



FIRGROVE ELEMENTARY

Staff Survey
Fall 2021



Report created by
Panorama Education



Summary

Topic Description	Results	Comparison
<p>Belonging</p> <p>How much faculty and staff feel that they are valued members of the school community.</p>	40%	55% PUYALLUP SCHOOL DISTRICT
<p>Cultural Awareness and Action (Adult Focus)</p> <p>How well a school supports staff and faculty in learning about, discussing, and confronting issues of race, ethnicity, and culture.</p>	61%	56% PUYALLUP SCHOOL DISTRICT
<p>Feedback and Coaching</p> <p>Perceptions of the amount and quality of feedback faculty and staff receive.</p>	35%	35% PUYALLUP SCHOOL DISTRICT
<p>Professional Learning About Equity</p> <p>Perceptions of the quantity and quality of equity-focused professional learning opportunities available to faculty and staff.</p>	50%	41% PUYALLUP SCHOOL DISTRICT
<p>School Leadership</p> <p>Perceptions of the school leadership's effectiveness.</p>	74%	59% PUYALLUP SCHOOL DISTRICT
<p>Well-being</p> <p>Faculty and staff perceptions of their own professional well-being.</p>	64%	62% PUYALLUP SCHOOL DISTRICT

11 responses



Belonging

Your average

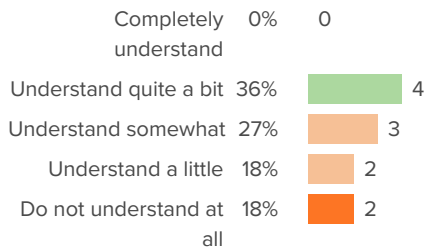
40%

11 responses

District average: **55%** PUYALLUP SCHOOL DISTRICT

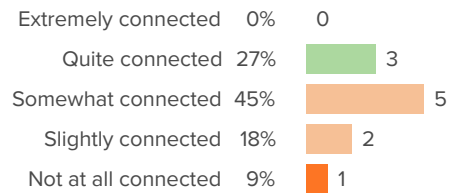
How did people respond?

Q.1: How well do your colleagues at school understand you as a person?



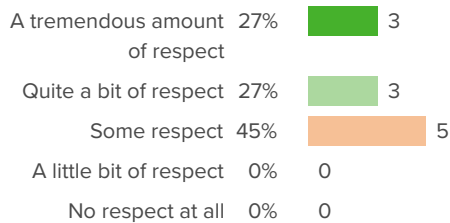
Favorable: **36%**

Q.2: How connected do you feel to other adults at your school?



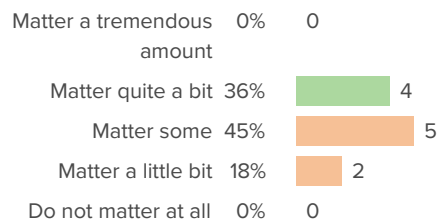
Favorable: **27%**

Q.3: How much respect do colleagues in your school show you?



Favorable: **55%**

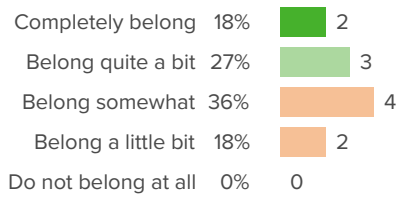
Q.4: How much do you matter to others at your school?



Favorable: **36%**



Q.5: Overall, how much do you feel like you belong at your school?



Favorable: **45%**



Cultural Awareness and Action (Adult Focus)

Your average

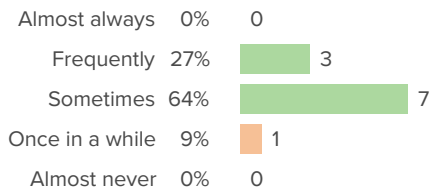
61%

11 responses

District average: **56%** PUYALLUP SCHOOL DISTRICT

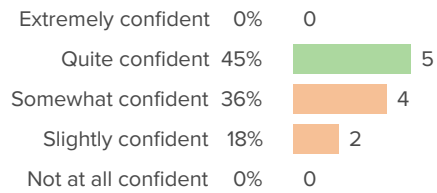
How did people respond?

