



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 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.

Teaching Environment

In this first section, please give us your perceptions of your teaching environment, both inside your classroom and at your school more generally.

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. When new initiatives to improve teaching are presented at your school, how supportive are your colleagues?

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

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

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

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

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

5. How positive are the attitudes of your colleagues?

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

6. How respectful are the relationships between teachers and students?

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

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

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

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 learn about your opportunities for learning and growth at your school. Professional Development is defined as locally, internally delivered learning experiences not externally delivered experiences such as conferences.



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 teaching?

- Almost never Once in a while Sometimes Frequently Almost always

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

- 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 as a teacher?

- 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 teaching strategies 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 teaching?

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

16. Overall, how much do you learn about teaching from the leaders at your school?

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

17. How much feedback do you receive on your teaching?

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

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

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

19. How relevant have your professional development opportunities been to the content that you teach?

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



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

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

21. Overall, how supportive has the school been of your growth as a teacher?

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

Leadership

In this section, we would like your feedback on the Building Administrative Council leadership at your school (e.g. Principal, Associate Principals, Assistant Principals, Deans, Instructional Supervisors, and Managers).

22. 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

23. How friendly are your school leaders toward you?

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

24. For your school leaders, how important is teacher satisfaction?

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

25. 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

26. Overall, how positive is the influence of the school leaders on the quality of your teaching?

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

27. How much trust exists between school leaders and faculty?

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

28. How effectively do school leaders communicate important information to teachers?

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

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

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



30. How knowledgeable are your school leaders about what is going on in teachers' classrooms?

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

31. At your school, how motivating do you find working with the leadership team?

Not at all motivating Slightly motivating Somewhat motivating Quite motivating Extremely motivating

32. How responsive are school leaders to your feedback?

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

33. 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

34. 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

35. How respectful are your school leaders towards you?

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

36. How clearly do your school leaders identify their goals for teachers?

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

37. 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

38. When the school makes important decisions, how much input do teachers have?

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

39. How fairly does the school leadership treat the faculty?

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

Working with Families

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

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

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



41. How much do you trust that parents of your students will treat you fairly?

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

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

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

43. How challenging is it to communicate with the families of your students?

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

Collaboration

44. How often are you provided with opportunities to collaborate with other teachers?

- Not often at all
 A little often
 Somewhat often
 Quite often
 Extremely often

45. How much does your school value teacher collaboration?

- Do not value at all
 Value a little
 Value somewhat
 Value quite a bit
 Value a tremendous amount

46. How valuable has collaboration with other teachers been to you?

- Not valuable at all
 A little valuable
 Somewhat valuable
 Quite valuable
 Extremely valuable

Belonging

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

47. 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

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

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

49. 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



50. 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

51. 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