



# Wellesley Public Schools

Teacher Survey  
Fall 2022 Staff Surveys



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>61%</b></p> <p>▼ 2 since last survey</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>▼ 6 since last survey</p>	<p>40th - 59th percentile compared to others nationally</p>
<p><b>Cultural Awareness and Action (Student Focus)</b></p> <p>How well a school supports students in learning about, discussing, and confronting issues of race, ethnicity, and culture.</p>	<p><b>63%</b></p> <p>▼ 1 since last survey</p>	<p>40th - 59th percentile compared to others nationally</p>
<p><b>Educating All Students</b></p>	<p><b>68%</b></p> <p>▲ 3 since last survey</p>	<p>0th - 19th percentile compared to others nationally</p>
<p><b>Faculty Growth Mindset</b></p> <p>Perceptions of whether teaching can improve over time.</p>	<p><b>49%</b></p> <p>▼ 1 since last survey</p>	<p>0th - 19th 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>42%</b></p> <p>▼ 11 since last survey</p>	<p>40th - 59th percentile compared to others nationally</p>

459 responses



# Belonging

Your average

# 61%

459 responses

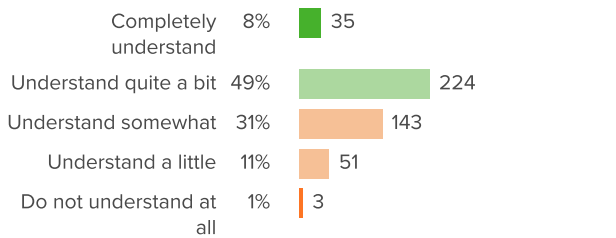
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# ▼ 2

since last survey

## How did people respond?

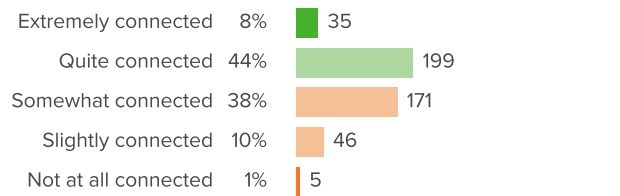
### Q.1: How well do your colleagues at school understand you as a person?



▼ 1 from last survey

Favorable: **57%**

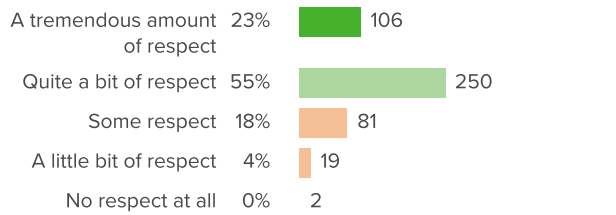
### Q.2: How connected do you feel to other adults at your school?



▼ 2 from last survey

Favorable: **51%**

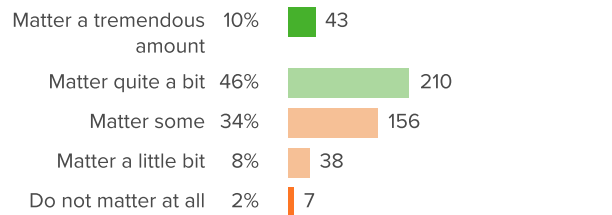
### Q.3: How much respect do colleagues in your school show you?



▼ 4 from last survey

Favorable: **78%**

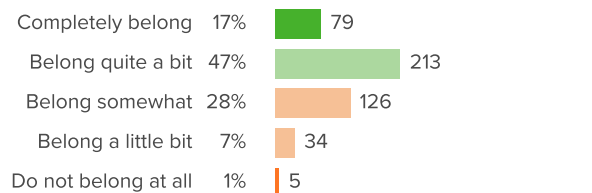
### Q.4: How much do you matter to others at your school?



