



Wellesley Public Schools

Teacher Survey
Fall 2020



Report created by
Panorama Education



Summary

Topic Description	Results	Benchmark
<p>Belonging</p> <p>How much faculty and staff feel that they are valued members of the school community.</p>	59%	<p>20th - 39th percentile compared to others nationally</p>
<p>Cultural Awareness and Action (Adult Focus)</p> <p>How well a school supports staff and faculty in learning about, discussing, and confronting issues of race, ethnicity, and culture.</p>	66%	<p>60th - 79th percentile compared to others nationally</p>
<p>Cultural Awareness and Action (Student Focus)</p> <p>How well a school supports students in learning about, discussing, and confronting issues of race, ethnicity, and culture.</p>	58%	<p>20th - 39th percentile compared to others nationally</p>
<p>Educating All Students</p>	63%	<p>0th - 19th percentile compared to others nationally</p>
<p>Faculty Growth Mindset</p> <p>Perceptions of whether teaching can improve over time.</p>	54%	<p>20th - 39th percentile compared to others nationally</p>
<p>Professional Learning About Equity</p> <p>Perceptions of the quantity and quality of equity-focused professional learning opportunities available to faculty and staff.</p>	46%	<p>40th - 59th percentile compared to others nationally</p>

537 responses



Belonging

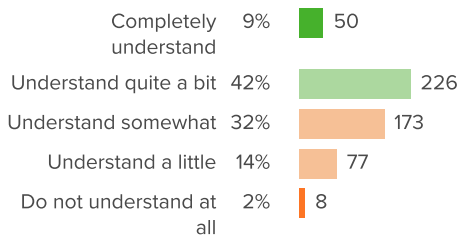
Your average

59%

537 responses

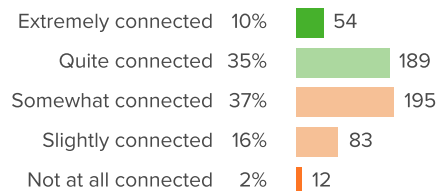
How did people respond?

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



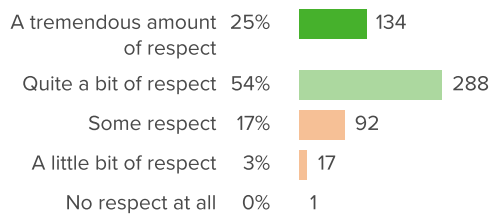
Favorable: **52%**

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



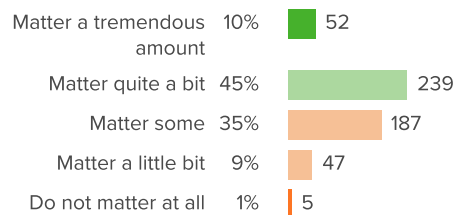
Favorable: **46%**

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



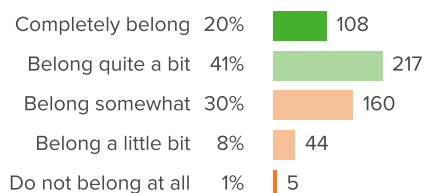
Favorable: **79%**

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



Favorable: **55%**

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



Favorable: **61%**



Cultural Awareness and Action (Adult Focus)

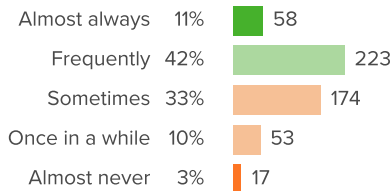
Your average

66%

537 responses

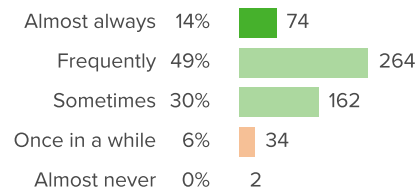
How did people respond?

Q.1: How often do school leaders encourage you to teach about people from different races, ethnicities, or cultures?



