



# PUYALLUP HIGH SCHOOL

**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>42%</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>47%</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>13%</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>31%</b>	<b>41%</b> PUYALLUP SCHOOL DISTRICT
<p><b>School Leadership</b></p> <p>Perceptions of the school leadership's effectiveness.</p>	<b>54%</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>59%</b>	<b>62%</b> PUYALLUP SCHOOL DISTRICT

25 responses



# Belonging

Your average

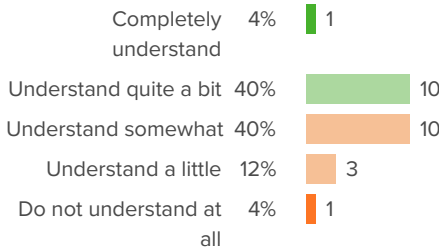
# 42%

25 responses

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

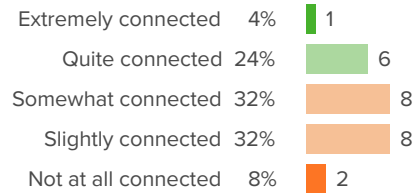
## How did people respond?

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



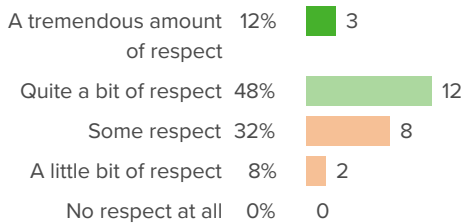
Favorable: **44%**

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



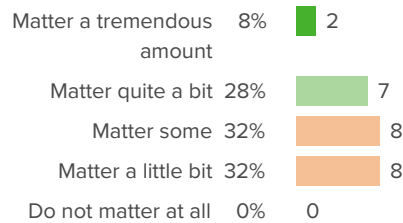
Favorable: **28%**

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



Favorable: **60%**

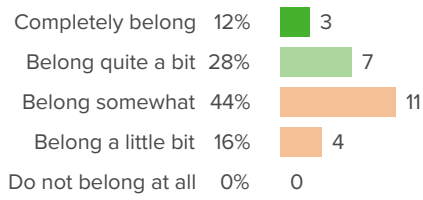
### Q.4: How much do you matter to others at your school?



Favorable: **36%**



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



Favorable: **40%**



# Cultural Awareness and Action (Adult Focus)

Your average

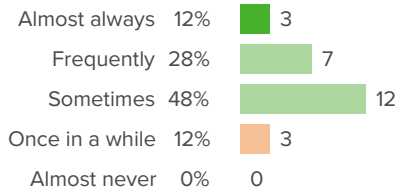
# 47%

25 responses

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

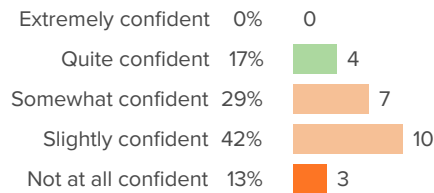
## How did people respond?

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



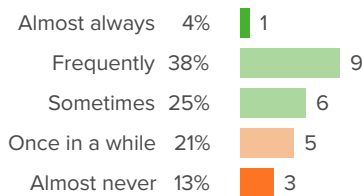
Favorable: **88%**

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



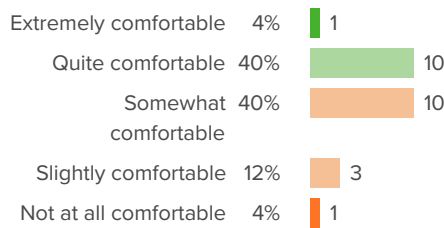
Favorable: **17%**

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



Favorable: **67%**

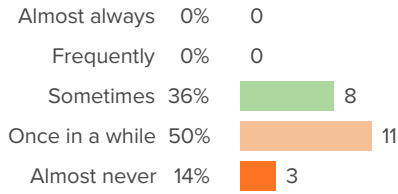
**Q.4: How comfortable are you discussing race-related topics with your colleagues?**