Q.1: How often do you think about what colleagues of different races, ethnicities, or cultures experience?



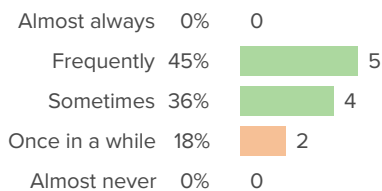
Favorable: **91%**

Q.2: How confident are you that adults at your school can have honest conversations with each other about race?



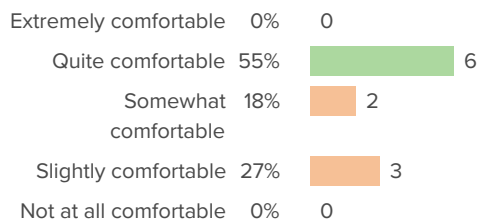
Favorable: **45%**

Q.3: At your school, how often are you encouraged to think more deeply about race-related topics?



Favorable: **82%**

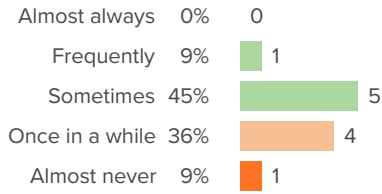
Q.4: How comfortable are you discussing race-related topics with your colleagues?



Favorable: **55%**

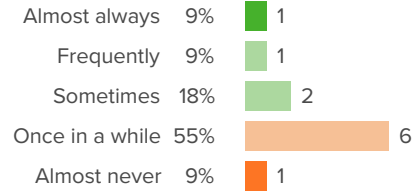


Q.5: How often do adults at your school have important conversations about race, even when they might be uncomfortable?



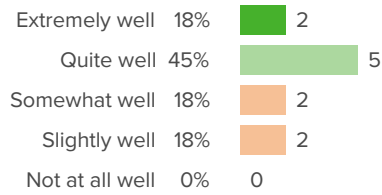
Favorable: **55%**

Q.6: When there are major news events related to race, how often do adults at your school talk about them with each other?



Favorable: **36%**

Q.7: How well does your school help staff speak out against racism?



Favorable: **64%**



Feedback and Coaching

Your average

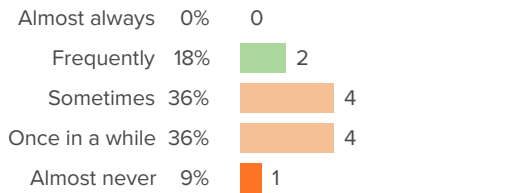
35%

11 responses

District average: **35%** PUYALLUP SCHOOL DISTRICT

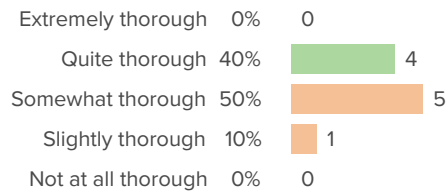
How did people respond?

Q.1: How often do you receive feedback on your work?



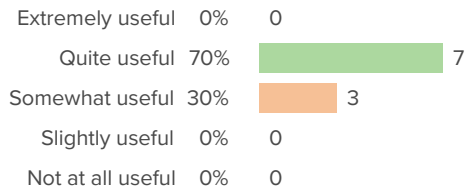
Favorable: **18%**

Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role?



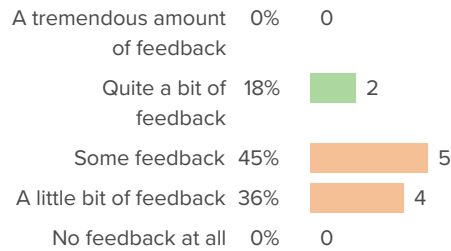
Favorable: **40%**

Q.3: How useful do you find the feedback you receive on your work?



