



2021-22 Staff Survey

Your experience matters! We're asking you the below survey questions so that we can better support you and your colleagues. Your feedback here will help us create a more inclusive, equitable, and supportive school community in ways that ultimately benefit not just staff and faculty but also the students we all serve. Thank you for taking the time to candidly share your thoughts and feelings with us.

Your Well-Being

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

During the past week, how often did you feel _____ at work?

1. engaged	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Almost never	Once in a while	Sometimes	Frequently	Almost always
2. excited	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Almost never	Once in a while	Sometimes	Frequently	Almost always
3. exhausted	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Almost never	Once in a while	Sometimes	Frequently	Almost always
4. frustrated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Almost never	Once in a while	Sometimes	Frequently	Almost always
5. happy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Almost never	Once in a while	Sometimes	Frequently	Almost always
6. hopeful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Almost never	Once in a while	Sometimes	Frequently	Almost always
7. overwhelmed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Almost never	Once in a while	Sometimes	Frequently	Almost always
8. safe	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Almost never	Once in a while	Sometimes	Frequently	Almost always
9. stressed out	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Almost never	Once in a while	Sometimes	Frequently	Almost always



10. worried

Almost never

Once in a while

Sometimes

Frequently

Almost always

11. How effective do you feel at your job right now?

Not at all effective

Slightly effective

Somewhat effective

Quite effective

Extremely effective

12. How much does your work matter to you?

Does not matter at all

Matters a little bit

Matters some

Matters quite a bit

Matters a tremendous amount

13. How meaningful for you is the work that you do?

Not at all meaningful

Slightly meaningful

Somewhat meaningful

Quite meaningful

Extremely meaningful

14. Overall, how satisfied are you with your job right now?

Not at all satisfied

Slightly satisfied

Somewhat satisfied

Quite satisfied

Extremely satisfied

15. What can school or district leaders do to better support your well-being?

16. What has helped you most in managing work-related stress?

Belonging

In this section, please tell us how you're doing. We're asking you these questions because we want to better support staff members' 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. If you do not work in a school-based setting, please think about your workplace more generally when answering these questions.

17. 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

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

Not at all connected

Slightly connected

Somewhat connected

Quite connected

Extremely connected

19. 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



20. 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

21. 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

Leadership

In this section, we would like your feedback on the leadership at your school. If you do not work in a school-based setting, please think about your workplace more generally when answering these questions.

22. How friendly are your school leaders toward you?

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

23. 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

24. How much trust exists between school leaders and staff?

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

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

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

26. 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

27. 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

28. How respectful are your school leaders towards you?

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

29. 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



30. How fairly does the school leadership treat the staff?

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

31. If you could change anything about working at your school, what specific changes would you make?

SAMPLE FORM