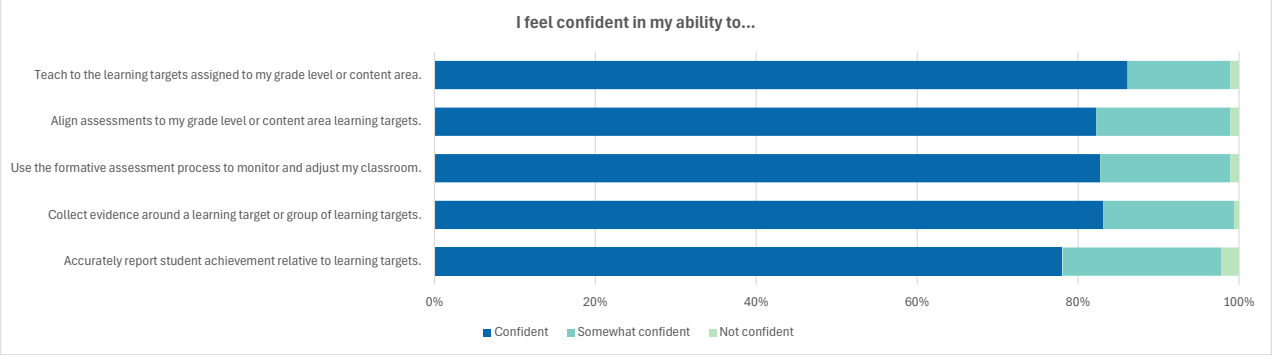
# 2025 Beaverton School District Staff Survey

## Instruction and Classroom Practices (Licensed Staff Only)

### I feel confident in my ability to...

| | Confident | Somewhat confident | Not confident | Total Responses |
|---|---|---|---|---|
| Teach to the learning targets assigned to my grade level or content area. | 86.2% | 12.8% | 1.1% | 831 |
| Align assessments to my grade level or content area learning targets. | 82.2% | 16.7% | 1.1% | 828 |
| Use the formative assessment process to monitor and adjust my classroom. | 82.8% | 16.2% | 1.1% | 829 |
| Collect evidence around a learning target or group of learning targets. | 83.1% | 16.3% | 0.6% | 829 |
| Accurately report student achievement relative to learning targets. | 78.0% | 19.8% | 2.2% | 829 |

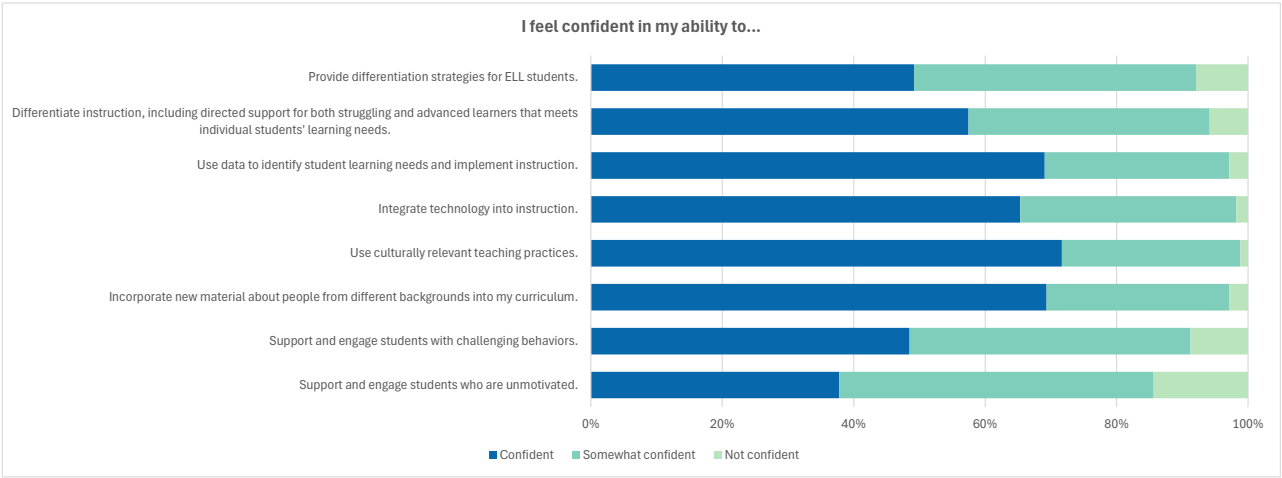
Licensed Survey Question #23
Staff that responded "I don't work directly with students." are not included in the responses.




### I feel confident in my ability to...

| | Confident | Somewhat confident | Not confident | Total Responses |
|---|---|---|---|---|
| Provide differentiation strategies for ELL students. | 49.2% | 42.9% | 7.8% | 829 |
| Differentiate instruction, including directed support for both struggling and advanced learners that meets individual students' learning needs. | 57.5% | 36.7% | 5.9% | 837 |
| Use data to identify student learning needs and implement instruction. | 69.0% | 28.1% | 2.9% | 840 |
| Integrate technology into instruction. | 65.4% | 32.9% | 1.8% | 837 |
| Use culturally relevant teaching practices. | 71.7% | 27.1% | 1.2% | 851 |
| Incorporate new material about people from different backgrounds into my curriculum. | 69.3% | 27.8% | 2.9% | 838 |
| Support and engage students with challenging behaviors. | 48.5% | 42.7% | 8.8% | 868 |
| Support and engage students who are unmotivated. | 37.8% | 47.9% | 14.4% | 863 |

Licensed Survey Question #23
Staff that responded "I don't work directly with students." are not included in the responses.



