



# SHAW ROAD ELEMENTARY

Staff Survey  
Fall 2021



Report created by  
Panorama Education



## Summary

Topic Description	Results	Comparison
<p><b>Belonging</b></p> <p>How much faculty and staff feel that they are valued members of the school community.</p>	<b>93%</b>	<b>55%</b> PUYALLUP SCHOOL DISTRICT
<p><b>Cultural Awareness and Action (Adult Focus)</b></p> <p>How well a school supports staff and faculty in learning about, discussing, and confronting issues of race, ethnicity, and culture.</p>	<b>73%</b>	<b>56%</b> PUYALLUP SCHOOL DISTRICT
<p><b>Feedback and Coaching</b></p> <p>Perceptions of the amount and quality of feedback faculty and staff receive.</p>	<b>63%</b>	<b>35%</b> PUYALLUP SCHOOL DISTRICT
<p><b>Professional Learning About Equity</b></p> <p>Perceptions of the quantity and quality of equity-focused professional learning opportunities available to faculty and staff.</p>	<b>42%</b>	<b>41%</b> PUYALLUP SCHOOL DISTRICT
<p><b>School Leadership</b></p> <p>Perceptions of the school leadership's effectiveness.</p>	<b>92%</b>	<b>59%</b> PUYALLUP SCHOOL DISTRICT
<p><b>Well-being</b></p> <p>Faculty and staff perceptions of their own professional well-being.</p>	<b>80%</b>	<b>62%</b> PUYALLUP SCHOOL DISTRICT

8 responses



# Belonging

Your average

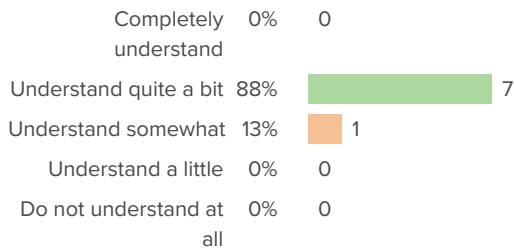
# 93%

8 responses

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

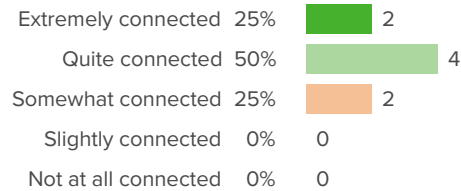
## How did people respond?

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



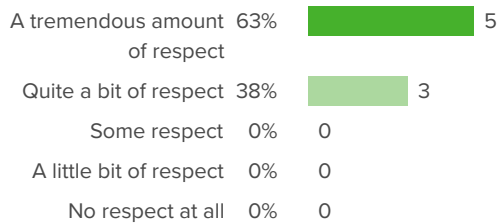
Favorable: **88%**

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



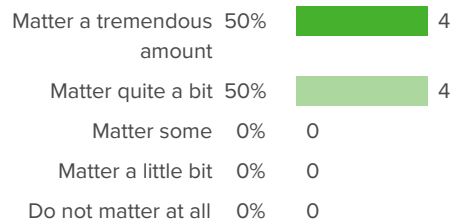
Favorable: **75%**

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



Favorable: **100%**



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



Favorable: **100%**



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

Completely belong	63%		5
Belong quite a bit	38%		3
Belong somewhat	0%		0
Belong a little bit	0%		0
Do not belong at all	0%		0

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Favorable: **100%**



# Cultural Awareness and Action (Adult Focus)

Your average

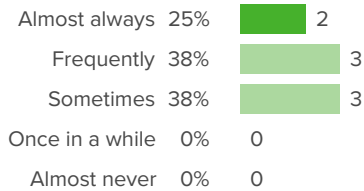
# 73%

8 responses

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

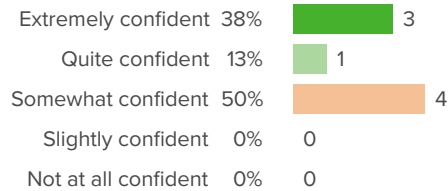
## How did people respond?