Favorable: **70%**

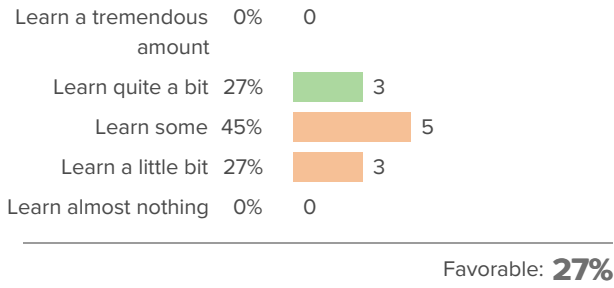
Q.4: How much feedback do you receive on your work?



Favorable: **18%**



Q.5: How much do you learn from the evaluation processes at your school?





Professional Learning About Equity

Your average

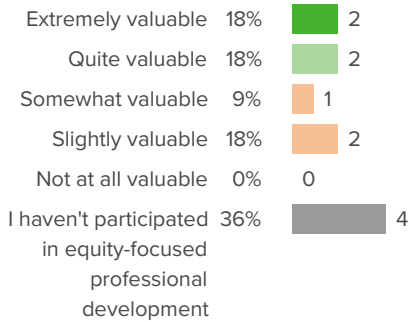
50%

11 responses

District average: **41%** PUYALLUP SCHOOL DISTRICT

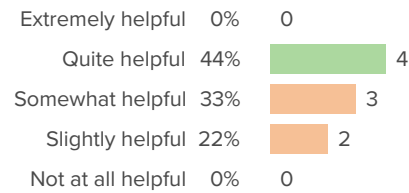
How did people respond?

Q.1: At your school, how valuable are the equity-focused professional development opportunities?



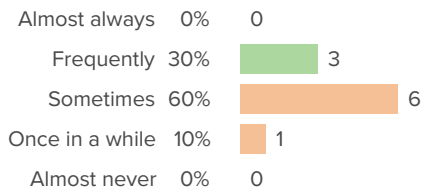
Favorable: **57%**

Q.2: When it comes to promoting culturally responsive practices, how helpful are your colleagues' ideas for improving your practice?



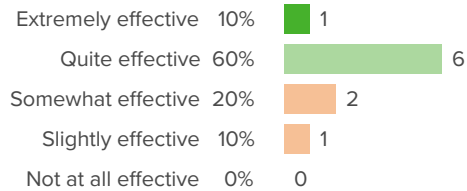
Favorable: **44%**

Q.3: How often do professional development opportunities help you explore new ways to promote equity in your practice?



Favorable: **30%**

Q.4: Overall, how effective has your school administration been in helping you advance student equity?



Favorable: **70%**



School Leadership

Your average

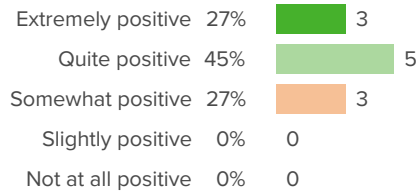
74%

11 responses

District average: **59%** PUYALLUP SCHOOL DISTRICT

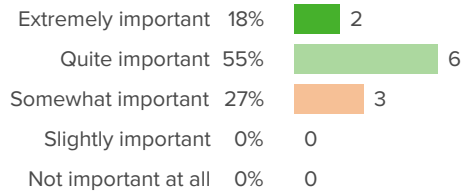
How did people respond?

Q.1: How positive is the tone that school leaders set for the culture of the school?



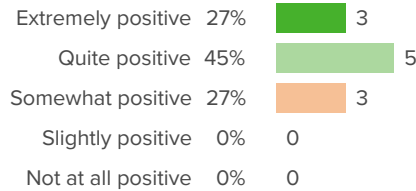
Favorable: **73%**

Q.2: For your school leaders, how important is staff satisfaction?



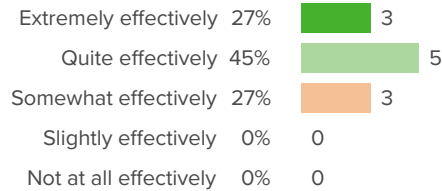
Favorable: **73%**

Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?



