

2020-2021 Survey for Staff Members

Dear Campus-based Staff Members,

Thank you for providing feedback about your school. We want to hear your thoughts on critical school issues, including academic support, student support, family involvement, school leadership, and safety and behavior.

This survey will take approximately 10 minutes to complete. All responses are strictly confidential.

Engaging in an ongoing, two-way dialogue is critical to providing our students with the best possible education. I look forward to your feedback and sharing the results with you soon.

Sincerely,

Dr. Allan Markley
Superintendent

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1. Please select your primary worksite.	
Administrative Building	<input type="radio"/>
Blue Ridge Elementary School	<input type="radio"/>
Eastwood Hills Elementary School	<input type="radio"/>
Facilities Operations	<input type="radio"/>
Fletridge Elementary School	<input type="radio"/>
Herndon Career Center	<input type="radio"/>
Laurel Hills Elementary School	<input type="radio"/>
Little Blue Elementary School	<input type="radio"/>
New Trails Early Learning Center	<input type="radio"/>
Northfleet Elementary School	<input type="radio"/>
Northwood School	<input type="radio"/>
Raytown Central Middle School	<input type="radio"/>
Raytown High School	<input type="radio"/>
Raytown Middle School	<input type="radio"/>
Raytown Schools Education and Conference Center	<input type="radio"/>
Raytown South High School	<input type="radio"/>
Raytown South Middle School	<input type="radio"/>
Raytown Success Academy	<input type="radio"/>
Robinson Elementary School	<input type="radio"/>
Southwood Elementary School	<input type="radio"/>

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Spring Valley Elementary School	<input type="radio"/>
Three Trails Preschool	<input type="radio"/>
Transportation	<input type="radio"/>
Wellness Center	<input type="radio"/>
Westridge Elementary School	<input type="radio"/>

2. Which of the following best describes your work experience for the 2020-21 school year.

I worked on-campus/in person 100% of the time.	<input type="radio"/>
I worked remotely 100% of the time.	<input type="radio"/>
I worked a hybrid of in-person/on-campus and remotely.	<input type="radio"/>

3. How long have you worked in Raytown Quality Schools?

Less than 1 year	<input type="radio"/>
1 to 2 years	<input type="radio"/>
3 to 5 years	<input type="radio"/>
6 to 10 years	<input type="radio"/>
More than 10 years	<input type="radio"/>

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4. What is your position classification?	
Auxiliary	<input type="radio"/>
District-Level Administrator	<input type="radio"/>
District-Level Professional	<input type="radio"/>
Paraprofessional	<input type="radio"/>
School-Level Administrator	<input type="radio"/>
Teacher	<input type="radio"/>

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5. Please select the grades you teach. [Answer this question only if answer to Q#4 is Teacher]	
Pre-K	<input type="checkbox"/>
Kindergarten	<input type="checkbox"/>
Grade 1	<input type="checkbox"/>
Grade 2	<input type="checkbox"/>
Grade 3	<input type="checkbox"/>
Grade 4	<input type="checkbox"/>
Grade 5	<input type="checkbox"/>
Grade 6	<input type="checkbox"/>
Grade 7	<input type="checkbox"/>
Grade 8	<input type="checkbox"/>
Grade 9	<input type="checkbox"/>
Grade 10	<input type="checkbox"/>
Grade 11	<input type="checkbox"/>
Grade 12	<input type="checkbox"/>

Branching Instructions IF ANSWER TO (QUESTION# 1 is (Blue Ridge Elementary School OR Eastwood Hills Elementary School OR Fleetridge Elementary School OR Herndon Career Center OR Laurel Hills Elementary School OR Little Blue Elementary School OR New Trails Early Learning Center OR Northfleet Elementary School OR Northwood School OR Raytown Central Middle School OR Raytown High School OR Raytown Middle School OR Raytown South High School OR Raytown South Middle School OR Raytown Success Academy OR Robinson Elementary School OR Southwood Elementary School OR Spring Valley Elementary School OR Three Trails Preschool OR Westridge Elementary School)) THEN GO TO QUESTION# 6 IF ANSWER TO (QUESTION# 1 is (Administrative Building OR Facilities Operations OR Raytown Schools Education and Conference Center OR Transportation OR Wellness Center)) THEN GO TO QUESTION# 18 If 1 is not Answered, then Go To 6

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Overall Perception of School Quality

6. How would you rate the overall quality of your school?

	Excellent	<input type="radio"/>
	Good	<input type="radio"/>
	Fair	<input type="radio"/>
	Poor	<input type="radio"/>

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7. Please tell us how we can earn a higher rating from you next year. [Answer this question only if answer to Q#6 is Good OR Fair OR Poor]

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Academic Support

Below are statements about academic support at your school. As you respond, please think about your experiences this school year.

