



# Wellesley Public Schools

Staff Survey  
Fall 2020



Report created by  
Panorama Education



# Summary

Topic Description	Results	Benchmark
<p><b>Belonging</b></p> <p>How much faculty and staff feel that they are valued members of the school community.</p>	<p><b>58%</b></p>	<p>20th - 39th percentile compared to others nationally</p>
<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>	<p><b>65%</b></p>	<p>60th - 79th percentile compared to others nationally</p>
<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>	<p><b>50%</b></p>	<p>60th - 79th percentile compared to others nationally</p>

110 responses



# Belonging

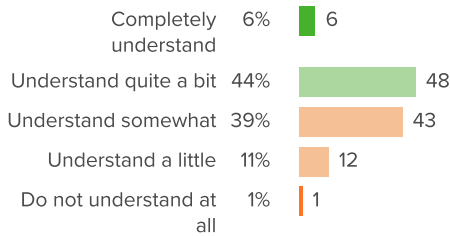
Your average

**58%**

110 responses

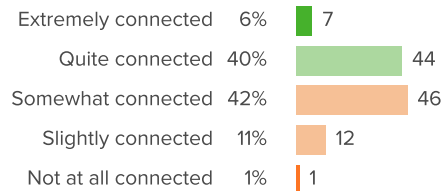
## How did people respond?

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



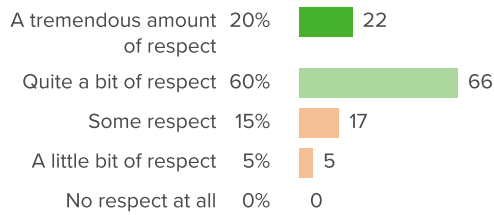
Favorable: **49%**

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



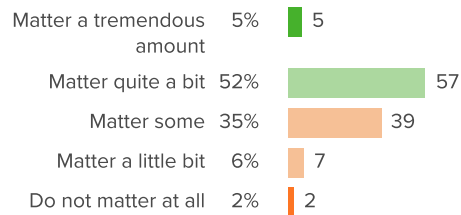
Favorable: **46%**

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



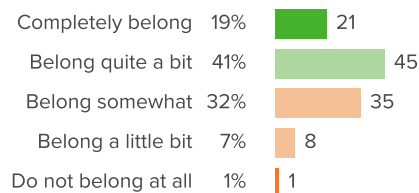
Favorable: **80%**

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



Favorable: **56%**

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



Favorable: **60%**



## Cultural Awareness and Action (Adult Focus)

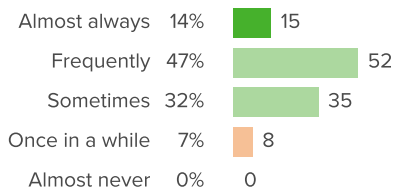
Your average

**65%**

110 responses

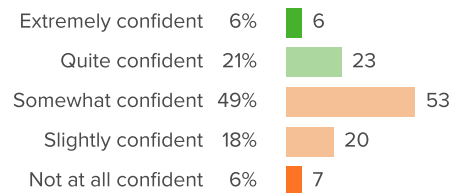
How did people respond?

