



5 Essentials Climate:Teacher & Staff Survey*

As we think about making improvements to the school, it is vital for us to get input from the full faculty/staff. Towards this end, we encourage you to take a few minutes to give us your thoughtful responses on these important issues and topics. Thank you in advance for helping us take this important step by making sure we hear your voice.

General School Impressions

In this first section, please tell us how you perceive different aspects of your school in general.

1. On most days, how enthusiastic are the students about being at school?

Not at all enthusiastic Slightly enthusiastic Somewhat enthusiastic Quite enthusiastic Extremely enthusiastic

2. How positive are the attitudes of your colleagues?

Not at all positive Slightly positive Somewhat positive Quite positive Extremely positive

3. How supportive are students in their interactions with each other?

Not at all supportive Slightly supportive Somewhat supportive Quite supportive Extremely supportive

4. How respectful are the relationships between staff and students?

Not at all respectful Slightly respectful Somewhat respectful Quite respectful Extremely respectful

5. How optimistic are you that your school will improve in the future?

Not at all optimistic Slightly optimistic Somewhat optimistic Quite optimistic Extremely optimistic

6. How often do you see students helping each other without being prompted?

Almost never Once in a while Sometimes Frequently Almost all the time

7. When new initiatives are presented at your school, how supportive are your colleagues?

Not at all supportive Slightly supportive Somewhat supportive Quite supportive Extremely supportive

8. Overall, how positive is the working environment at your school?

Not at all positive Slightly positive Somewhat positive Quite positive Extremely positive

Professional Learning

In this section, we would like to better understand your opportunities for learning and growth at your school.

9. At your school, how valuable are the available professional development opportunities?

Not at all valuable Slightly valuable Somewhat valuable Quite valuable Extremely valuable



10. How often do you receive feedback on your work?

- Almost never Once in a while Sometimes Frequently Almost always

11. How helpful are your colleagues' ideas for improving your work?

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

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

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

13. How much input do you have into individualizing your own professional development opportunities?

- Almost no input A little bit of input Some input Quite a bit of input A tremendous amount of input

14. Through working at your school, how many new strategies for your job have you learned?

- Almost no strategies A few strategies Some strategies Many strategies A great number of strategies

15. How useful do you find the feedback you receive on your work?

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

16. How much feedback do you receive on your work?

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

17. How often do your professional development opportunities help you explore new ideas?

- Almost never Once in a while Sometimes Frequently Almost all the time

18. How relevant have your professional development opportunities been to your work?

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

19. How much do you learn from the evaluation processes at your school?

- Learn almost nothing Learn a little bit Learn some Learn quite a bit Learn a tremendous amount

20. Overall, how supportive has the school been of your professional growth?

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



In this section, we would like your feedback on the leadership at your school.

21. How positive is the tone that school leaders set for the culture of the school?

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

22. How friendly are your school leaders toward you?

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

23. For your school leaders, how important is staff satisfaction?

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

24. How confident are you that your school leaders have the best interests of the school in mind?

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

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

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

26. How much trust exists between school leaders and staff?

- Almost no trust A little bit of trust Some trust Quite a bit of trust A tremendous amount of trust

27. How effectively do school leaders communicate important information to staff?

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

28. When you face challenges at work, how supportive are your school leaders?

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

29. How knowledgeable are your school leaders about what is going on in the school?

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

30. How responsive are school leaders to your feedback?

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

31. How much do your school leaders care about you as an individual?

- Do not care at all Care a little bit Care somewhat Care quite a bit Care a tremendous amount



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

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

33. How respectful are your school leaders towards you?

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

34. How clearly do your school leaders identify their goals for the staff?

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

35. When challenges arise in your personal life, how understanding are your school leaders?

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

36. When the school makes important decisions, how much input do staff have?

- Almost no input
 A little bit of input
 Some input
 Quite a bit of input
 A tremendous amount of input

37. How fairly does the school leadership treat the staff?

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

Connections with Families

In this section, please tell us about the families of students at your school.

38. When you face challenges with particular students, how supportive are the families?

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

39. How much do you trust that parents of the students at your school will treat you fairly?

- Do not trust at all
 Trust a little bit
 Trust some
 Trust quite a bit
 Trust a tremendous amount

40. At your school, how respectful are the parents towards you?

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

41. How challenging is it to communicate with the families of students at your school?

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

Belonging

In this section, please tell us how you're doing. We're asking you these questions because we want to better support staff members' 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.

42. How well do your colleagues at school understand you as a person?

Do not understand at all

Understand a little

Understand somewhat

Understand quite a bit

Completely understand

43. How connected do you feel to other adults at your school?

Not at all connected

Slightly connected

Somewhat connected

Quite connected

Extremely connected

44. How much respect do colleagues in your school show you?

No respect at all

A little bit of respect

Some respect

Quite a bit of respect

A tremendous amount of respect

45. How much do you matter to others at your school?

Do not matter at all

Matter a little bit

Matter some

Matter quite a bit

Matter a tremendous amount

46. Overall, how much do you feel like you belong at your school?

Do not belong at all

Belong a little bit

Belong somewhat

Belong quite a bit

Completely belong

SAMPLE FORM