



KARSHNER 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>	44%	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>	49%	56% PUYALLUP SCHOOL DISTRICT
<p>Feedback and Coaching</p> <p>Perceptions of the amount and quality of feedback faculty and staff receive.</p>	23%	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>	44%	41% PUYALLUP SCHOOL DISTRICT
<p>School Leadership</p> <p>Perceptions of the school leadership's effectiveness.</p>	35%	59% PUYALLUP SCHOOL DISTRICT
<p>Well-being</p> <p>Faculty and staff perceptions of their own professional well-being.</p>	49%	62% PUYALLUP SCHOOL DISTRICT

5 responses



Belonging

Your average

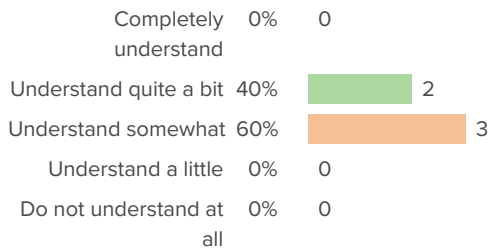
44%

5 responses

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

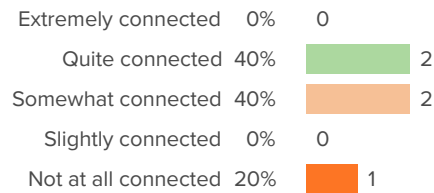
How did people respond?

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



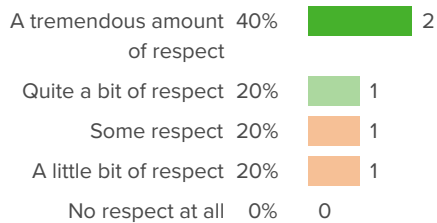
Favorable: **40%**

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



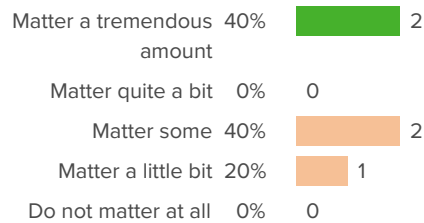
Favorable: **40%**

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



Favorable: **60%**

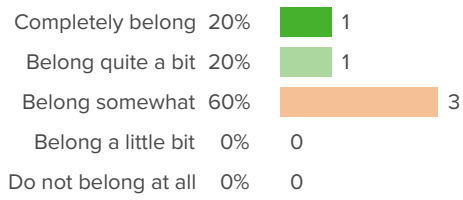
Q.4: How much do you matter to others at your school?



Favorable: **40%**



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



Favorable: **40%**



Cultural Awareness and Action (Adult Focus)

Your average

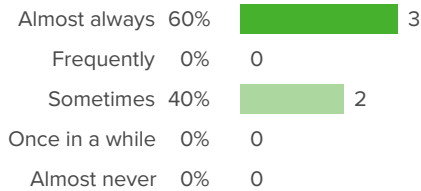
49%

5 responses

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

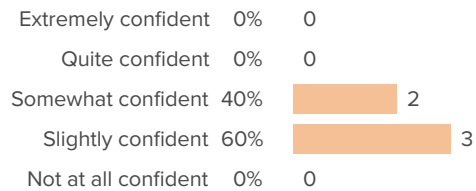
How did people respond?

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



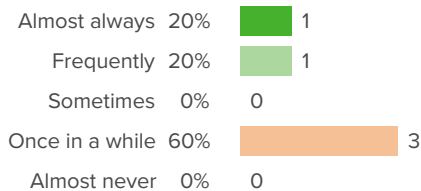
Favorable: **100%**

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



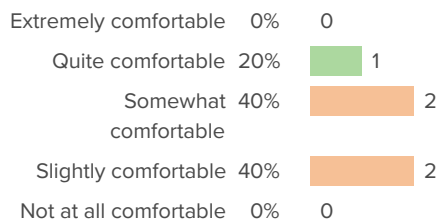
Favorable: **0%**

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



Favorable: **40%**

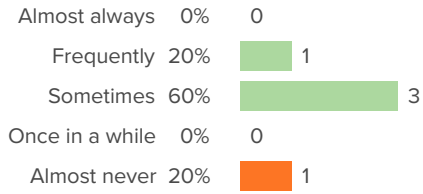
Q.4: How comfortable are you discussing race-related topics with your colleagues?