▼ 1 from last survey

Favorable: **56%**

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



▼ 2 from last survey

Favorable: **64%**



# Cultural Awareness and Action (Adult Focus)

Your average

# 65%

459 responses

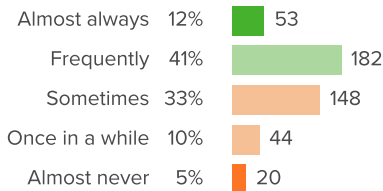
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# ▼ 6

since last survey

## How did people respond?

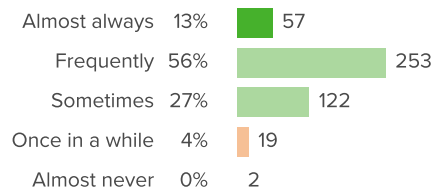
**Q.1: How often do school leaders encourage you to teach about people from different races, ethnicities, or cultures?**



▼ 12 from last survey

Favorable: **53%**

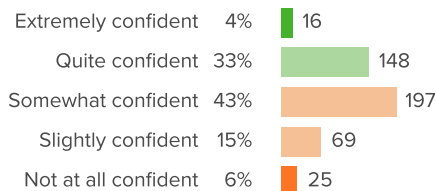
**Q.2: How often do you think about what colleagues of different races, ethnicities, or cultures experience?**



▼ 2 from last survey

Favorable: **95%**

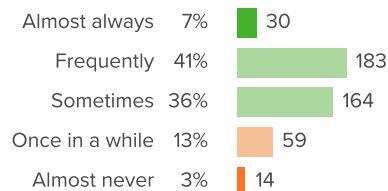
**Q.3: How confident are you that adults at your school can have honest conversations with each other about race?**



▼ 7 from last survey

Favorable: **36%**

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

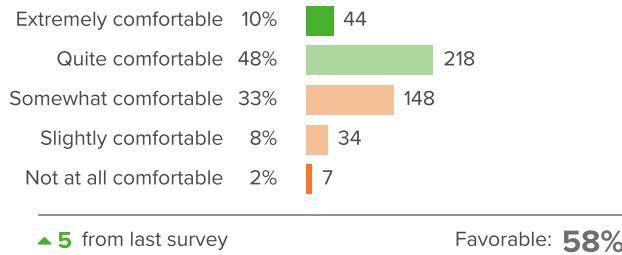


▼ 9 from last survey

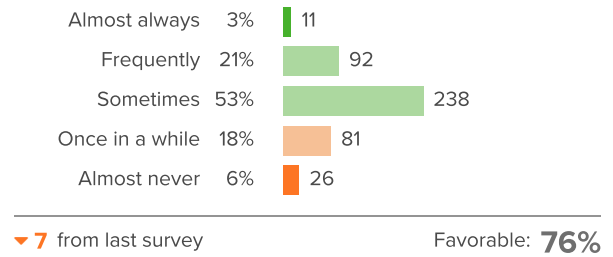
Favorable: **84%**



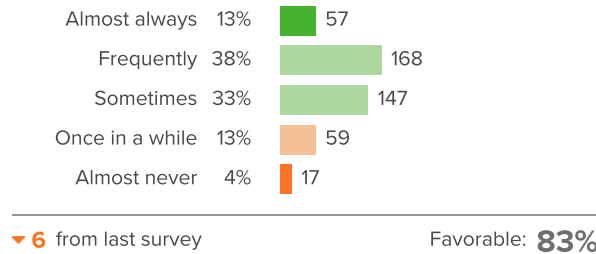
**Q.5: How comfortable are you discussing race-related topics with your colleagues?**



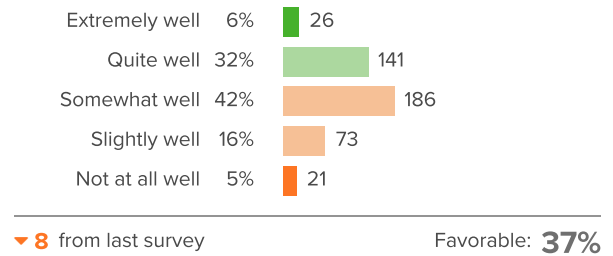
**Q.6: How often do adults at your school have important conversations about race, even when they might be uncomfortable?**



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



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





# Cultural Awareness and Action (Student Focus)

Your average

# 63%

459 responses

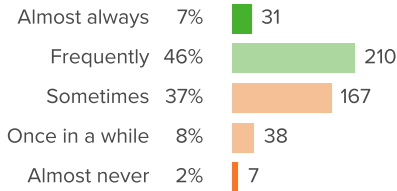
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# ▼ 1

since last survey

How did people respond?

