

Template Staff Climate Survey

* 1. To which building are you assigned?

- ☐ Elementary
- ☐ Middle School / Junior High
- ☐ High School
- ☐ Transportation Building
- ☐ District Office (building administrators and district office staff should mark this)

2. Would you classify your job title as certified (teacher or administrator) or classified (support)?

- ☐ Certified
- ☐ Classified

3. My interaction with my co-workers is helpful to me.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

Clarifying Comments

4. I feel that my colleagues in our district hold high expectations for all students and support their academic, cultural, emotional, physical, and behavioral development.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

Other (please specify)

5. I feel that the Board, administration, teachers, and staff care about students and inspire their best efforts.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

Other (please specify)

6. I feel I receive the support from The Board of Education and administration that is needed for me to be effective at my job.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

Please clarify

7. I feel that the school district has developed and sustained a shared vision for the district.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

Other (please specify)

8. I feel that leadership decisions are focused on academic performance and are data-driven and collaborative.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

Other (please specify)

9. I feel that I have the instructional resources (textbooks, supplemental reading, and technology) to sufficiently and effectively deliver the curriculum.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

If not, what is missing

10. I feel I am given the opportunity to work collaboratively with staff and co-workers to improve instruction and student performance.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

Other (please specify)

11. I feel the administration communicates and enforces expectations for staff effectively.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

Other (please specify)

12. I feel I work in a safe and orderly environment and that disruptions and inappropriate behaviors are dealt with properly and in a timely manner.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

Other (please specify)

13. I am satisfied with my pay, benefits, and other incentives.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

Other (please specify)

14. I am satisfied with my relationship with my supervisor.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

Other (please specify)

15. I feel that in today's climate, my position may be at risk.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

Additional Comments

16. The expectations of my supervisor are realistic.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

Other (please specify)

17. I feel I have the opportunity to participate in meaningful, on-going, job embedded professional development.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

How might we improve staff professional development?

18. Are there any district policies or procedures that make your job more difficult? Please explain.

19. I am considering looking for a job in my field at another school district.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

If you are considering looking elsewhere, what factors led to your decision?

20. I am considering looking for a new job in a field other than education.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

Other (please specify)

21. What is most satisfying about your job?

22. What is least satisfying about your job?

23. Would you recommend working in this district to your family and friends?

☐ Yes

☐ No

Why or Why Not?