Favorable: **20%**

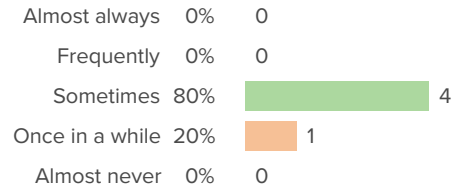


Q.5: How often do adults at your school have important conversations about race, even when they might be uncomfortable?



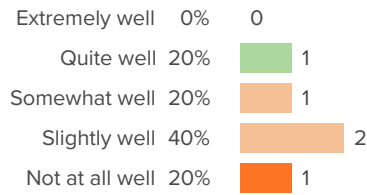
Favorable: **80%**

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: **80%**

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



Favorable: **20%**



Feedback and Coaching

Your average

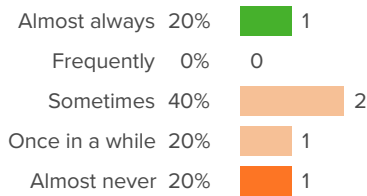
23%

5 responses

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

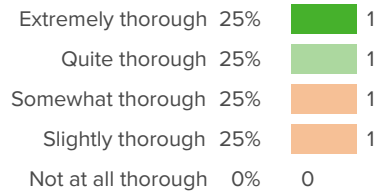
How did people respond?

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



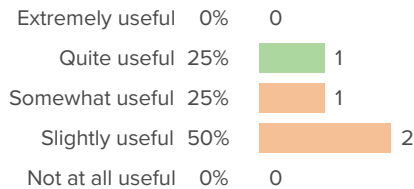
Favorable: **20%**

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



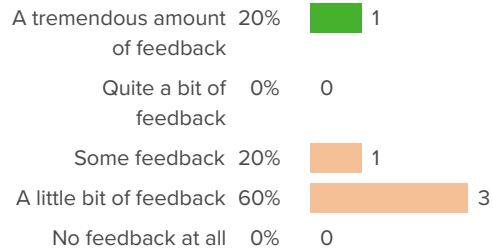
Favorable: **50%**

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



Favorable: **25%**

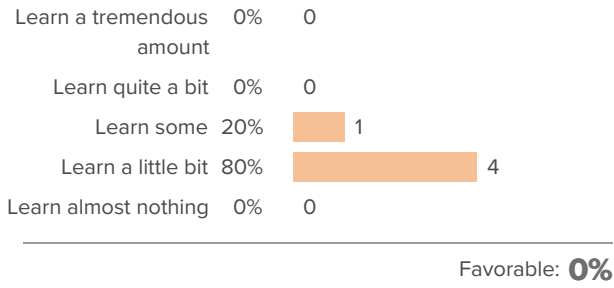
Q.4: How much feedback do you receive on your work?



Favorable: **20%**



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





Professional Learning About Equity

Your average

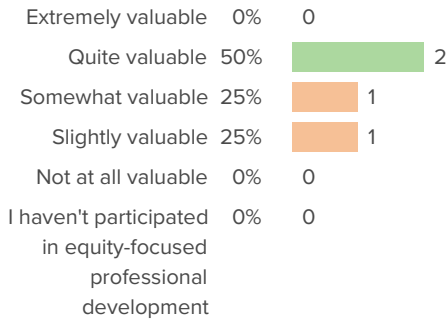
44%

5 responses

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

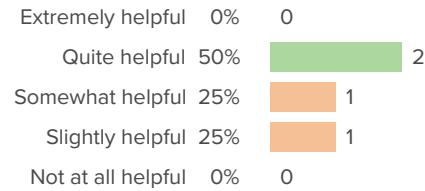
How did people respond?

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



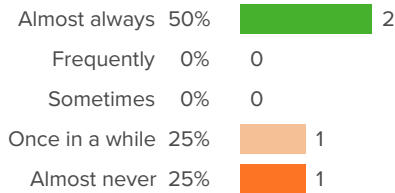
Favorable: **50%**

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



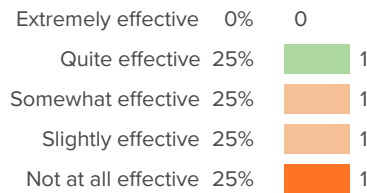
Favorable: **50%**

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



Favorable: **50%**

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



Favorable: **25%**



School Leadership

Your average

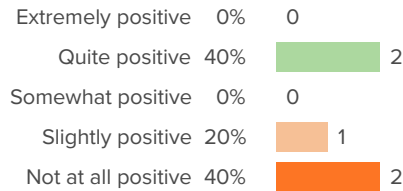
35%

5 responses

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

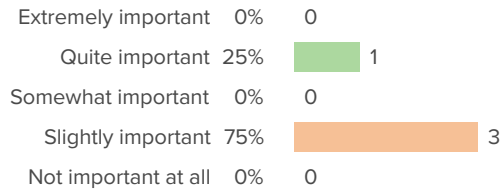
How did people respond?

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



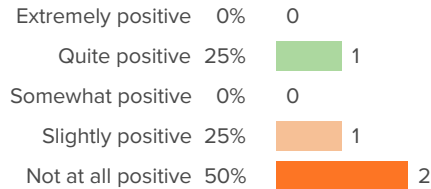
Favorable: **40%**

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



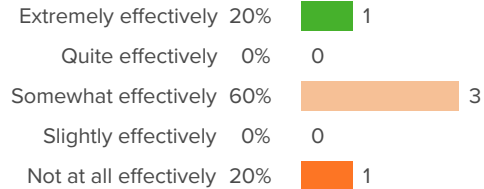
Favorable: **25%**

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



Favorable: **25%**

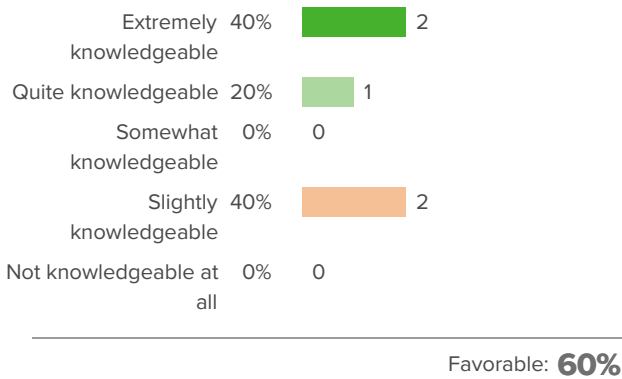
Q.4: How effectively do school leaders communicate important information to staff?



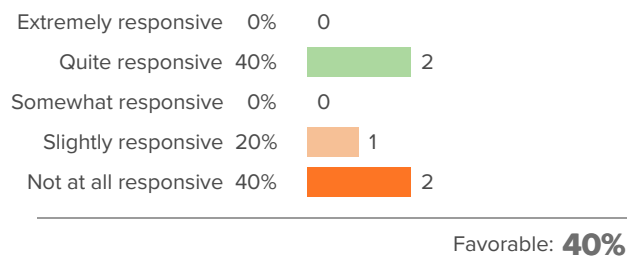
Favorable: **20%**



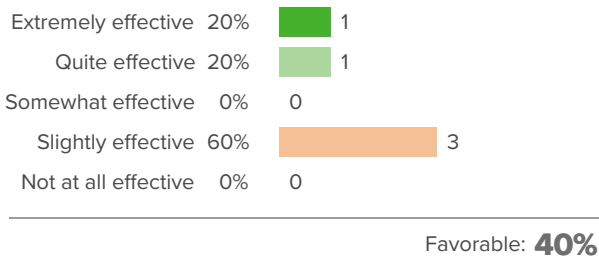
Q.5: How knowledgeable are your school leaders about what is going on in the school?



