



2020 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 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

| | Less than two years | 2 to 5 years | 6 to 10 years | 11 to 15 years | More than 15 years |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 2. How many years have you worked, in any position, in this school? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3. How many years have you worked, in any position, in this district? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

4. What is your gender?

- Male
 Female

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

- Alaska Native
 American Indian
 Asian
 Black or African-American
 Hispanic or Latino
 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

How much do you agree or disagree with each of the following statements? When you answer, think about the way your school is most of the time.

| Strongly Agree | Agree | Agree Some, Disagree Some | Disagree | Strongly Disagree |
|----------------|-------|---------------------------|----------|-------------------|
| | | | | |



| | Strongly Agree | Agree | Agree Some, Disagree Some | Disagree | Strongly Disagree |
|---|-----------------------|-----------------------|---------------------------|-----------------------|-----------------------|
| 6. At this school, students and teachers get along really well. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 7. Students in this school help each other, even if they are not friends. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 8. This school does not involve parents in most school events or activities. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 9. At school, decisions are made based on what is best for students. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 10. Teachers and students treat each other with respect in this school. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 11. I trust the principal will keep his or her word. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12. At this school, it is difficult to overcome the cultural barriers between teachers and parents. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 13. Students in this school treat each other with respect. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 14. The principal and other leaders in this school make good decisions. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 15. The students in this school don't really care about each other. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 16. The school is a welcoming place for families. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 17. Adults in the community support this school. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 18. Lots of parents come to events at this school. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 19. This school values and welcomes elders. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 20. The principal looks out for the personal welfare of school staff members. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 21. Adults in the community encourage youth to take school seriously. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 22. In this school, students are given a chance to help make decisions. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 23. Students are involved in helping to solve school problems. | <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 |
|---|-----------------------|-----------------------|---------------------------|-----------------------|-----------------------|
| 24. Adults in the community know what goes on inside of schools. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 25. I feel safe at my school. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 26. This school is being ruined by bullies. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 27. This school is badly affected by crime and violence in the community. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 28. I am satisfied with my involvement with decision-making at this school. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 29. When students break rules, they are treated fairly. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 30. School staff members have a lot of informal opportunities to influence what happens here. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 31. The work rules at this school are fair. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 32. The principal asks students about their ideas. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

33. Students in my school have a strong sense of belonging to their culture.

Strongly Agree
 Agree
 Agree some, Disagree Some
 Disagree
 Strongly Disagree

| | Strongly Agree | Agree | Agree Some, Disagree Some | Disagree | Strongly Disagree |
|---|-----------------------|-----------------------|---------------------------|-----------------------|-----------------------|
| 34. In general, my culture is an important part of my self-image. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 35. This school values the language and cultures of students' families. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 36. This school prioritizes closing the racial/ethnic achievement gap. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 37. 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"/> | <input type="radio"/> |

Please indicate how strongly you agree or disagree with the following statements.



| | Strongly Agree | Agree | Agree Some/Disagree Some | Disagree | Strongly Disagree |
|--|-----------------------|-----------------------|--------------------------|-----------------------|-----------------------|
| 38. Adults who work in this school treat students with respect. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 39. Every student at our school feels that they have an adult who will miss them when they are absent. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 40. Every student at our school has an adult whom they feel comfortable talking to about things that are bothering them. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 41. Teachers and staff in my school care about every student. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 42. Staff provide opportunities for students to decide things like classroom activities or rules. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 43. Staff collaborate effectively to make decisions and problem solve as a group. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 44. Teachers at this school help each other, even if they are not personal friends. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 45. I feel supported by the people I work with. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 46. I get satisfaction from my work. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 47. I believe I can make a difference through my work. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 48. Teachers and staff believe that all students can do good work. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 49. Student behavior is determined in part by how school staff treat them. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 50. I believe adults' relationships with students can be rebuilt after conflict. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 51. Students in my school work hard to finish tasks even if they are difficult. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 52. Students in my school can identify the emotions that they feel. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 53. Adults in this school work together in a way that models healthy relationships. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 54. My school follows a plan to teach social-emotional skills. | <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 |
|--|-----------------------|-----------------------|--------------------------|-----------------------|-----------------------|
| 55. 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"/> |
| 56. At my school, there are support systems to respond to trauma experienced by students | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 57. At my school, I feel supported to respond to trauma experienced by students. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 58. 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"/> |
| 59. I know my role in supporting students experiencing trauma. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 60. I feel worn out in my work in ways that interfere with other parts of my life. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

| | Daily | Weekly | Monthly | Once a Semester | Yearly | Never |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 61. How often do you share ideas with families on what they can do at home to support their child's learning? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 62. How often do you involve families in decision-making? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

How Often In My School?

In the past 12 months, how many times have you personally seen students do these things at your school or school events?

| | 0 times | 1-2 Times | 3-6 Times | 7-12 Times | More than 12 Times |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 63. Under the influence of drugs (such as meth, heroin, cocaine, etc.) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 64. Under the influence of marijuana | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 65. Under the influence of alcohol (beer, wine, liquor, such as vodka or whiskey, etc.) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

66. Vaping (such as e-cigarettes, e-cigars, e-pipes, e-hookah, vape pens (JUULs))

0 times
 1-2 times
 3-6 times
 7-12 times
 More than 12 times



| | 0 times | 1-2 Times | 3-6 Times | 7-12 Times | More than 12 Times |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 67. Destroy things (such as school property, or people's personal items) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 68. Get into fights with other students | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 69. Steal things (such as taking things from the school or other people) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 70. Threaten or bully students | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 71. Carry weapons | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Other

72. What five areas of professional learning are you are most interested in? (select five below)

- | | | | | | | | |
|-----------------------|-------------------------|-----------------------|------------------------|-----------------------|------------------------|-----------------------|-----------------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| SEL | Relationship Building | Restorative Practice | Academic Content Areas | Family Partnerships | Trauma Engaged Schools | Teaching Practices | Risk Behaviors & Prevention |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Student Involvement | Cultural Responsiveness | Place-based learning | Community Partnerships | Self-Care | School Safety | Peer Climate | Other |

73. If you chose "Other" in the question above, please explain.