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



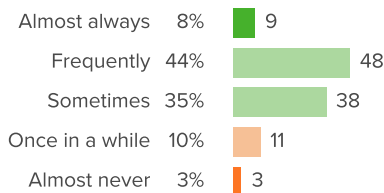
Favorable: **93%**

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



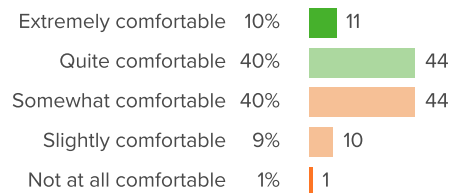
Favorable: **27%**

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



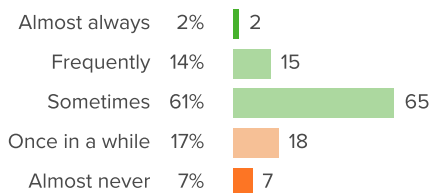
Favorable: **87%**

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



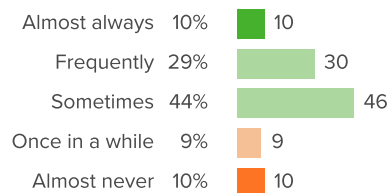
Favorable: **50%**

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



Favorable: **77%**

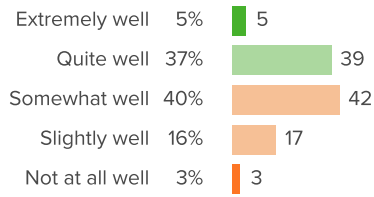
**Q.6: When there are major news events related to race, how often do adults at your school talk about them with each other?**



Favorable: **82%**



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



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Favorable: **42%**



# Professional Learning About Equity

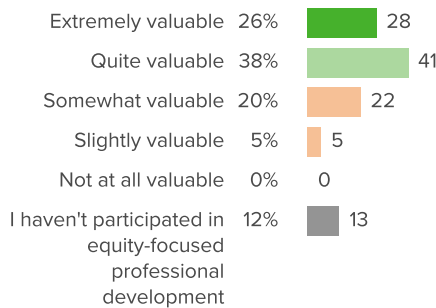
Your average

## 50%

110 responses

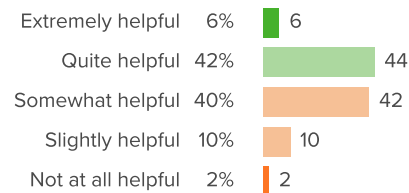
### How did people respond?

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



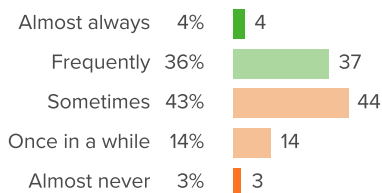
Favorable: **72%**

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



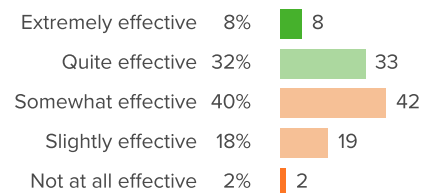
Favorable: **48%**

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



Favorable: **40%**

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



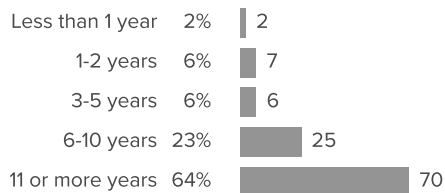
Favorable: **39%**



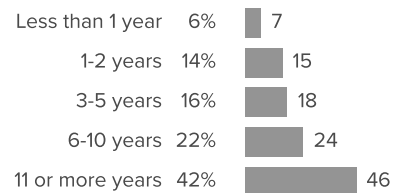
# Background Questions

How did people respond? \_\_\_\_\_

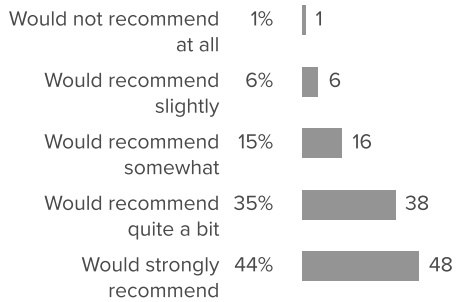
**Q.1: For how many years have you worked in education?**



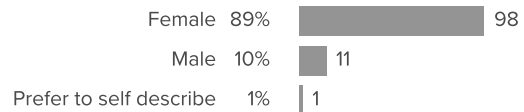
**Q.2: For how many years have you worked at Wellesley Public Schools?**



**Q.3: If a friend or colleague were looking for a job, to what extent, if at all, would you recommend Wellesley Public Schools?**



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





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