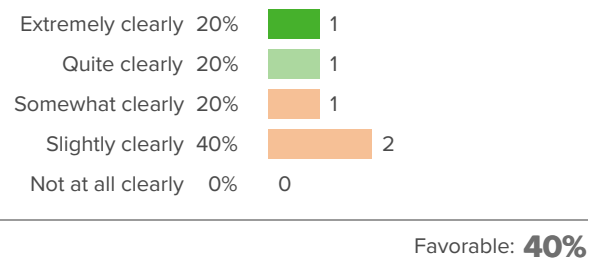
Q.6: How responsive are school leaders to your feedback?



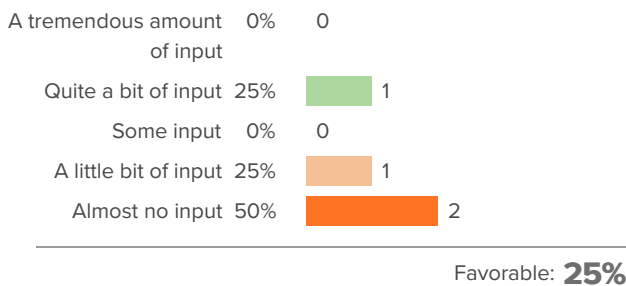
Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?



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

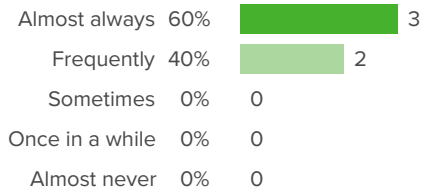
49%

5 responses

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

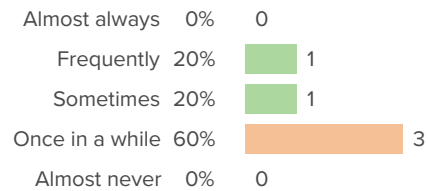
How did people respond?

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



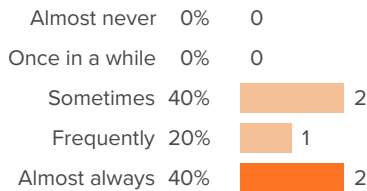
Favorable: **100%**

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



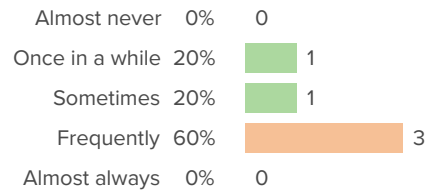
Favorable: **40%**

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



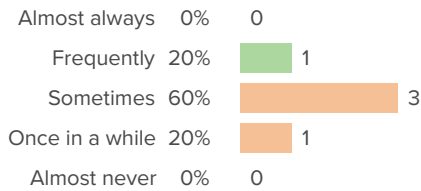
Favorable: **0%**

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



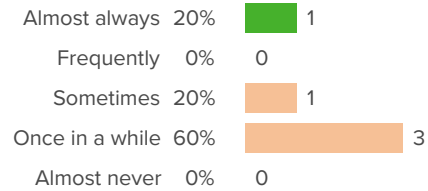
Favorable: **40%**

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



Favorable: **20%**

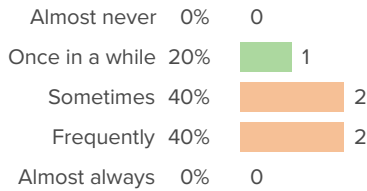
Q.6: During the past week, how often did you feel hopeful at work?



Favorable: **20%**

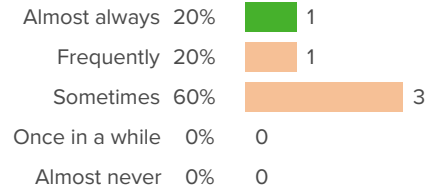


Q.7: During the past week, how often did you feel overwhelmed at work?



