



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.

Teacher Voice

In this section, we would like to learn more about teacher 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

6. How effectively does your school collaborate with outside providers and organizations to meet the needs of students and families?

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

School Environment

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

	Not at all respectful	Slightly respectful	Somewhat respectful	Quite respectful	Extremely respectful
7. How respectful are relationships between staff and administrators?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. How respectful are the relationships between staff and students?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. 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



10. 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

	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 APS families have for teachers?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Overall, how much respect do teachers have for APS families?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. At your school, how fairly do teachers treat students?

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

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

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

15. How well are digital devices used to support student learning experiences in your school?

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

16. Have you received the training you need to support students in using digital devices throughout their learning experiences?

Yes
 No

	Almost never	Once in a while	Sometimes	Frequently	Almost always
17. At your school, how often do you feel other staff treat you differently because of your race, ethnicity, gender, or sexual orientation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. How often do you feel that students are treated differently by adults because of their race, ethnicity, gender, or sexual orientation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

19. Overall, how much trust exists between teachers 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

20. How fairly do school administrators treat teachers?

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

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

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



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

Not all understanding
 Slightly understanding
 Somewhat understanding
 Quite understanding
 Extremely understanding

Learning

In this section, we would like to hear more from you about student learning and support.

23. How much stress do students experience due to academics?

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

	Not well at all	Slightly well	Somewhat well	Quite well	Extremely well
24. How well does your school ensure all families can engage with their child's learning, regardless of whether the family can physically be at the school?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. How well does your school partner with families to help them plan for their child's future?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
26. How well does your school partner with families to support their child's learning?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27. How well does your school partner with families to advocate for their child's needs?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
28. How well do teachers at your school individualize learning to challenge all students?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29. How well can you make a personal connection with all of your students?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

30. To what extent does your school prepare students to assume age-appropriate responsibility for learning (such as effective decision making, goal setting, and time management)?

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

31. How much in-school planning time do you have?

Way too little
 Too little
 The right amount
 Too much
 Far too much

Your Wellbeing

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

32. How manageable is your workload?

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

	Very satisfied	Somewhat satisfied	Somewhat dissatisfied	Very dissatisfied	I don't know / unsure
33. How satisfied are you with your annual salary (your pay, excluding medical benefits and other perks)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



	Very satisfied	Somewhat satisfied	Somewhat dissatisfied	Very dissatisfied	I don't know / unsure
34. How satisfied are you with your benefits package (medical benefits, supplemental retirement savings program, and scholarships)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	No	Yes
35. Do you know how to access EAP or other mental health support services if needed?	<input type="radio"/>	<input type="radio"/>
36. Have you utilized EAP services or other mental health support services?	<input type="radio"/>	<input type="radio"/>

37. 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.

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

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

39. 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

40. 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

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

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

42. How much has the professional development you've received at your school/APS improved your students' achievement?

Not at all
 A little bit
 Some
 Quite a bit
 A tremendous amount
 I don't know

	Not at all willing	Slightly willing	Somewhat willing	Quite willing	Extremely willing
43. How willing are you to try new teaching strategies?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
44. How willing are your school administrators to try new strategies?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

Communication



The following questions focus on communication in our district.

46. 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

47. 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

48. 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 principal at my school about school-wide or APS-wide issues
- Speak to School Board members
- Speak at School Board meetings
- Other
- N/A - I have not provided feedback.

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

Engagement

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

50. How proud are you to work at APS?

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

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

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

	Yes	No	I don't know
52. Does APS motivate you to go beyond what you would in a similar role elsewhere?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
53. Do you see yourself still working at APS in two years' time?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

54. 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.

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
55. My building is safe and secure.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
56. 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"/>
57. I like going to work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
58. 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"/>
59. 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"/>
60. 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"/>
61. 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"/>
62. 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"/>
63. My principal is responsive to staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
64. 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"/>
65. The professional development programs are aligned with our school goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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.

66. Please select your pay scale.

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

67. What is your gender?

- Male
- Female

68. What is your race or ethnicity?

- American Indian / Alaska Native
- Asian
- Black / African-American
- Hispanic
- Native Hawaiian / Other Pacific Islander
- White
- Multiple



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

English

Amharic

Arabic

Bengali

Mongolian

Spanish

Other