



## Staff Climate & Culture Survey (Fall 2025-26)

As we think about making improvements to the school, it is vital for us to get input from the faculty/staff. Towards this end, we encourage you to take a few minutes to give us your thoughtful responses on these important issues and topics. Thank you in advance for helping us take this important step by making sure we hear your voice.

### Teaching Environment

In this first section, please give us your perceptions of your teaching environment, both inside your classroom and at your school more generally.

1. On most days, how enthusiastic are the students about being at school?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not at all enthusiastic	Slightly enthusiastic	Somewhat enthusiastic	Quite enthusiastic	Extremely enthusiastic

2. When new initiatives to improve teaching are presented at your school, how supportive are your colleagues?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not at all supportive	Slightly supportive	Somewhat supportive	Quite supportive	Extremely supportive

3. How optimistic are you that your school will improve in the future?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not at all optimistic	Slightly optimistic	Somewhat optimistic	Quite optimistic	Extremely optimistic

4. How supportive are students in their interactions with each other?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not at all supportive	Slightly supportive	Somewhat supportive	Quite supportive	Extremely supportive

5. To what extent are teachers trusted to teach in the way they think is best?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not trusted at all	Trusted a little bit	Trusted somewhat	Trusted quite a bit	Trusted a tremendous amount

6. How positive are the attitudes of your colleagues?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not at all positive	Slightly positive	Somewhat positive	Quite positive	Extremely positive

7. How respectful are the relationships between teachers and students?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not at all respectful	Slightly respectful	Somewhat respectful	Quite respectful	Extremely respectful

8. How often do you see students helping each other without being prompted?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Almost never	Once in a while	Sometimes	Frequently	Almost all the time

9. Overall, how positive is the working environment at your school?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not at all positive	Slightly positive	Somewhat positive	Quite positive	Extremely positive



## Professional Learning

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

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

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

11. How often do you receive feedback on your teaching?

- |                       |                       |                       |                       |                       |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <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         |

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

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

13. At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?

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

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

- |                       |                       |                       |                       |                              |
|-----------------------|-----------------------|-----------------------|-----------------------|------------------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        |
| Almost no input       | A little bit of input | Some input            | Quite a bit of input  | A tremendous amount of input |

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

- |                       |                       |                       |                       |                              |
|-----------------------|-----------------------|-----------------------|-----------------------|------------------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        |
| Almost no strategies  | A few strategies      | Some strategies       | Many strategies       | A great number of strategies |

16. How useful do you find the feedback you receive on your teaching?

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

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

- |                       |                       |                       |                       |                           |
|-----------------------|-----------------------|-----------------------|-----------------------|---------------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>     |
| Learn almost nothing  | Learn a little bit    | Learn some            | Learn quite a bit     | Learn a tremendous amount |

18. How much feedback do you receive on your teaching?

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

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

- |                       |                       |                       |                       |                       |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Almost never          | Once in a while       | Sometimes             | Frequently            | Almost all the time   |



20. 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

21. How much do you learn from the teacher evaluation processes at your school?

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

22. 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

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

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### Leadership

In this section, we would like your feedback on the leadership at your school.

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

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25. Thank you so much for your thoughtful responses. If you have any final ideas about how to improve our school/district, please let us know in the space below.

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### Collaboration

26. How often are you provided with opportunities to collaborate with other teachers?

- ☐ Not often at all     
 ☐ A little often     
 ☐ Somewhat often     
 ☐ Quite often     
 ☐ Extremely often

27. How much does your school value teacher collaboration?

- ☐ Do not value at all     
 ☐ Value a little     
 ☐ Value somewhat     
 ☐ Value quite a bit     
 ☐ Value a tremendous amount

28. How valuable has collaboration with other teachers been to you?

- ☐ Not valuable at all     
 ☐ A little valuable     
 ☐ Somewhat valuable     
 ☐ Quite valuable     
 ☐ Extremely valuable



29. How can your school better support teacher collaboration?

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

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

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### 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.

32. 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

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

☐

Not at all connected

☐

Slightly connected

☐

Somewhat connected

☐

Quite connected

☐

Extremely connected

34. 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

35. 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

36. 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