



Wellesley Public Schools

Staff Survey
Fall 2021



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> | <p>63%</p> <p>▲ 5 since last survey</p> | <p>40th - 59th 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> | <p>74%</p> <p>▲ 9 since last survey</p> | <p>80th - 99th 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> | <p>60%</p> <p>▲ 10 since last survey</p> | <p>60th - 79th percentile compared to others nationally</p> |

109 responses



Belonging

Your average

63%

109 responses

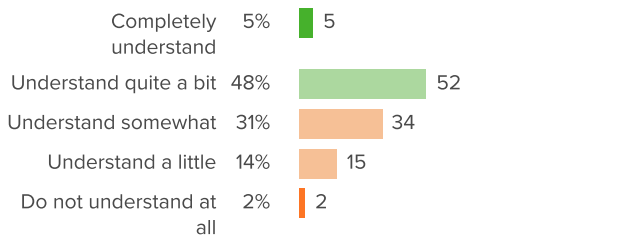
Change

▲ 5

since last survey

How did people respond?

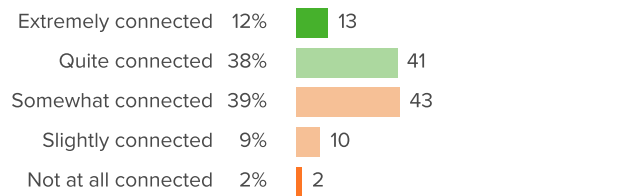
Q.1: How well do your colleagues at school understand you as a person?



▲ 4 from last survey

Favorable: **53%**

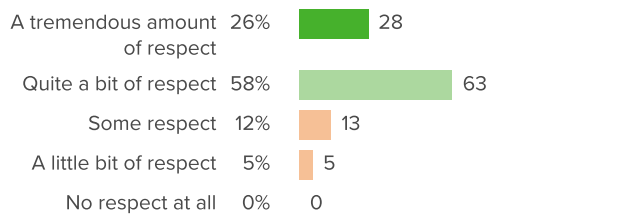
Q.2: How connected do you feel to other adults at your school?



▲ 4 from last survey

Favorable: **50%**

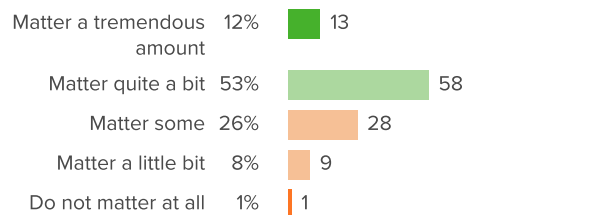
Q.3: How much respect do colleagues in your school show you?



▲ 3 from last survey

Favorable: **83%**

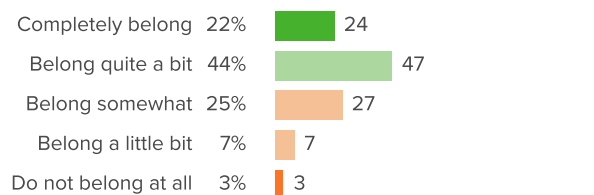
Q.4: How much do you matter to others at your school?



▲ 9 from last survey

Favorable: **65%**

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



▲ 6 from last survey

Favorable: **66%**



Cultural Awareness and Action (Adult Focus)

Your average

74%

109 responses

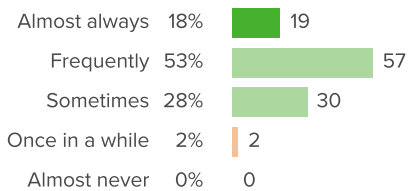
Change

▲ 9

since last survey

How did people respond?

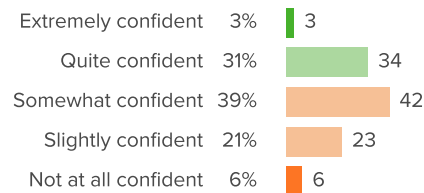
Q.1: How often do you think about what colleagues of different races, ethnicities, or cultures experience?



▲ 5 from last survey

Favorable: **98%**

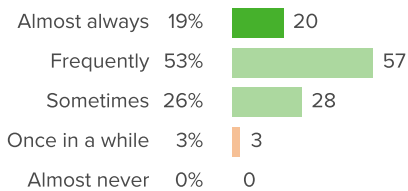
Q.2: How confident are you that adults at your school can have honest conversations with each other about race?



▲ 7 from last survey

Favorable: **34%**

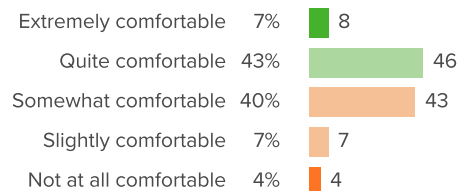
Q.3: At your school, how often are you encouraged to think more deeply about race-related topics?



▲ 10 from last survey

Favorable: **97%**

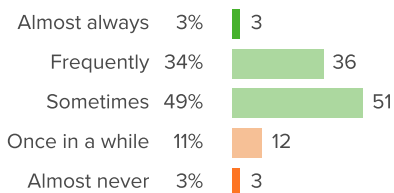
Q.4: How comfortable are you discussing race-related topics with your colleagues?



