

# **NON-INSTRUCTIONAL STAFF – SCHOOL CLIMATE SURVEY**

**Question 1.**

Are you male or female? Mark one response.

- A. Male
- B. Female

**Question 2.**

Are you of Hispanic or Latino origin? Mark one response.

- A. Yes
- B. No

**Question 3.**

What is your race? You may mark one or more races.

- A. White
- B. Black or African-American
- C. Asian
- D. American Indian or Alaska Native
- E. Native Hawaiian or Pacific Islander

**Question 4.**

Is your main assignment/ responsibility at this school to provide instruction or other support services to any of these types of students – Special Education, English Language Learners, Gifted and Talented Education students, and Migrant Education? Mark one response.

- A. Yes
- B. No

**Question 5.**

How many years have you been working at this school? Mark one response.

- A. 1–3 years
- B. 4–9 years
- C. 10–19 years
- D. 20 or more years

**Question 6.**

How strongly do you agree or disagree with the following statements about this school? Mark One Response.

*Throughout the survey, "This school" means activities happening in school buildings, on school grounds, on school buses, and at places that hold school-sponsored events or activities. Unless otherwise specified, this refers to normal school hours or to times when school activities/events were in session.*

At this school, all students are treated equally, regardless of whether their parents are rich or poor.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 7.**

This school encourages students to take challenging classes no matter their race, ethnicity, nationality, and/or cultural background (e.g., honor level courses, gifted courses, AP or IB courses).

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 8.**

This school provides instructional materials (e.g., textbooks, handouts) that reflect students' cultural background, ethnicity and identity.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 9.**

This school emphasizes showing respect for all students' cultural beliefs and practices.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 10.**

This school provides effective resources and training for teaching students with Individualized Education Programs (IEPs) across different languages and cultures.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 11.**

This school provides effective supports for students needing alternative modes of communication (e.g., manual signs, communication boards, computer-based devices, picture exchange systems, Braille).

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 12.**

[Principal Only] Staff at this school regularly give students individualized attention and help.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 14.**

[Principal Only] Staff at this school let students know how they should behave when dealing with each other.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 13.**

[Principal Only] Staff at this school teach students strategies to manage emotions.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 15.**

[Principal Only] Staff at this school teach positive conflict resolution strategies to students.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 16.**

[Principal Only] Staff at this school ask students for input when establishing rules.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 17.**

[Principal Only] Staff at this school help students see what is the right thing to do and help them understand it.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 18.**

This school helps parents find community supports for their students who need them.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 19.**

Staff at this school do a good job helping parents to support their children's learning at home.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 20.**

Staff at this school do a good job helping parents understand when their child needs to learn social and emotional skills.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 22.**

At this school there is a feeling of trust among the staff.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 21.**

At this school the staff get along well.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 23.**

At this school students get along well with the staff.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 24.**

[Principal Only] Staff at this school give students opportunities to get involved in service projects or activities.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 25.**

[Principal Only] I ask students about their ideas.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 26.**

Administrators ask staff to be involved in making decisions.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 27.**

Staff at this school have many informal opportunities to influence what happens within the school.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree



**Question 28.**

At this school, students are given the opportunity to take part in decision making.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 30.**

Students are encouraged to get involved in extra-curricular activities.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 29.**

This school provides students with opportunities to take a lead role in organizing programs and activities.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 31.**

I feel like I belong.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 32.**

I feel satisfied with the recognition I get for doing a good job.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 33.**

I feel comfortable discussing feelings, worries, and frustrations with my supervisor.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 35.**

People at this school care about me as a person.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 34.**

This school inspires me to do the very best at my job.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 36.**

I can manage almost any student behavior problem.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 37.**

I feel safe at this school.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 38.**

The following types of problems occur at this school often: Physical conflicts among students.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 39.**

The following types of problems occur at this school often: robbery or theft.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 42.**

The following types of problems occur at this school often: sexual assault or dating violence.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 40.**

The following types of problems occur at this school often: vandalism.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 43.**

The following types of problems occur at this school often: physical abuse of teachers.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 41.**

The following types of problems occur at this school often: student possession of weapons.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 44.**

The following types of problems occur at this school often: student verbal abuse of teachers.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 45.**

*This question is about bullying. Bullying happens when one or more students tease, threaten, spread rumors about, hit, shove or hurt another student. It is not bullying when students of about the same strength or power argue or fight or tease each other in a friendly way. Bullies are usually stronger, or have more friends or more money, or some other power over the student being bullied. Usually, bullying happens over and over, or the student being bullied thinks it might happen over and over.*

I think that bullying is a frequent problem at this school.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 46.**

*This question is about cyberbullying. Cyberbullying is bullying that takes place using electronic technology. Examples of cyberbullying include mean text messages or emails, rumors sent by email or posted on social networking sites, and embarrassing pictures, videos, websites, or fake profiles.*

I think that cyberbullying is a frequent problem among students at this school.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 47.**

Staff at this school always stop bullying when they see it.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 48.**

Staff at this school are teased or picked on about their race or ethnicity.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 50.**

Staff at this school are teased or picked on about their physical or mental disability.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 49.**

Staff at this school are teased or picked on about their cultural background or religion.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 51.**

Staff at this school are teased or picked on about their sexuality.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 52.**

*Drugs means any substance, including those used to get "high" or increase performance in school or sports, other than alcohol or tobacco. Examples include marijuana, illegal drugs, inhalants, synthetic drugs used to get high (K-2, bath salts, white lightning), or over-the-counter medicine. This does not include medications prescribed by doctor or nurse for the person, but includes prescription drugs that are NOT prescribed to the person by his/her doctor.*

At this school, how much of a problem is student drug use?