8. How strongly do you agree or disagree with the following statements?	Strongly Disagree	Disagree	Agree	Strongly Agree	Don't Know
This school has high learning standards for all students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers set high expectations for all students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This school's learning standards and expectations are clearly explained to students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Students are challenged by their schoolwork.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers give timely feedback about student work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers give helpful feedback about student work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers successfully show students how lessons relate to life outside of school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This school offers a variety of academic courses.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Student Support

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Below are statements about <u>student support</u> at your school. As you respond, please think about your experiences this school year.					
9. How strongly do you agree or disagree with the following statements?	Strongly Disagree	Disagree	Agree	Strongly Agree	Don't Know
There is a teacher, counselor, or other staff member to whom a student can go for help with a <i>school problem</i> .	○	○	○	○	○
There is a teacher, counselor, or other staff member to whom a student can go for help with a <i>personal problem</i> .	○	○	○	○	○
This school offers students a variety of extracurricular activities.	○	○	○	○	○
Students receive the support they need to prepare for the future.	○	○	○	○	○
Students in this school receive support that addresses their individual needs.	○	○	○	○	○

School Leadership

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Below are statements about <u>school leadership</u> at your school. As you respond, please think about your experiences this school year.					
10. How strongly do you agree or disagree with the following statements?	Strongly Disagree	Disagree	Agree	Strongly Agree	Don't Know
School administrators (principals and assistant principals) make decisions that are in the best interests of students.	O	O	O	O	O
School administrators (principals and assistant principals) clearly communicate the school's mission and vision.	O	O	O	O	O
School administrators (principals and assistant principals) are <i>available</i> when I have a concern.	O	O	O	O	O
School administrators (principals and assistant principals) are <i>courteous</i> when I have a concern.	O	O	O	O	O
School administrators (principals and assistant principals) are <i>responsive</i> when I have a concern.	O	O	O	O	O

Family Involvement

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Below are statements about family involvement at your school. As you respond, please think about your experiences this school year.

11. How strongly do you agree or disagree with the following statements?	Strongly Disagree	Disagree	Agree	Strongly Agree	Don't Know
Families are informed about school-sponsored activities, such as tutoring, after-school programs, and student performances.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Families are encouraged to attend school-sponsored activities, such as back-to-school night.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This school encourages families to volunteer.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff members and families treat each other with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This school respects and values input provided by families.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This school uses family input to improve instruction.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Safety and Behavior

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Below are statements about <u>safety and behavior</u> at your school. As you respond, please think about your experiences this school year.					
12. How strongly do you agree or disagree with the following statements?	Strongly Disagree	Disagree	Agree	Strongly Agree	Don't Know
All school staff members are aware of the safety and security procedures.	○	○	○	○	○
All students are aware of the safety and security procedures.	○	○	○	○	○
This school is safe.	○	○	○	○	○
Discipline is enforced fairly.	○	○	○	○	○
Staff members and students treat each other with respect.	○	○	○	○	○
Staff members are responsive when students report bullying.	○	○	○	○	○
Bullying is not tolerated.	○	○	○	○	○
Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities.	○	○	○	○	○

13. For which of the following are students treated unfairly? [Answer this question only if answer to Q#12(h) is Strongly Disagree OR Disagree]	
Race/Ethnicity	<input type="checkbox"/>
Culture	<input type="checkbox"/>
Religion	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>
Gender	<input type="checkbox"/>
Disability	<input type="checkbox"/>

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14. How likely are you to recommend your school to a family member or friend?		
	Not at all Likely 0	<input type="radio"/>
	1	<input type="radio"/>
	2	<input type="radio"/>
	3	<input type="radio"/>
	4	<input type="radio"/>
	5	<input type="radio"/>
	6	<input type="radio"/>
	7	<input type="radio"/>
	8	<input type="radio"/>
	9	<input type="radio"/>
	Extremely Likely 10	<input type="radio"/>

Overall Engagement

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15. How strongly do you agree or disagree with the following statements? <i>*Please note the answer scale has changed.</i>	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I am proud to work for Raytown Quality Schools.	○	○	○	○	○
Employment with Raytown Quality Schools gives me a feeling of accomplishment.	○	○	○	○	○
I am engaged in my work.	○	○	○	○	○
My work is interesting.	○	○	○	○	○
I am motivated to contribute more than what is expected of me.	○	○	○	○	○
I see professional growth and long-term career opportunities with Raytown Quality Schools.	○	○	○	○	○
I would feel comfortable referring a good friend to work for Raytown Quality Schools.	○	○	○	○	○
I enjoy working with my principal or direct supervisor.	○	○	○	○	○
I am optimistic about the future of Raytown Quality Schools.	○	○	○	○	○

Mission

A district’s mission represents the beliefs that underlie the culture of an organization and guide the decisions and behavior of its employees.

