



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 full 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.

General School Impressions

In this first section, please tell us how you perceive different aspects of your school in general.

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

☐ Not at all enthusiastic
 ☐ Slightly enthusiastic
 ☐ Somewhat enthusiastic
 ☐ Quite enthusiastic
 ☐ Extremely enthusiastic

2. To what extent are staff trusted to work in the way they think is best?

☐ Not at all trusted
 ☐ Trusted a little bit
 ☐ Trusted somewhat
 ☐ Trusted quite a bit
 ☐ Trusted a tremendous amount

3. How positive are the attitudes of your colleagues?

☐ Not at all positive
 ☐ Slightly positive
 ☐ Somewhat positive
 ☐ Quite positive
 ☐ Extremely positive

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

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

5. How respectful are the relationships between staff and students?

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

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

☐ Not at all optimistic
 ☐ Slightly optimistic
 ☐ Somewhat optimistic
 ☐ Quite optimistic
 ☐ Extremely optimistic

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

☐ Almost never
 ☐ Once in a while
 ☐ Sometimes
 ☐ Frequently
 ☐ Almost all the time

8. When new initiatives are presented at your school, how supportive are your colleagues?

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

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

☐ Not at all positive
 ☐ Slightly positive
 ☐ Somewhat positive
 ☐ Quite positive
 ☐ Extremely positive

Professional Learning

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



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

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

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

- ☐ Almost never
 ☐ Once in a while
 ☐ Sometimes
 ☐ Frequently
 ☐ Almost always

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

- ☐ 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?

- ☐ 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?

- ☐ 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 strategies for your job have you learned?

- ☐ 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 work?

- ☐ Not at all useful
 ☐ Slightly useful
 ☐ Somewhat useful
 ☐ Quite useful
 ☐ Extremely useful

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

- ☐ 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 work?

- ☐ 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?

- ☐ Almost never
 ☐ Once in a while
 ☐ Sometimes
 ☐ Frequently
 ☐ Almost all the time

20. How relevant have your professional development opportunities been to your work?

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



21. How much do you learn from the 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 professional growth?

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

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

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?

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.

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 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.

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