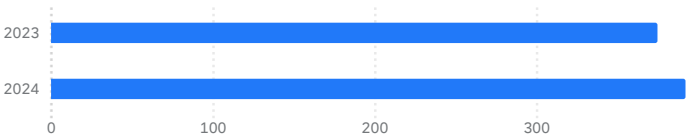


Culture & Climate Survey: Employees

The following dashboard can be used to view the results of the Culture & Climate Survey: Employees. All MPS Employees had the opportunity to use this survey to provide feedback on their perceptions of school culture and climate. The survey items have been organized into 6 topics: School Climate, Cultural Awareness and Action, Well-being, Professional Learning, Staff-Leadership Relationship, and Teaching Efficacy. Each topic has its own page in the dashboard. 2 metrics are used for each item. The first metric is the exact response on the Likert Scale, which varies slightly by item. The second metric is the use of a 5 point scale, with a 1

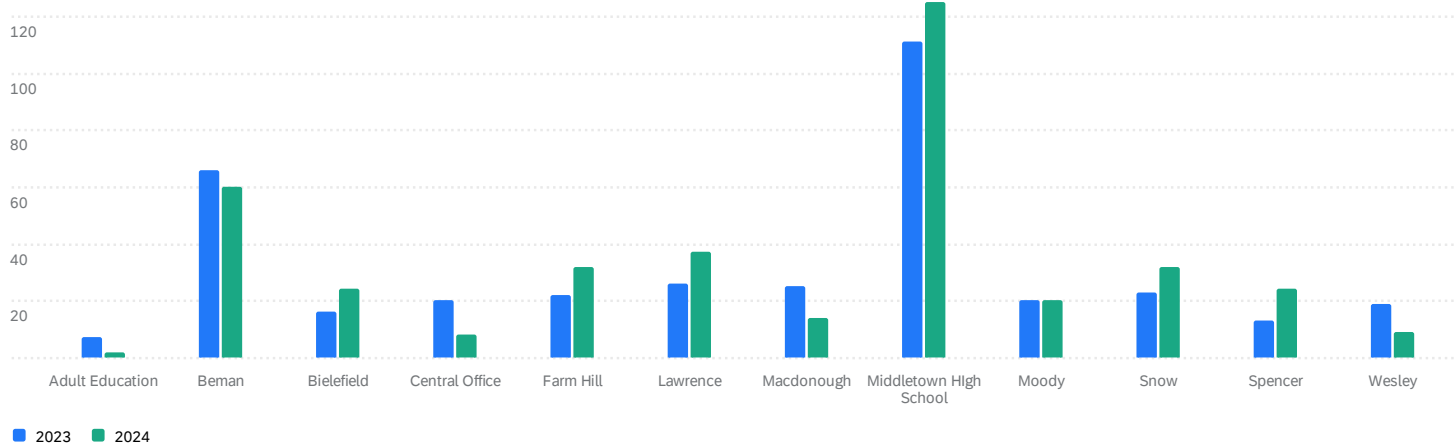
Total Surveys Submitted



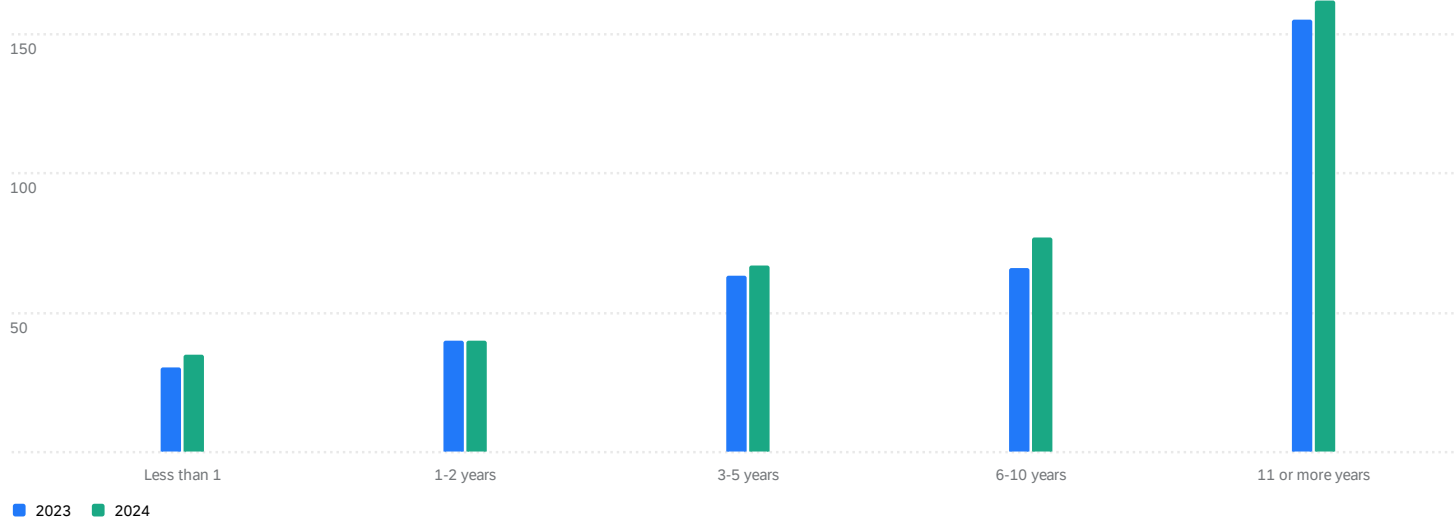
Who completed the survey?



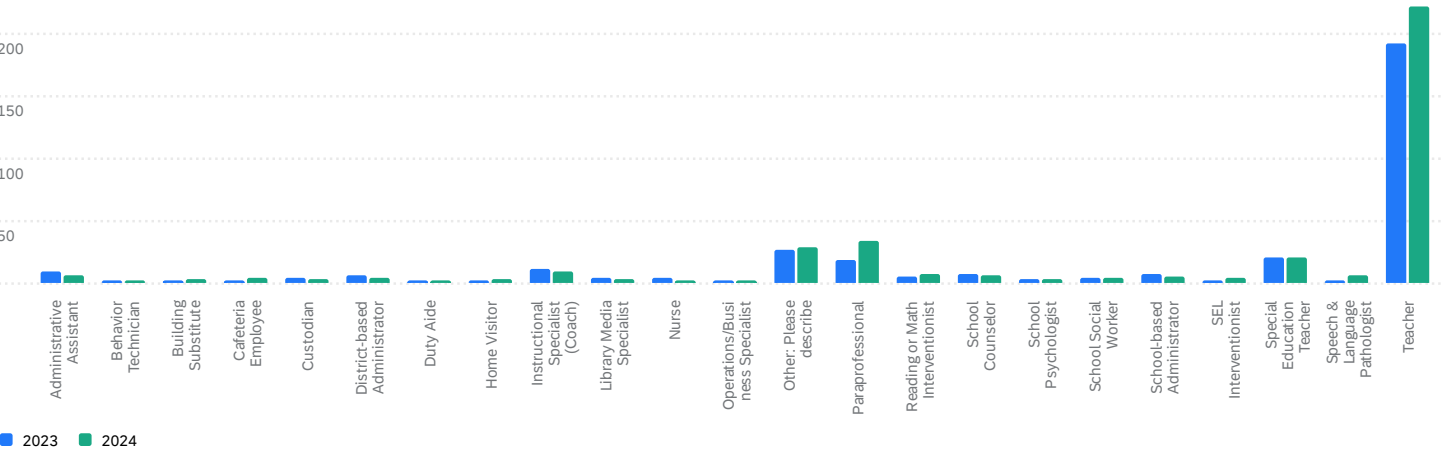
In which building are you assigned to work for the majority of your time?



For how many years have you worked in MPS?

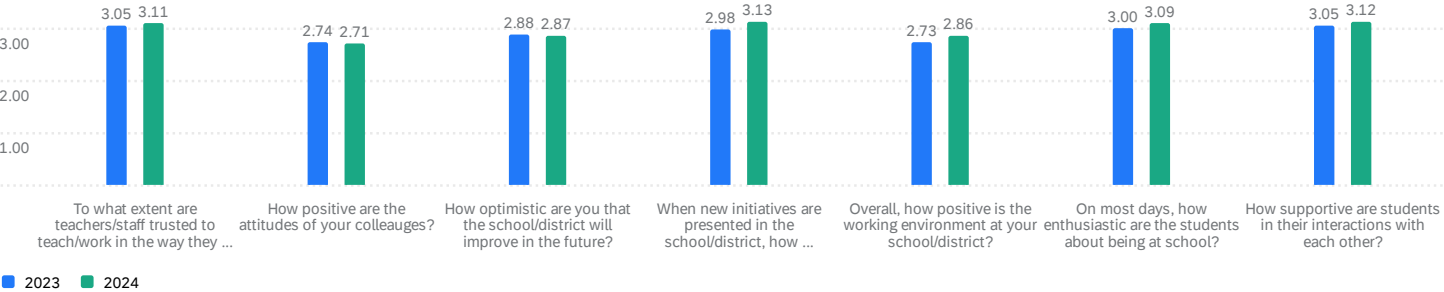


Specific Roles

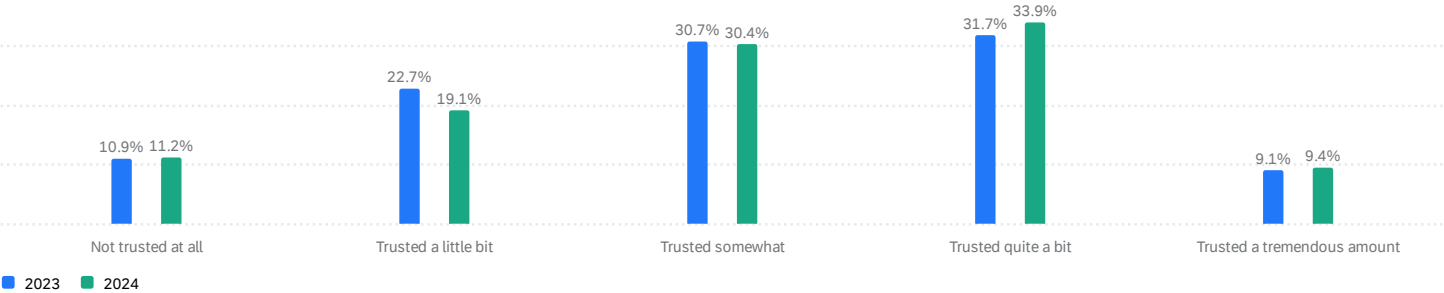


School Climate

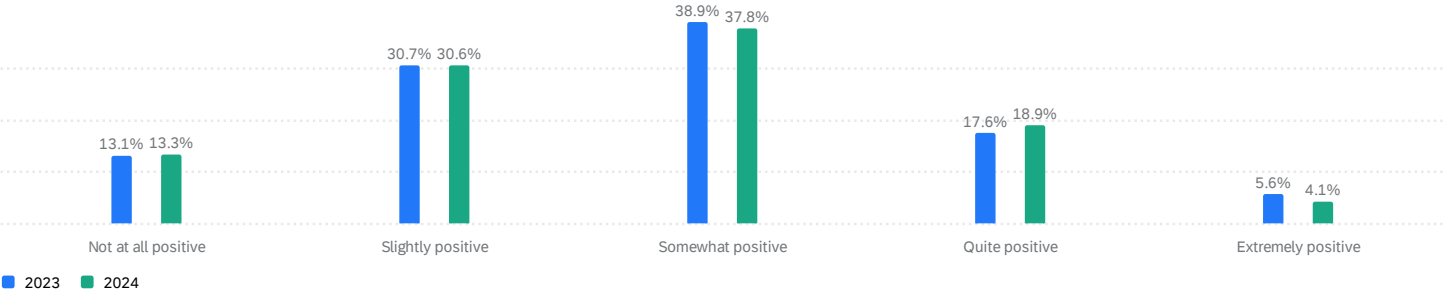
Climate Ratings Overall



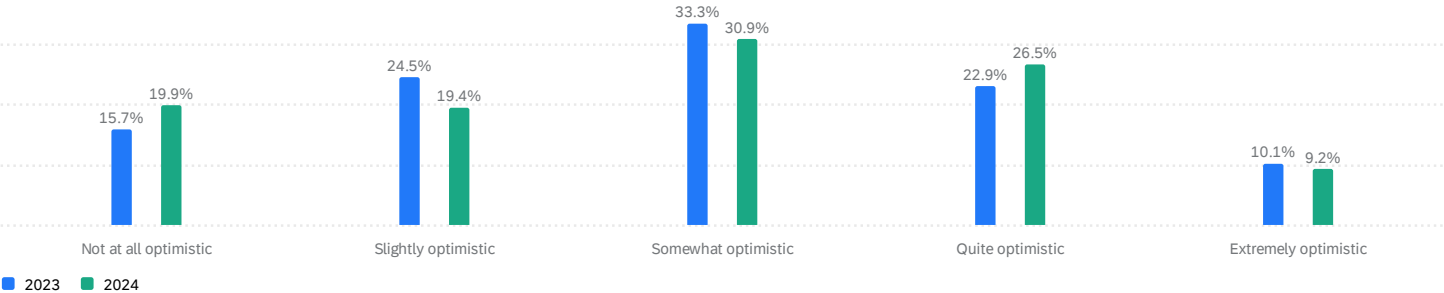
To what extent are teachers/staff trusted to teach/work in the way they think is best?



