



## MNPS School Climate Survey (Teacher & Staff)

We are conducting a survey to learn more about what teachers and staff think about your school. Your voice will help us know how to better support your school. We value your honest feedback. If you agree to take the survey, you will be asked questions about your school and your school leader(s). The survey should take about 20 minutes to complete. This survey is confidential. Your answers can never be traced back to you by any MNPS staff member or administrator. Any personal information that could identify you will be removed or changed before survey data is shared with other researchers or results are made public. This survey is optional. It's your decision to take the survey or not. If you start and then change your mind, you can stop at any time. You can skip any question you don't want to answer.

1. Choose 'Yes' and click 'Submit' to participate in the survey. If you do not want to take the survey, choose 'No' and click 'Submit'. If you choose 'No', you will exit the survey.

No       Yes

### School Climate Survey (Support Staff)

2. How long have you worked in Metro Nashville Public Schools?

2 years or less       3 to 5 years       6 to 10 years       11 to 20 years       More than 20 years

### School Climate

In this section, we would like your feedback on the overall climate at your school.

3. This school consistently has high expectations for student behavior with strict and fair discipline.

Strongly Disagree       Disagree       Neutral       Agree       Strongly Agree

4. This school consistently has high academic expectations for students.

Strongly Disagree       Disagree       Neutral       Agree       Strongly Agree

5. Teachers and other staff members consistently show respect, warmth, and concern for students.

Strongly Disagree       Disagree       Neutral       Agree       Strongly Agree

6. Students consistently feel comfortable seeking help from teachers and other staff members for both academic and personal concerns.

Strongly Disagree       Disagree       Neutral       Agree       Strongly Agree

### School Safety and Discipline

In this section, we'd like to learn more from you about how well your school is fostering a safe and productive learning environment. Staff refers to teachers and other staff members at your school.

7. How well-informed are staff about school policies and procedures?

Not at all well-informed       Slightly well-informed       Somewhat well-informed       Quite well-informed       Extremely well-informed



8. How often do staff at this school recognize students for positive behavior?

- Almost never     
  Once in a while     
  Sometimes     
  Frequently     
  Almost always

9. How equally are school rules applied to all students?

- Not at all equally     
  Slightly equally     
  Somewhat equally     
  Quite equally     
  Extremely equally

10. How fair is discipline at this school?

- Not at all fair     
  Slightly fair     
  Somewhat fair     
  Quite fair     
  Extremely fair

11. How well do staff at this school work together to ensure an orderly environment?

- Not at all well     
  Slightly well     
  Somewhat well     
  Quite well     
  Extremely well

**Leadership**

In this section, we would like your feedback on the administrative leadership at your school (i.e. Principal, Assistant Principal(s), and other administrative leaders).

12. How positive is the tone that school leaders set for the culture of the school?

- Not at all positive     
  Slightly positive     
  Somewhat positive     
  Quite positive     
  Extremely positive

13. For your school leaders, how important is staff satisfaction?

- Not important at all     
  Slightly important     
  Somewhat important     
  Quite important     
  Extremely important

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

- Not at all positive     
  Slightly positive     
  Somewhat positive     
  Quite positive     
  Extremely positive

15. How effectively do school leaders communicate important information to staff?

- Not at all effectively     
  Slightly effectively     
  Somewhat effectively     
  Quite effectively     
  Extremely effectively

16. How knowledgeable are your school leaders about what is going on in the school?

- Not knowledgeable at all     
  Slightly knowledgeable     
  Somewhat knowledgeable     
  Quite knowledgeable     
  Extremely knowledgeable

17. How responsive are school leaders to your feedback?

- Not at all responsive     
  Slightly responsive     
  Somewhat responsive     
  Quite responsive     
  Extremely responsive

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

- Not at all effective     
  Slightly effective     
  Somewhat effective     
  Quite effective     
  Extremely effective



19. How clearly do your school leaders identify their goals for the staff?

- |                       |                       |                       |                       |                       |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> |
| Not at all clearly    | Slightly clearly      | Somewhat clearly      | Quite clearly         | Extremely clearly     |

20. When the school makes important decisions, how much input do staff have?

- |                       |                       |                       |                       |                              |
|-----------------------|-----------------------|-----------------------|-----------------------|------------------------------|
| <input type="radio"/>        |
| Almost no input       | A little bit of input | Some input            | Quite a bit of input  | A tremendous amount of input |

**Professional Learning**

In this section, we would like to better understand your opportunities for learning and growth at your school.

