CROSSLAKE COMMUNITY SCHOOL DISTRICT
2025-2026 Stakeholder Satisfaction Surveys
Attachment D

Staff Survey

This survey is divided into two parts: Section 1 addresses CCS as a unified district. Section 2 is specific to your school program.

> *Thank you for your professional insights. Your responses are confidential and will inform our continuous improvement efforts, strategic planning, and workplace culture initiatives. The survey takes approximately 15-20 minutes.*

SECTION 1: DISTRICT-LEVEL QUESTIONS (ALL STAFF)

Demographics

1. Please select your primary program:
- ○ Seat-Based School
- ○ Online School
- ○ District-Level/Both

2. What is your role?
- ○ Licensed Teacher
- ○ Paraprofessional/Support Staff
- ○ Learning Coach
- ○ Administration
- ○ Other: _____

3. How many years have you worked at CCS?
- ○ First year
- ○ 2-3 years
- ○ 4-6 years
- ○ 7+ years

District Leadership & Governance

4. The School Board and committees are working in the best interest of the students and CCS.
- ○ Strongly disagree   ○ Disagree   ○ Neutral   ○ Agree   ○ Strongly agree

5. The district leadership (Superintendent) makes decisions that support student learning and staff well-being.
- ○ Strongly disagree   ○ Disagree   ○ Neutral   ○ Agree   ○ Strongly agree

6. It is clear which types of decisions will be made with and without staff input.
- ○ Strongly disagree   ○ Disagree   ○ Neutral   ○ Agree   ○ Strongly agree

7. CCS has committees in place that are in alignment with our goals and student achievement.
- ○ Strongly disagree   ○ Disagree   ○ Neutral   ○ Agree   ○ Strongly agree

District Communication & Culture

8. How would you rate the effectiveness of district-wide communication?
- ○ Very ineffective   ○ Somewhat ineffective   ○ Neutral   ○ Somewhat effective   ○ Very effective

9. Students, parents/guardians, and the community have ways to provide input on optimal functioning of the school.
  ○ Strongly disagree   ○ Disagree   ○ Neutral   ○ Agree   ○ Strongly agree

10. Our school's accomplishments have been adequately acknowledged and celebrated.
  ○ Strongly disagree   ○ Disagree   ○ Neutral   ○ Agree   ○ Strongly agree

11. My individual accomplishments have been adequately acknowledged and celebrated.
  ○ Strongly disagree   ○ Disagree   ○ Neutral   ○ Agree   ○ Strongly agree

District Mission & Strategic Roadmap

12. CCS makes consistent decisions to uphold and support our mission of "Growing environmentally literate, community impacting learners of excellence."
  ○ Strongly disagree   ○ Disagree   ○ Neutral   ○ Agree   ○ Strongly agree

13. I understand and support the district's Strategic Roadmap priorities.
  ○ Strongly disagree   ○ Disagree   ○ Neutral   ○ Agree   ○ Strongly agree

14. How do you promote the CCS mission and RELIC values (Respect, Excellence, Learning, Integrity, Community) in your work?
  [Open text response]

Compensation & Professional Growth

15. I am satisfied with my current compensation and benefits.
  ○ Strongly disagree   ○ Disagree   ○ Neutral   ○ Agree   ○ Strongly agree

16. I see opportunities for professional advancement and growth within CCS.
  ○ Strongly disagree   ○ Disagree   ○ Neutral   ○ Agree   ○ Strongly agree

17. I have the materials and resources I need to do my job effectively.
  ○ Strongly disagree   ○ Disagree   ○ Neutral   ○ Agree   ○ Strongly agree

18. Systems are in place to collect data from teachers on a regular basis.
  ○ Strongly disagree   ○ Disagree   ○ Neutral   ○ Agree   ○ Strongly agree

Overall District Satisfaction

19. I would recommend CCS as a great place to work.
  ○ Strongly disagree   ○ Disagree   ○ Neutral   ○ Agree   ○ Strongly agree

20. What do you value most about working at CCS as a district?
  [Open text response]

21. What is one thing you would like to see improved at the district level?
  [Open text response]

SECTION 2A: CCS SEAT-BASED SCHOOL (SEAT-BASED STAFF ONLY)

School-Level Leadership

22. The Seat-Based School Director provides effective leadership for the school program.
○ Strongly disagree   ○ Disagree   ○ Neutral   ○ Agree   ○ Strongly agree

23. The Seat-Based School Director is responsive to staff concerns and feedback.
○ Strongly disagree   ○ Disagree   ○ Neutral   ○ Agree   ○ Strongly agree

24. Communication from the Seat-Based School leadership is clear and timely.
○ Strongly disagree   ○ Disagree   ○ Neutral   ○ Agree   ○ Strongly agree

25. I feel empowered to make decisions that affect my work at the Seat-Based School.
○ Strongly disagree   ○ Disagree   ○ Neutral   ○ Agree   ○ Strongly agree

School Climate & Environment

26. I would describe the CCS Seat-Based School as a safe and orderly place.
○ Strongly disagree   ○ Disagree   ○ Neutral   ○ Agree   ○ Strongly agree

27. The staff at the Seat-Based School work collaboratively as a team.
○ Strongly disagree   ○ Disagree   ○ Neutral   ○ Agree   ○ Strongly agree

28. I feel supported in my role at the Seat-Based School.
○ Strongly disagree   ○ Disagree   ○ Neutral   ○ Agree   ○ Strongly agree

School-Specific Feedback

29. What do you value most about working at the CCS Seat-Based School specifically?
[Open text response]

30. What is one thing you would like to see improved at the Seat-Based School?
[Open text response]

31. What additional support would help you be more effective in your role at the Seat-Based School?
[Open text response]

SECTION 2B: CCS ONLINE SCHOOL (ONLINE STAFF ONLY)

School-Level Leadership

22. The Online School Director provides effective leadership for the school program.
○ Strongly disagree   ○ Disagree   ○ Neutral   ○ Agree   ○ Strongly agree

23. The Online School Director is responsive to staff concerns and feedback.
○ Strongly disagree   ○ Disagree   ○ Neutral   ○ Agree   ○ Strongly agree

24. Communication from the Online School leadership is clear and timely.
○ Strongly disagree   ○ Disagree   ○ Neutral   ○ Agree   ○ Strongly agree

25. I feel empowered to make decisions that affect my work at the Online School.
○ Strongly disagree   ○ Disagree   ○ Neutral   ○ Agree   ○ Strongly agree

School Climate & Environment

26. I would describe the CCS Online School as a safe and supportive virtual environment.
○ Strongly disagree   ○ Disagree   ○ Neutral   ○ Agree   ○ Strongly agree

27. The staff at the Online School work collaboratively as a team.
○ Strongly disagree   ○ Disagree   ○ Neutral   ○ Agree   ○ Strongly agree

28. I feel supported in my role at the Online School.
○ Strongly disagree   ○ Disagree   ○ Neutral   ○ Agree   ○ Strongly agree

School-Specific Feedback

29. What do you value most about working at the CCS Online School specifically?
[Open text response]

30. What is one thing you would like to see improved at the Online School?
[Open text response]

31. What additional support would help you be more effective in your role at the Online School?
[Open text response]