- A. Not a Problem
- B. Small Problem
- C. Somewhat a Problem
- D. Large Problem

**Question 53.**

At this school, how much of a problem is student use of electronic cigarettes?

- A. Not a Problem
- B. Small Problem
- C. Somewhat a Problem
- D. Large Problem

**Question 54.**

At this school, how much of a problem is student use of tobacco (e.g., cigarettes, chew, cigars)?

- A. Not a Problem
- B. Small Problem
- C. Somewhat a Problem
- D. Large Problem

**Question 55.**

*"Alcohol" means a full or part of a drink of alcohol. Examples include beer, wine, mixed drink, shot of liquor, or any combination of these alcoholic drinks. This does not include alcohol that you may drink for religious purposes.*

At this school, how much of a problem is student alcohol use?

- A. Not a Problem
- B. Small Problem
- C. Somewhat a Problem
- D. Large Problem

**Question 56.**

This school collaborates well with community organizations to help address youth substance use problems.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 58.**

This school provides effective confidential support and referral services for students needing help because of substance abuse (e.g., a Student Assistance Program).

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 57.**

This school has adequate resources to address substance use prevention.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 59.**

This school has programs, resources, and/or policies to prevent substance abuse.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 60.**

This school has programs that address substance use among students.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 61.**

I know what to do if there is an emergency, natural disaster (tornado, flood) or a dangerous situation (e.g., violent person on campus) during the school day.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 62.**

This school has a written plan that describes procedures to be performed in shootings.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree



**Question 63.**

This school has a written plan that clearly describes procedures to be performed in natural disasters (e.g., earthquakes or tornadoes).

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 64.**

This school or school district provides effective training in safety procedures to staff (e.g., lockdown training or fire drills).

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 65.**

[Principal Only] This school notifies parents or guardians in case of a school-wide emergency.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 66.**

[Principal Only] This school provides a structured anonymous threat reporting system (e.g., online submission, telephone hotline, or written submission via drop box).

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 67.**

[Principal Only] This school has communication plans with relevant agencies and services (e.g., local police and fire departments, or community organizations).

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 68.**

My work is hindered by poor heating, cooling, and/or lighting systems at this school.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 69.**

My work is hindered by insufficient workspace at this school.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 70.**

My work is hindered by a lack of materials and basic supplies at this school.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 72.**

This school looks clean and pleasant.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 71.**

My work is hindered by inadequate or outdated equipment or facilities at this school.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 73.**

This school is an inviting work environment.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 74.**

[Principal Only] This school's facilities are adequate for meeting the needs of the children at this school.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 75.**

[Principal Only] The following are a problem in the neighborhood where this school is located: garbage, litter, or broken glass in the street or road, on the sidewalks, or in yards.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 76.**

Staff at this school feel responsible to help each other do their best.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 77.**

Staff at this school feel responsible when students at this school fail.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 78.**

The programs and resources at this school are adequate to support students with special needs or disabilities.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 79.**

Staff at this school feel that it is a part of their job to prepare students to succeed in college.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 80.**

Staff at this school expect students to do their best all the time.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 81.**

[Principal Only] Poor student attendance is a problem at this school.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 82.**

[Principal Only] This school has a formal process to obtain parental input on policies related to curriculum and instructional programs.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 83.**

This school provides the materials, resources, and training necessary for me to support students' physical health and nutrition.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 84.**

This school places a priority on making healthy food choices.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 85.**

This school places a priority on students' health needs.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 86.**

This school places a priority on students' physical activity.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 87.**

[Principal Only] Poor student nutrition is a problem at this school.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 88.**

[Principal Only] Lack of student physical activity is a problem at this school.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 89.**

This school places a priority on addressing students' mental health needs.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 91.**

This school provides the materials, resources, and training necessary for me to support students' social or emotional needs.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 90.**

This school places a priority on teaching students strategies to manage their stress levels.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 92.**

This school provides quality counseling or other services to help students with social or emotional needs.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree



**Question 93.**

[Principal Only] Student depression or other mental health problems are a problem at this school.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 94.**

[Principal Only] Lack of student social-emotional skills is a problem at this school.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 95.**

Staff at this school are clearly informed about school policies and procedures.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 97.**

Staff at this school encourage students to think about how their actions affect others.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 96.**

Staff at this school recognize students for positive behavior.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 98.**

School rules are applied equally to all students.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 99.**

Discipline is fair.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 101.**

This school effectively handles student discipline and behavior problems.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 100.**

Staff at this school help students develop strategies to understand and control their feelings and actions.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 102.**

Staff at this school work together to ensure an orderly environment.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 103.**

[Principal Only] Order and discipline are maintained satisfactorily at this school.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

**Question 104.**

[Principal Only] This school has a formal process to obtain parental input on policies related to school crime and discipline.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree