

SECTION 6

The California School Staff Survey

In-School Only**2022–2023**

This survey is designed to provide schools with data useful for fostering a positive learning and working environment that promotes academic success among all students. Your survey participation is very important to ensure accurate and useful data.

The first part of this survey is for all staff and should take less than 15 minutes to complete. The second part is only for staff who provide services or instruction related to health, prevention, discipline, counseling, and/or safety.

- Answer the questions based on your experiences with the school that asked you to complete it, not your experiences with the district overall or with another school where you might work.
- Questions about staff or adults from the school refer to ALL staff — administrators, teachers, teaching assistants, counselors, and all other certificated and classified staff.

All responses are anonymous and confidential. A few questions ask for personal information, such as the work you do at the school, how long you have done it, and your race/ethnicity. But the survey reports provided to your district contain only percentages for all respondents combined. If there are less than five respondents in any group, that data are not made available.

Thank you for taking this survey!

*Note: This survey is typically administered online. This PDF is provided for review only.
Please do not administer without permission.*

SECTION 1

1. What is your role(s) at this school? (Mark All That Apply.)

- | | |
|--|--|
| A) Teacher in grade 4 or below | H) Paraprofessional, teacher assistant, or instructional aide |
| B) Teacher in grade 5 or above | I) Other certificated staff (e.g., librarian) |
| C) Special education teacher | J) Other classified staff (e.g., janitor, secretarial or clerical, food service) |
| D) Administrator | K) Other service provider (e.g., speech, occupational, physical therapist) |
| E) Prevention staff, nurse, or health aide | |
| F) Counselor, psychologist | |
| G) Police, resource officer, or safety personnel | |

Students' School Schedule

[IF RESPONDENT ANSWERS (A), (B), OR (C) on #1]

Respond for the majority of students you teach who are enrolled in the school.

2. Which of the following best describes your students' school schedule during the past 30 days?

- A) Most of my students went to school in person at the school building for the entire day, Monday through Friday. [In-School Model]
- B) Most of my students participated in school from home for the entire day on most or all weekdays and did not go to the school in person. [Remote Learning Model]

[AND SKIP TO QUESTION #4]

[IF RESPONDENT DOES NOT ANSWER (A), (B), OR (C) AND ANSWERS ANY OF (D) THRU (K) on #1]

Respond for the majority of students who are enrolled in the school.

3. Which of the following best describes students' school schedule during the past 30 days?

- A) Most students went to school in person at the school building for the entire day, Monday through Friday. [In-School Model]
- B) Most students participated in school from home for the entire day on most or all weekdays and did not go to school in person. [Remote Learning Model]

4. In the past 30 days, how many weekdays in an average week did you work from home for an entire school day?
- A) 0 days
 - B) 1 day
 - C) 2 days
 - D) 3 days
 - E) 4 days
 - F) 5 days
5. Do you provide services to the following types of students? *(Mark All That Apply.)*
- A) Special education
 - B) English language learners
 - C) None of the above
6. How many years have you worked, in any position, at this school?
- A) Less than one year
 - B) 1 to 2 years
 - C) 3 to 5 years
 - D) 6 to 10 years
 - E) Over 10 years
7. How many years have you worked at any school in your current position (e.g., teacher, counselor, administrator, food service)?
- A) Less than one year
 - B) 1 to 2 years
 - C) 3 to 5 years
 - D) 6 to 10 years
 - E) Over 10 years
8. What is your race or ethnicity? *(Mark All That Apply.)*
- A) American Indian or Alaska Native
 - B) Asian or Asian American
 - C) Black or African American
 - D) Filipino
 - E) Hispanic or Latinx
 - F) Native Hawaiian or Pacific Islander
 - G) White
 - H) Something else

Please indicate how much you agree or disagree with the following statements about this school.

This school...

	Strongly Agree	Agree	Disagree	Strongly Disagree
9. is a supportive and inviting place for students to learn.	A	B	C	D
10. promotes academic success for all students.	A	B	C	D
11. emphasizes helping students academically when they need it.	A	B	C	D
12. provides adequate counseling and support services for students.	A	B	C	D
13. emphasizes teaching lessons in ways relevant to students.	A	B	C	D
14. is a supportive and inviting place for staff to work.	A	B	C	D
15. promotes trust and collegiality among staff.	A	B	C	D
16. encourages opportunities for students to decide things like class activities or rules.	A	B	C	D
17. gives all students equal opportunity to participate in classroom discussions or activities.	A	B	C	D
18. gives all students equal opportunity to participate in numerous extracurricular and enrichment activities.	A	B	C	D
19. gives students opportunities to "make a difference" by helping other people, the school, or the community (e.g., service learning).	A	B	C	D
20. emphasizes using instructional materials that reflect the culture or ethnicity of its students.	A	B	C	D
21. has staff examine their own cultural biases through professional development or other processes.	A	B	C	D
22. considers closing the racial/ethnic achievement gap a high priority.	A	B	C	D
23. has high expectations for all students, regardless of their race, ethnicity, or nationality.	A	B	C	D

This school...