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16. How strongly do you agree or disagree with the following statements? <i>*Please note the answer scale has changed.</i>	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I am familiar with the mission of Raytown Quality Schools.	0	0	0	0	0
I know how I can fulfill Raytown Quality School's mission.	0	0	0	0	0
The district's mission is clearly defined.	0	0	0	0	0
The district is moving in a direction that reflects our mission.	0	0	0	0	0
Everyone in Raytown Quality Schools is doing what they can to fulfill the district's mission.	0	0	0	0	0
My school or department has clear goals.	0	0	0	0	0

District Leadership

Leaders play a critical role in creating an environment that motivates and encourages employees. Think about Raytown Quality Schools as you respond to each statement below.

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17. How strongly do you agree or disagree with the following statements? <i>*Please note the answer scale has changed.</i>	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
District leaders' actions are consistent with their words.	○	○	○	○	○
District leaders understand my professional needs.	○	○	○	○	○
District leaders clearly explain the reasons behind decisions on district-wide issues.	○	○	○	○	○
District leaders encourage employees to share ideas to improve performance.	○	○	○	○	○

School/Department Leadership

Leaders and managers play a critical role in creating an environment that motivates and encourages employees. Think about your school or department as you respond to each statement below.

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18. How strongly do you agree or disagree with the following statements? <i>*Please note the answer scale has changed.</i>	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
My principal/direct supervisor is an effective leader.	O	O	O	O	O
The actions of my principal/direct supervisor are consistent with his or her words.	O	O	O	O	O
I can count on the support of my principal/direct supervisor when addressing problems or issues.	O	O	O	O	O
I trust my principal/direct supervisor to make good decisions.	O	O	O	O	O
My principal/direct supervisor clearly communicates his or her expectations of my job performance.	O	O	O	O	O
My principal/direct supervisor effectively communicates about important issues that affect me.	O	O	O	O	O
My principal/direct supervisor implements policies fairly in my school or department.	O	O	O	O	O
My principal/direct supervisor ensures staff morale is high in my school or department.	O	O	O	O	O
My principal/direct supervisor cares about his/her employees.	O	O	O	O	O

Feedback and Recognition

Just as students benefit from timely, constructive feedback to improve academic performance,

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employees benefit from feedback to improve their work performance and morale. Think about your school or department as you respond to each statement below.

19. How strongly do you agree or disagree with the following statements? <i>*Please note the answer scale has changed.</i>	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
Raytown Quality Schools recognizes employees for their high-quality work and accomplishments.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My principal or direct supervisor regularly gives me constructive feedback to improve my performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff members are recognized for good performance at my work site.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel appreciated for my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Work Environment

A positive, productive work environment is critical for any successful school, department, or district. Staff members who work together toward a common purpose are more likely to achieve their goals. Think about your school or department as you respond to each statement below.

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20. How strongly do you agree or disagree with the following statements? <i>*Please note the answer scale has changed.</i>	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I have sufficient independence in my work.	O	O	O	O	O
My colleagues help create a positive work environment.	O	O	O	O	O
My colleagues are held to high professional standards.	O	O	O	O	O
I have the materials I need to do my job.	O	O	O	O	O
My colleagues support me.	O	O	O	O	O
My colleagues are committed to their jobs.	O	O	O	O	O
My work environment is clean and well maintained.	O	O	O	O	O
My principal/direct supervisor encourages collaboration within and across teams in my school or department.	O	O	O	O	O
I work in an atmosphere where there is mutual respect among staff.	O	O	O	O	O

Career Growth and Training Opportunities

The district offers training and opportunities for employees to advance their careers. As you respond to the items below, consider your current job and your training or education.

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21. How strongly do you agree or disagree with the following statements? <i>*Please note the answer scale has changed.</i>	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
The District encourages continued education and professional growth.	0	0	0	0	0
The District's training helps me be effective in my job.	0	0	0	0	0
The District's professional development supports district initiatives.	0	0	0	0	0
My principal/direct supervisor identifies opportunities for my professional growth and improvement.	0	0	0	0	0
There are leadership opportunities for me in my school or department.	0	0	0	0	0

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22. How likely are you to recommend Raytown Quality Schools to a family member or friend?		
	Not at all Likely 0	<input type="radio"/>
	1	<input type="radio"/>
	2	<input type="radio"/>
	3	<input type="radio"/>
	4	<input type="radio"/>
	5	<input type="radio"/>
	6	<input type="radio"/>
	7	<input type="radio"/>
	8	<input type="radio"/>
	9	<input type="radio"/>
	Extremely Likely 10	<input type="radio"/>