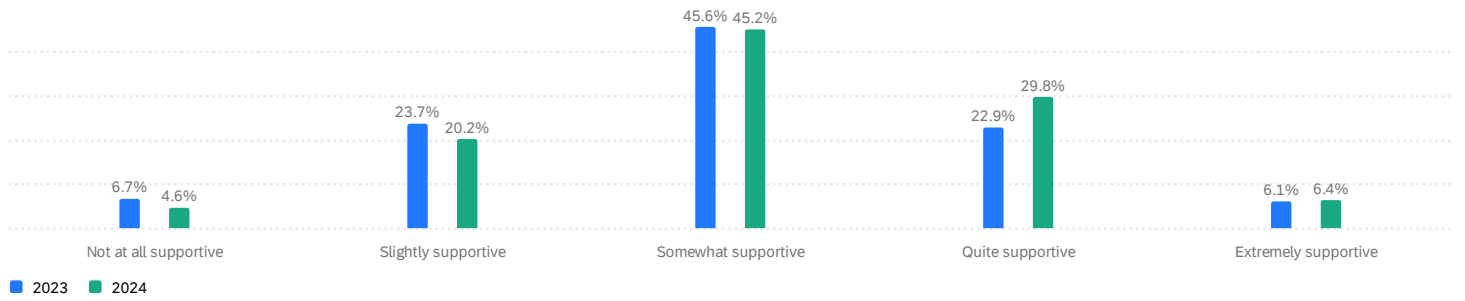
How positive are the attitudes of your colleagues?



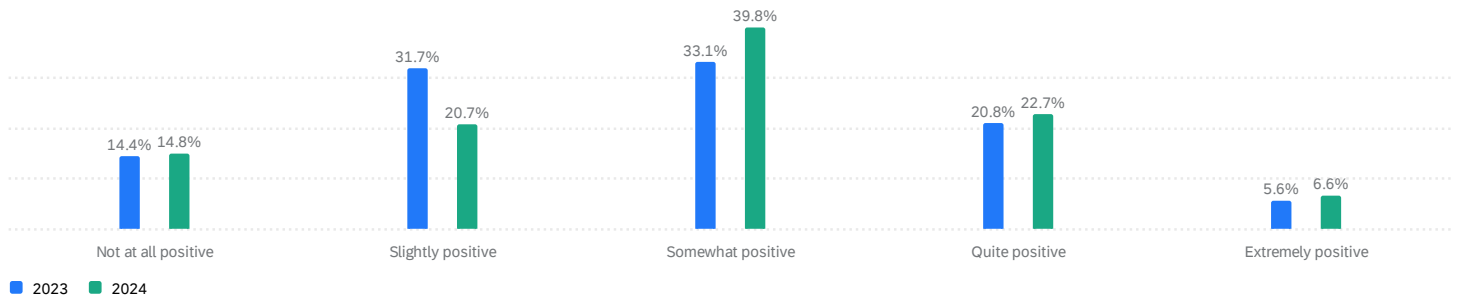
How optimistic are you that your school/district will improve in the future?



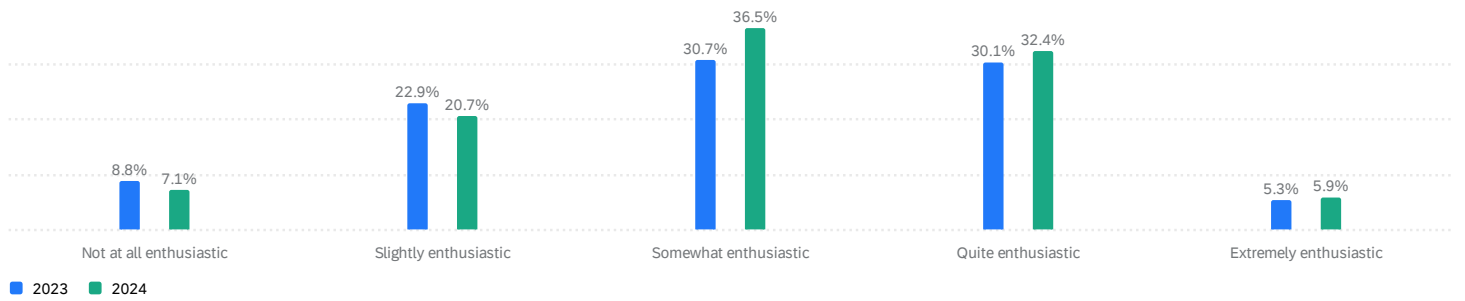
When new initiatives are presented in the school/district, how supportive are your colleagues?



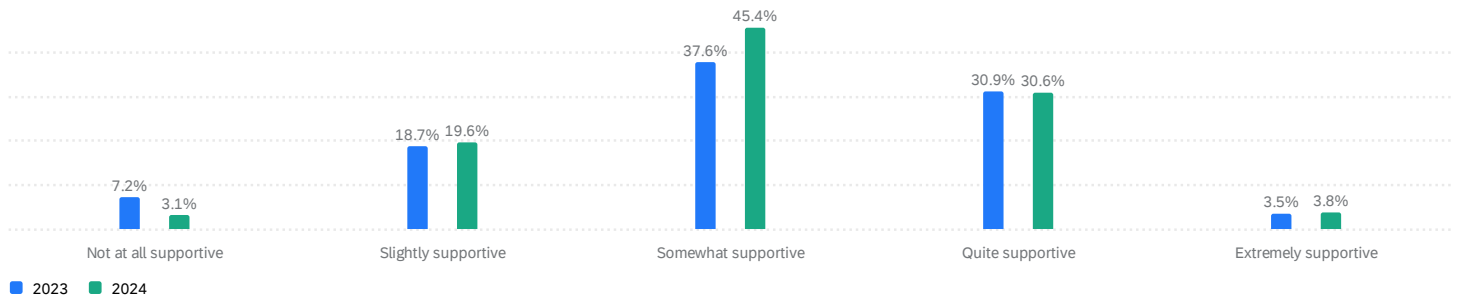
Overall, how positive is the working environment at your school/district?



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

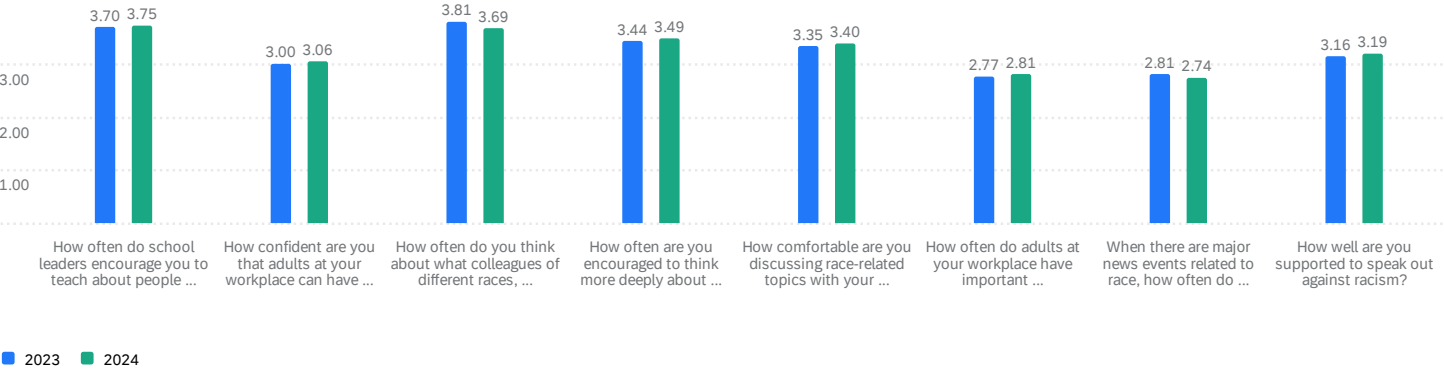


How supportive are students in their interactions with each other?

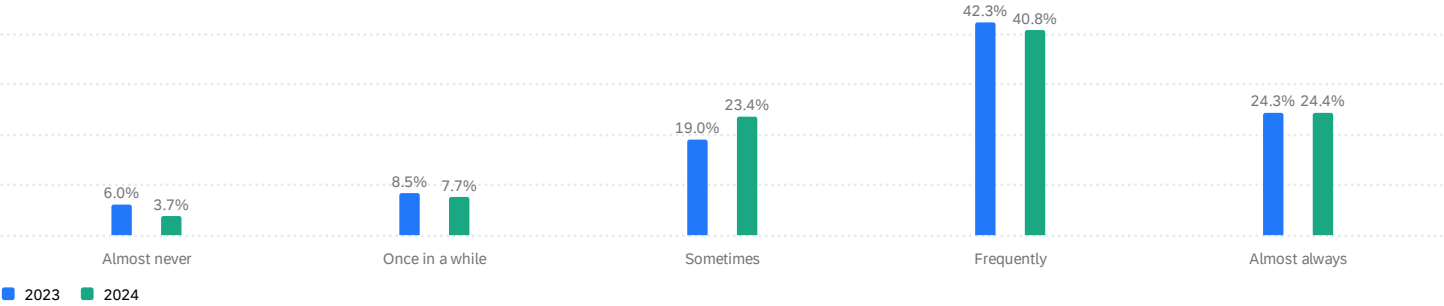


Cultural Awareness and Action

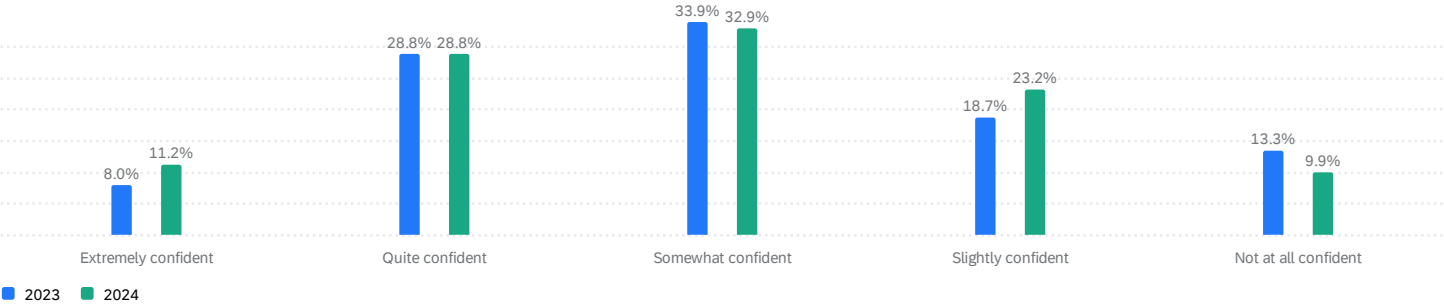
Cultural Awareness and Action Overall Ratings



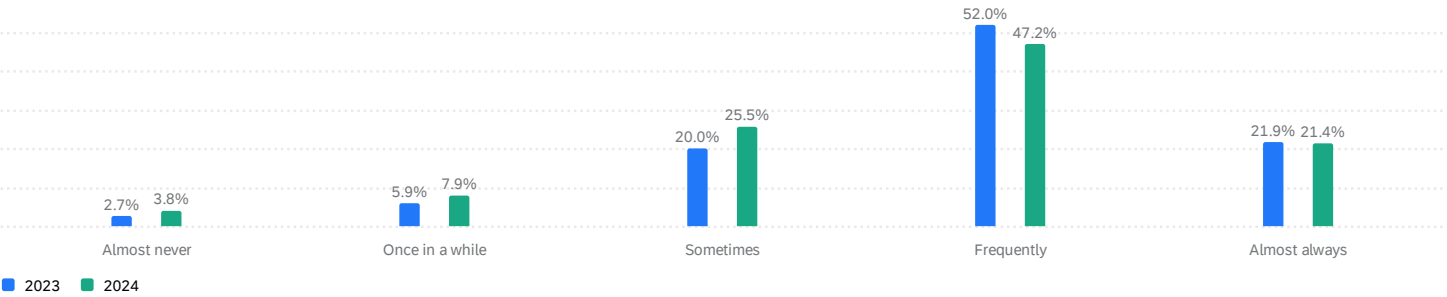
How often do school leaders encourage you to teach about people from different races, ethnicities, or cultures?