# 2025 Beaverton School District Staff Survey

## Professional Development & Collaboration

### The 5D+ Instructional Framework and the feedback I have received from my principal on the framework has helped me improve my instructional practices.

| | Licensed Staff |
|---|---|
| Percent Agree | 42.9% |
| Total Responses | 912 |

Licensed Survey Question #24

*Percent Agree includes Strongly Agree and Agree responses

Staff that do not work in a school have been removed from the calculation.

### I have sufficient time to collaborate with my colleagues.

| | All District Staff | Administrative Staff | Classified Staff | Licensed Staff |
|---|---|---|---|---|
| Percent Agree | 58.3% | 62.8% | 66.3% | 52.3% |
| Total Responses | 1659 | 86 | 653 | 920 |

Administrator Survey Question #23, Classified Survey Question #23, Licensed Survey Question #25

*Percent Agree includes Strongly Agree and Agree responses

Staff that do not work in a school have been removed from the calculation.

### Collaboration with my colleagues has had a positive impact on my instructional practices.

| | Licensed Staff |
|---|---|
| Percent Agree | 86.6% |
| Total Responses | 919 |

Licensed Survey Question #26

*Percent Agree includes Strongly Agree and Agree responses

Staff that do not work in a school have been removed from the calculation.

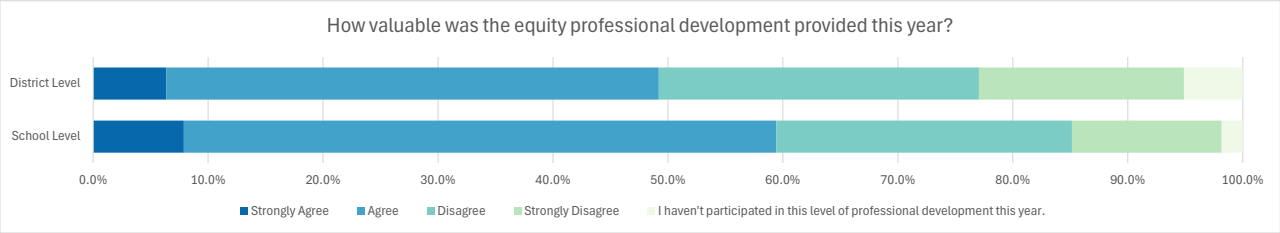
### The professional development that I participated in this year has improved my instructional practice. (Licensed Staff Only)

| | Strongly Agree | Agree | Disagree | Strongly Disagree | I haven't participated in this level of professional development this year. | Total Responses |
|---|---|---|---|---|---|---|
| District Level | 6.4% | 42.8% | 27.8% | 17.8% | 5.1% | 880 |
| School Level | 7.9% | 51.5% | 25.7% | 13.0% | 1.8% | 875 |

Licensed Survey Question #27-28

*Percent Agree includes Strongly Agree and Agree responses

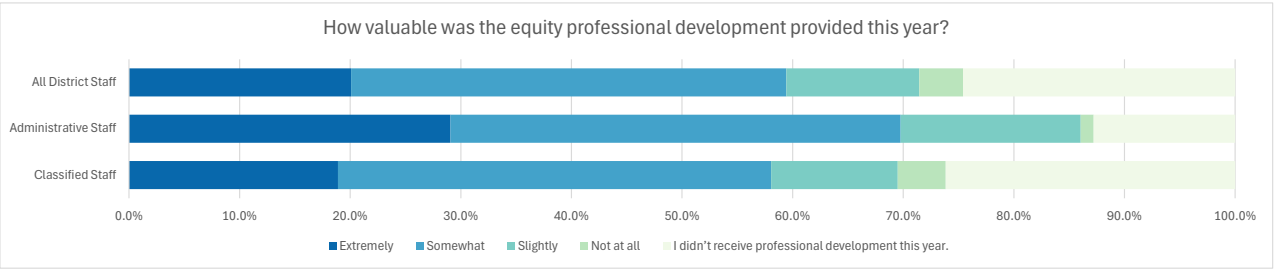
Staff that are not teachers have been removed from the calculation.




### How valuable was the professional development provided this year?

| | Extremely | Somewhat | Slightly | Not at all | I didn't receive professional development this year. | Total Responses |
|---|---|---|---|---|---|---|
| All District Staff | 20.1% | 39.3% | 12.0% | 4.0% | 24.6% | 732 |
| Administrative Staff | 29.1% | 40.7% | 16.3% | 1.2% | 12.8% | 86 |
| Classified Staff | 18.9% | 39.2% | 11.5% | 4.3% | 26.2% | 646 |

Administrator Survey Question #22, Classified Survey Question #22



# 2025 Beaverton School District Staff Survey

## Technology

### I have easy access to data to identify student learning needs and monitor student growth.

| | All District Staff | Administrative Staff | Licensed Staff |
|---|---|---|---|
| Percent Agree | 87.4% | 76.9% | 88.1% |
| Total Responses | 1023 | 65 | 958 |

Administrator Survey Question#21, Licensed Survey Question #22

*Percent Agree includes Strongly Agree and Agree responses

Staff that answered "I don't work directly with students" have been removed from the calculation

### I have the necessary technology available to support my work.

| | All District Staff | Administrative Staff | Classified Staff | Licensed Staff | Substitute Staff |
|---|---|---|---|---|---|
| Percent Agree | 87.4% | 93.0% | 88.5% | 87.1% | 83.0% |
| Total Responses | 1888 | 86 | 667 | 959 | 176 |

Administrator Survey Question #20, Classified Survey Question #21, Licensed Survey Question #21, Substitute Survey Question #15

*Percent Agree includes Strongly Agree and Agree responses