▲ 0 from last survey

Favorable: **50%**

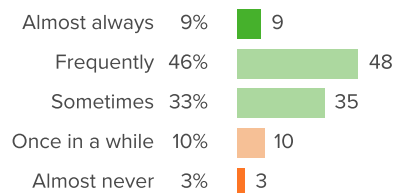
Q.5: How often do adults at your school have important conversations about race, even when they might be uncomfortable?



▲ 9 from last survey

Favorable: **86%**

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

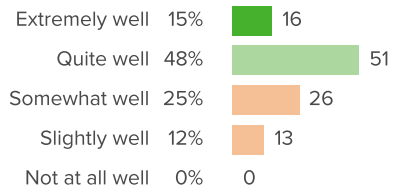


▲ 6 from last survey

Favorable: **88%**



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



▲ 21 from last survey

Favorable: **63%**



Professional Learning About Equity

Your average

60%

109 responses

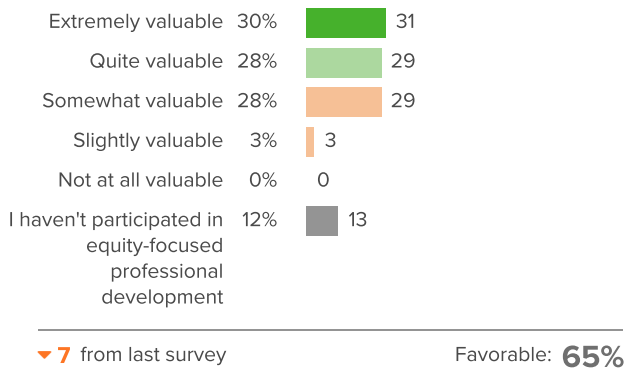
Change

▲ 10

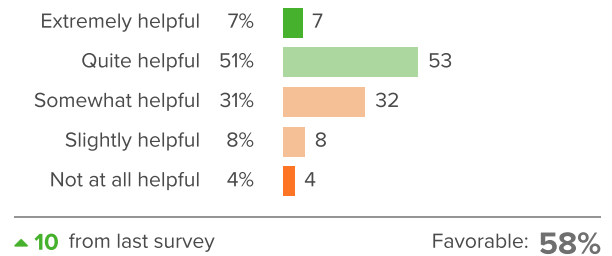
since last survey

How did people respond?

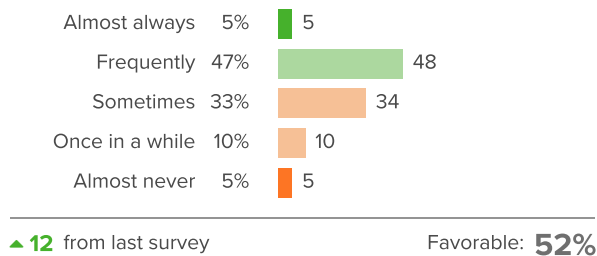
Q.1: At your school, how valuable are the equity-focused professional development opportunities?



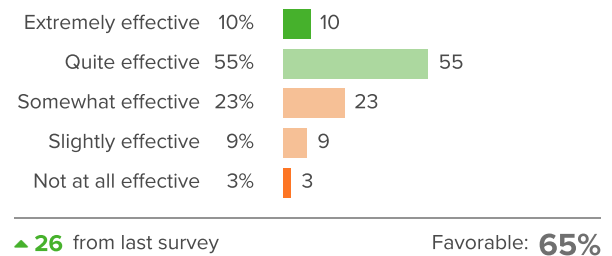
Q.2: When it comes to promoting culturally responsive practices, how helpful are your colleagues' ideas for improving your practice?



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



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

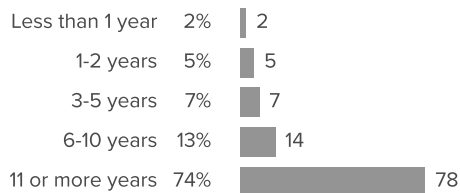




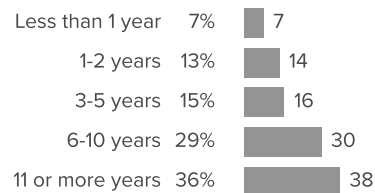
Background Questions

How did people respond?

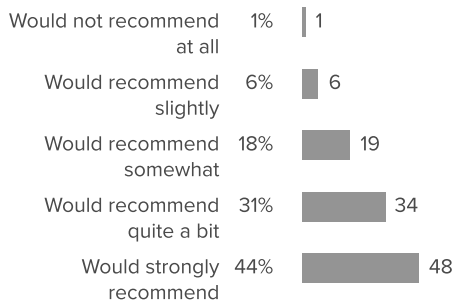
Q.1: For how many years have you worked in education?



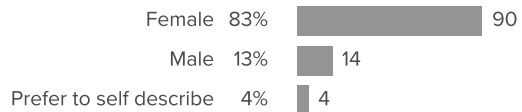
Q.2: For how many years have you worked at Wellesley Public Schools?



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?