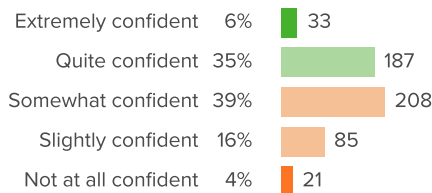
Favorable: **54%**

Q.2: How often do you think about what colleagues of different races, ethnicities, or cultures experience?



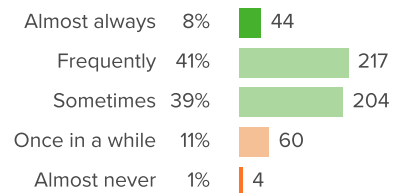
Favorable: **93%**

Q.3: How confident are you that adults at your school can have honest conversations with each other about race?



Favorable: **41%**

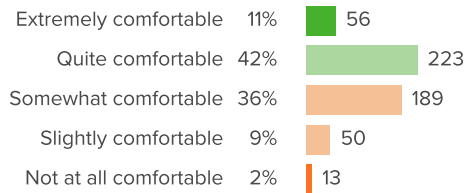
Q.4: At your school, how often are you encouraged to think more deeply about race-related topics?



Favorable: **88%**

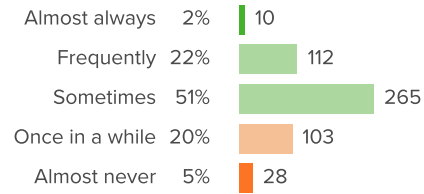


Q.5: How comfortable are you discussing race-related topics with your colleagues?



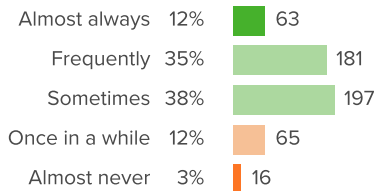
Favorable: **53%**

Q.6: How often do adults at your school have important conversations about race, even when they might be uncomfortable?



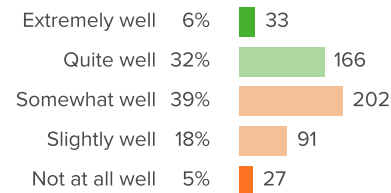
Favorable: **75%**

Q.7: When there are major news events related to race, how often do adults at your school talk about them with each other?



Favorable: **84%**

Q.8: How well does your school help staff speak out against racism?



Favorable: **38%**



Cultural Awareness and Action (Student Focus)

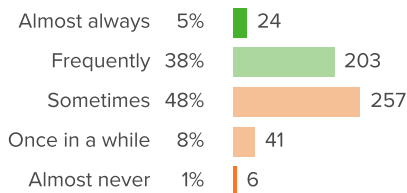
Your average

58%

537 responses

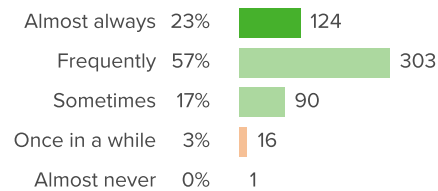
How did people respond?

Q.1: How often are students given opportunities to learn about people from different races, ethnicities, or cultures?



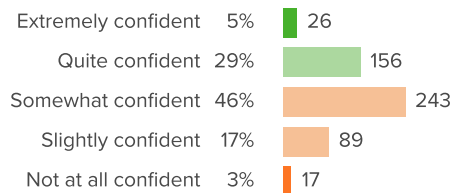
Favorable: **43%**

Q.2: How often do you think about what students of different races, ethnicities, or cultures experience?



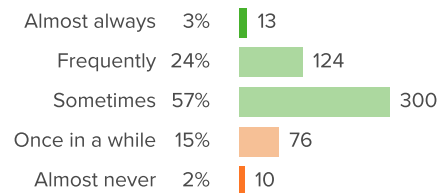
Favorable: **97%**

Q.3: How confident are you that adults at your school can have honest conversations with students about race?



