



## Staff Survey

Welcome to your survey! We need your feedback to help your school be the best it can be. No one at the school 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.

### Staff Voice

In this section, we would like to learn more about staff voice at your school.

1. How much influence do you have over school 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 administrators at your school value your opinion?

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

3. How effectively do administrators at your school create leadership opportunities for staff?

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

### Trusted Adults

In this section, we would like to hear more about your perception of adult support for students.

4. How prepared do you feel to help students with personal problems?

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

5. How well does your school support you to build connections with families from all backgrounds?

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

### School Environment

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

6. How respectful are relationships between staff and administrators?

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

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

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

8. How much of a problem is bullying among students at your school?

- Not a problem at all     
  Small problem     
  Medium problem     
  Large problem     
  Very large problem

9. How confident are you that you can help students who are being bullied?

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



10. Overall, how much respect do APS families have for staff?

Almost no respect     
  A little bit of respect     
  Some respect     
  Quite a bit of respect     
  A tremendous amount of respect

11. Overall, how much respect do staff have for APS families?

Almost no respect     
  A little bit of respect     
  Some respect     
  Quite a bit of respect     
  A tremendous amount of respect

12. At your school, how fairly do staff treat students?

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

13. How much do adults at your school value diversity?

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

14. At your school, how often do you feel other staff treat you differently because of your race, ethnicity, gender, or sexual orientation?

Almost never     
  Once in a while     
  Sometimes     
  Frequently     
  Almost always

15. How often do you feel that students are treated differently by adults because of their race, ethnicity, gender, or sexual orientation?

Almost never     
  Once in a while     
  Sometimes     
  Frequently     
  Almost always

16. Overall, how much trust exists between staff and administrators at your school?

Almost no trust     
  A little bit of trust     
  Some trust     
  Quite a bit of trust     
  A tremendous amount of trust

17. How fairly do school administrators treat staff?

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

18. When you face challenges at work, how supportive are your school administrators?

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

19. When challenges arise in your personal life, how understanding are your school administrators?

Not all understanding     
  Slightly understanding     
  Somewhat understanding     
  Quite understanding     
  Extremely understanding

**Your Wellbeing**

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

20. How manageable is your workload?

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



21. 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

22. 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

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

No     
  Yes

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

No     
  Yes

25. 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.

26. How much does your school support your professional growth?

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

27. Overall, how much do you learn about your work from the administrators in your school?

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

28. How relevant have the professional development opportunities offered by your school/APS been to your work?

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

29. 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

30. How willing are you to try new approaches in your work?

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

31. How willing are your supervisors to try new approaches in their work?

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

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

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**Communication**

The following questions focus on communication in our district.

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

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

34. 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.**

- |                       |  |   |                            |                       |
|-----------------------|--|---|----------------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/>                  | <input type="radio"/>                                   | <input type="radio"/>      | <input type="radio"/> |
| Boundary changes      | Options and transfer policy<br>changes | Details on the 1:1 devices for<br>personalized learning | The new APS Strategic Plan | None of the above     |

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

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

36. 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.

37. How proud are you to work at APS?

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

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

- |                       |                       |                       |                       |
|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Very likely           | Somewhat likely       | Somewhat unlikely     | Very unlikely         |

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

- |                       |                       |                       |
|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Yes                   | No                    | I don't know          |

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

- |                       |                       |                       |
|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Yes                   | No                    | I don't know          |

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

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



### Additional Questions

Please respond to these additional questions.

42. My building is safe and secure.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree

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

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree

44. I like going to work.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree

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

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree

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

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree

47. The principal is responsive to the concerns of parents and the community.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree

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

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree

49. There is an atmosphere of open communication in my school.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree

50. My principal is responsive to staff.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree

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

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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.



52. 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) |

53. What is your gender?

- Male     Female

54. 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              |

55. 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                 |