Favorable: **73%**

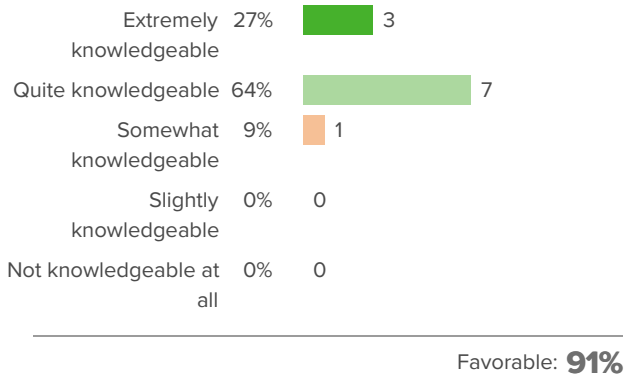
Q.4: How effectively do school leaders communicate important information to staff?



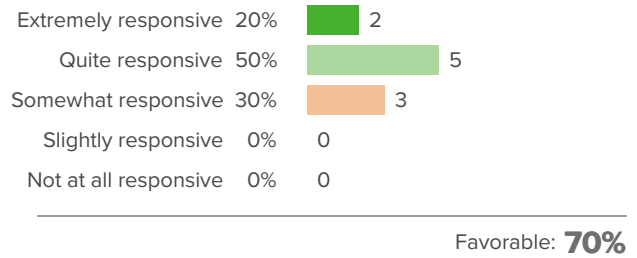
Favorable: **73%**



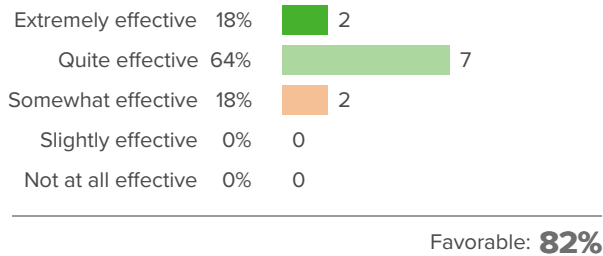
Q.5: How knowledgeable are your school leaders about what is going on in the school?



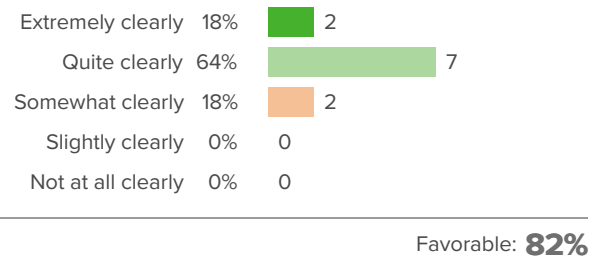
Q.6: How responsive are school leaders to your feedback?



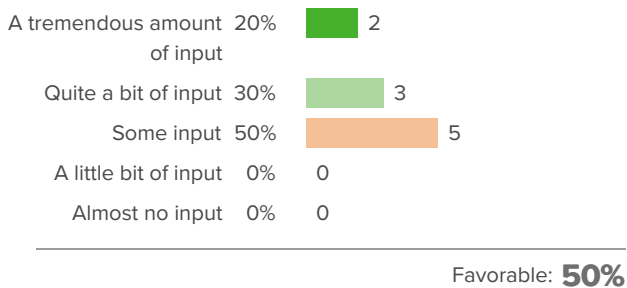
Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?



Q.8: How clearly do your school leaders identify their goals for the staff?



Q.9: When the school makes important decisions, how much input do staff have?





Well-being

Your average

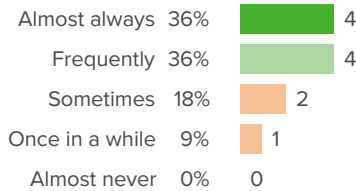
64%

11 responses

District average: **62%** PUYALLUP SCHOOL DISTRICT

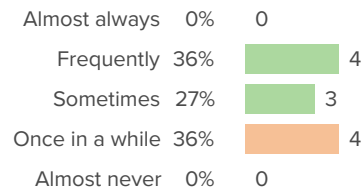
How did people respond?