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



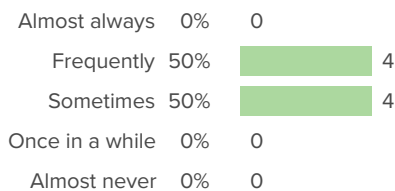
Favorable: **100%**

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



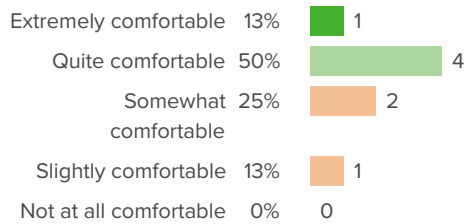
Favorable: **50%**

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



Favorable: **100%**

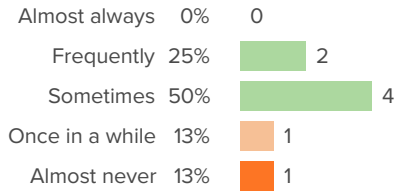
**Q.4: How comfortable are you discussing race-related topics with your colleagues?**



Favorable: **63%**

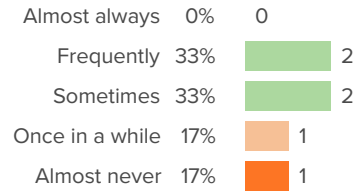


**Q.5: How often do adults at your school have important conversations about race, even when they might be uncomfortable?**



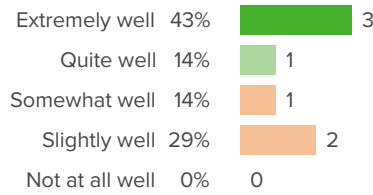
Favorable: **75%**

**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: **67%**

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



Favorable: **57%**



# Feedback and Coaching

Your average

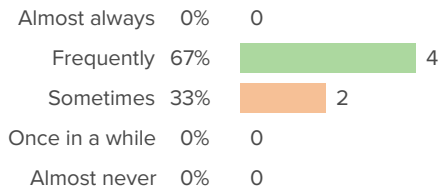
# 63%

8 responses

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

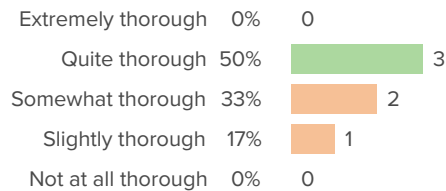
## How did people respond?

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



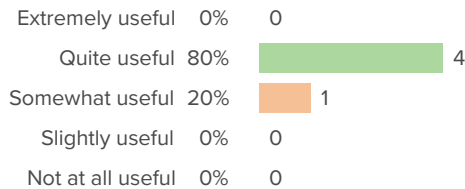
Favorable: **67%**

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



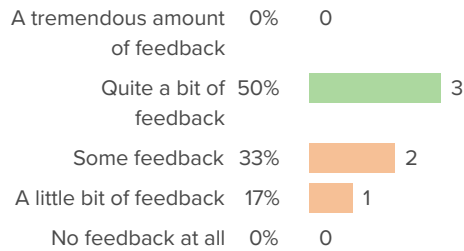
Favorable: **50%**

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



Favorable: **80%**

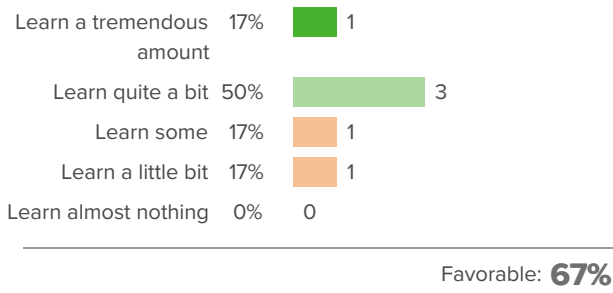
### Q.4: How much feedback do you receive on your work?