21. At your school, how valuable are the available professional development opportunities?

- |                       |                       |                       |                       |                       |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> |
| Not at all valuable   | Slightly valuable     | Somewhat valuable     | Quite valuable        | Extremely valuable    |

22. How helpful are your colleagues' ideas for improving your work?

- |                       |                       |                       |                       |                       |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> |
| Not at all helpful    | Slightly helpful      | Somewhat helpful      | Quite helpful         | Extremely helpful     |

23. How much input do you have into individualizing your own professional development opportunities?

- |                       |                       |                       |                       |                              |
|-----------------------|-----------------------|-----------------------|-----------------------|------------------------------|
| <input type="radio"/>        |
| Almost no input       | A little bit of input | Some input            | Quite a bit of input  | A tremendous amount of input |

24. Through working at your school, how many new strategies for your job have you learned?

- |                       |                       |                       |                       |                              |
|-----------------------|-----------------------|-----------------------|-----------------------|------------------------------|
| <input type="radio"/>        |
| Almost no strategies  | A few strategies      | Some strategies       | Many strategies       | A great number of strategies |

25. Overall, how much do you learn from the leaders at your school?

- |                       |                       |                       |                       |                           |
|-----------------------|-----------------------|-----------------------|-----------------------|---------------------------|
| <input type="radio"/>     |
| Learn almost nothing  | Learn a little bit    | Learn some            | Learn quite a bit     | Learn a tremendous amount |

26. How often do your professional development opportunities help you explore new ideas?

- |                       |                       |                       |                       |                       |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> |
| Almost never          | Once in a while       | Sometimes             | Frequently            | Almost all the time   |

27. How relevant have your professional development opportunities been to your work?

- |                       |                       |                       |                       |                       |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> |
| Not at all relevant   | Slightly relevant     | Somewhat relevant     | Quite relevant        | Extremely relevant    |

28. Overall, how supportive has the school been of your professional growth?

- |                       |                       |                       |                       |                       |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> |
| Not at all supportive | Slightly supportive   | Somewhat supportive   | Quite supportive      | Extremely supportive  |



### Feedback and Coaching

In this section, we would like to learn about the feedback and coaching you receive from the administrative leadership at your school (i.e. Principal, Assistant Principal(s), and other administrative leaders).

29. How often do you receive feedback on your work?

<input type="radio"/>				
Almost never	Once in a while	Sometimes	Frequently	Almost always

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

<input type="radio"/>				
Not at all thorough	Slightly thorough	Somewhat thorough	Quite thorough	Extremely thorough

31. How useful do you find the feedback you receive on your work?

<input type="radio"/>				
Not at all useful	Slightly useful	Somewhat useful	Quite useful	Extremely useful

32. How much feedback do you receive on your work?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
No feedback at all	A little bit of feedback	Some feedback	Quite a bit of feedback	A tremendous amount of feedback

33. How much do you learn from the evaluation processes at your school?

<input type="radio"/>				
Learn almost nothing	Learn a little bit	Learn some	Learn quite a bit	Learn a tremendous amount

34. From whom do you most often receive feedback on your work?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Principal	Assistant Principal	Other School Administrative Leader	School-Based Coach	District-Based Coach	Peer Educator	Other

35. From whom do you receive the most useful feedback on your work?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Principal	Assistant Principal	Other School Administrative Leader	School-Based Coach	District-Based Coach	Peer Educator	Other

### Culture of Inclusion

For the following questions, we want to learn more about your staff's experiences with identities including, but not limited to, race, ethnicity, culture, religion, spirituality, sexuality, gender, relationship or familial status, socio-economic status, ability, age, education level, nationality, citizenship, and native language. Your school's staff includes all certificated and support employees.