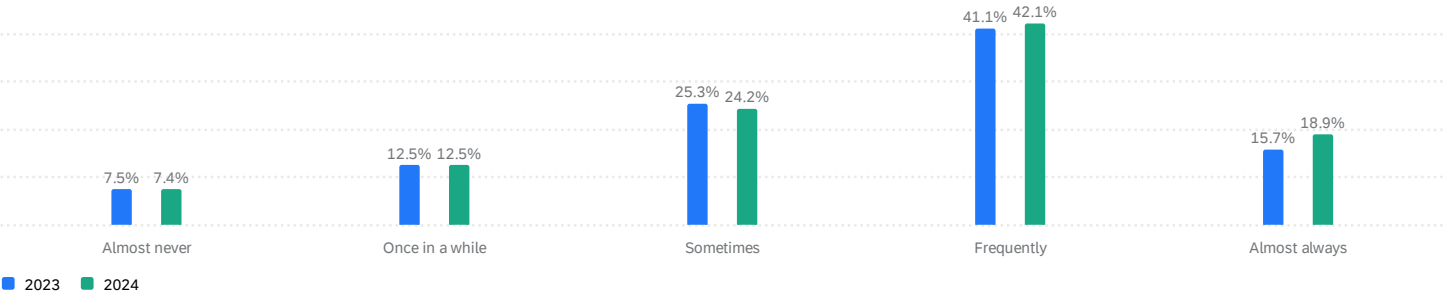
How confident are you that adults at your workplace can have honest conversations with each other about race?



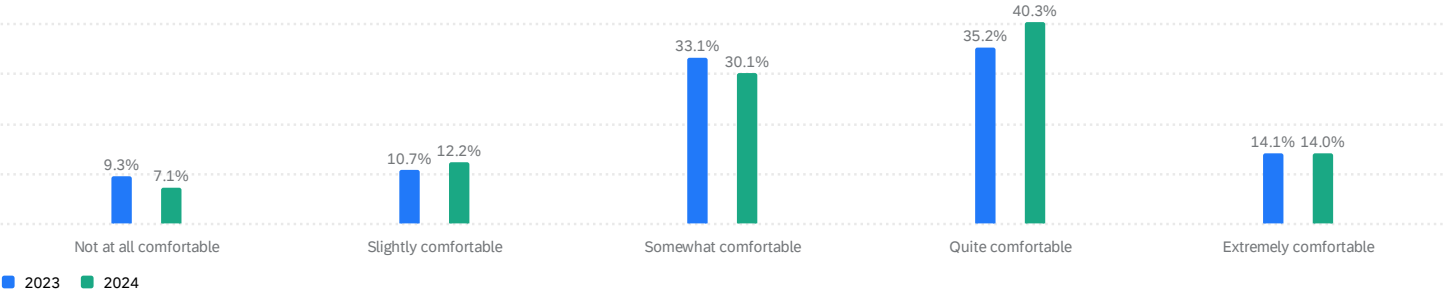
How often do you think about what colleagues of different races, ethnicities, or cultures experience?



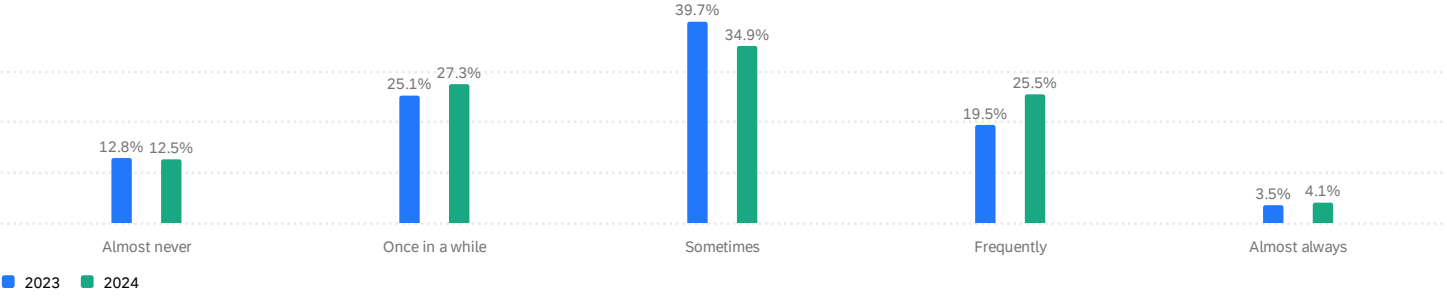
How often are you encouraged to think more deeply about race-related topics?



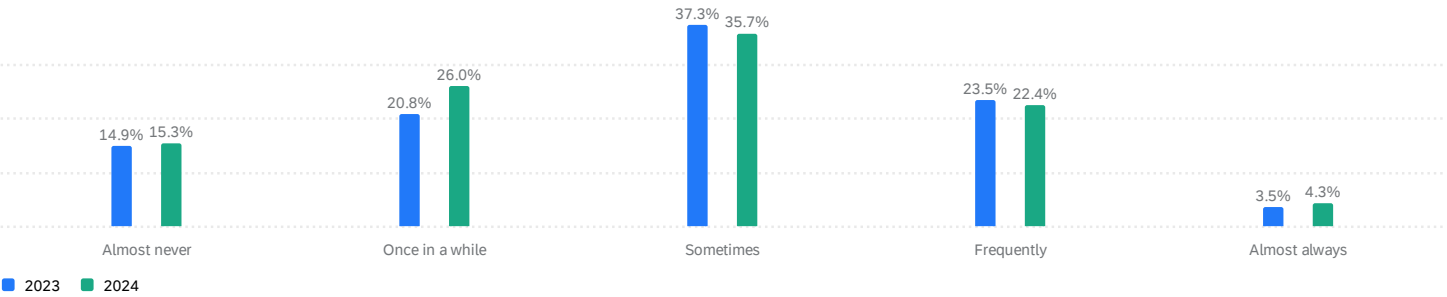
How comfortable are you discussing race-related topics with your colleagues?



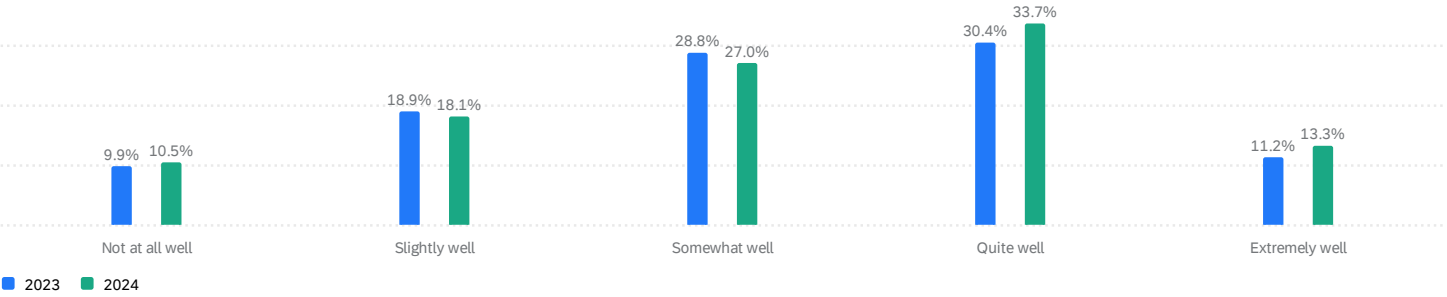
How often do adults at your workplace have important conversations about race, even when they might be uncomfortable?