Q.1: During the past week, how often did you feel engaged at work?



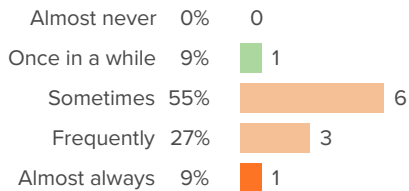
Favorable: **73%**

Q.2: During the past week, how often did you feel excited at work?



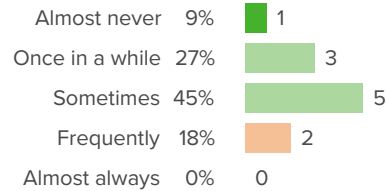
Favorable: **64%**

Q.3: During the past week, how often did you feel exhausted at work?



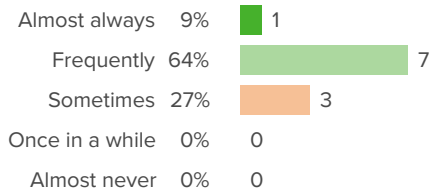
Favorable: **9%**

Q.4: During the past week, how often did you feel frustrated at work?



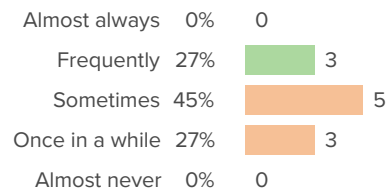
Favorable: **82%**

Q.5: During the past week, how often did you feel happy at work?



Favorable: **73%**

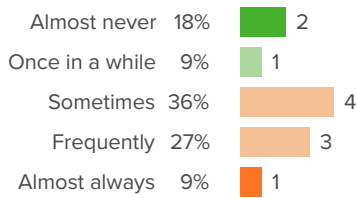
Q.6: During the past week, how often did you feel hopeful at work?



Favorable: **27%**

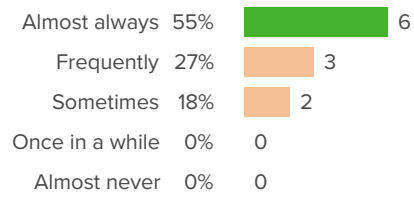


Q.7: During the past week, how often did you feel overwhelmed at work?



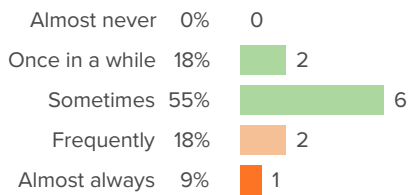
Favorable: **27%**

Q.8: During the past week, how often did you feel safe at work?



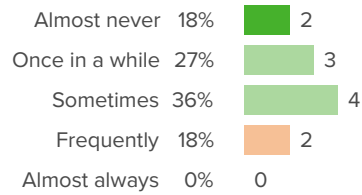
Favorable: **55%**

Q.9: During the past week, how often did you feel stressed out at work?



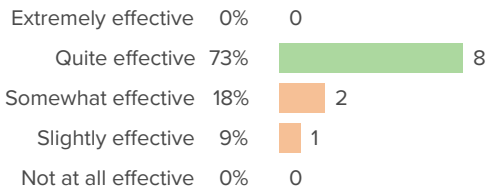
Favorable: **73%**

Q.10: During the past week, how often did you feel worried at work?



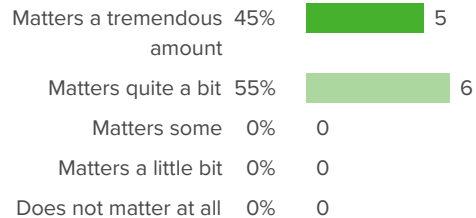
Favorable: **82%**

Q.11: How effective do you feel at your job right now?



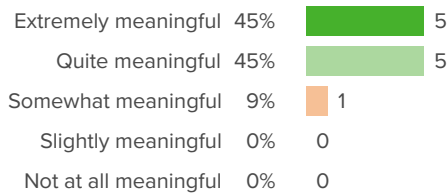
Favorable: **73%**

Q.12: How much does your work matter to you?