Favorable: **34%**

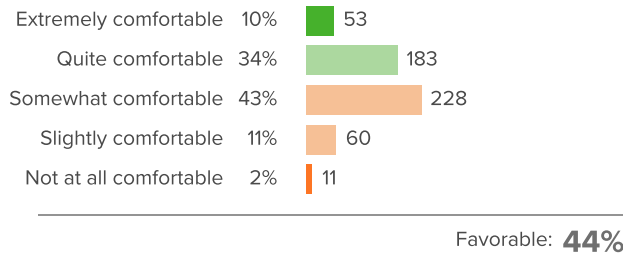
Q.4: At your school, how often are students encouraged to think more deeply about race-related topics?



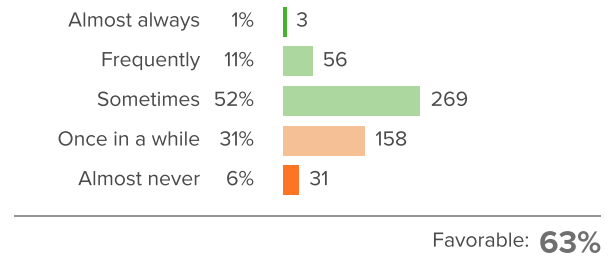
Favorable: **84%**



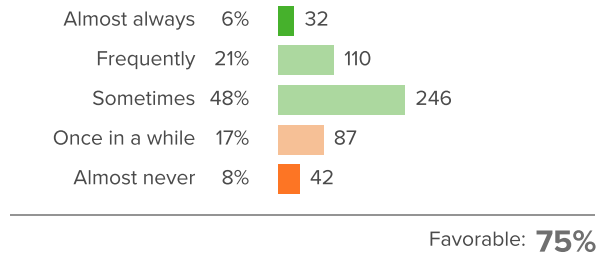
Q.5: How comfortable are you discussing race-related topics with your students?



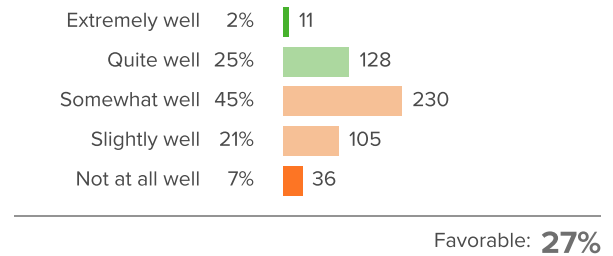
Q.6: How often do students at your school have important conversations about race, even when they might be uncomfortable?



Q.7: When there are major news events related to race, how often do adults at your school talk about them with students?



Q.8: How well does your school help students speak out against racism?





Educating All Students

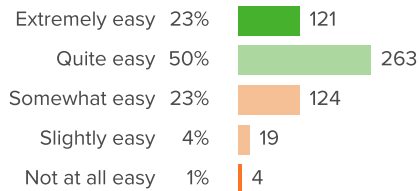
Your average

63%

537 responses

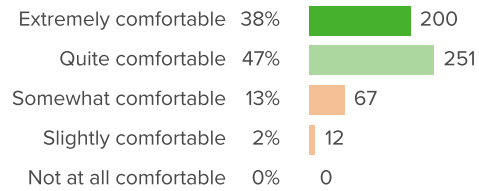
How did people respond?

Q.1: How easy do you find interacting with students at your school who are from a different cultural background than your own?



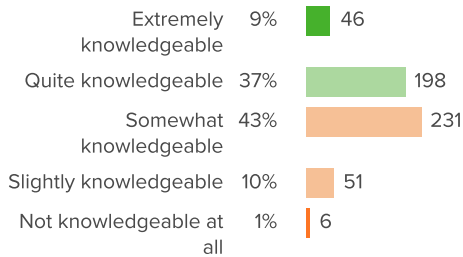
Favorable: **72%**

Q.2: How comfortable would you be incorporating new material about people from different backgrounds into your curriculum?