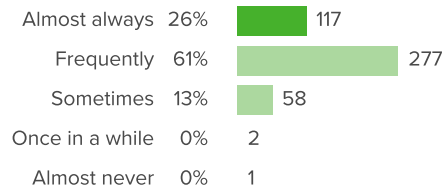
**Q.1: How often are students given opportunities to learn about people from different races, ethnicities, or cultures?**



▲ 2 from last survey

Favorable: **53%**

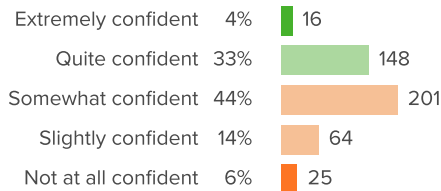
**Q.2: How often do you think about what students of different races, ethnicities, or cultures experience?**



▲ 1 from last survey

Favorable: **99%**

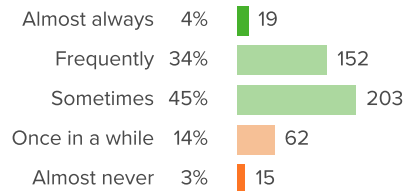
**Q.3: How confident are you that adults at your school can have honest conversations with students about race?**



▼ 1 from last survey

Favorable: **36%**

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

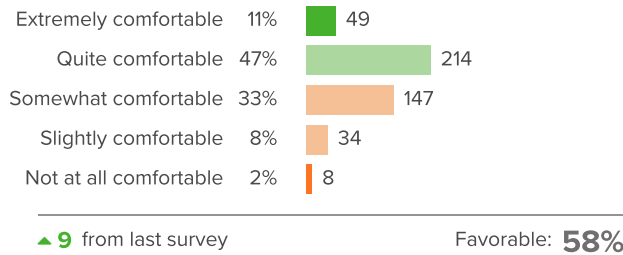


▼ 2 from last survey

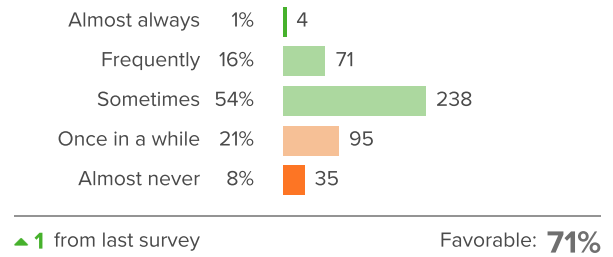
Favorable: **83%**



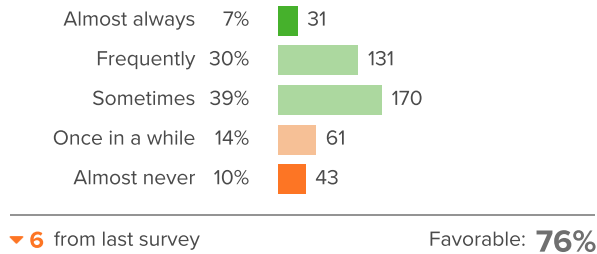
**Q.5: How comfortable are you discussing race-related topics with your students?**



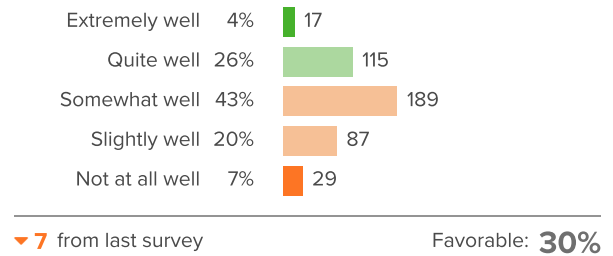
**Q.6: How often do students at your school have important conversations about race, even when they might be uncomfortable?**