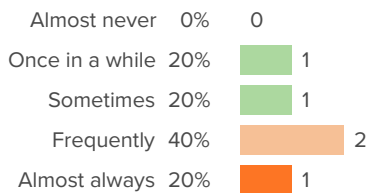
Favorable: **20%**

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



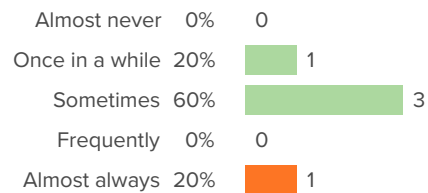
Favorable: **20%**

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



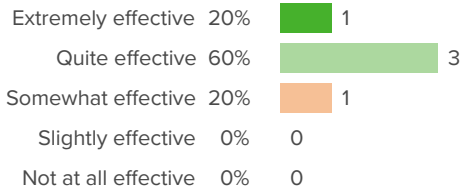
Favorable: **40%**

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



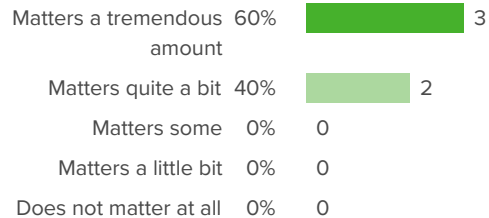
Favorable: **80%**

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



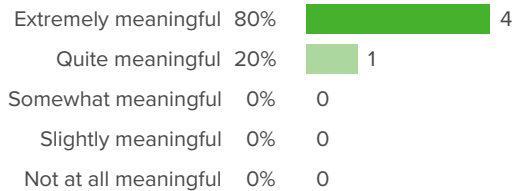
Favorable: **80%**

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



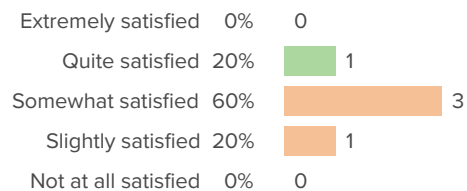
Favorable: **100%**

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



Favorable: **100%**

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



Favorable: **20%**



Background Questions

How did people respond?

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

Less than 1 year	0%	0
1-2 years	0%	0
3-5 years	25%	1
6-10 years	25%	1
11 or more years	50%	2

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

Less than 1 year	25%	1
1-2 years	25%	1
3-5 years	25%	1
6-10 years	0%	0
11 or more years	25%	1

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

Would not recommend at all	40%	2
Would recommend slightly	0%	0
Would recommend somewhat	20%	1
Would recommend quite a bit	20%	1
Would strongly recommend	20%	1

Q.4: What is your gender?

Female	100%	5
Male	0%	0
Non-binary	0%	0



Q.5: What is your race or ethnicity?

American Indian or Alaska Native	0%	0
Asian	25%	1
Black or African American	0%	0
Hispanic or Latino	0%	0
Native Hawaiian or Other Pacific Islander	0%	0
White	50%	2
Two or More Races/Ethnicities	0%	0
Other	25%	1

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

Chinese	0%	0
English	80%	4
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	20%	1

Q.7: In which decade were you born?

1940-49	0%	0
1950-9	0%	0
1960-9	0%	0
1970-9	33%	1
1980-9	33%	1
1990-9	33%	1

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	20%	1
9th grade	0%	0
10th grade	0%	0
11th grade	0%	0
Graduated from high school	40%	2
1 year of college	0%	0
2 years of college	20%	1
3 years of college	0%	0
Graduated from a 4-year college	0%	0
Some graduate school	20%	1
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	0%	0
11th grade	0%	0
Graduated from high school	100%	5
1 year of college	0%	0
2 years of college	0%	0
3 years of college	0%	0
Graduated from a 4-year college	0%	0
Some graduate school	0%	0
Completed graduate school	0%	0