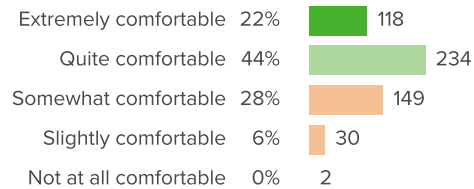
Favorable: **85%**

Q.3: How knowledgeable are you regarding where to find resources for working with students who have unique learning needs?



Favorable: **46%**

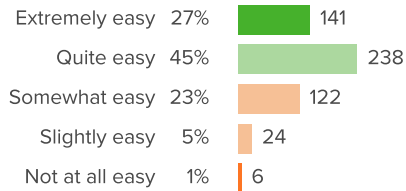
Q.4: If students from different backgrounds struggled to get along in your class, how comfortable would you be intervening?



Favorable: **66%**

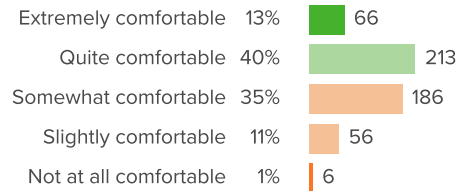


Q.5: How easy would it be for you to teach a class with groups of students from very different religions from each other?



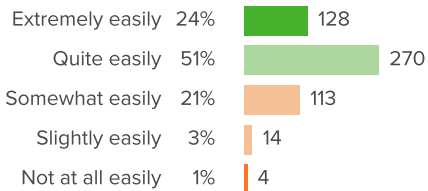
Favorable: **71%**

Q.6: In response to events that might be occurring in the world, how comfortable would you be having conversations about race with your students?



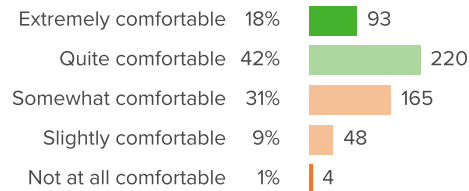
Favorable: **53%**

Q.7: How easily do you think you could make a particularly overweight student feel like a part of class?



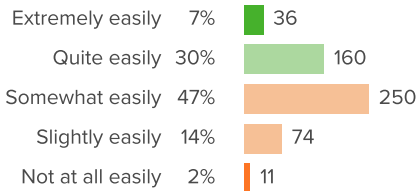
Favorable: **75%**

Q.8: How comfortable would you be having a student who could not communicate well with anyone in class because his/her home language was unique?



Favorable: **59%**

Q.9: When a sensitive issue of diversity arises in class, how easily can you think of strategies to address the situation?



Favorable: **37%**



Faculty Growth Mindset

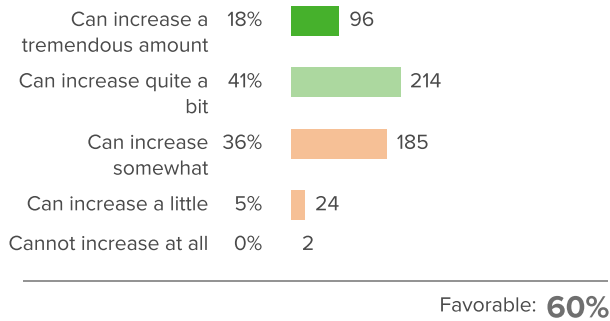
Your average

54%

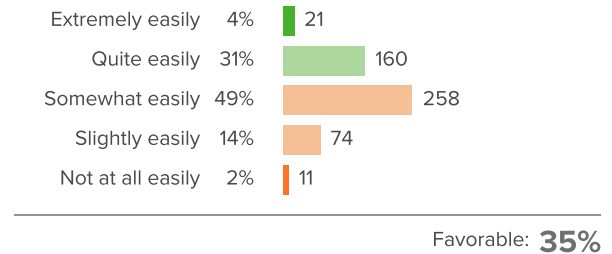
537 responses

How did people respond?

