



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 ethnicity?

- Hispanic or Latino Not Hispanic or Latino

7. What is your race?

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

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



9. 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 | |

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

11. 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 |

Your Well-Being

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

12. 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 |

13. 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 |

14. 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 |

15. 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 |

16. 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 |

17. 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 |

18. 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 |



19. safe

Almost never

Once in a while

Sometimes

Frequently

Almost always

20. stressed out

Almost never

Once in a while

Sometimes

Frequently

Almost always

21. worried

Almost never

Once in a while

Sometimes

Frequently

Almost always

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

Not at all effective

Slightly effective

Somewhat effective

Quite effective

Extremely effective

23. 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

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

Not at all meaningful

Slightly meaningful

Somewhat meaningful

Quite meaningful

Extremely meaningful

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

Not at all satisfied

Slightly satisfied

Somewhat satisfied

Quite satisfied

Extremely satisfied

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

27. 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 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.

28. 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



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

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

30. 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

31. 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

32. 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

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.

33. 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

34. 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

35. 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

36. 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

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

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

38. 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



39. 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
40. How well does your school help students speak out against racism?
- Not at all well Slightly well Somewhat well Quite well Extremely well
41. What is the most important thing your school can do to support students of different races, ethnicities, and cultures?
-
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In this section, please share your perspective on how your school helps teachers learn about, discuss, and confront issues of race, ethnicity, and culture.

42. 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
43. 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
44. 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
45. 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
46. How comfortable are you discussing race-related topics with your colleagues?
- Not at all comfortable Slightly comfortable Somewhat comfortable Quite comfortable Extremely comfortable
47. 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
48. 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
49. How well does your school help staff speak out against racism?
- Not at all well Slightly well Somewhat well Quite well Extremely well



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

Professional Learning

In this section, we would like to learn about your opportunities for learning and growth at your school.

51. At your school, how valuable are the available professional development opportunities?

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

52. How helpful are your colleagues' ideas for improving your teaching?

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

53. How much input do you have into individualizing your own professional development opportunities?

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

54. Through working at your school, how many new teaching strategies have you learned?

- Almost no strategies A few strategies Some strategies Many strategies A great number of strategies

55. Overall, how much do you learn about teaching from the leaders at your school?

- Learn almost nothing Learn a little bit Learn some Learn quite a bit Learn a tremendous amount

56. How often do your professional development opportunities help you explore new ideas?

- Almost never Once in a while Sometimes Frequently Almost always

57. How relevant have your professional development opportunities been to the content that you teach?

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

58. Overall, how supportive has the school been of your growth as a teacher?

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

59. What are the most positive aspects of working at your school?
