

2025-26 School Staff Survey

Note: When completing this survey, the term "school leaders" applies to the Superintendent's office and School Board unless otherwise indicated.

On a scale of 1 to 5, with 1 being strongly disagree and 5 being strongly agree, please rate the following statements:

		1	2	3	4	5
1	School leaders analyze data and use common sense approaches that result in good decisions for students and staff.					
2	School leaders support collaboration across all schools and staff in order to implement new priorities and initiatives.					
3	School leaders regularly guide staff through new processes, procedures, policies, and technology when changes occur.					
4	School leaders celebrate and acknowledge the accomplishments of all school staff members.					
5	School leaders learn from failures and use those lessons to create positive change.					
6	School leaders establish and implement clear rules, procedures and expectations for students and staff.					
7	School leaders are consistent when applying rules, procedures, policies, and expectations to all students and staff.					
8	School leaders regularly use various forms of formal and informal communication with staff to support open and transparent operations.					

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		1	2	3	4	5
9	School Leaders allow department heads to manage their budgets and regularly meet with department heads to discuss their budget issues and requests.					
10	School leaders manage district finances to prioritize support of teachers and students.					
11	School leaders provide me with the resources I need to manage all teaching and extra-curricular responsibilities, I never need to use my own funds for work.					
12	School leaders allow the free exchange of ideas, and staff have no fear of reprisal for voicing unpopular opinions.					
13	School leaders create processes and policies that protect teachers and other students from disruption of instructional and preparation time.					
14	School leaders conduct fair and well reasoned staff assessments.					
15	School leaders interact in a fair and equitable manner with all personnel, regardless of job title.					
16	School leaders create processes and policies that result in parent, guardian and community engagement and integrate their involvement into strategies to create a strong learning environment.					

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1	In my school, staff members will be dismissed because of sustained poor performance.					
2	In my school, the supervisor uses effective methods to determine whether staff members are performing well or badly.					
3	In my school, if I am more innovative in performing my job, I will receive increased monetary or non-monetary rewards and recognition.					
4	In my school, the review of teacher's work is largely done to fulfill administrative requirements.					
5	In my school, the review of teacher's work has little impact upon the way teachers teach in the classroom.					
6	In my school, appraisal and/or feedback is a fair assessment of my work.					
7	In my school, appraisal and/or feedback effects my job satisfaction.					
8	In my school, appraisal and/or feed back has been helpful in the development of my work.					
9	In my school, I am free to voice my opinion without fear of reprisal.					
10	In my school, the principal values me as a person and as an employee.					
11	In my school, within the past three months, the principal has contacted me just to 'check-in'.					
12	In my school, the overall environment is positively affected by required diversity and inclusion programs and language.					
13	In my school, the overall environment is negatively affected by required diversity and inclusion programs and language.					
14	In my school, my teaching style has had to change to align with diversity and inclusion programs and language.					

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15	In my school, I have more daily administrative duties than I had three years ago.					
16	In my school, daily administrative duties have decreased the amount of time I have to teach and tend to student's needs.					
17	In my school, academic and non-academic stipends are equitable.					
18	In my school, stipend positions are competed for on a 'level playing field'; The most capable person gets the job.					

Mail your survey no later than November 1st to:

NCSBWatch
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