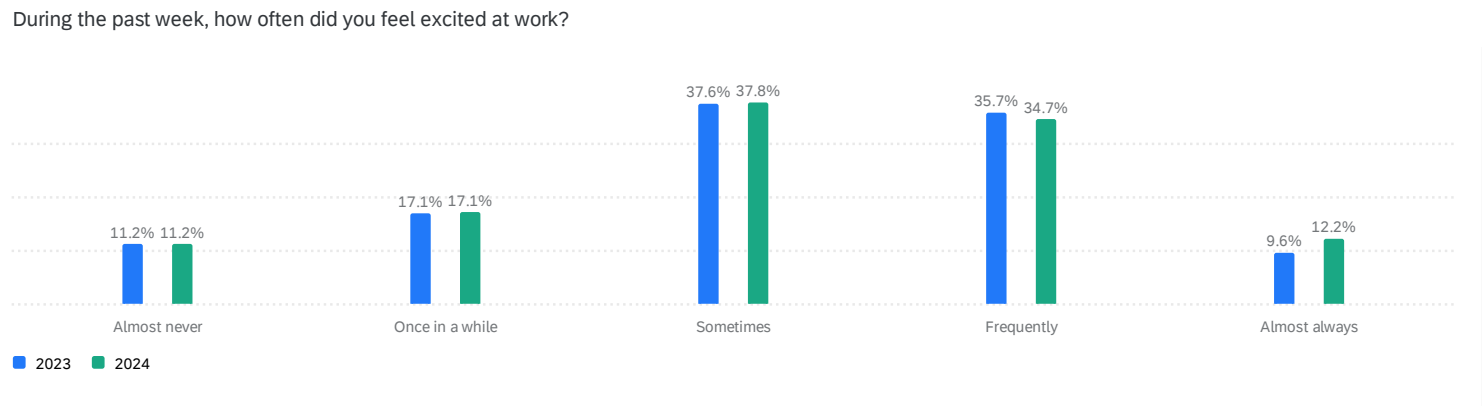
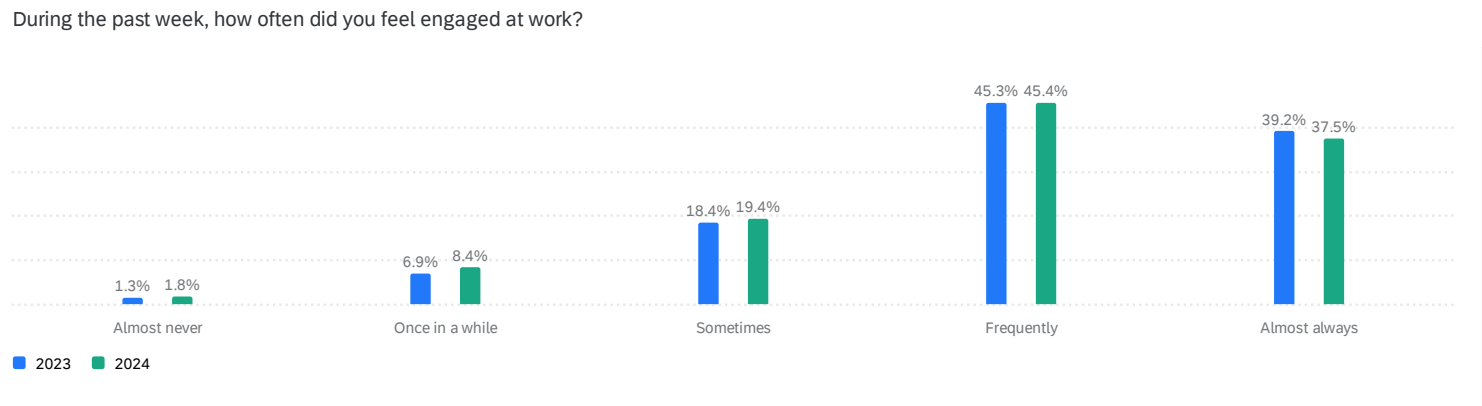
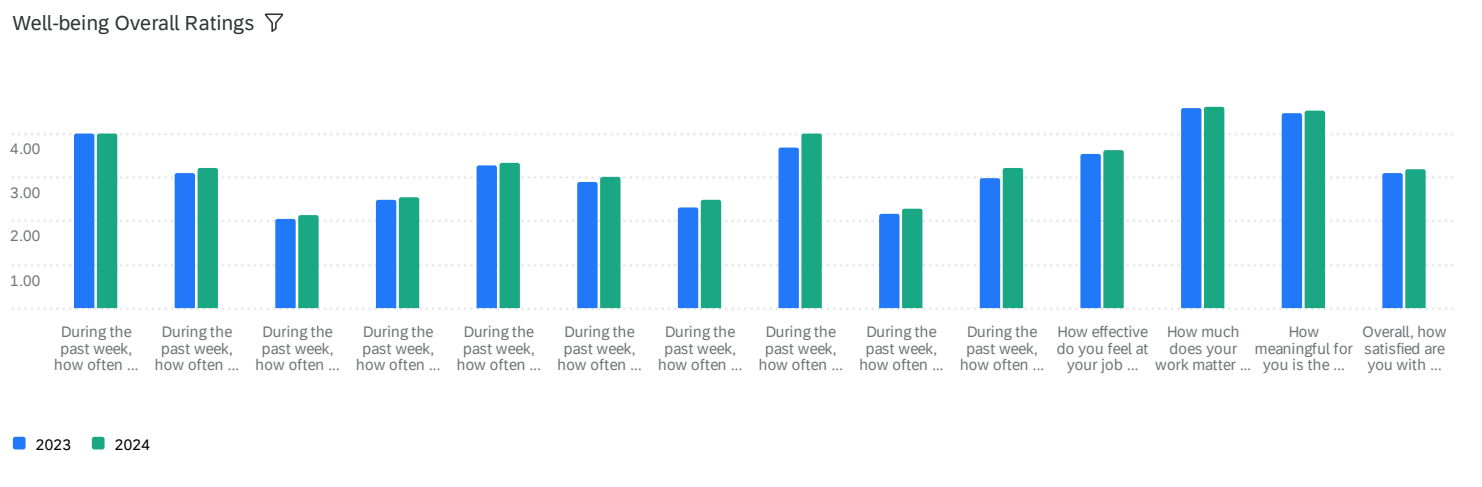
When there are major news events related to race, how often do adults at your workplace talk about them with each other?



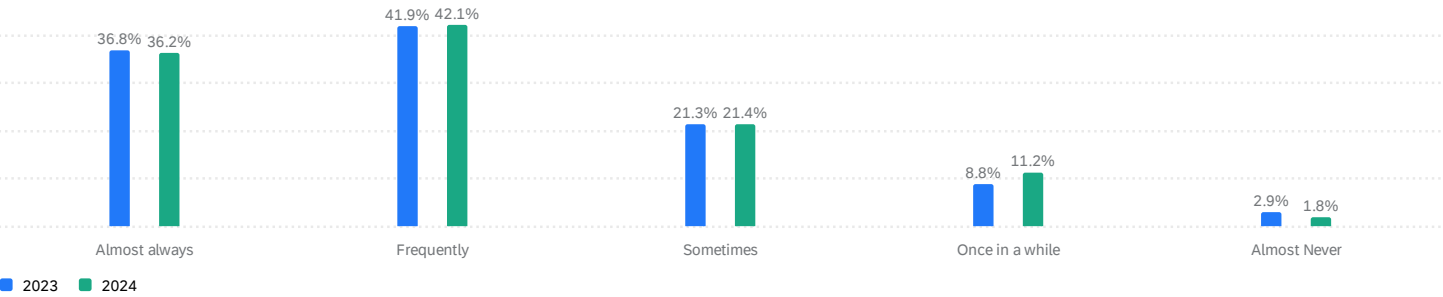
How well are you supported to speak out against racism?



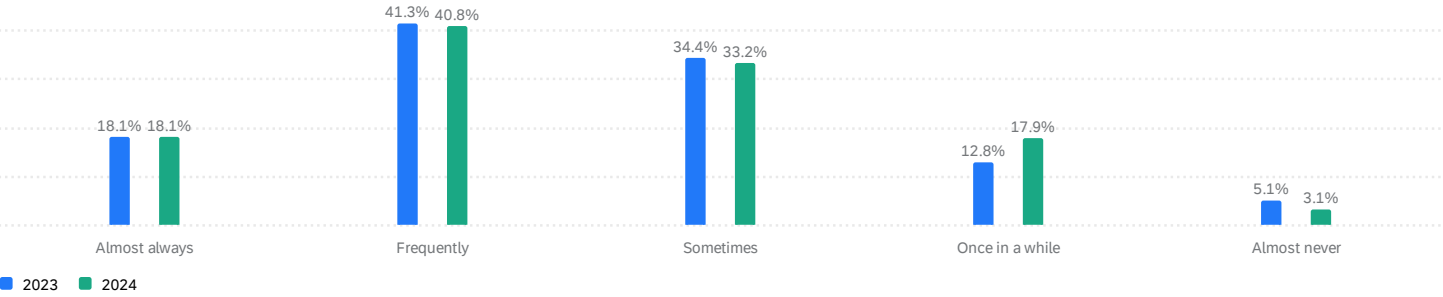
Well-being



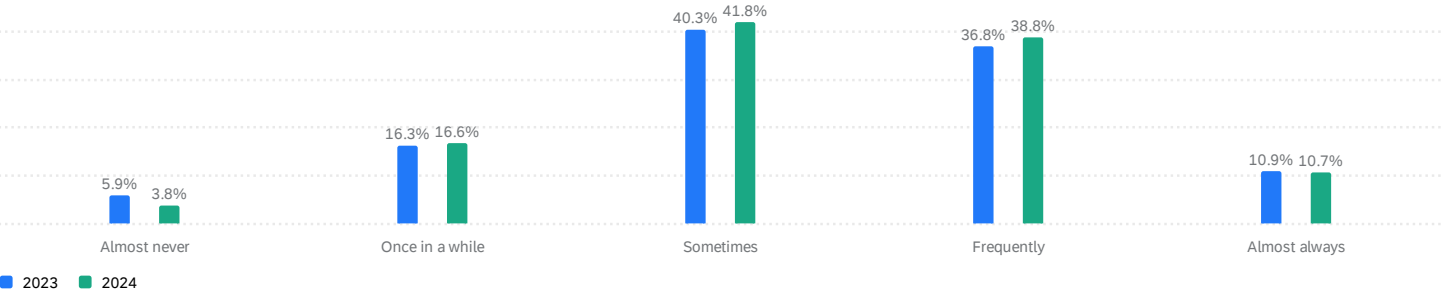
During the past week, how often did you feel exhausted at work?



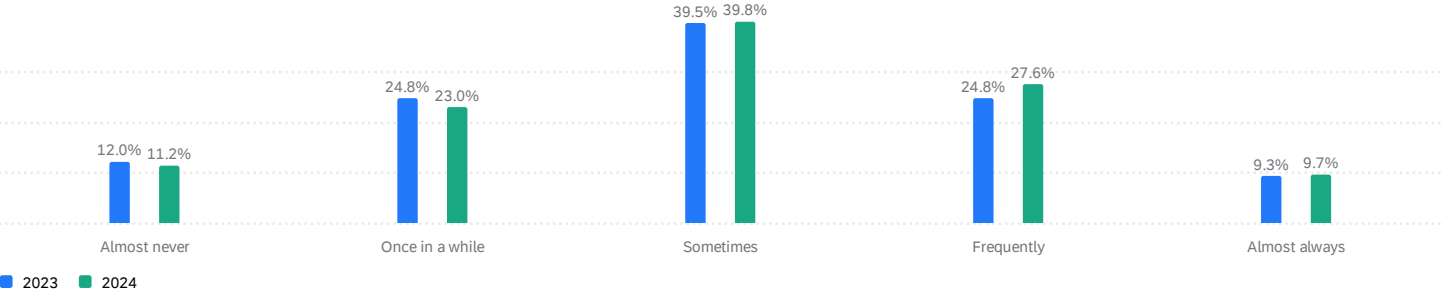
During the past week, how often did you feel frustrated at work?



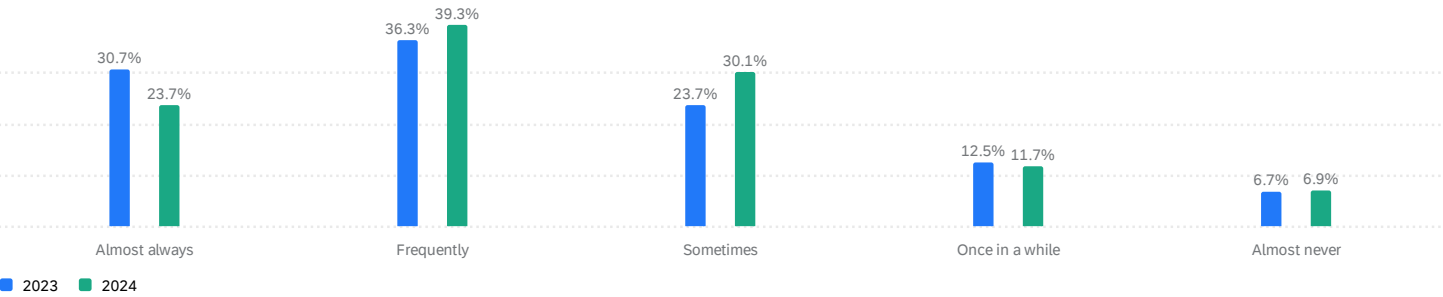
During the past week, how often did you feel happy at work?



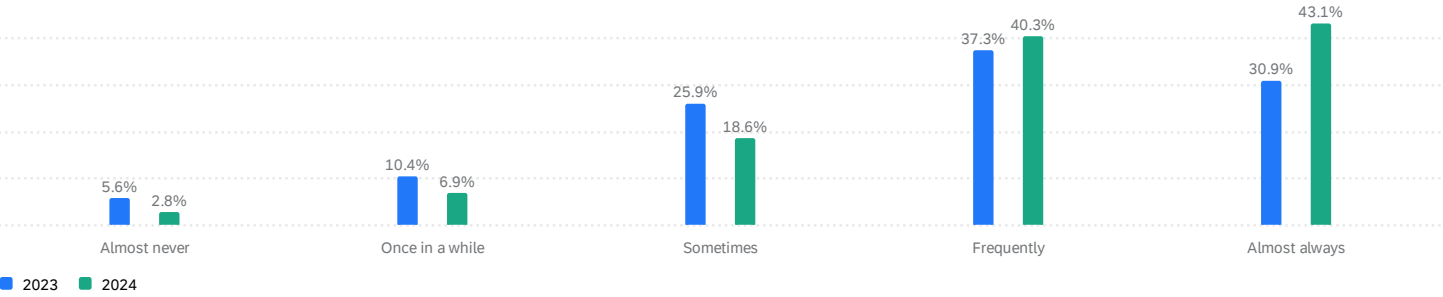
During the past week, how often did you feel hopeful at work?