Favorable: **44%**

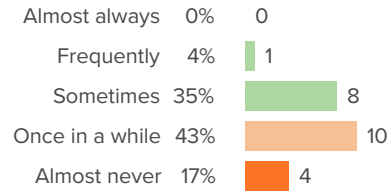


**Q.5: How often do adults at your school have important conversations about race, even when they might be uncomfortable?**



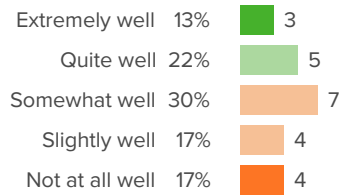
Favorable: **36%**

**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: **39%**

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



Favorable: **35%**



# Feedback and Coaching

Your average

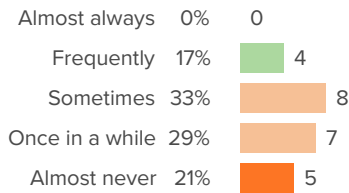
# 13%

25 responses

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

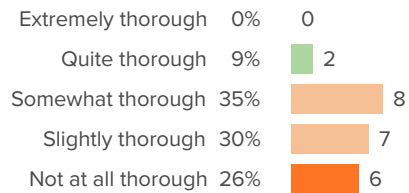
## How did people respond?

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



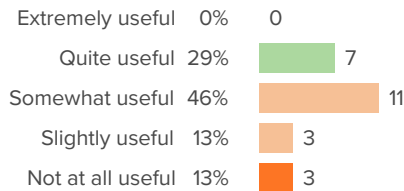
Favorable: **17%**

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



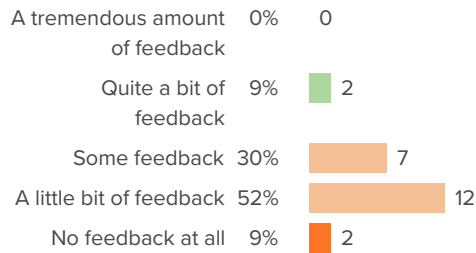
Favorable: **9%**

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



Favorable: **29%**

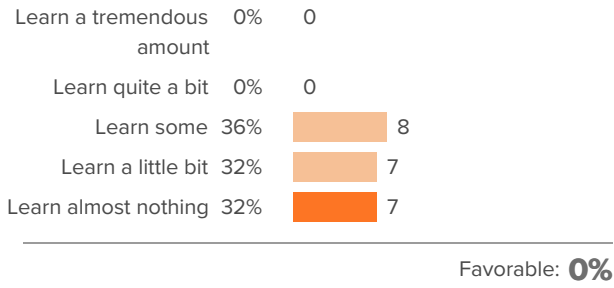
### Q.4: How much feedback do you receive on your work?



Favorable: **9%**



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







# Professional Learning About Equity

Your average

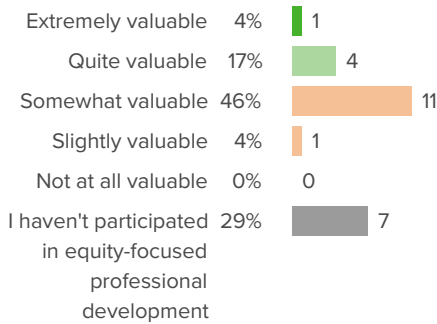
# 31%

25 responses

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

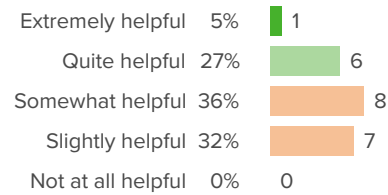
## How did people respond?