Favorable: **50%**



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







# Professional Learning About Equity

Your average

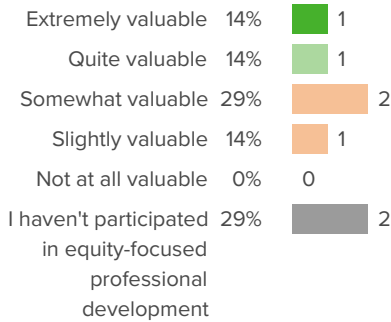
# 42%

8 responses

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

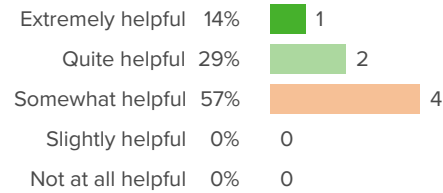
## How did people respond?

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



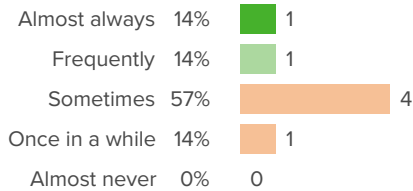
Favorable: **40%**

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



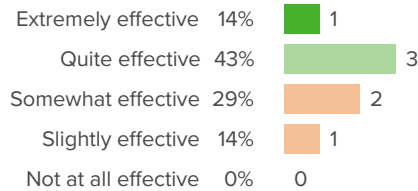
Favorable: **43%**

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



Favorable: **29%**

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



Favorable: **57%**



# School Leadership

Your average

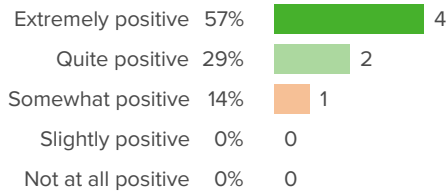
# 92%

8 responses

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

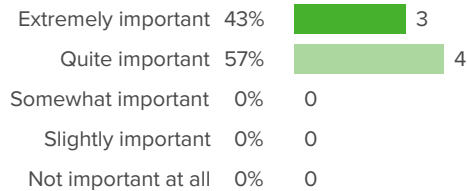
## How did people respond?

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



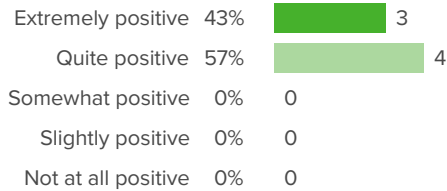
Favorable: **86%**

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



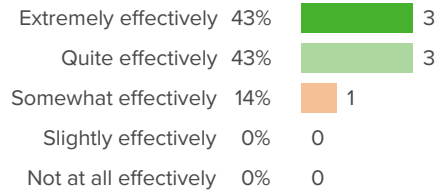
Favorable: **100%**

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



Favorable: **100%**

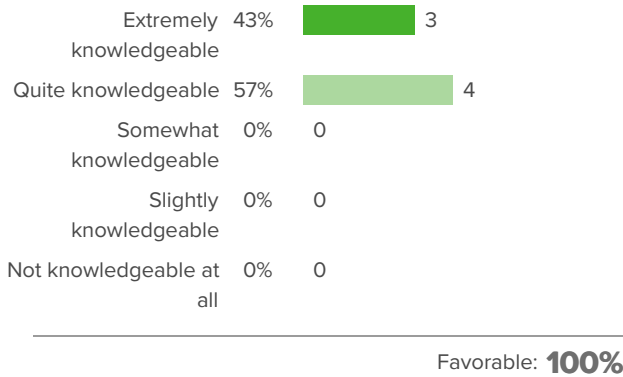
### Q.4: How effectively do school leaders communicate important information to staff?



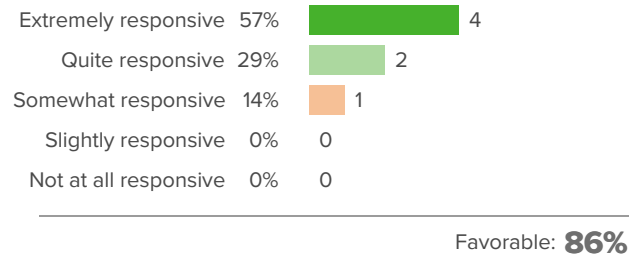
Favorable: **86%**



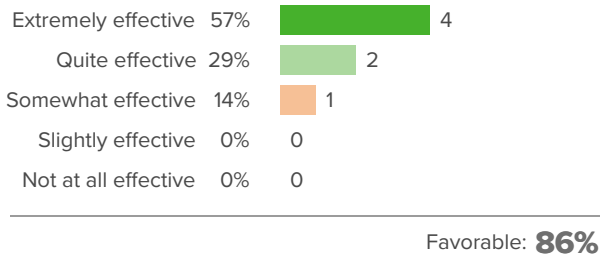
**Q.5: How knowledgeable are your school leaders about what is going on in the school?**