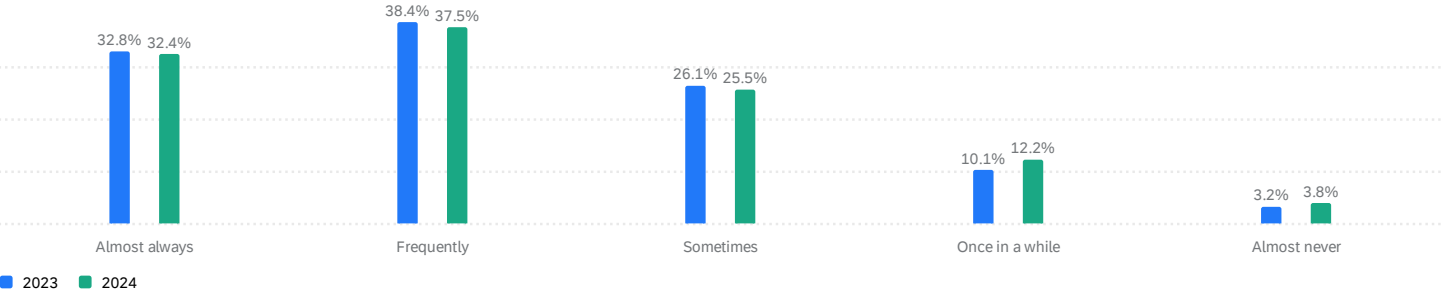
During the past week, how often did you feel overwhelmed at work?



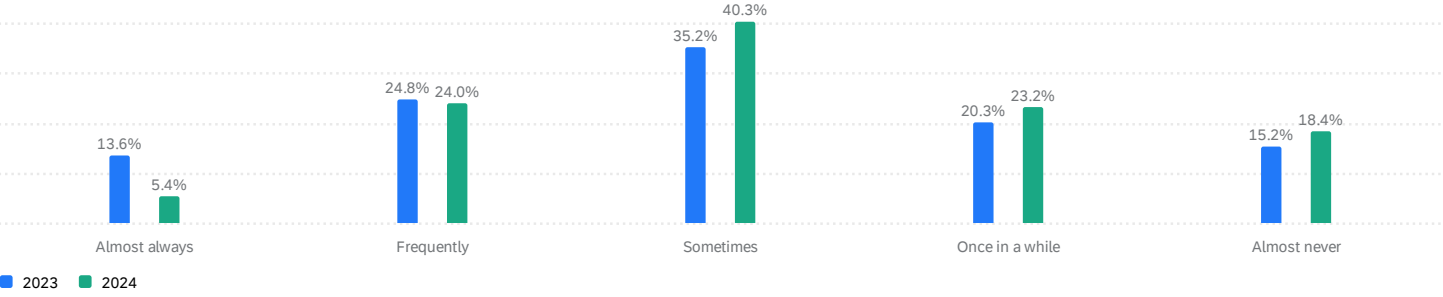
During the past week, how often did you feel safe at work?



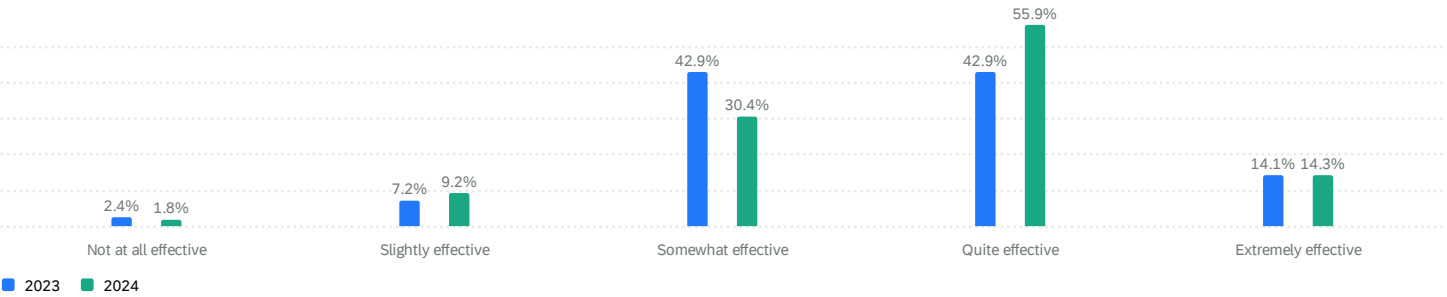
During the past week, how often did you feel stressed at work?



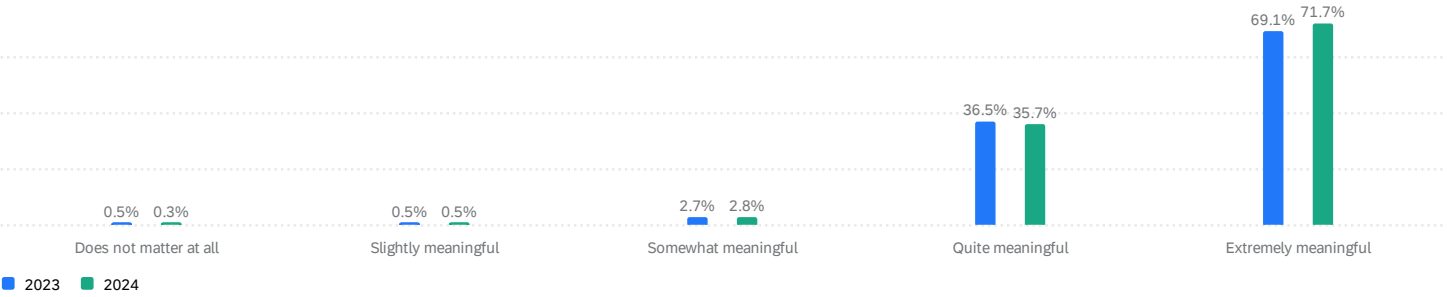
During the past week, how often did you feel worried at work?



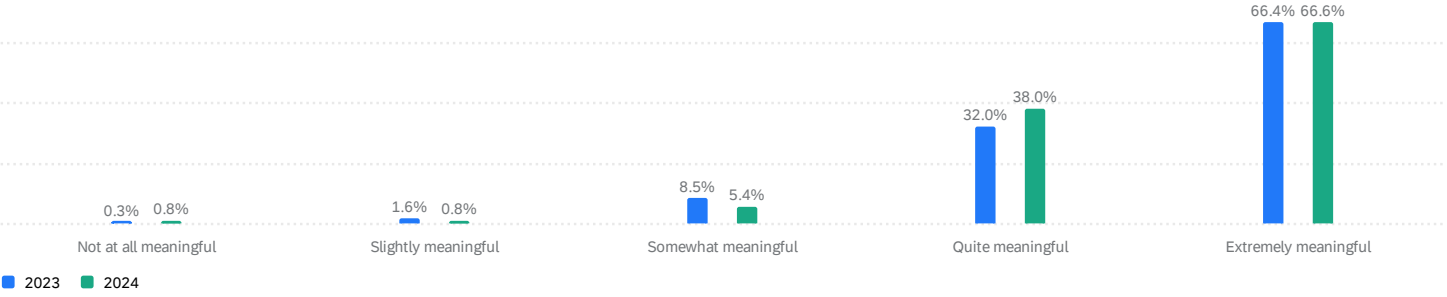
How effective do you feel at your job right now?



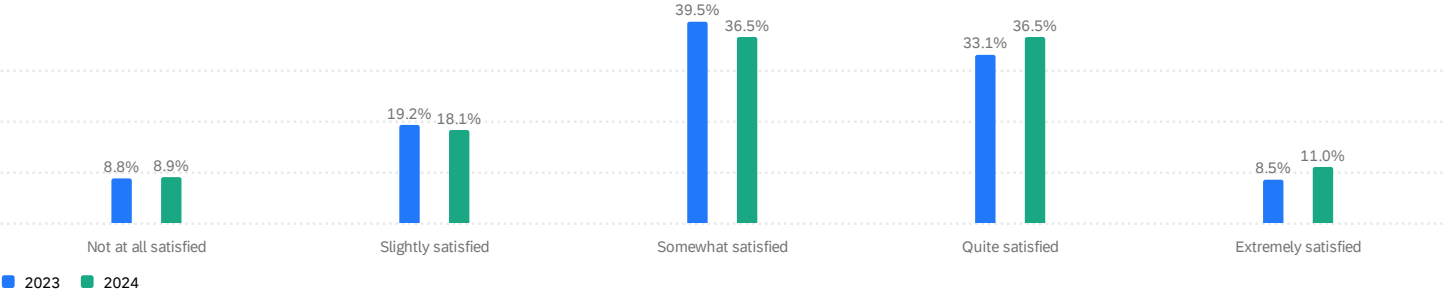
How much does your work matter to you?




How meaningful for you is the work that you do?

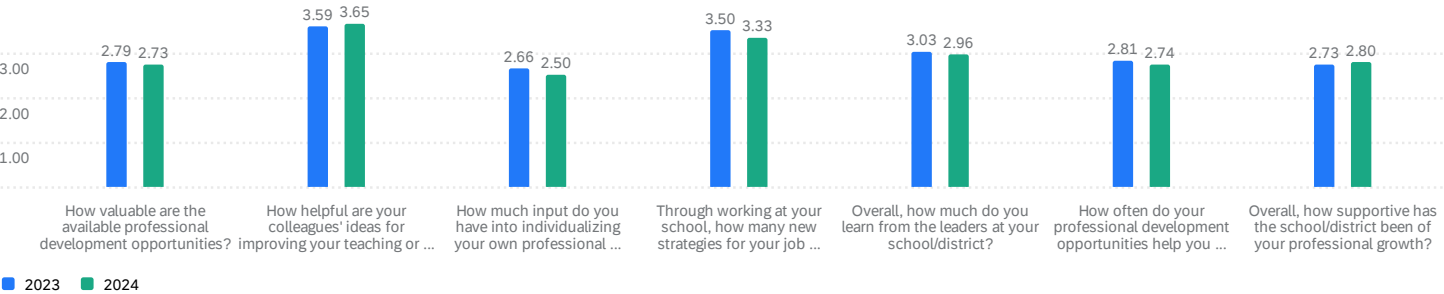


Overall, how satisfied are you with your job right now?