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



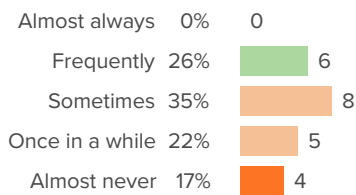
Favorable: **29%**

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



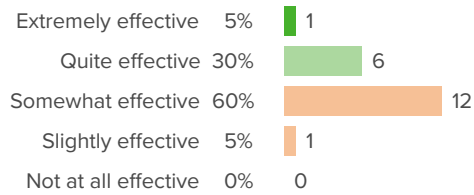
Favorable: **32%**

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



Favorable: **26%**

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



Favorable: **35%**



# School Leadership

Your average

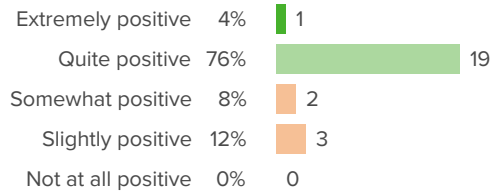
# 54%

25 responses

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

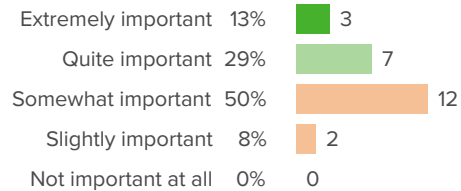
## How did people respond?

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



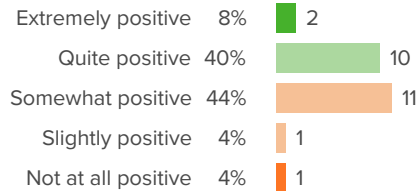
Favorable: **80%**

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



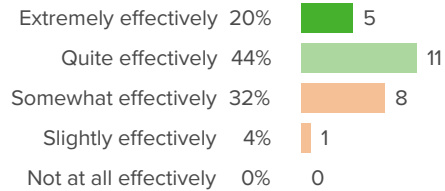
Favorable: **42%**

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



Favorable: **48%**

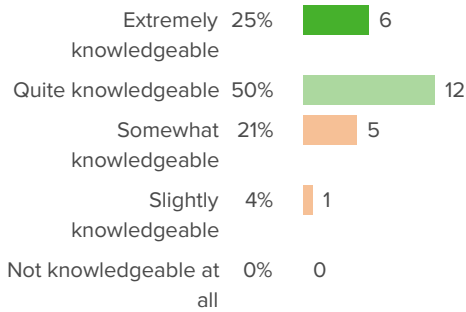
### Q.4: How effectively do school leaders communicate important information to staff?



Favorable: **64%**

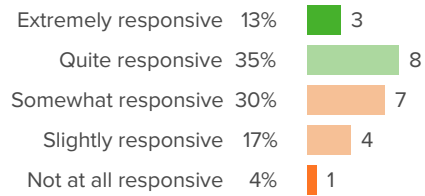


**Q.5: How knowledgeable are your school leaders about what is going on in the school?**



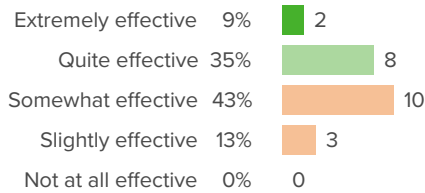
Favorable: **75%**

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



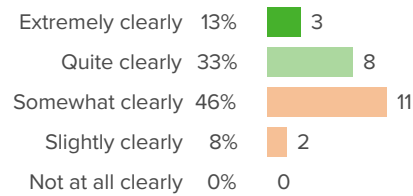
Favorable: **48%**

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



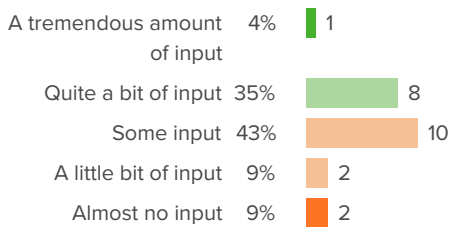
Favorable: **43%**

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



Favorable: **46%**

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



Favorable: **39%**



# Well-being

Your average

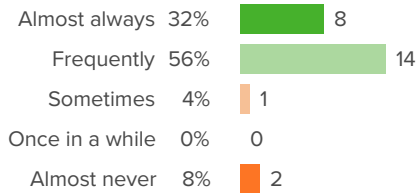
# 59%

25 responses

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

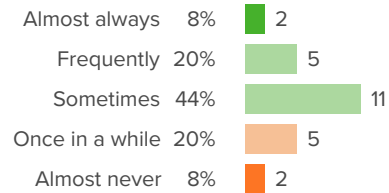
## How did people respond?

