

# District Instructional Staff Report

2022 Annual INSTRUCTIONAL STAFF Survey

How much do you agree or disagree with the following statements about your school/work location?

Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Neither agree nor disagree/ Choose not to answer	Total
I am comfortable with my level of decision-making at my school/department.	7.00%	15.01%	41.16%	33.24%	3.59%	1086
I am comfortable discussing concerns with my supervisor.	8.38%	13.72%	31.77%	43.00%	3.13%	1086
My administrator(s)/supervisor(s) foster a culture of support at my school/department.	9.48%	14.09%	33.70%	38.58%	4.14%	1086
My administrator(s)/supervisor(s) foster a culture of collaboration.	8.20%	13.35%	38.21%	36.37%	3.87%	1086
The staff work together to ensure an orderly environment at my school/department.	6.54%	14.46%	44.48%	30.48%	4.05%	1086
I am clearly informed about policies and procedures at my school site/department.	7.09%	16.11%	41.90%	31.68%	3.22%	1086
I have access to written school/department emergency plans that clearly describe procedures to follow.	3.41%	5.52%	41.71%	44.94%	4.42%	1086
My school/department provides me with effective training in safety procedures.	3.96%	7.64%	43.28%	41.16%	3.96%	1086
The Student Code of Conduct is applied equally to students.	16.67%	26.52%	29.01%	22.10%	5.71%	1086
Staff recognize students for positive behavior.	2.30%	3.87%	39.13%	50.83%	3.87%	1086
My school/department fosters a sense of belonging.	8.84%	15.56%	36.28%	34.53%	4.79%	1086
I create an environment that fosters belonging for all students.	1.93%	0.64%	20.07%	70.99%	6.35%	1086
I provide culturally relevant materials during the lessons.	1.93%	1.38%	27.99%	55.71%	12.98%	1086
I honor the dignity of students by including them in discourse during the lessons.	1.75%	0.09%	21.55%	66.57%	10.04%	1086

How much do you agree or disagree with the following statements? Please select Yes or No. In this school year, I have been or have felt uncomfortable because of the words or actions of others about:

Question	Yes	No	Total
race or ethnicity	15.19%	84.81%	1080
cultural background or religion	11.85%	88.15%	1080
physical or mental abilities	9.54%	90.46%	1080
sexuality	9.72%	90.28%	1080
identity	9.63%	90.37%	1080

How much do you agree or disagree with the following statements?

Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Neither agree nor disagree/ Choose not to answer	Total
I am comfortable helping parents support their children's learning at home.	1.22%	2.82%	38.40%	52.86%	4.69%	1065
I have the appropriate training to address social-emotional and/or behavioral needs of students.	6.29%	15.40%	43.76%	29.20%	5.35%	1065
I am provided with appropriate resources and support to use technology to help me improve the delivery of instruction or services.	3.94%	9.01%	43.57%	39.06%	4.41%	1065
After reviewing student data, I am comfortable making instructional decisions and/or changes to accelerate student growth.	1.03%	2.35%	36.81%	52.96%	6.85%	1065
I consistently use student data from classwork and assessments to guide my instruction.	1.03%	1.97%	35.12%	53.90%	7.98%	1065
Our school has the appropriate staffing to support students with special needs or disabilities.	23.94%	30.14%	23.66%	16.34%	5.92%	1065
I have appropriate training to use materials and resources to serve students with disabilities.	5.82%	15.87%	40.19%	30.80%	7.32%	1065
I have appropriate training to use materials and resources to serve English Language Learners (ELL).	5.73%	13.80%	41.60%	28.17%	10.70%	1065

Please indicate the frequency of use for communication between parents/families and yourself.

Question	Once a week	Twice a week	Three times a week	More than three times a week	Not applicable	Total
Text message and/or Communication app such as Class Dojo, Remind, etc.	20.44%	8.99%	6.72%	22.89%	40.96%	1057
Emails	36.80%	10.60%	8.61%	22.80%	21.19%	1057
Blackboard	13.81%	2.84%	1.61%	19.11%	62.63%	1057
Parent Portal	16.65%	4.26%	2.37%	12.30%	64.43%	1057
Telephone calls	48.06%	7.00%	3.69%	8.42%	32.83%	1057
Other	7.10%	1.14%	0.38%	5.87%	85.53%	1057
Teacher Newsletter	18.54%	0.47%	0.28%	1.80%	78.90%	1057

How much do you agree or disagree with the following statements?

Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Neither agree nor disagree/ Choose not to answer	Total
This school communicates with parents in a timely and ongoing basis.	2.56%	6.93%	45.49%	39.51%	5.51%	1053
I receive District-level messaging and information to feel informed.	3.23%	6.37%	50.95%	35.74%	3.71%	1052

Rate your level of knowledge and understanding about: (0 being the least and 10 being the most)

Question	Mean	Count
using the Multi-Tiered System of Support (MTSS)	7.25	1007
adjusting my instruction based on an ESE child's Individual Education Plan (IEP)	8.29	1024
Professional Learning Communities (PLC)	7.93	1004

**Choose the top four strategies you use most often to close the achievement gap for all students (i.e. Black, Hispanic, ELL, SWD, High/Low Socio-Economic Status)**

Question	Percentage
Providing small group instruction	24.63%
Recommending kids for Advance Work Classes/Accelerated Courses	2.92%
Making instructional changes based on the data	24.01%
Mentoring	5.50%
Using effective classroom management skills	35.19%
Providing instructional materials that reflect students' cultural backgrounds, ethnicity, and identity	7.74%
<b>Total</b>	<b>2907</b>

**How much do you agree or disagree with the following statements?**

Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Neither agree nor disagree/ Choose not to answer	Total
This school encourages students to take challenging classes regardless of their race, ethnicity, nationality, and/or cultural background (e.g. honor level courses, gifted courses, AP or IB courses).	3.59%	5.53%	31.55%	34.17%	25.15%	1030
This school/department provides the materials, resources, and training necessary for me to support students' social, emotional, and behavioral needs.	6.97%	20.62%	46.56%	20.81%	5.03%	1033
This school/department places a priority on helping students with their social, emotional, and behavioral problems.	7.95%	17.15%	44.48%	24.71%	5.72%	1032
The mental and physical well-being of staff is a priority.	16.49%	21.17%	33.85%	22.34%	6.15%	1025
Mental Health Services were available to students/families I referred, when needed.	4.87%	10.71%	41.48%	24.44%	18.50%	1027

**How much do you agree or disagree with the following statements about your school/worksite?**

<b>Question</b>	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>Neither agree nor disagree/ Choose not to answer</b>	<b>Total</b>
<b>My school/work site has adequate heating, cooling, and/or lighting systems.</b>	3.69%	8.36%	45.09%	40.91%	1.94%	1029
<b>When there is an issue/problem with facilities it is addressed in a timely manner.</b>	4.57%	9.14%	44.22%	38.78%	3.30%	1029
<b>I have access to adequate personal protection equipment due to COVID.</b>	4.18%	6.41%	42.76%	36.35%	10.30%	1029
<b>Adequate COVID safety precautions are taken at my school/work site.</b>	6.61%	12.24%	40.62%	32.26%	8.26%	1029

**I am actively seeking my Reading Endorsement/Certification.**

<b>I am actively seeking my Reading Endorsement/Certification.</b>	<b>Percentage</b>
<b>Yes</b>	8.87%
<b>Not applicable for my position</b>	31.29%
<b>No</b>	25.15%
<b>I have completed my Reading Endorsement/Certification</b>	34.70%
<b>Total</b>	1026

The next question is designed to gather information about your professional learning interests. This question eliminates an additional Professional Learning Needs Assessment Survey. Please select all Professional Learning choices that you are interested in.

Question	Percentage
High Expertise Teaching	6.60%
Adopted Curriculum	4.16%
Blackboard for Instruction	4.48%
Data Dashboards	4.02%
BEST Standards	7.60%
New Teacher Support (1-3 years)	2.27%
Writing workshop	5.42%
Effective Professional Learning Communities (PLC)/Collaborative Planning Teams (CPT)	4.91%
Visible Learning (including Learning Intentions and Success Criteria)	4.27%
Using data to inform instruction (including data chats, using the i-Ready Toolbox)	4.16%
Reading Endorsement: Competency 5	1.43%
Reading Endorsement: Competency 4	0.95%
Reading Endorsement: Competency 3	0.83%
Reading Endorsement: Competency 2	0.80%
Reading Endorsement: Competency 1	0.95%
Restorative Strategies	4.45%
Safety and Security	2.55%
Science workshop (including standards-based instruction)	3.10%
SEL (social-emotional learning) / Trauma-informed care	6.51%
Small group instructional strategies	9.90%
Social Studies workshop (including standards-based instruction, best practice for high school research, document-based questions)	1.86%
TEAMS and/or ZOOM	3.01%
Equity, Belonging and Dignity	3.50%
Arts Integration/Experimental Learning	4.53%
Classroom/Behavior management	7.75%
<b>Total</b>	<b>3486</b>

# District Classified Staff Report

2022 Annual CLASSIFIED STAFF Survey

How much do you agree or disagree with the following statements about your school/work location?

Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Neither agree nor disagree/ Choose not to answer	Total
I am comfortable with my level of decision-making at my school/department.	6.45%	8.29%	40.55%	40.55%	4.15%	217
I am comfortable discussing concerns with my supervisor.	8.76%	8.76%	34.10%	46.54%	1.84%	217
My administrator(s)/supervisor(s) foster a culture of support at my school/department.	8.76%	12.44%	36.87%	37.79%	4.15%	217
My administrator(s)/supervisor(s) foster a culture of collaboration.	8.76%	11.52%	37.33%	35.48%	6.91%	217
The staff work together to ensure an orderly environment at my school/department.	10.14%	13.82%	39.63%	32.72%	3.69%	217
I am clearly informed about policies and procedures at my school site/department.	7.83%	20.74%	41.01%	26.27%	4.15%	217
I have access to written school/department emergency plans that clearly describe procedures to follow.	6.45%	6.91%	42.40%	36.41%	7.83%	217
My school/department provides me with effective training in safety procedures.	5.07%	10.14%	43.32%	35.94%	5.53%	217
I communicate with stakeholders (school staff, parents/families) in a timely and ongoing basis.	4.15%	5.53%	32.26%	43.32%	14.75%	217
I have adequate resources available to me to carry out my job responsibilities.	5.53%	7.37%	47.00%	35.48%	4.61%	217
My school/department fosters a sense of belonging.	10.60%	11.98%	35.48%	37.33%	4.61%	217
I honor the dignity of all students.	3.69%	0.46%	17.97%	74.19%	3.69%	217

In this school year, I have been or have felt uncomfortable because of the words or actions of others about:

Question	No	Yes	Total
Race or ethnicity	89.81%	10.19%	216
Cultural background or religion	95.83%	4.17%	216
Physical or mental abilities	96.76%	3.24%	216
Sexuality	94.91%	5.09%	216
Identity	94.91%	5.09%	216

How much do you agree or disagree with the following statement?

I receive District-level messaging and information to feel informed.	Percentage
Strongly Disagree	2.31%
Strongly Agree	28.70%
Neither agree or disagree/ Choose not to answer	4.17%
Disagree	6.94%
Agree	57.87%
Total	216

As a staff member, how would you like to receive messages from the School District?

Question	Percentage
Voice	2.79%
Text message	14.88%
Email	82.33%
Total	215



**How much do you agree or disagree with the following statements about your school/work site?**

<b>The mental and physical well-being of staff is a priority.</b>	<b>Percentage</b>
<b>Strongly Disagree</b>	6.07%
<b>Strongly Agree</b>	35.51%
<b>Neither agree or disagree/ Choose not to answer</b>	8.41%
<b>Disagree</b>	14.95%
<b>Agree</b>	35.05%
<b>Total</b>	214

**How much do you agree or disagree with the following statements about your school/work site?**

<b>Question</b>	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>Neither agree or disagree/ Choose not to answer</b>	<b>Total</b>
<b>My school/work site has adequate heating, cooling, and/or lighting systems.</b>	1.88%	9.86%	51.64%	34.27%	2.35%	213
<b>When there is an issue/problem with facilities it is addressed in a timely manner.</b>	5.16%	9.39%	48.83%	33.33%	3.29%	213
<b>Adequate COVID safety precautions are taken at my school/work site.</b>	2.35%	9.86%	50.70%	31.92%	5.16%	213
<b>I have access to adequate personal protection equipment due to COVID.</b>	0.94%	3.29%	49.30%	40.38%	6.10%	213

The next question is designed to gather information about your professional development interests. This question eliminates an additional Professional Learning Needs Assessment Survey. Please select all Professional Learning choices that you are interested in.

Question	Percentage
SysAid (Help Ticket System)	1.41%
Small Group Instruction	2.97%
Qualtrics (online survey software)	1.56%
Professional Learning System	3.91%
Paraprofessional to Teacher Opportunities	4.38%
Novus School Board Agenda System	1.72%
Microsoft Word	9.23%
Microsoft Teams	6.10%
Microsoft Publisher	6.42%
Microsoft OneDrive	8.14%
Microsoft Forms	8.14%
Microsoft Excel	13.62%
Facilitron (room reservation system)	1.41%
Customer Service	5.01%
Crisis Prevention Intervention (CPI)ESD Financial System	4.23%
Computer Programming	5.32%
Collaboration with classroom teachers to meet needs of students	3.76%
Bookkeeping Topics	5.48%
Behavior Management/CHAMPS	7.20%
<b>Total</b>	<b>639</b>