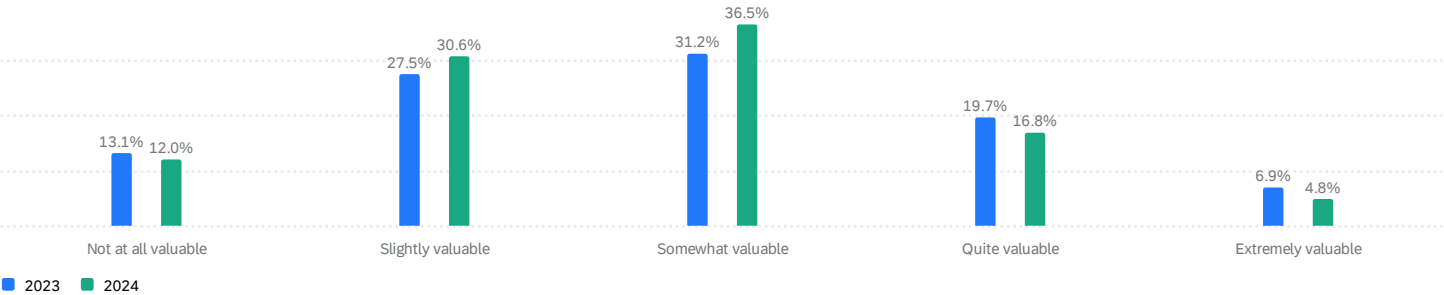


Professional Learning

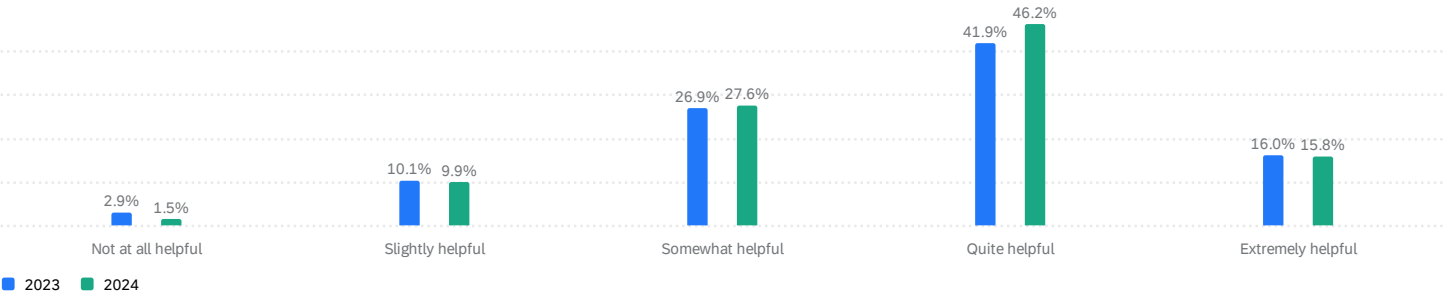
Professional Learning Overall Ratings 



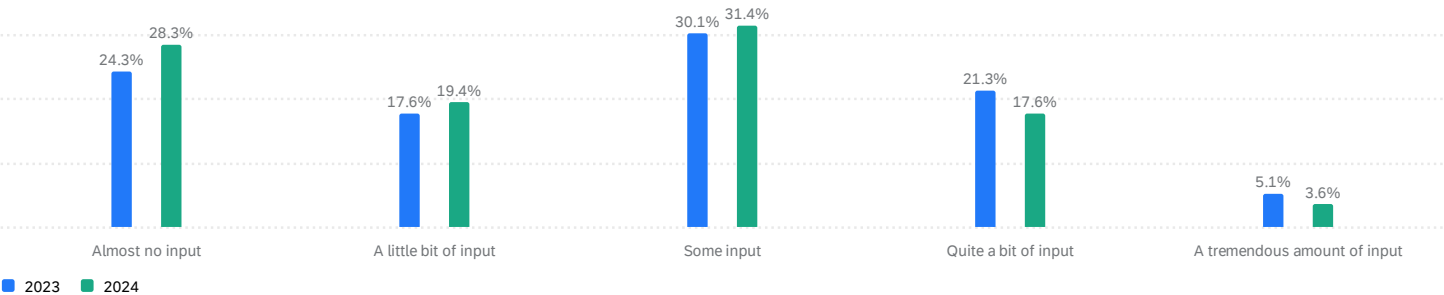
How valuable are the available professional development opportunities?



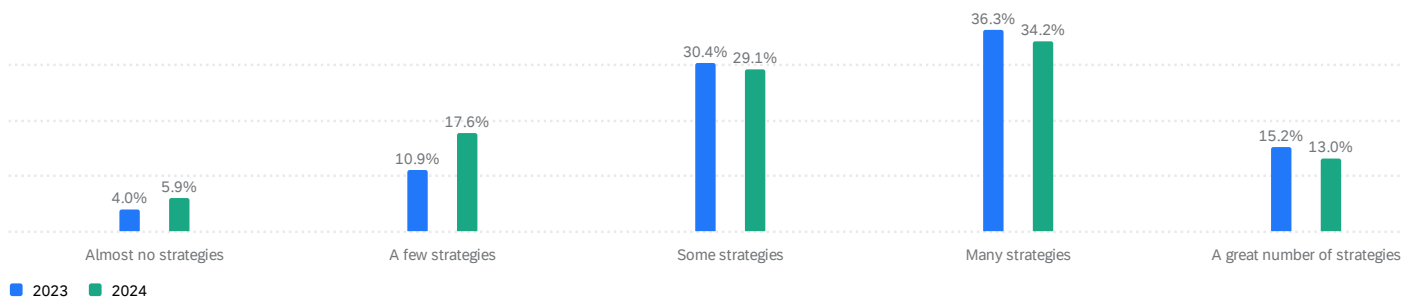
How helpful are your colleagues' ideas for improving your teaching or work?



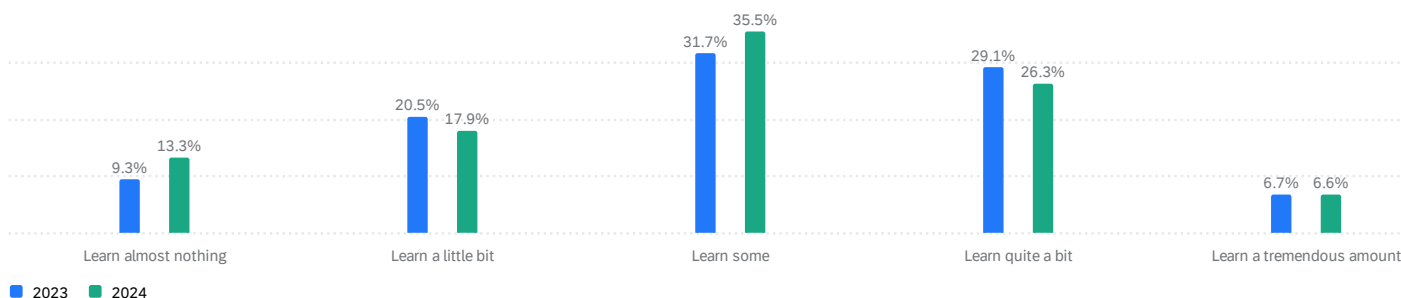
How much input do you have into individualizing your own professional development opportunities?



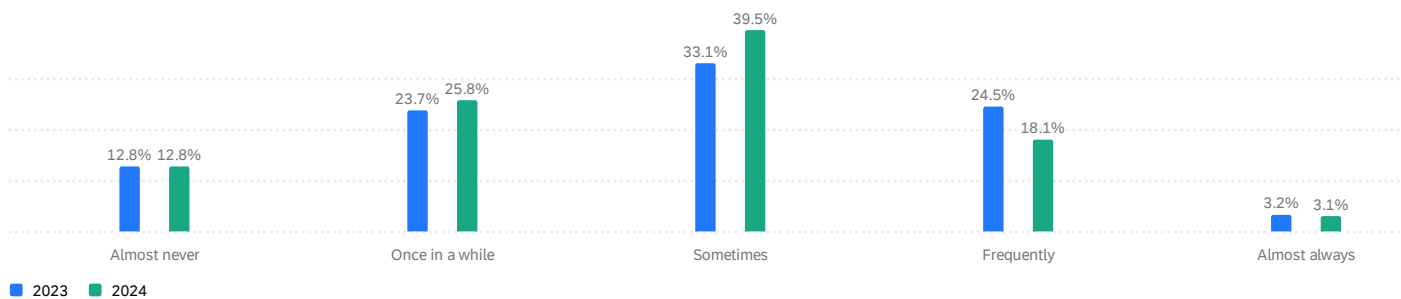
How many new strategies for your job have you learned?



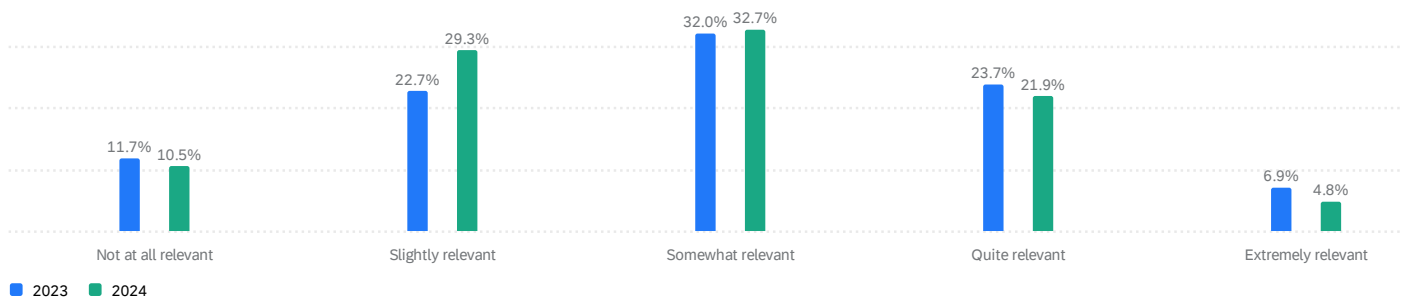
Overall, how much do you learn from the leaders at your school/district?



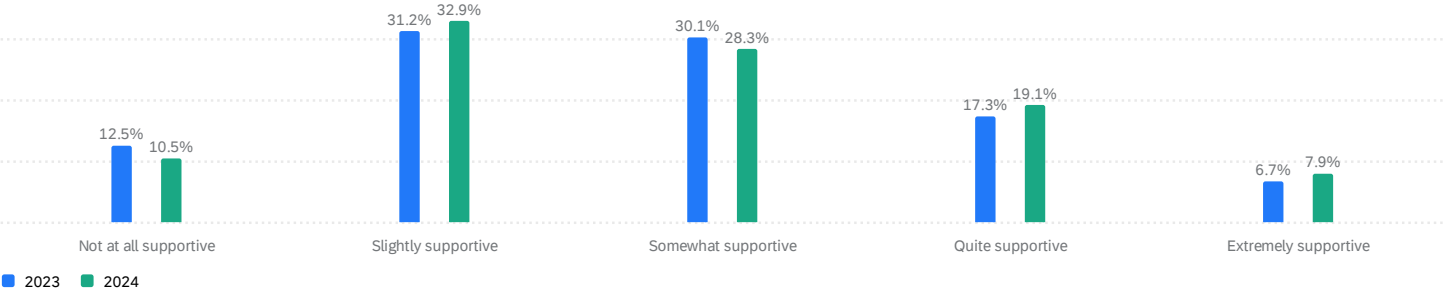
How often do your professional development opportunities help you explore new ideas?



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

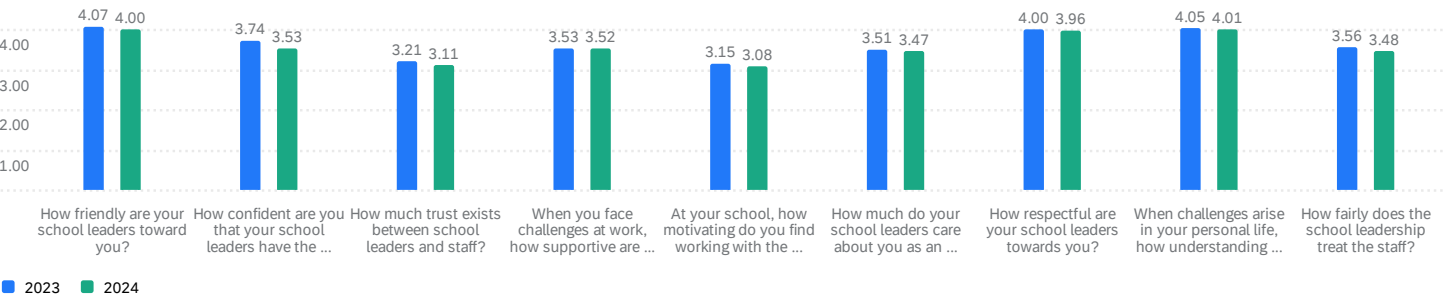


Overall, how supportive has the school/district been of your professional growth?