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



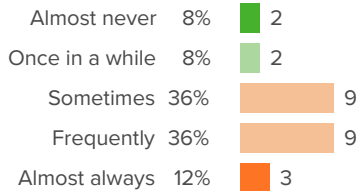
Favorable: **88%**

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



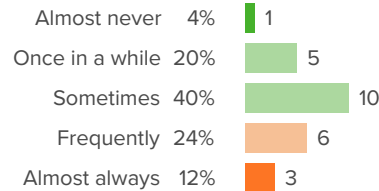
Favorable: **72%**

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



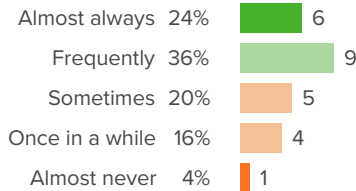
Favorable: **16%**

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



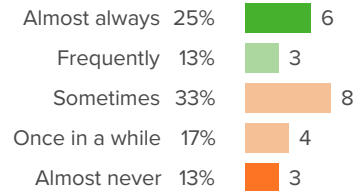
Favorable: **64%**

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



Favorable: **60%**

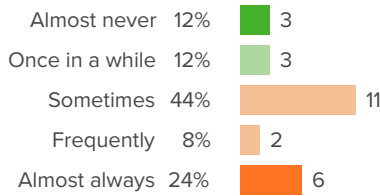
**Q.6: During the past week, how often did you feel hopeful at work?**



Favorable: **38%**

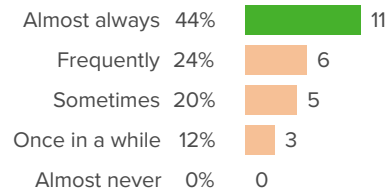


**Q.7: During the past week, how often did you feel overwhelmed at work?**



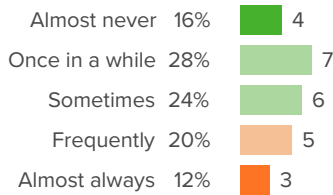
Favorable: **24%**

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



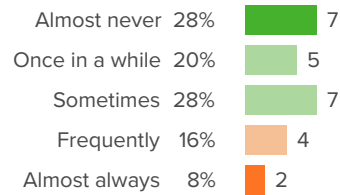
Favorable: **44%**

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



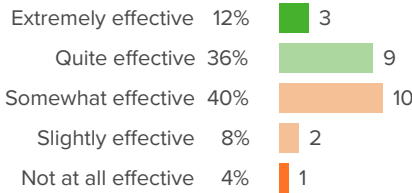
Favorable: **68%**

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



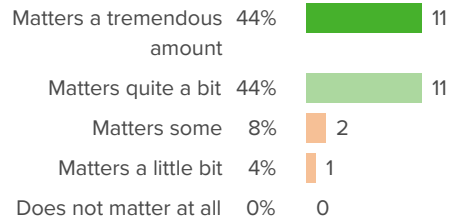
Favorable: **76%**

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



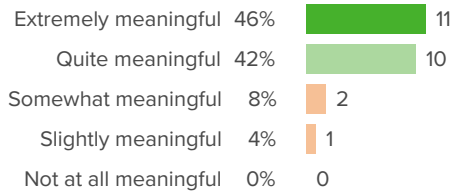
Favorable: **48%**

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



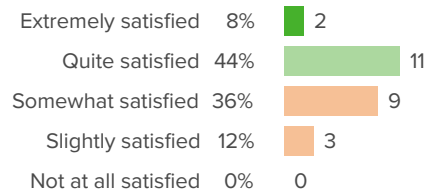
Favorable: **88%**

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



Favorable: **88%**

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



Favorable: **52%**

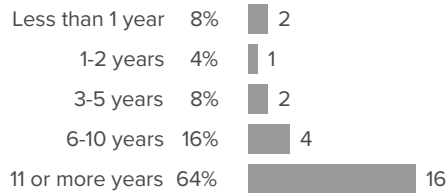


# Background Questions

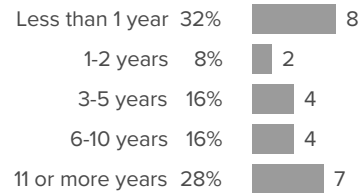
## How did people respond?

