



2025 Staff Survey

School Climate & Connectedness Survey (Staff Survey).

We want to know what you think about your school. This survey has been designed to help us improve learning and working environments for students and staff.

Your answers are confidential and anonymous, and will be combined with those of other school staff. If there are less than 6 respondents in any question or topic, that data will not be made available for your school, to protect confidentiality.

This survey is voluntary. You do not have to answer any question if you do not want to, but we hope you will answer as many questions as you can.

IMPORTANT: You need to click the SUBMIT button at the end of the survey for your answers to be entered.

Background Information

For each of the following questions, select the answer that best describes you.

1. What is your role in this school?

☐

Classroom Teacher

☐

Administrator

☐

Other Certified Staff

☐

Classified Staff

☐

Other

2. How many years have you worked, in any position, in this school?

☐

Less than two years

☐

2 to 5 years

☐

6 to 10 years

☐

11 to 15 years

☐

More than 15 years

3. How many years have you worked, in any position, in this district?

☐

Less than two years

☐

2 to 5 years

☐

6 to 10 years

☐

11 to 15 years

☐

More than 15 years

4. How do you identify yourself?

☐

Male

☐

Female

☐

I identify in another way

☐

I prefer not to answer

5. Which groups describe you best? (Choose all that apply)

☐

Alaska
Native

☐

American
Indian

☐

Asian

☐

Black or
African
American

☐

Hispanic or
Latino

☐

Middle
Eastern or
North
African

☐

Native
Hawaiian or
Other Pacific
Islander

☐

White

☐

Two or more
races
(including
Alaska
Native)

☐

Two or more
races (not
including
Alaska
Native)

About My School

When you answer, think about the way your school is most of the time.

How much do you agree or disagree with each of the following statements?

6. At this school, staff collaborate effectively to make decisions and problem solve as a group.

☐

Strongly Agree

☐

Agree

☐

Disagree

☐

Strongly Disagree



7. At this school, decisions are made based on what is best for students.

☐ Strongly Agree
 ☐ Agree
 ☐ Disagree
 ☐ Strongly Disagree

8. The principal and other leaders in this school make good decisions.

☐ Strongly Agree
 ☐ Agree
 ☐ Disagree
 ☐ Strongly Disagree

9. Staff at this school have a lot of informal opportunities to influence what happens here.

☐ Strongly Agree
 ☐ Agree
 ☐ Disagree
 ☐ Strongly Disagree

10. At this school, students and teachers get along really well.

☐ Strongly Agree
 ☐ Agree
 ☐ Disagree
 ☐ Strongly Disagree

11. Adults who work in this school treat students with respect.

☐ Strongly Agree
 ☐ Agree
 ☐ Disagree
 ☐ Strongly Disagree

12. Every student at our school feels that they have an adult who will miss them when they are absent.

☐ Strongly Agree
 ☐ Agree
 ☐ Disagree
 ☐ Strongly Disagree

13. Every student at our school has an adult whom they feel comfortable talking to about things that are bothering them.

☐ Strongly Agree
 ☐ Agree
 ☐ Disagree
 ☐ Strongly Disagree

14. Adults at my school care about every student.

☐ Strongly Agree
 ☐ Agree
 ☐ Disagree
 ☐ Strongly Disagree

15. In my school, students are given a chance to help make decisions.

☐ Strongly Agree
 ☐ Agree
 ☐ Disagree
 ☐ Strongly Disagree

16. My school has opportunities to hear from all students about how to improve our school.

☐ Strongly Agree
 ☐ Agree
 ☐ Disagree
 ☐ Strongly Disagree

17. In my school, students are provided with meaningful opportunities to develop leadership skills.

☐ Strongly Agree
 ☐ Agree
 ☐ Disagree
 ☐ Strongly Disagree



18. My school seeks out the ideas of the students who are having the hardest time in school about how to improve our school.