		Strongly Agree	Agree	Disagree	Strongly Disagree
24.	fosters an appreciation of student diversity and respect for each other.	A	B	C	D
25.	handles discipline problems fairly.	A	B	C	D
26.	is a safe place for students.	A	B	C	D
27.	is a safe place for staff.	A	B	C	D
28.	is welcoming to and facilitates parent involvement.	A	B	C	D
29.	has clean and well-maintained facilities and property.	A	B	C	D
30.	has kept staff well-informed about COVID-related safety measures and protocols.	A	B	C	D
31.	has implemented good COVID-related safety measures and protocols to keep <u>staff healthy</u> .	A	B	C	D
32.	has implemented good COVID-related safety measures and protocols to keep <u>students healthy</u> .	A	B	C	D

Adults who work at this school...

		Strongly Agree	Agree	Disagree	Strongly Disagree
33.	really care about every student.	A	B	C	D
34.	acknowledge and pay attention to students.	A	B	C	D
35.	want every student to do their best.	A	B	C	D
36.	listen to what students have to say.	A	B	C	D
37.	believe that every student can be a success.	A	B	C	D
38.	treat all students fairly.	A	B	C	D
39.	are collaborating regularly.	A	B	C	D
40.	have close professional relationships with one another.	A	B	C	D
41.	support and treat each other with respect.	A	B	C	D
42.	feel a responsibility to improve this school.	A	B	C	D

This school...

	Strongly Agree	Agree	Disagree	Strongly Disagree
43. promotes personnel participation in decision-making that affects school practices and policies.	A	B	C	D
44. motivates students to learn.	A	B	C	D
45. provides the supports needed for teaching culturally and linguistically diverse students.	A	B	C	D
46. encourages parents to be active partners in educating their child.	A	B	C	D
47. uses objective data such as surveys, truancy counts, and test scores in making school improvement decisions.	A	B	C	D

Please indicate how much you agree or disagree with the following statements about your school.

	Strongly Agree	Agree	Disagree	Strongly Disagree
48. Teachers make it clear to students that bullying is not tolerated.	A	B	C	D
49. If a student was bullied, he or she would tell one of the teachers or staff at school.	A	B	C	D
50. Students tell teachers when other students are being bullied.	A	B	C	D
51. If a student tells a teacher that someone is bullying her or him, the teacher will do something to help.	A	B	C	D
52. Students try to stop bullying when they see it happening.	A	B	C	D
53. Students respect each other's differences (e.g., gender, race, culture, sexual orientation).	A	B	C	D
54. Adults from this school respect differences in students (e.g., gender, race, culture, sexual orientation).	A	B	C	D
55. Teachers show that they think it is important for students of different races and cultures at this school to get along with each other.	A	B	C	D
56. Students are healthy and physically fit.	A	B	C	D
57. Students arrive at school alert and rested.	A	B	C	D

Please indicate how much you agree or disagree with the following statements about your school.

	Strongly Agree	Agree	Disagree	Strongly Disagree
58. Students are motivated to learn.	A	B	C	D
59. Students enjoy spending time together during school activities.	A	B	C	D
60. Students care about one another.	A	B	C	D
61. Students treat each other with respect.	A	B	C	D
62. Students get along well with one another.	A	B	C	D
63. This school encourages students to feel responsible for how they act.	A	B	C	D
64. Students are motivated to complete their schoolwork.	A	B	C	D
65. Students feel hopeful about the future.	A	B	C	D

Please indicate how much you agree or disagree with the following statements.

	Strongly Agree	Agree	Disagree	Strongly Disagree
66. This school encourages students to understand how others think and feel.	A	B	C	D
67. Students are taught that they can control their own behavior.	A	B	C	D
68. This school helps students resolve conflicts with one another.	A	B	C	D
69. This school encourages students to care about how others feel.	A	B	C	D
70. The school rules are fair.	A	B	C	D
71. Students in this school are well-behaved.	A	B	C	D
72. The rules at this school are too strict.	A	B	C	D
73. It is easy for students to get kicked out of class or get suspended.	A	B	C	D
74. Students get in trouble for breaking small rules.	A	B	C	D
75. Teachers are very strict here.	A	B	C	D
76. This school clearly informs students what will happen if they break school rules.	A	B	C	D

Please indicate how much you agree or disagree with the following statements.