36. How often do you have opportunities to learn from other members of your staff about other races, cultures, or other identities?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not this year	Once or twice a semester	About once a month	Two or three times a month	Once a week or more

37. How often does your staff have honest conversations about race, culture, or other identities?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not this year	Once or twice a semester	About once a month	Two or three times a month	Once a week or more



38. How well would your school support you in addressing inequities related to race, culture, or other identities among your school's staff?

Not at all well     
  Slightly well     
  Somewhat well     
  Quite well     
  Extremely well

39. How often do you participate in professional learning about different races, cultures, or other identities?

Not this year     
  Once or twice a semester     
  About once a month     
  Two or three times a month     
  Once a week or more

**Engagement**

Please indicate how strongly you agree or disagree with the following statements.

40. My current duties and work assignments are interesting.

Strongly disagree     
  Disagree     
  Neutral     
  Agree     
  Strongly agree

41. I am satisfied with the work I do.

Strongly disagree     
  Disagree     
  Neutral     
  Agree     
  Strongly agree

42. I am motivated to contribute more than what is expected of me.

Strongly disagree     
  Disagree     
  Neutral     
  Agree     
  Strongly agree

43. I am proud to work for MNPS.

Strongly disagree     
  Disagree     
  Neutral     
  Agree     
  Strongly agree

44. Working for a public school system gives me a feeling of accomplishment.

Strongly disagree     
  Disagree     
  Neutral     
  Agree     
  Strongly agree

45. I would feel comfortable referring a good friend to work for this district.

Strongly disagree     
  Disagree     
  Neutral     
  Agree     
  Strongly agree

46. I feel there are long-term career opportunities for my professional growth at MNPS.

Strongly disagree     
  Disagree     
  Neutral     
  Agree     
  Strongly agree

**Input on ESSER 3.0 Plan**

The following questions will help inform our third ESSER phase. MNPS has been allotted \$276 million to help address the impact the pandemic has had – and continues to have – on our schools.

47. Which of the following are your highest priorities for the ESSER 3.0 funds? Select your **top two** priorities.

Build Infrastructure (technology, facilities, health services)     
  Accelerate Academics     
  Grow People (educators and staff support)     
  Every Student Known (social-emotional learning, whole family supports)



48. What is your biggest concern for students reentering the classroom after virtual learning due to COVID-19?

- Social emotional learning gaps       Mental health needs       Physical well-being       Academic learning progress       Economic challenges (income reduction, job loss, etc.)       Other

49. Which of the following strategies is most important for accelerating learning progress (or addressing learning loss)? Select the **top two** most important.

- High-impact tutoring       Summer learning programs       Intervention programs for literacy and numeracy       Extended learning options (before and after school programs)       High-quality instructional materials       Planning time and professional development

### Optional

Thank you so much for your thoughtful responses. If you have any final thoughts about your school, please let us know. To ensure your confidentiality, please avoid including identifying information about yourself. Your survey responses will not be read immediately. Therefore, if you need help right away, please contact your immediate supervisor, MNPS Human Resources, the MNPS Employee Wellness Center (615-259-8755), or the Employee Assistance Program (888-297-9028; TTY: 800-697-0353). If and only if there is a report of someone harming themselves or someone else, confidentiality may be breached to provide assistance as soon as possible.

50. What are the most positive aspects of working at your school?

---

---

51. Is there a success you are experiencing in your classroom or school that you would like to share with other educators?

---

---

52. If you could change anything about working at your school, what would you change?

---

---

53. What additional resources do you need to feel more supported and to better support your students at this time?

---

---