**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

# 68%

459 responses

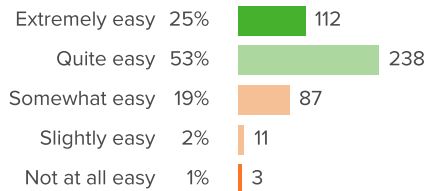
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# ▲ 3

since last survey

## How did people respond?

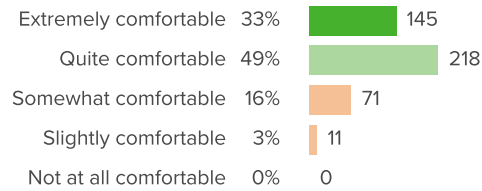
**Q.1: How easy do you find interacting with students at your school who are from a different cultural background than your own?**



▲ 5 from last survey

Favorable: **78%**

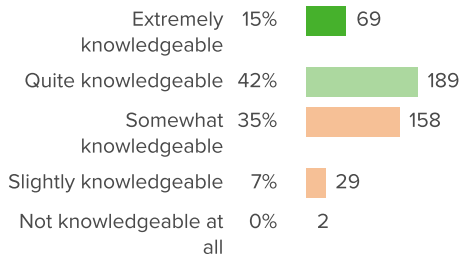
**Q.2: How comfortable would you be incorporating new material about people from different backgrounds into your curriculum?**



▼ 2 from last survey

Favorable: **82%**

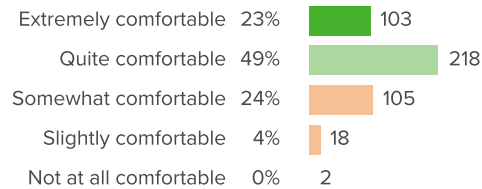
**Q.3: How knowledgeable are you regarding where to find resources for working with students who have unique learning needs?**



▲ 5 from last survey

Favorable: **58%**

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



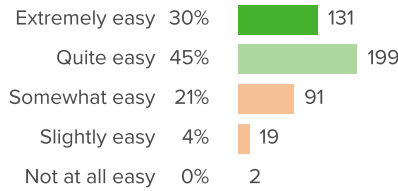
▲ 1 from last survey

Favorable: **72%**



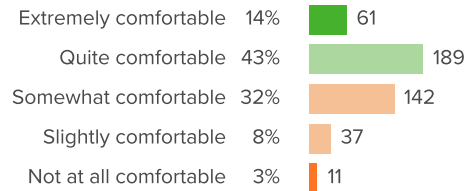


**Q.5: How easy would it be for you to teach a class with groups of students from very different religions from each other?**



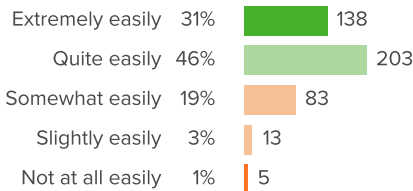
▲ 1 from last survey Favorable: **75%**

**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?**



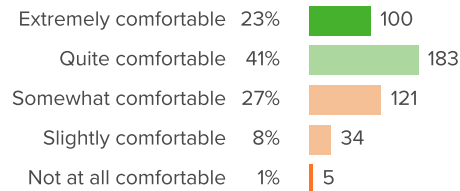
▲ 5 from last survey Favorable: **57%**

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



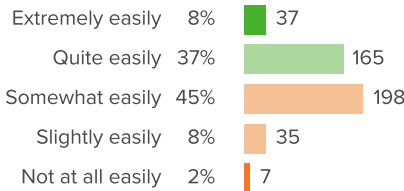
▲ 3 from last survey Favorable: **77%**

**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?**



▲ 2 from last survey Favorable: **64%**

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



▲ 6 from last survey Favorable: **46%**



# Faculty Growth Mindset

Your average

# 49%

459 responses

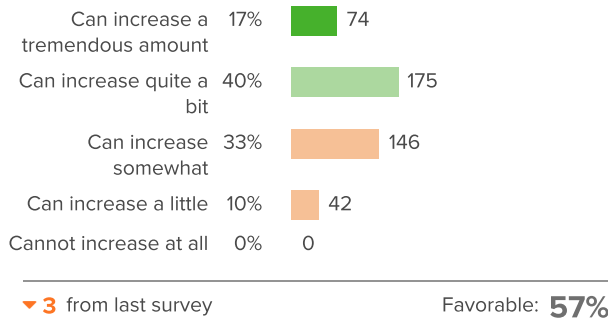
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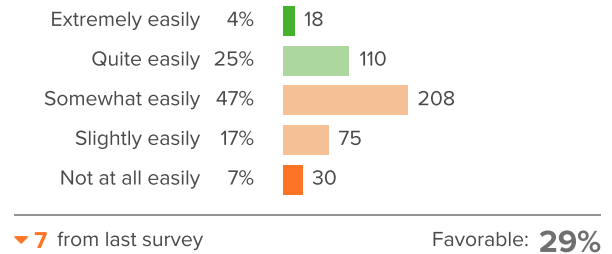
since last survey