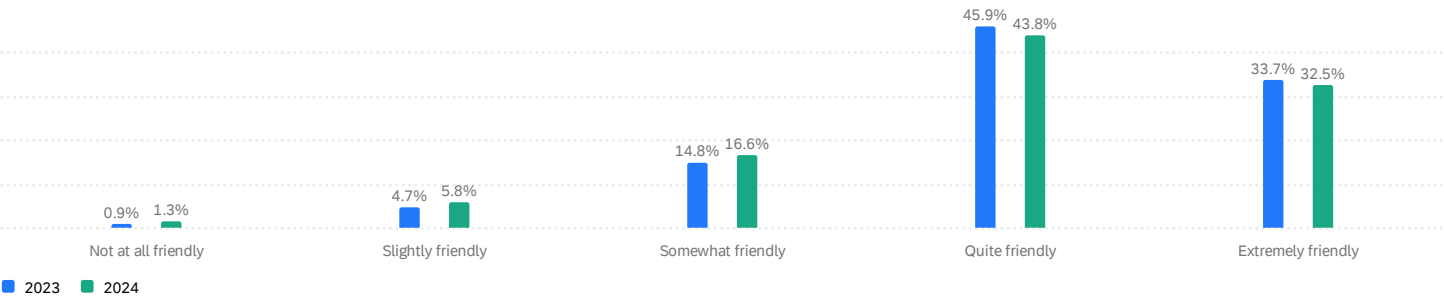


Staff-Leadership Relationship

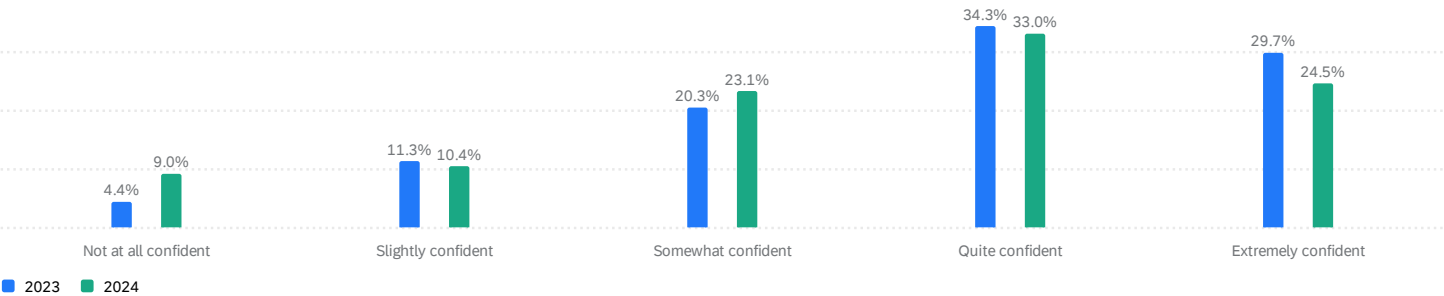
Staff-Leadership Relationship Overall Ratings



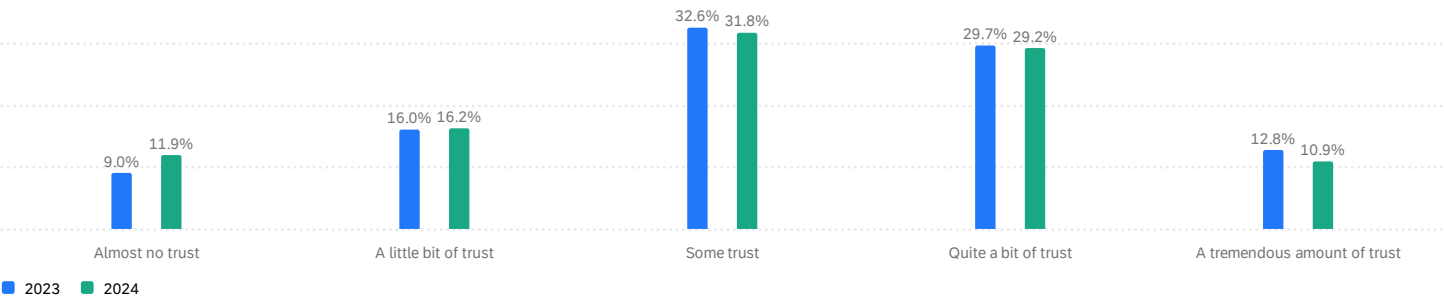
How friendly are your school leaders toward you?



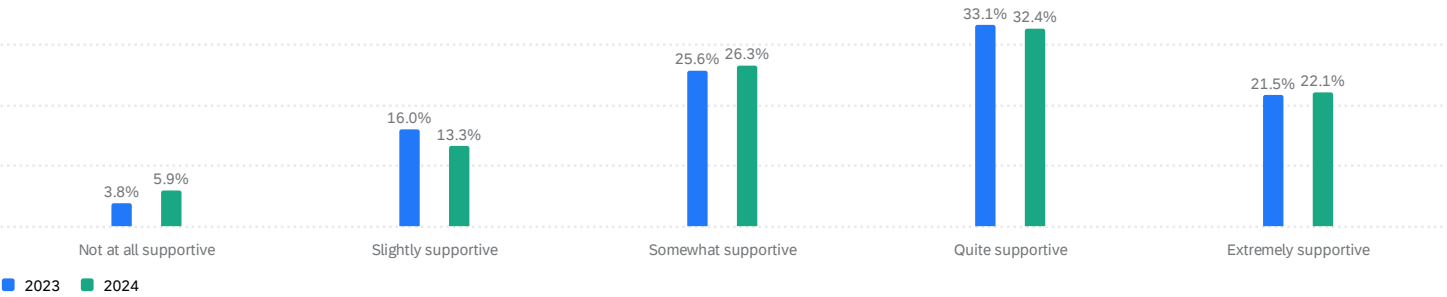
How confident are you that your school leaders have the best interests of the school in mind?



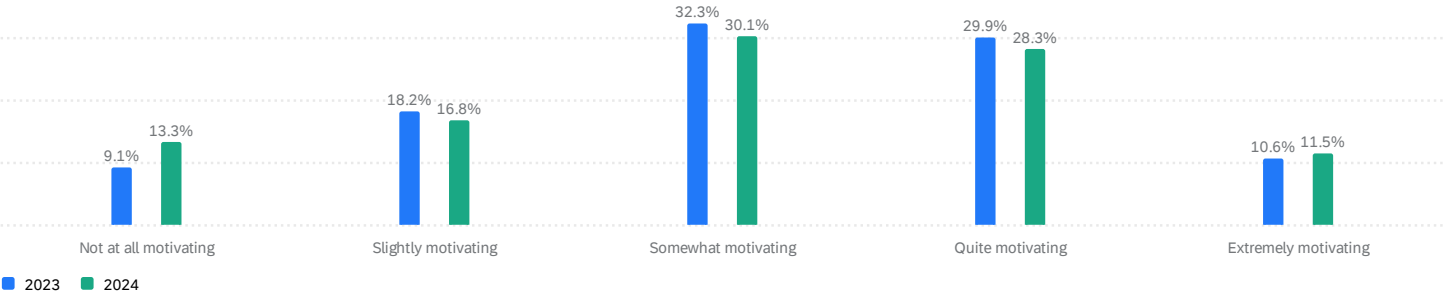
How much trust exists between school leaders and staff?



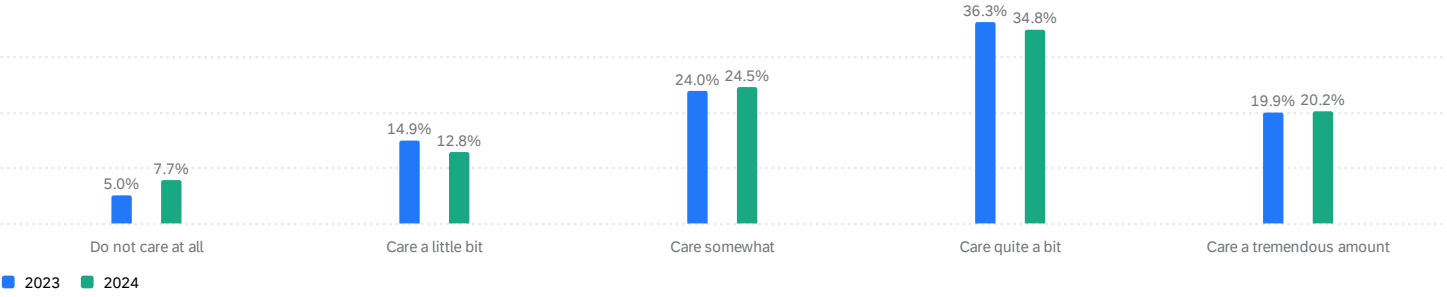
When you face challenges at work, how supportive are your school leaders?



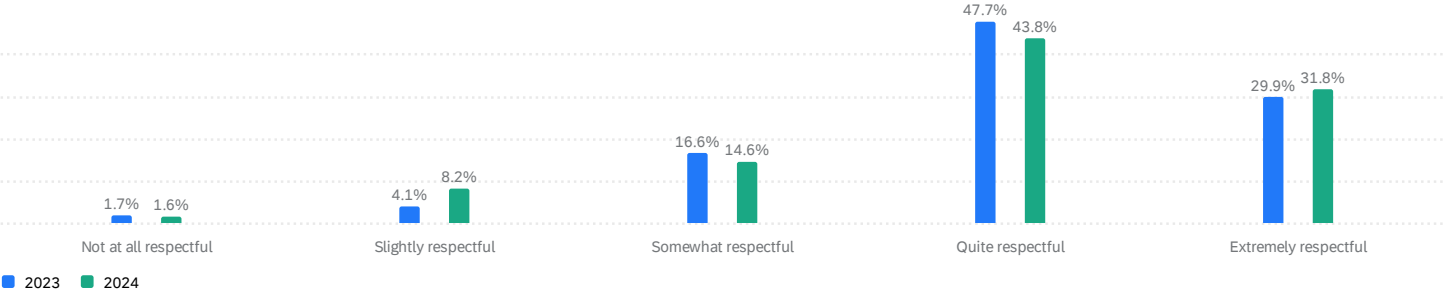
At your school, how motivating do you find working with the leadership team?



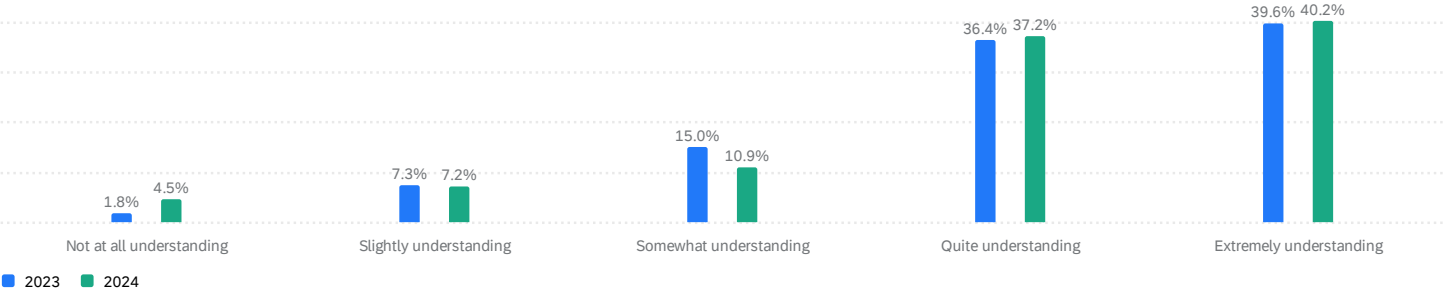
How much do your school leaders care about you as an individual?



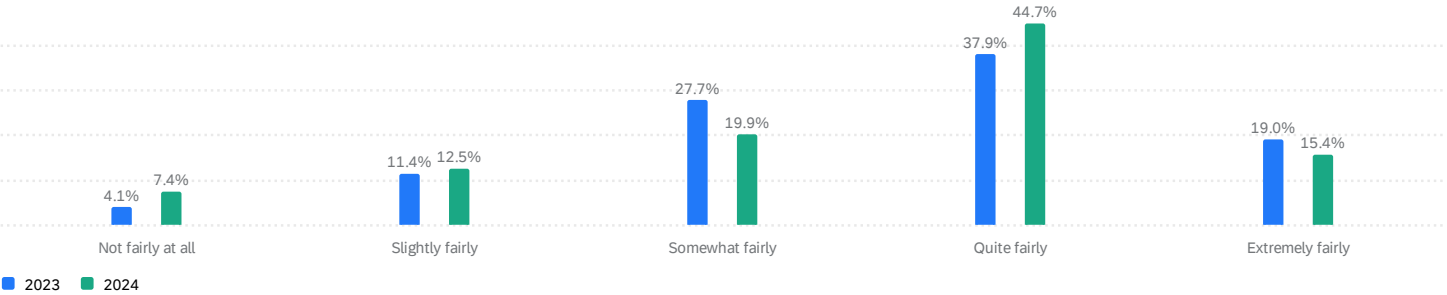
How respectful are your school leaders towards you?



