



Fall 2023 Staff SEL 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.

Background Information

For this section, we need to know a bit of background information about you so that we can describe the types of teachers who completed the survey.

1. For how many years have you taught?

- Less than 1 year 1-2 years 3-5 years 6-10 years 11 or more years

2. For how many years have you taught at your current school?

- Less than 1 year 1-2 years 3-5 years 6-10 years 11 or more years

3. If a friend or colleague were looking for a teaching job, to what extent, if at all, would you recommend your school?

- Would not recommend at all Would recommend slightly Would recommend somewhat Would recommend quite a bit Would strongly recommend

4. What is your gender?

- I am a woman I am a man I use another word (like nonbinary) to describe my gender I prefer not to answer this question

5. Do you identify as transgender?

- Yes No I'm not sure I prefer not to answer this question

6. What is your race or ethnicity?

- American Indian or Alaska Native Asian Black or African American Hispanic or Latino Native Hawaiian or Other Pacific Islander White Two or More Races/Ethnicities Other

7. If you selected "Two or More Races/Ethnicities" or "Other," and would like to provide more of a description, please use the space below.



8. Please indicate the primary language spoken in your childhood home. (Please check only one.)

- | | | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|--------------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Chinese | English | French | German | Italian | Korean |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | |
| Russian | Spanish | Tagalog | Vietnamese | Other/multiple languages | |

9. If you selected "Other/multiple languages," please describe what language(s) were spoken in your childhood home.

10. In which decade were you born?

- | | | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 1940-49 | 1950-9 | 1960-9 | 1970-9 | 1980-9 | 1990-9 |

Belonging

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

11. How well do your colleagues at school understand you as a person?

- | | | | | |
|--------------------------|-----------------------|-----------------------|------------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Do not understand at all | Understand a little | Understand somewhat | Understand quite a bit | Completely understand |

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

- | | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Not at all connected | Slightly connected | Somewhat connected | Quite connected | Extremely connected |

13. How much respect do colleagues in your school show you?

- | | | | | |
|-----------------------|-------------------------|-----------------------|------------------------|--------------------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| No respect at all | A little bit of respect | Some respect | Quite a bit of respect | A tremendous amount of respect |

14. How much do you matter to others at your school?

- | | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|----------------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Do not matter at all | Matter a little bit | Matter some | Matter quite a bit | Matter a tremendous amount |

15. Overall, how much do you feel like you belong at your school?

- | | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Do not belong at all | Belong a little bit | Belong somewhat | Belong quite a bit | Completely belong |

Cultural Awareness and Action



In this section, please share your perspective on how your school helps students learn about, discuss, and confront issues of race, ethnicity, and culture.

16. How often are students given opportunities to learn about people from different races, ethnicities, or cultures?

- Almost never Once in a while Sometimes Frequently Almost always

17. How often do you think about what students of different races, ethnicities, or cultures experience?

- Almost never Once in a while Sometimes Frequently Almost always

18. How confident are you that adults at your school can have honest conversations with students about race?

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

19. At your school, how often are students encouraged to think more deeply about race-related topics?

- Almost never Once in a while Sometimes Frequently Almost always

20. How comfortable are you discussing race-related topics with your students?

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

21. How often do students at your school have important conversations about race, even when they might be uncomfortable?

- Almost never Once in a while Sometimes Frequently Almost always

22. When there are major news events related to race, how often do adults at your school talk about them with students?

- Almost never Once in a while Sometimes Frequently Almost always

23. How well does your school help students speak out against racism?

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

24. What is the most important thing your school can do to support students of different races, ethnicities, and cultures?

In this section, please share your perspective on how your school helps teachers learn about, discuss, and confront issues of race, ethnicity, and culture.

25. How often do school leaders encourage you to teach about people from different races, ethnicities, or cultures?

- Almost never Once in a while Sometimes Frequently Almost always



26. How often do you think about what colleagues of different races, ethnicities, or cultures experience?

- Almost never Once in a while Sometimes Frequently Almost always

27. How confident are you that adults at your school can have honest conversations with each other about race?

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

28. At your school, how often are you encouraged to think more deeply about race-related topics?

- Almost never Once in a while Sometimes Frequently Almost always

29. How comfortable are you discussing race-related topics with your colleagues?

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

30. How often do adults at your school have important conversations about race, even when they might be uncomfortable?

- Almost never Once in a while Sometimes Frequently Almost always

31. When there are major news events related to race, how often do adults at your school talk about them with each other?

- Almost never Once in a while Sometimes Frequently Almost always

32. How well does your school help staff speak out against racism?

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

33. How can school leaders help you better learn about, discuss, and confront issues of race, ethnicity, and culture?