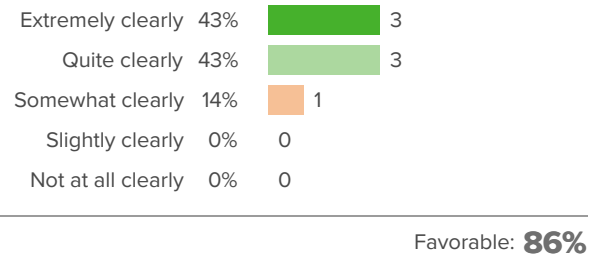
**Q.6: How responsive are school leaders to your feedback?**



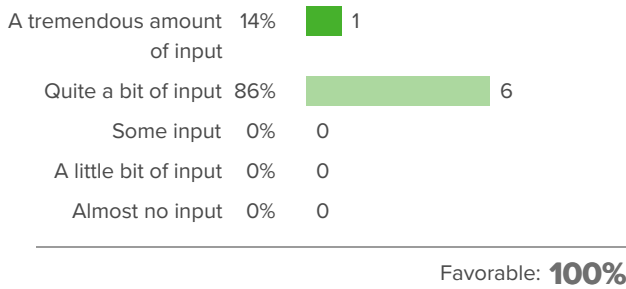
**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**



**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

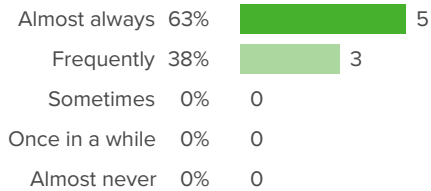
# 80%

8 responses

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

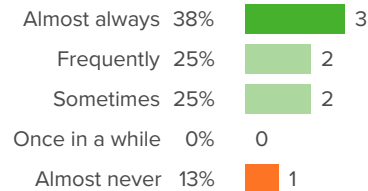
## How did people respond?

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



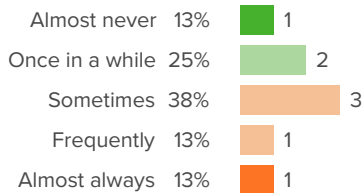
Favorable: **100%**

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



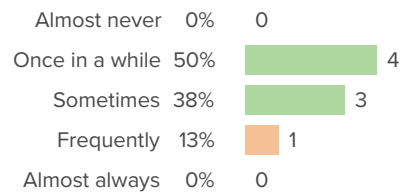
Favorable: **88%**

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



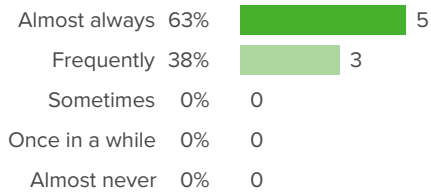
Favorable: **38%**

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



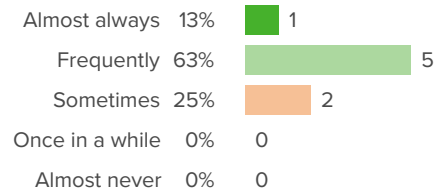
Favorable: **88%**

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



Favorable: **100%**

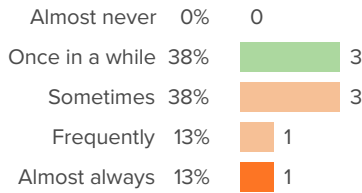
**Q.6: During the past week, how often did you feel hopeful at work?**



