



## Staff Survey

Welcome to your survey! We need your feedback to help our district be the best it can be. No one at APS will be able to connect your answers back to you, so please answer the questions below as honestly as possible. No question on this survey is required, so please leave any question blank if it does not apply to your role. Thank you in advance for your thoughtful responses.

### Employee Voice

In this section, we would like to learn more about employee voice at APS.

1. How much influence do you have over department decisions that affect you?

No influence at all     
  A little bit of influence     
  Some influence     
  Quite a bit of influence     
  A tremendous amount of influence

2. How much do leaders in your department value your opinion?

Not at all     
  A little bit     
  Some     
  Quite a bit     
  A tremendous amount

3. How effectively do leaders in your department create leadership opportunities for employees?

Not at all effectively     
  Slightly effectively     
  Somewhat effectively     
  Quite effectively     
  Extremely effectively

### Work Environment

In this section, we would like to learn more about your overall perceptions of your work environment.

4. How respectful are relationships between staff and supervisors?

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

5. How often do you feel other staff in your department treat you differently because of your race, ethnicity, gender, or sexual orientation?

Almost never     
  Once in a while     
  Sometimes     
  Frequently     
  Almost always

6. How fairly do supervisors treat employees?

Very unfairly     
  Somewhat unfairly     
  Slightly unfairly     
  Neither unfairly nor fairly     
  Slightly fairly     
  Somewhat fairly     
  Very fairly

7. When you face challenges at work, how supportive are your supervisor(s)?

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

8. When challenges arise in your personal life, how understanding are your supervisor(s)?

Not all understanding     
  Slightly understanding     
  Somewhat understanding     
  Quite understanding     
  Extremely understanding

### Your Wellbeing

In this section, please share your perspective on efforts to support employee wellbeing.

9. How manageable is your workload?

Not at all manageable     
  Slightly manageable     
  Somewhat manageable     
  Quite manageable     
  Extremely manageable



10. How satisfied are you with your annual salary (your pay, excluding medical benefits and other perks)?

Very satisfied       Somewhat satisfied       Somewhat dissatisfied       Very dissatisfied       I don't know / unsure

11. How satisfied are you with your benefits package (medical benefits, supplemental retirement savings program, and scholarships)?

Very satisfied       Somewhat satisfied       Somewhat dissatisfied       Very dissatisfied       I don't know / unsure

12. Do you know how to access EAP or other mental health support services if needed?

No       Yes

13. Have you utilized EAP services or other mental health support services?

No       Yes

14. If you utilized EAP services, how well have those services met your needs?

Not well at all       Slightly well       Somewhat well       Quite well       Extremely well       N/A

### Professional Learning

Please tell us about your experience with professional learning.

15. How much does your department support your professional growth?

Not at all       A little bit       Some       Quite a bit       A tremendous amount

16. How relevant have the professional development opportunities offered by your department been to your work?

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

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

No input       A little input       Some input       Quite a bit of input       A tremendous amount of input

18. Overall, how much do you learn about your work from the leaders in your department?

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

19. How willing are you to try new strategies at work?

Not at all willing       Slightly willing       Somewhat willing       Quite willing       Extremely willing

20. How willing are your supervisors to try new strategies?

Not at all willing       Slightly willing       Somewhat willing       Quite willing       Extremely willing

21. What additional professional development do you feel is needed?

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**Communication**

The following questions focus on communication in our district.

22. Which of the following resources do you use to stay informed about important things happening throughout APS? **Please select all that apply.**

- APS Website
- APS School Talk Messages
- APS Social Media (e.g. APS Facebook and Twitter)
- APS NewsCheck
- AETV Videos (e.g. Snapshots, Green Scene, Partners in Action)
- What's Up APS Podcast
- School-Based Sources (e.g. school or PTA newsletters)
- Non-APS Sources (e.g. Arlington Now, other social media, listservs)
- None of the above

23. Have you used the "Engage with Us" section on the APS website to find information on any of the following topics? **Please select all that apply.**

- Boundary changes
- Options and transfer policy changes
- Details on the 1:1 devices for personalized learning
- The new APS Strategic Plan
- None of the above

24. How do you provide feedback to APS about school-wide and APS-wide issues? **Please select all that apply.**

- Community Meetings and Forums
- "Engage with Us" on the APS website
- Online Surveys
- "Contact Us" link on website
- Speak to my Assistant Superintendent about department-wide or APS-wide issues
- Speak to School Board members
- Speak at School Board meetings
- Other
- N/A - I have not provided feedback.

