

# School Climate Survey Staff Questionnaire

The statements in this survey describe various aspects of school culture and experience. We are interested in your perceptions of that experience. There are no right or wrong answers. For each statement, choose the one response that best reflects your understanding.

Mark your responses on the answer sheet. If a particular item does not apply to you, mark “don’t know” or leave it blank. If you work at more than one school, base your answers on the school where you spend the most time. Do not put your name on the survey or the answer sheet. Your responses will be anonymous. When you are finished, please review your survey to ensure that it is complete. We appreciate your time!

## Personal Information *(Respond on answer sheet)*

1. **Name of your school:**      (A) School A              (B) School B              (C) School C              (D) School D
2. **Your position there:**      (A) Administrative      (B) Certified              (C) Classified              (D) Other
3. **Overall professional experience in this field:**  
     (A) 0–1 year              (B) 2-5 years              (C) 6–10 years              (D) 11–15 years              (E) 15 +

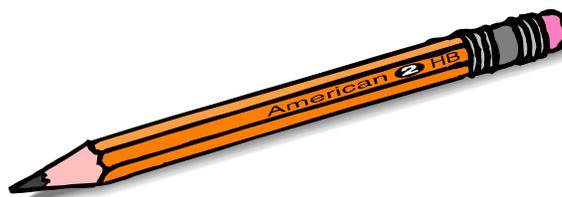
**For each statement, please choose ONE of the following responses:**

strongly agree	agree	neutral	disagree	strongly disagree	don't know
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>J</b>



**If you don't wish to respond, leave that item blank.**

*Note: The term “diversity” refers to human differences such as race, culture, gender, religion, social class, economic level, sexual orientation, language, national origin, age or physical condition.*



strongly agree	agree	neutral	disagree	strongly disagree	don't know
A	B	C	D	E	J

## School Culture & Governance

4. Our school culture is inclusive so that staff, students and parents from diverse backgrounds all feel they belong in the system.
5. Administrators at our school have a deep commitment to equity, diversity, and multicultural education, and they provide clear and consistent leadership in this area.
6. Our school has a strong multicultural vision and a mission statement that clearly values diversity.
7. Our school has a comprehensive long-range diversity plan with benchmarks for measuring progress.
8. The plan is communicated to all stakeholders on an ongoing basis.
9. Our school has an individual or a diversity council charged with implementing the plan.
10. Our school actively promotes equity, appreciation for diversity, multicultural understanding and respect, through culturally-responsive teaching, anti-bias and social justice education, and/or other means.

## School Personnel

11. Our school actively recruits people of diverse racial and ethnic backgrounds for positions at all levels.
12. Our school has people of diverse backgrounds in visible positions of authority.
13. School personnel respect one another's differences.
14. School personnel use language that is free from bias at all times.
15. Our school has systematic, comprehensive and mandatory in-service training programs focusing on multicultural, equity and diversity issues.
16. Multicultural sensitivity is one of the criteria used to evaluate staff performance.
17. School personnel hold high academic and behavioral expectations for all students, regardless of gender, social or economic class, racial, ethnic or language background.

## Curriculum & Instruction

18. Students are taught basic multicultural concepts and vocabulary, and learn about the many similarities and differences among people.
19. The curriculum helps students to understand and interpret events and concepts from multiple perspectives.
20. The history, culture, contributions and current experience of various ethnic groups in this country are studied as part of the regular school curriculum.
21. Teachers use the cultural knowledge and experiences of diverse students to make learning more relevant and effective.
22. Students are given opportunities to explore their own cultural backgrounds.