☐

Strongly Agree

☐

Agree

☐

Disagree

☐

Strongly Disagree

19. Staff provide opportunities for students to decide things like classroom activities or rules.

☐

Strongly Agree

☐

Agree

☐

Disagree

☐

Strongly Disagree

20. Adults in this school work together in a way that models healthy relationships.

☐

Strongly Agree

☐

Agree

☐

Disagree

☐

Strongly Disagree

21. My school follows a plan to teach social-emotional skills.

☐

Strongly Agree

☐

Agree

☐

Disagree

☐

Strongly Disagree

22. This school involves families in making important decisions (school policies, school safety, school climate, etc.)

☐

Strongly Agree

☐

Agree

☐

Disagree

☐

Strongly Disagree

23. This school provides training opportunities for staff on how to effectively partner with families.

☐

Strongly Agree

☐

Agree

☐

Disagree

☐

Strongly Disagree

24. School leadership communicates to staff that partnering with families is a priority.

☐

Strongly Agree

☐

Agree

☐

Disagree

☐

Strongly Disagree

25. School leadership provides the support and resources to facilitate family/school partnership.

☐

Strongly Agree

☐

Agree

☐

Disagree

☐

Strongly Disagree

26. At my school, there are support systems to respond to trauma experienced by students.

☐

Strongly Agree

☐

Agree

☐

Disagree

☐

Strongly Disagree

27. At my school, I feel supported to respond to trauma experienced by students.

☐

Strongly Agree

☐

Agree

☐

Disagree

☐

Strongly Disagree

28. When students break rules, they are treated fairly.

☐

Strongly Agree

☐

Agree

☐

Disagree

☐

Strongly Disagree



29. The school is a welcoming place for families.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Agree	Agree	Disagree	Strongly Disagree

30. This school involves parents/families in most school events or activities.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Agree	Agree	Disagree	Strongly Disagree

31. This school invites elders and/or cultural leaders into the school.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Agree	Agree	Disagree	Strongly Disagree

32. District leadership supports efforts to improve school climate.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Agree	Agree	Disagree	Strongly Disagree

33. District leadership is open/available to feedback and input from staff at my school.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Agree	Agree	Disagree	Strongly Disagree

34. This school values the language and cultures of students' families.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Agree	Agree	Disagree	Strongly Disagree

35. I see different cultures represented in class lessons, materials, posters, and art around the school, etc.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Agree	Agree	Disagree	Strongly Disagree

36. This school uses instructional materials that reflect the culture or ethnicity of its students.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Agree	Agree	Disagree	Strongly Disagree

About Me

Think about how you feel most of the time.

How much do you agree or disagree with each of the following statements?

37. I feel safe at my school.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Agree	Agree	Disagree	Strongly Disagree

38. I feel comfortable discussing feelings, worries, and frustrations with school leadership

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Agree	Agree	Disagree	Strongly Disagree



39. I am satisfied with my involvement with decision-making at this school.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Agree	Agree	Disagree	Strongly Disagree

40. I feel like I belong at this school.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Agree	Agree	Disagree	Strongly Disagree

41. I know specific skills and strategies I can use to partner with families at my school.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Agree	Agree	Disagree	Strongly Disagree

42. I often provide opportunities for families to give input on decisions (about monthly or more)

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Agree	Agree	Disagree	Strongly Disagree

43. I often share ideas with families on what they can do at home to support their child's learning (about monthly or more)

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Agree	Agree	Disagree	Strongly Disagree

44. I often implement strategies that are specifically intended to help build positive relationships with my students' families (about monthly or more)

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Agree	Agree	Disagree	Strongly Disagree

45. I understand how experiences of trauma can affect a person's coping skills and behaviors.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Agree	Agree	Agree Some, Disagree Some	Disagree	Strongly Disagree

46. I know specific skills and strategies I can use to help students who have experienced trauma to do well in our school.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Agree	Agree	Agree Some, Disagree Some	Disagree	Strongly Disagree

47. I know my role in supporting students experiencing trauma.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Agree	Agree	Agree Some, Disagree Some	Disagree	Strongly Disagree

48. I feel worn out in my work in ways that negatively impact other parts of my life.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Agree	Agree	Agree Some, Disagree Some	Disagree	Strongly Disagree

49. I often use self care strategies to maintain my own wellbeing

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Agree	Agree	Agree Some, Disagree Some	Disagree	Strongly Disagree

Miscellaneous



50. I am proud of how my school looks to the community. (*ASD ONLY)

☐

Strongly Agree

☐

Agree

☐

Disagree

☐

Strongly Disagree

51. I would recommend this school to other staff. (*ASD ONLY)

☐

Strongly Agree

☐

Agree

☐

Disagree

☐

Strongly Disagree

52. Please grade this school by selecting a single letter grade (*Fairbanks Northstar Borough School District ONLY)

☐

A

☐

B

☐

C

☐

D

☐

F