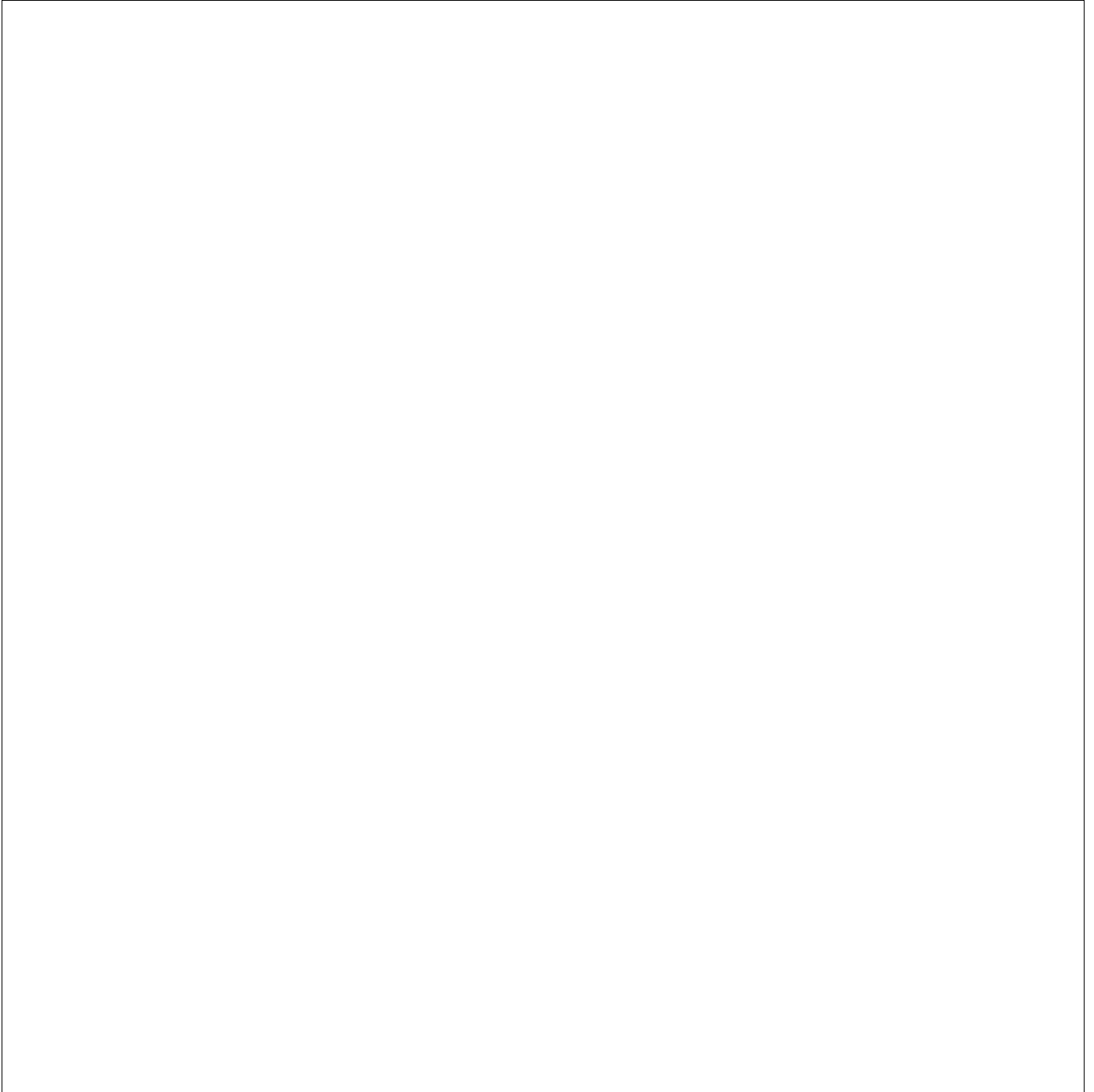
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23. Please share any other thoughts you have about your experiences this school year, including feedback on how Raytown Quality Schools can improve and employee engagement and satisfaction.

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Demographic Information

Demographic information allows the district to analyze findings by different segments of our community, in addition to the overall findings. Sometimes the opinions of one group may differ from the larger community, and it is important for us to consider those differences. While not required, these items help us better understand our community's perspectives.

24. I am a(n) . . .

Teacher	<input type="radio"/>
Paraprofessional	<input type="radio"/>
Classified Staff Member	<input type="radio"/>
Administrator	<input type="radio"/>

25. Please select your gender.

Female	<input type="radio"/>
Male	<input type="radio"/>
Non-Binary	<input type="radio"/>
Prefer not to answer	<input type="radio"/>

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26. Which of the following best describes your race/ethnicity?	
Asian	<input type="radio"/>
Native Hawaiian or Pacific Islander	<input type="radio"/>
Black or African American	<input type="radio"/>
Multiracial	<input type="radio"/>
Hispanic or Latino	<input type="radio"/>
White	<input type="radio"/>
American Indian or Alaskan Native	<input type="radio"/>
Prefer not to answer	<input type="radio"/>

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