	Strongly Agree	Agree	Disagree	Strongly Disagree
77. Students know what the rules are.	A	B	C	D
78. Teachers at this school communicate with parents about what their children are expected to learn in class.	A	B	C	D
79. Parents feel welcome to participate at this school.	A	B	C	D
80. School staff take parents' concerns seriously.	A	B	C	D

The next questions ask for your opinions about student-related problems.

For students enrolled in this school, how much of a problem is...

	Insignificant Problem	Mild Problem	Moderate Problem	Severe Problem
81. student alcohol and drug use?	A	B	C	D
82. student tobacco use?	A	B	C	D
83. student vaping or e-cigarette use?	A	B	C	D
84. harassment or bullying among students?	A	B	C	D
85. physical fighting between students?	A	B	C	D
86. disruptive student behavior?	A	B	C	D
87. racial/ethnic conflict among students?	A	B	C	D
88. student depression or other mental health problems?	A	B	C	D
89. lack of respect of staff by students?	A	B	C	D
90. cutting classes or being truant?	A	B	C	D
91. gang-related activity?	A	B	C	D
92. weapons possession?	A	B	C	D
93. vandalism (including graffiti)?	A	B	C	D
94. theft?	A	B	C	D

Do you feel that you need more professional development, training, mentorship, or other support to do your job in any of the following areas?

	Area of Professional Development	Yes	No
95.	positive behavioral support and classroom management	A	B
96.	working with diverse racial, ethnic, or cultural groups	A	B
97.	supporting students exposed to trauma or stressful life events (e.g., trauma-informed practices)	A	B
98.	meeting the social, emotional, and developmental needs of youth (e.g., resilience promotion)	A	B
99.	COVID-related safety measures and protocols to keep staff and students healthy	A	B
100.	creating a positive school climate	A	B
101.	Does your school ban tobacco use and vaping on school property and at school sponsored events?		
	A) No		
	B) Yes		
	C) Don't know		
102.	Do you have responsibilities for services or instruction related to health, prevention, discipline, counseling, and/or safety?		
	A) No		
	B) Yes		

SECTION 2

The following questions are **ONLY** for staff at this school who have responsibilities for services or instruction related to health, prevention, discipline, counseling, and/or safety. If you have such responsibilities, continue through this module. (If not, you have finished the survey. Thank you for your participation.)

How much do you agree with the following statements about this school?

This school...

		Strongly Agree	Agree	Disagree	Strongly Disagree
103.	collaborates well with community organizations to help address substance use or other problems among youth.	A	B	C	D
104.	has sufficient resources to create a safe campus.	A	B	C	D
105.	has sufficient resources to address substance use prevention needs.	A	B	C	D
106.	consistently enforces policies banning tobacco use/vaping on school property.	A	B	C	D
107.	punishes first-time violations of alcohol or other drug policies by at least an out-of-school suspension.	A	B	C	D
108.	enforces zero tolerance policies.	A	B	C	D
109.	seeks to maintain a secure campus through such means as metal detectors, security guards, or personal searches.	A	B	C	D
110.	provides effective confidential support and referral services for students needing help because of substance abuse, violence, or other problems (e.g., a Student Assistance Program).	A	B	C	D
111.	considers substance abuse prevention an important goal.	A	B	C	D
112.	provides adequate health services for students.	A	B	C	D
113.	emphasizes helping students with their social, emotional, and behavioral problems.	A	B	C	D
114.	uses restorative practices to help resolve conflicts.	A	B	C	D
115.	implements trauma-informed practices.	A	B	C	D

To what extent does this school provide students...

	A Lot	Some	Not Much	Not At All
116. supports that foster youth development, resilience, social-emotional learning, or asset promotion?	A	B	C	D
117. opportunities for physical education and activity?	A	B	C	D
118. alcohol or drug use prevention instruction?	A	B	C	D
119. tobacco use/vaping prevention instruction?	A	B	C	D
120. conflict resolution or behavior management instruction?	A	B	C	D
121. harassment or bullying prevention?	A	B	C	D
122. instructional help to build social-emotional competencies?	A	B	C	D