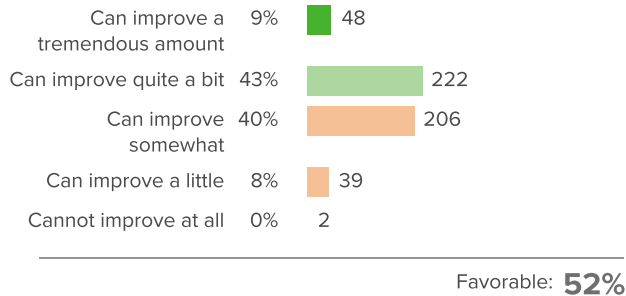
Q.1: To what extent can teachers increase how much their most difficult students learn from them?



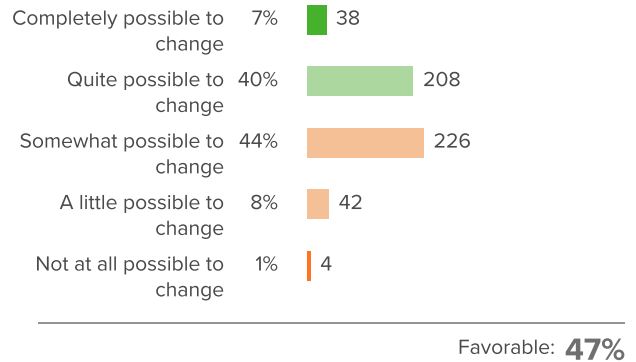
Q.2: How easily can teachers change their teaching style to match the needs of a particular class?



Q.3: To what extent can teachers improve their implementation of different teaching strategies?

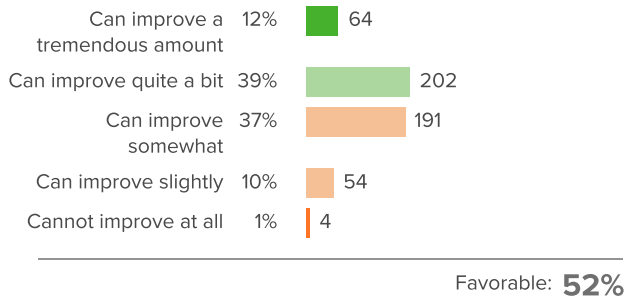


Q.4: How possible is it for teachers to change their ability to work with dissatisfied parents?

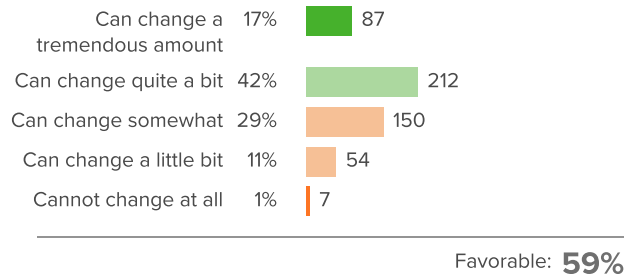




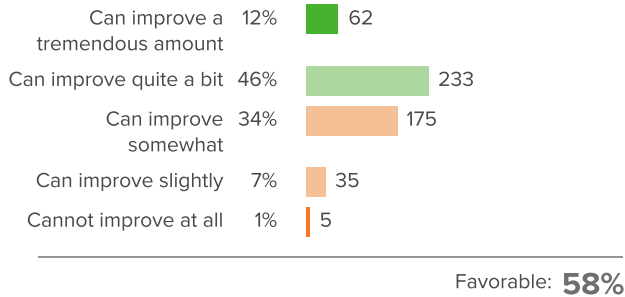
Q.5: How much can teachers improve their classroom management approaches?