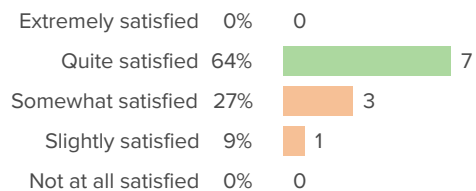
Favorable: **100%**

Q.13: How meaningful for you is the work that you do?



Favorable: **91%**

Q.14: Overall, how satisfied are you with your job right now?



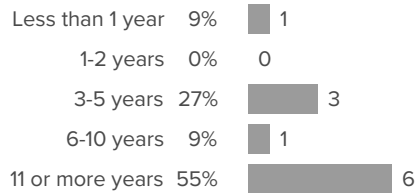
Favorable: **64%**



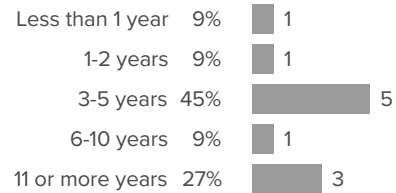
Background Questions

How did people respond?

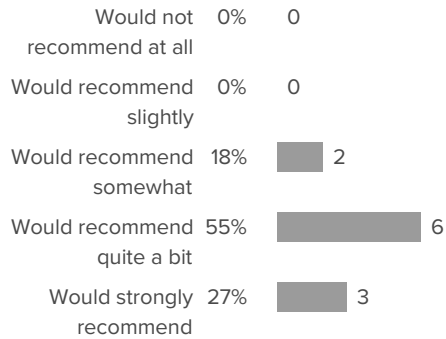
Q.1: For how many years have you worked in education?



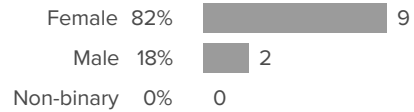
Q.2: For how many years have you worked at your current school?



Q.3: If a friend or colleague were looking for a job, to what extent, if at all, would you recommend your school?



Q.4: What is your gender?





Q.5: What is your race or ethnicity?

American Indian or Alaska Native	0%	0
Asian	0%	0
Black or African American	0%	0
Hispanic or Latino	0%	0
Native Hawaiian or Other Pacific Islander	0%	0
White	91%	10
Two or More Races/Ethnicities	0%	0
Other	9%	1

Q.6: Please indicate the primary language spoken in your childhood home. (Please check only one.)

Chinese	0%	0
English	100%	11
French	0%	0
German	0%	0
Italian	0%	0
Korean	0%	0
Russian	0%	0
Spanish	0%	0
Tagalog	0%	0
Vietnamese	0%	0
Other/multiple languages	0%	0

Q.7: In which decade were you born?

1940-49	0%	0
1950-9	9%	1
1960-9	45%	5
1970-9	9%	1
1980-9	18%	2
1990-9	18%	2

Q.8: Please select the highest level of education completed by your mother. If you are not sure, please take your best guess.

Did not attend school	0%	0
1st grade	0%	0
2nd grade	0%	0
3rd grade	0%	0
4th grade	0%	0
5th grade	0%	0
6th grade	0%	0
7th grade	0%	0
8th grade	0%	0
9th grade	9%	1
10th grade	0%	0
11th grade	0%	0
Graduated from high school	36%	4
1 year of college	9%	1
2 years of college	0%	0
3 years of college	9%	1
Graduated from a 4-year college	36%	4
Some graduate school	0%	0
Completed graduate school	0%	0



Q.9: Please select the highest level of education completed by your father. If you are not sure, please take your best guess.

Did not attend school	0%	0
1st grade	0%	0
2nd grade	0%	0
3rd grade	0%	0
4th grade	0%	0
5th grade	0%	0
6th grade	0%	0
7th grade	0%	0
8th grade	0%	0
9th grade	0%	0
10th grade	9%	1
11th grade	0%	0
Graduated from high school	27%	3
1 year of college	9%	1
2 years of college	0%	0
3 years of college	9%	1
Graduated from a 4-year college	18%	2
Some graduate school	0%	0
Completed graduate school	27%	3