25. If you choose "other" in the question above, please describe your answer below.

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**Engagement**

Please tell us about your experiences as an APS employee in the questions below.

26. How proud are you to work at APS?

- Not at all proud
- Slightly proud
- Somewhat proud
- Quite proud
- Extremely proud

27. How likely would you be to recommend that a friend apply for a position with APS?

- Very likely
- Somewhat likely
- Somewhat unlikely
- Very unlikely

28. Does APS motivate you to go beyond what you would in a similar role elsewhere?

- Yes
- No
- I don't know

29. Do you see yourself still working at APS in two years' time?

- Yes
- No
- I don't know



30. How often do you think about looking for a job in another school division or employer in your field?

- Almost never       Once in a while       Sometimes       Frequently       Almost always

### Additional Questions

Please respond to these additional questions.

31. My building is safe and secure.

- Strongly agree       Somewhat agree       Neither agree nor disagree       Somewhat disagree       Strongly disagree

32. During the current school year, I have received recognition or praise for doing good work.

- Strongly agree       Somewhat agree       Neither agree nor disagree       Somewhat disagree       Strongly disagree

33. I like going to work.

- Strongly agree       Somewhat agree       Neither agree nor disagree       Somewhat disagree       Strongly disagree

34. I have the materials and equipment I need to do my best work.

- Strongly agree       Somewhat agree       Neither agree nor disagree       Somewhat disagree       Strongly disagree

35. My department colleagues are committed to doing quality work in support of the APS mission and goals.

- Strongly agree       Somewhat agree       Neither agree nor disagree       Somewhat disagree       Strongly disagree

36. The assistant superintendent is responsive to the concerns of schools and student needs.

- Strongly agree       Somewhat agree       Neither agree nor disagree       Somewhat disagree       Strongly disagree

37. The mission/purpose of APS makes me feel that my job is important.

- Strongly agree       Somewhat agree       Neither agree nor disagree       Somewhat disagree       Strongly disagree

38. There is an atmosphere of open communication in my department.

- Strongly agree       Somewhat agree       Neither agree nor disagree       Somewhat disagree       Strongly disagree

39. My assistant superintendent is responsive to staff.

- Strongly agree       Somewhat agree       Neither agree nor disagree       Somewhat disagree       Strongly disagree

40. My evaluator gives me performance feedback and conducts thorough, accurate evaluations of my work.

- Strongly agree       Somewhat agree       Neither agree nor disagree       Somewhat disagree       Strongly disagree



### Background Questions

For the final section, we need to know a bit of background information about you so that we can describe the types of people who completed the survey.

41. Please select your pay scale.

- |  |                        |                          |   |                       |   |   |  |                           |
|--|------------------------|--------------------------|---|-----------------------|---|---|--|---------------------------|
| <input type="radio"/>  | <input type="radio"/>  | <input type="radio"/>    | <input type="radio"/>   | <input type="radio"/> | <input type="radio"/>                     | <input type="radio"/>                         | <input type="radio"/>  | <input type="radio"/>     |
| A-Scale<br>(instructional<br>assistants,<br>resource and<br>occupational/ph<br>therapy<br>assistants, ASL<br>assistants) | C-Scale<br>(cafeteria) | D-Scale (bus<br>drivers) | E-Scale<br>(Administrative<br>and Technical<br>Exempt<br>Positions) | G-Scale<br>(clerical) | M-Scale<br>(custodial and<br>maintenance) | P-Scale<br>(principals and<br>administrators) | T-Scale<br>(teachers,<br>teacher<br>specialists,<br>counselors,<br>librarians,<br>occupational/ph<br>therapists, etc.) | X-Scale<br>(Extended Day) |

42. What is your gender?

- Male     Female

43. What is your race or ethnicity?

- |                                    |                       |                              |                       |  |                       |                       |
|------------------------------------|-----------------------|------------------------------|-----------------------|--|-----------------------|-----------------------|
| <input type="radio"/>              | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                          | <input type="radio"/> | <input type="radio"/> |
| American Indian /<br>Alaska Native | Asian                 | Black / African-<br>American | Hispanic              | Native Hawaiian /<br>Other Pacific<br>Islander | White                 | Multiple              |

44. Please indicate the primary language you speak at home. (Please indicate only one.)

- |                       |                       |                       |                       |                       |                       |                       |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| English               | Amharic               | Arabic                | Bengali               | Mongolian             | Spanish               | Other                 |