When challenges arise in your personal life, how understanding are your school leaders? 717

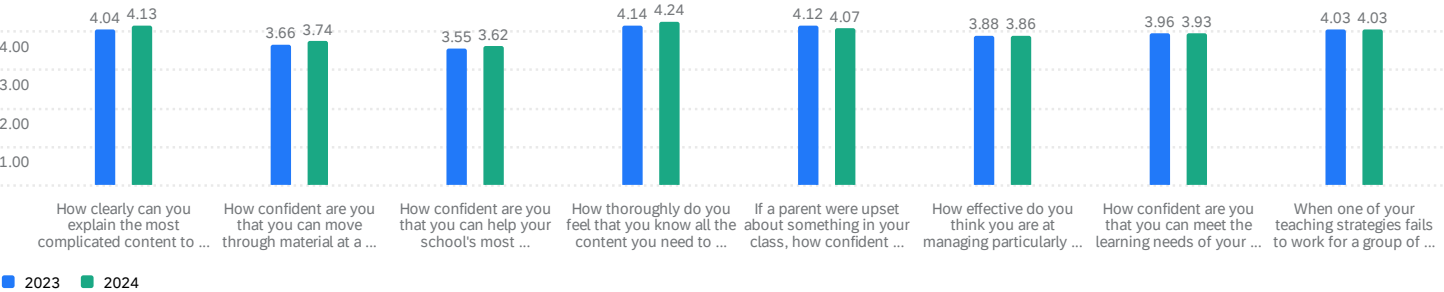


How fairly does the school leadership treat the staff?

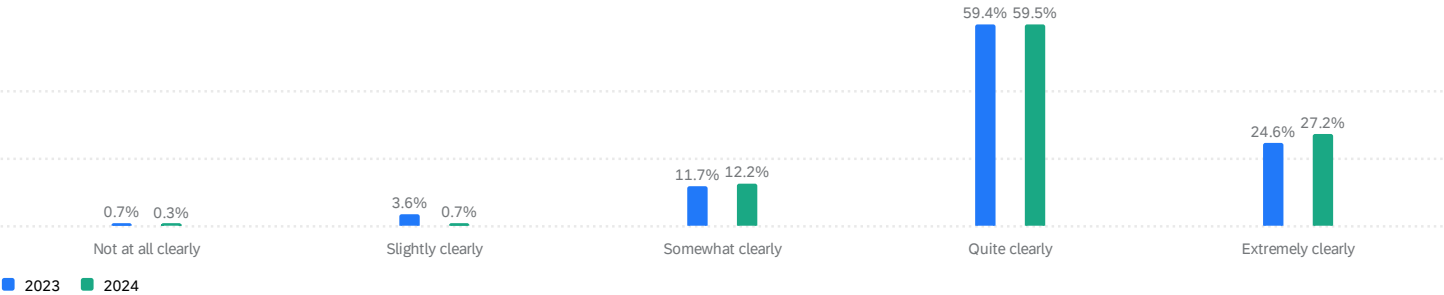


Teaching Efficacy

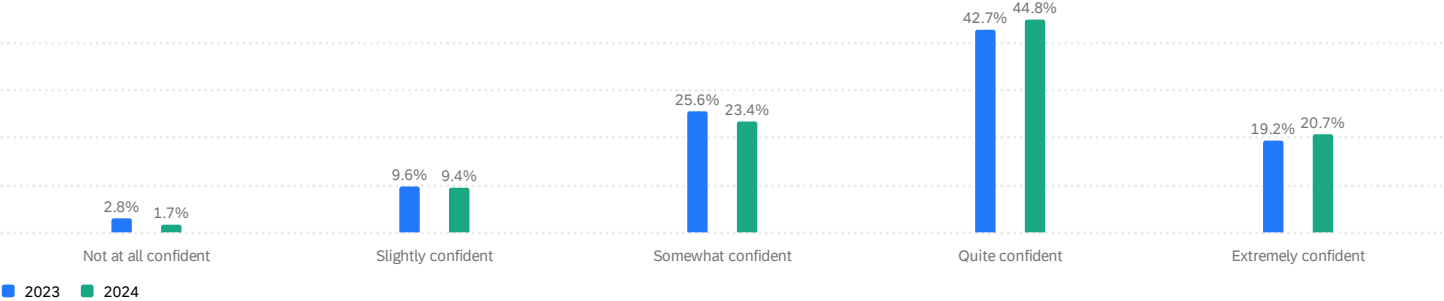
Teaching Efficacy Relationship Overall Ratings



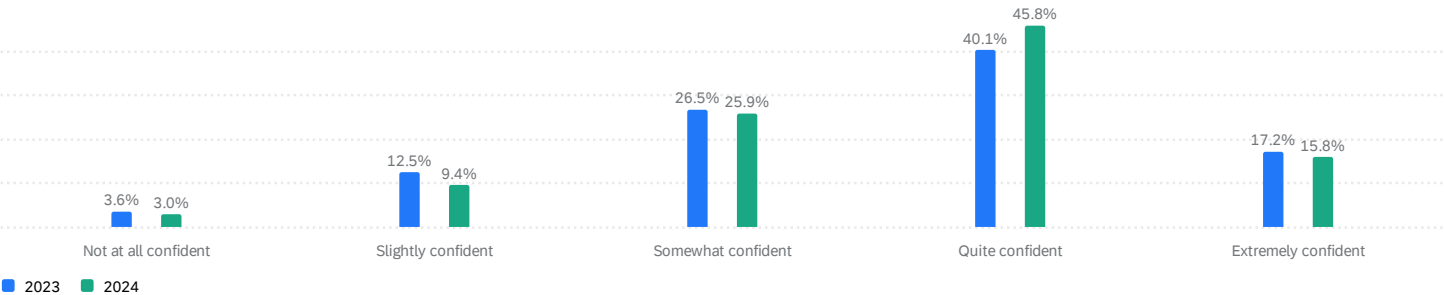
How clearly can you explain the most complicated content to your students?



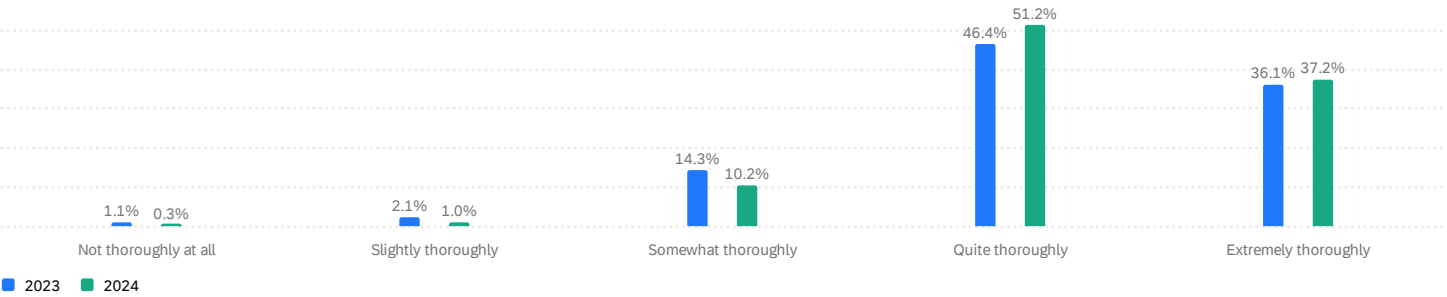
How confident are you that you can move through material at a pace that works well for each of your students?



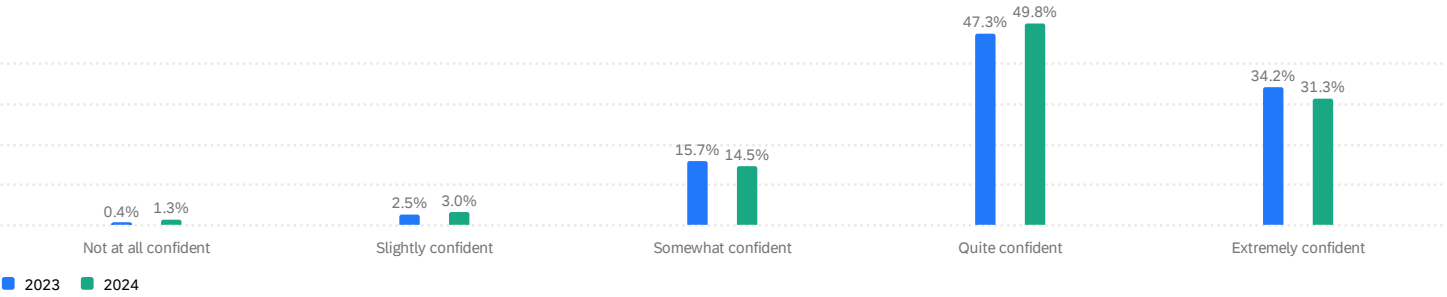
How confident are you that you can help your school's most challenging students to learn?



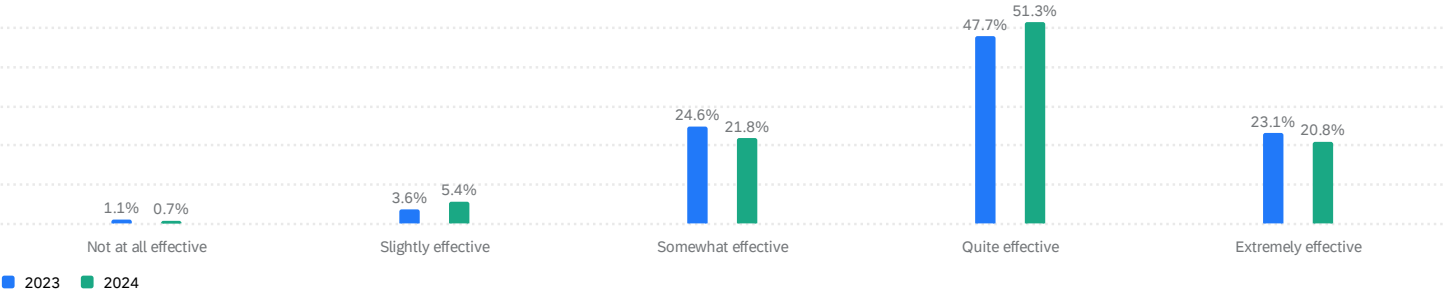
How thoroughly do you feel that you know all the content you need to teach?



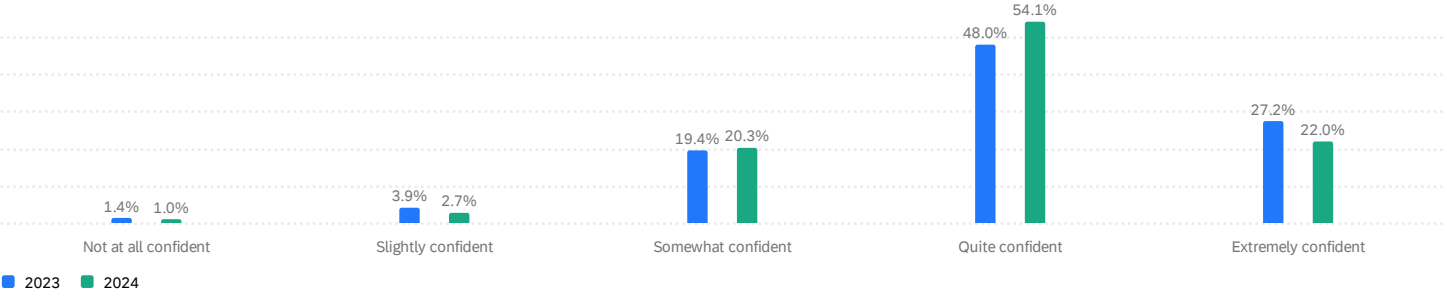
If a parent were upset about something in your class, how confident are you that you could have a productive conversation with this parent?



How effective do you think you are at managing particularly disruptive classes?



How confident are you that you can meet the learning needs of your most advanced students?



When one of your teaching strategies fails to work for a group of students, how easily can you think of another approach to try?

