

Dear Staff,

Thank you for participating in this survey. Your feedback is valuable to your school.

Please note that **your responses to the following items are confidential**. Your responses will not be reported individually, they will be added to responses from all adults in the school and reported in the aggregate.

Return this document electronically or as a hard copy to the school's main office. Thank you!

# Staff Survey

**School Name:**

**Today's Date:**

**1 Do you teach students in your current role?**

Yes

No

**2 This school year, how often have you...**

Never

Once or  
Twice

3-9 times

10 or  
more  
times

2a Observed another teacher's classroom to offer feedback?

2b Observed another teacher's classroom to get ideas for your own instruction?

2c Gone over student assessment data with other teachers to make instructional decisions?

2d Worked with other teachers to develop materials or activities for particular classes?

2e Worked on instructional strategies with other teachers?

**3 For the students you teach this year, how many of their parents/guardians...**

None

Some

About  
Half

Most

All

3a Attended parent-teacher conferences when you requested them?

3b Volunteered time to support the school (e.g., volunteer in classrooms, help with school-wide events, etc.)?

3c Contacted you about their child's performance?

3d Responded to your suggestions for helping their child?

**4 During a typical week, how much time is formally set aside for you to collaborate with one or more teachers during work hours?**

No time

Less  
than 30  
minutes

30-59  
minutes

60 minutes  
to 2 hours

More than  
2 hours



5	How many faculty and staff in this school...	None	Some	About Half	Most	All
5a	Help maintain discipline in the entire school, not just their classroom?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5b	Take responsibility for improving the school?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5c	Feel responsible to help each other do their best?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5d	Feel responsible that all students learn?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5e	Feel responsible for helping students develop self-control?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5f	Feel responsible when students in this school fail?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Please indicate the extent to which you agree with each of the following:**

6		Strongly Disagree	Disagree	Agree	Strongly Agree
6a	I usually look forward to each working day at this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6b	I wouldn't want to work in any other school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6c	I feel loyal to this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6d	I would recommend this school to parents seeking a place for their child.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**How much do you agree with the following statements?**

7 *The leadership team at this school. . .*

7		Strongly Disagree	Disagree	Agree	Strongly Agree
7a	Communicates a clear mission for our school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7b	Sets high standards for student learning.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7c	Sets high standards for faculty and staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7d	Sets clear expectations for faculty and staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7e	Is committed to shared decision-making.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7f	Works to create a sense of community in this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7g	Creates buy-in among faculty and staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7h	Encourages students to be involved in the school community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7i	Promotes parent, guardian, and community involvement in the school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**To what extent do you feel respected by other faculty and staff at this school?**

8		Not at all	A little	Some	To a great extent
		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Please indicate the extent to which you agree with each of the following:**

9		Strongly Disagree	Disagree	Agree	Strongly Agree
9a	Faculty and staff in this school trust each other.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9b	It's OK in this school to discuss feelings, worries, and frustrations with other faculty and staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9c	Faculty and staff respect others who take the lead in school improvement efforts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9d	Faculty and staff at this school respect those colleagues who are experts at their craft.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



<b>Please indicate the extent to which you agree with each of the following:</b>		<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly Agree</b>
10					
10a	Teachers and parents at this school think of each other as partners in educating children.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10b	Faculty and staff at this school work hard to build trusting relationships with parents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<b>How much do you agree with each of the following:</b>		<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly Agree</b>
11	<i>A member of the school leadership team...</i>				
11a	Makes clear to faculty and staff the leadership's expectations for meeting instructional goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11b	Communicates a clear vision for our school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11c	Presses faculty and staff to implement what they have learned in professional development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11d	Knows what's going on in classrooms.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11e	Provides me with useful feedback to improve my teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11f	Has provided me with the support I need to improve my teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<b>How much influence do faculty and staff have over school policy in each of the areas below?</b>		<b>No influence</b>	<b>A little influence</b>	<b>Some influence</b>	<b>A great deal of influence</b>
12					
12a	Planning how discretionary school funds should be used.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12b	Determining which books and other instructional materials are used in classrooms.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12c	Establishing the curriculum and instructional program.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12d	Determining the content of in-service programs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12e	Setting standards for student behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<b>To what extent does this school...</b>		<b>Not at all</b>	<b>A little</b>	<b>Somewhat</b>	<b>A great deal</b>
13					
13a	Involve parents/guardians in the development of programs aimed at improving students' academic outcomes?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13b	Involve parents/guardians in commenting on school curricula?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13c	Include parent leaders from all backgrounds in school improvement efforts?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13d	Develop formal networks to link all families with each other (for example: sharing parent directories, providing a website for parents/guardians to connect with one another, etc.)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13e	Encourage more involved parents/guardians to reach out to less involved parents/guardians?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<b>How often have your professional development activities this year:</b>		<b>Never</b>	<b>Rarely</b>	<b>Occasionally</b>	<b>Most of the time</b>
14					
14a	Been sustained and coherently focused, rather than short-term and unrelated?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



**How often have your professional development activities this year:**

		Never	Rarely	Occasionally	Most of the time
14	<b>activities this year:</b>				
14b	Included enough time to think carefully about, try, and evaluate new ideas?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14c	Been closely connected to my school's improvement plan?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14d	Included opportunities to work productively with colleagues in my school?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14e	Included opportunities to work productively with colleagues in my school?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14f	Included opportunities to analyze student work/data?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Please indicate the extent to which you agree with each of the following:**

		Strongly Disagree	Disagree	Agree	Strongly Agree
15	<b>each of the following:</b>				
15a	Once we start a new program in this school, we follow up to make sure that it's working.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15b	We have so many different programs in this school that I can't keep track of them all.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15c	Many special programs come and go at this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15d	Curriculum, instruction, and learning materials are well coordinated across the different grade levels at this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15e	There is consistency in curriculum, instruction, and learning materials among teachers in the same grade level at this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