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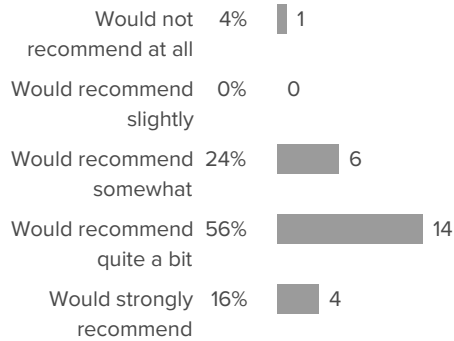
### Q.1: For how many years have you worked in education?



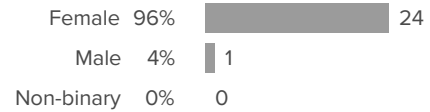
### Q.2: For how many years have you worked at your current school?



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

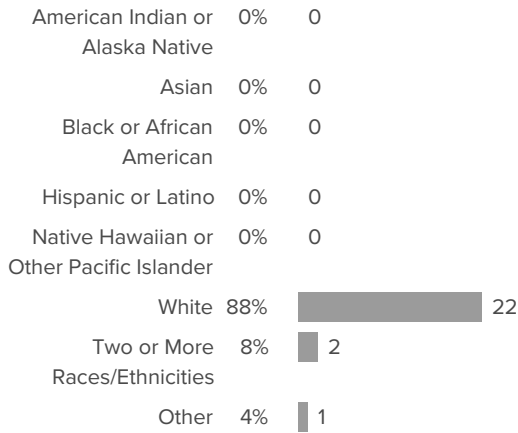


### Q.4: What is your gender?

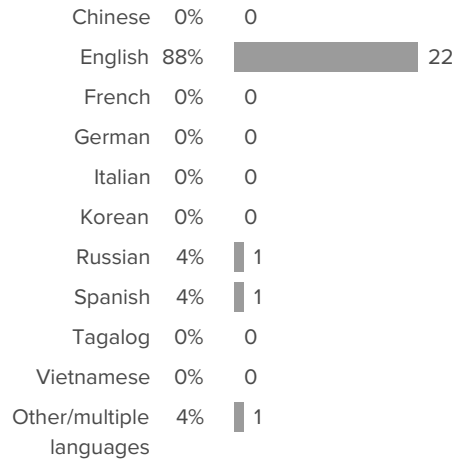




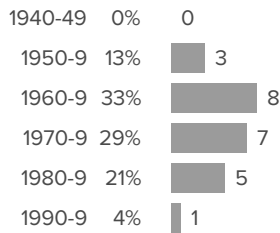
**Q.5: What is your race or ethnicity?**



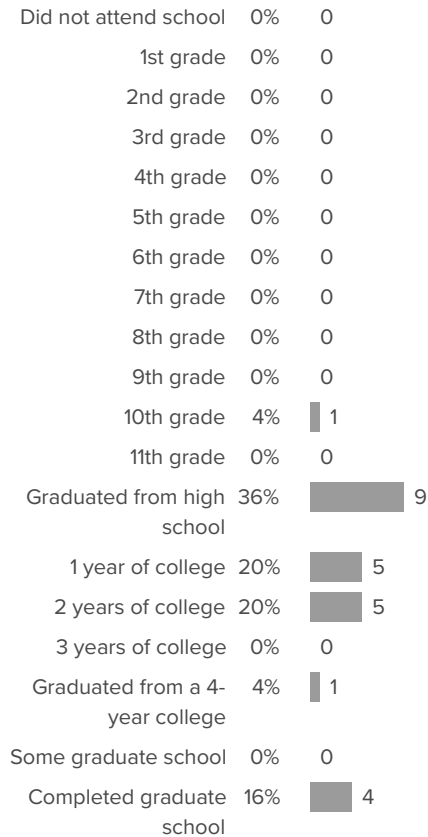
**Q.6: Please indicate the primary language spoken in your childhood home. (Please check only one.)**



**Q.7: In which decade were you born?**



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





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