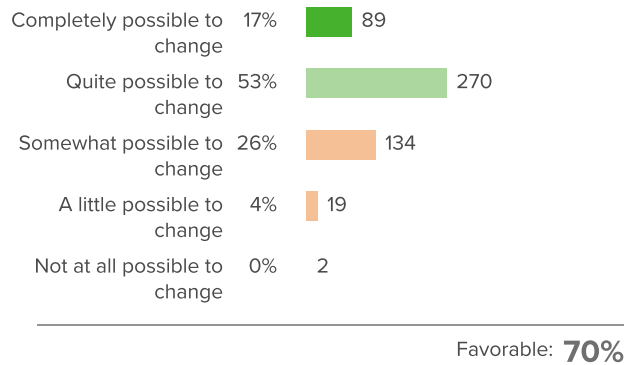
Q.6: To what extent can teachers change their intelligence about the subjects that they teach?



Q.7: Over the course of a school year, to what extent can teachers improve the clarity of their explanations of challenging concepts?



Q.8: How possible is it for teachers to change how well they relate to their most difficult students?





Professional Learning About Equity

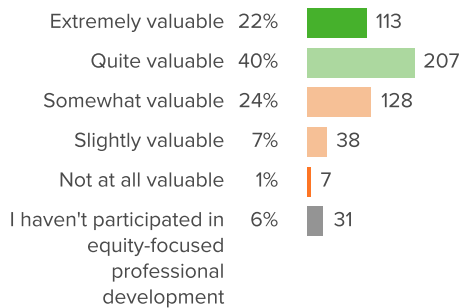
Your average

46%

537 responses

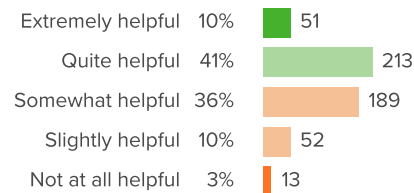
How did people respond?

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



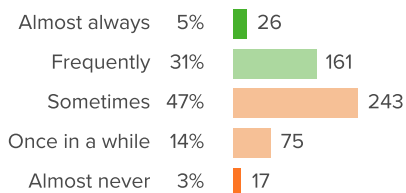
Favorable: **65%**

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



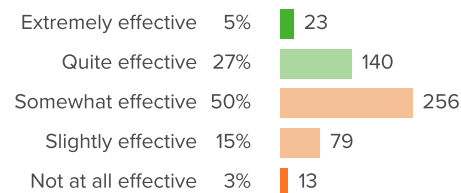
Favorable: **51%**

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



Favorable: **36%**

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



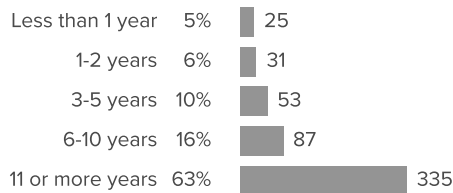
Favorable: **32%**



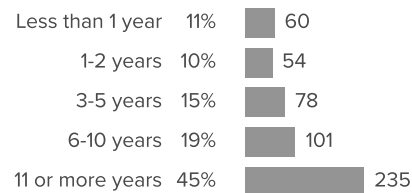
Background Questions

How did people respond?

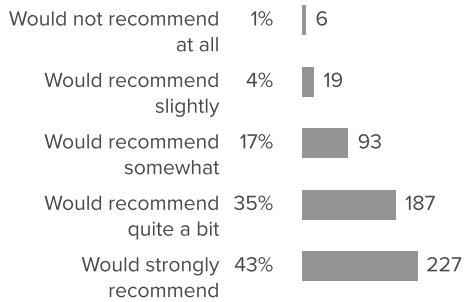
Q.1: For how many years have you taught?



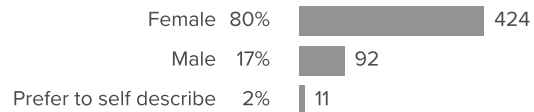
Q.2: For how many years have you taught in Wellesley Public Schools?



Q.3: If a friend or colleague were looking for a teaching 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?