Favorable: **75%**

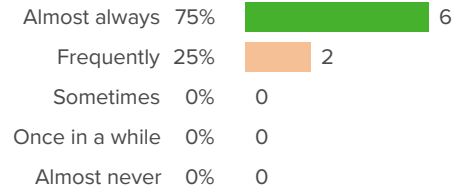


**Q.7: During the past week, how often did you feel overwhelmed at work?**



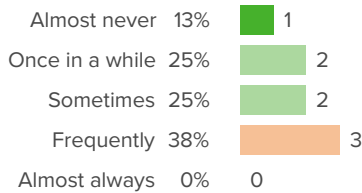
Favorable: **38%**

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



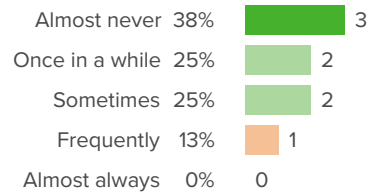
Favorable: **75%**

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



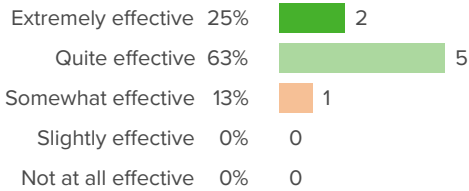
Favorable: **63%**

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



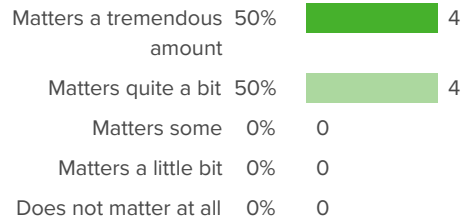
Favorable: **88%**

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



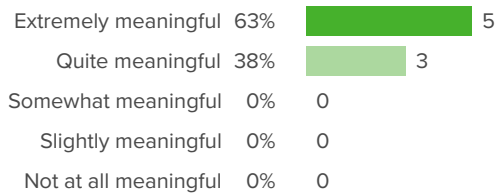
Favorable: **88%**

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



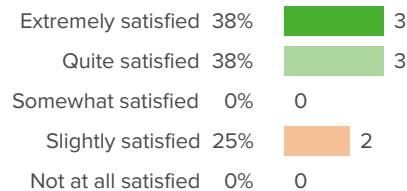
Favorable: **100%**

**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: **75%**

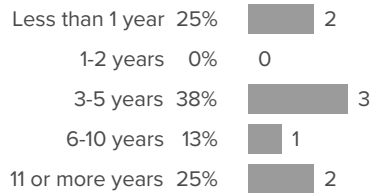


# Background Questions

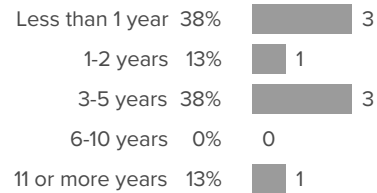
## How did people respond?

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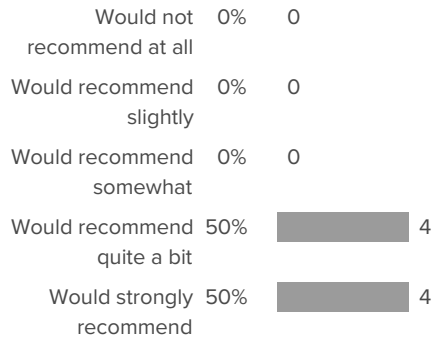
### Q.1: For how many years have you worked in education?



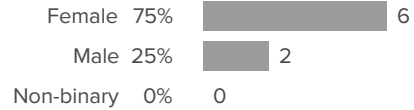
### Q.2: For how many years have you worked at your current school?



### 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	100%	8
Two or More Races/Ethnicities	0%	0
Other	0%	0

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

Chinese	0%	0
English	100%	8
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	0%	0
1960-9	29%	2
1970-9	29%	2
1980-9	29%	2
1990-9	14%	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	0%	0
9th grade	0%	0
10th grade	0%	0
11th grade	0%	0
Graduated from high school	38%	3
1 year of college	0%	0
2 years of college	38%	3
3 years of college	0%	0
Graduated from a 4-year college	13%	1
Some graduate school	0%	0
Completed graduate school	13%	1



**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	25%	2
1 year of college	0%	0
2 years of college	63%	5
3 years of college	0%	0
Graduated from a 4-year college	13%	1
Some graduate school	0%	0
Completed graduate school	0%	0