## How did people respond?

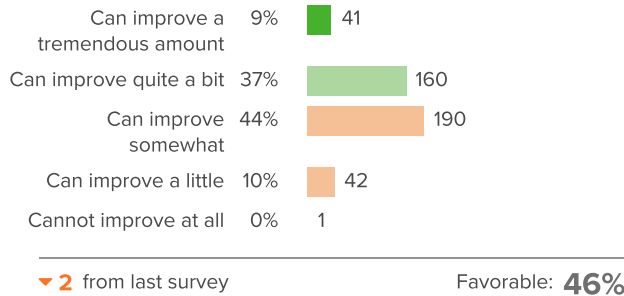
### Q.1: To what extent can teachers increase how much their most difficult students learn from them?



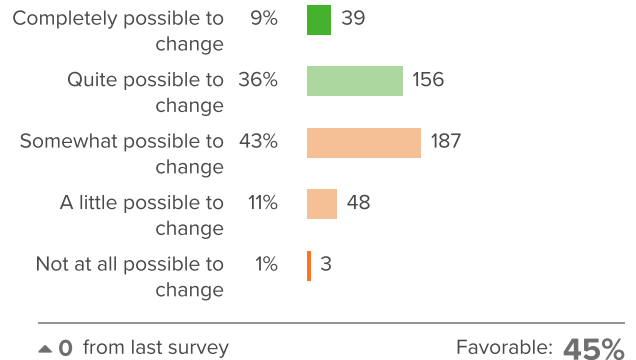
### Q.2: How easily can teachers change their teaching style to match the needs of a particular class?



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

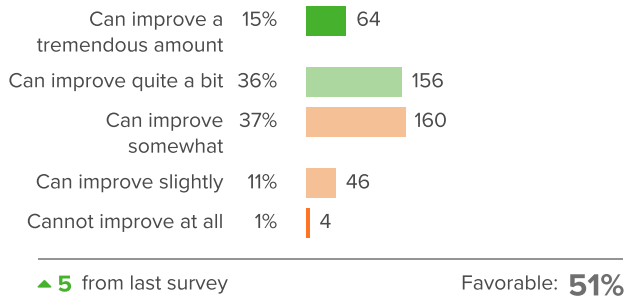


### Q.4: How possible is it for teachers to change their ability to work with dissatisfied parents?

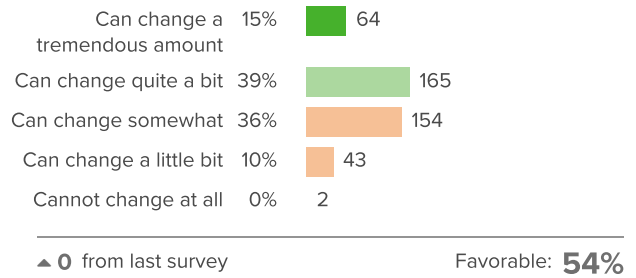




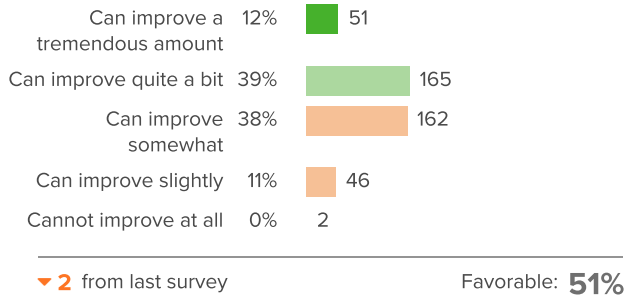
**Q.5: How much can teachers improve their classroom management approaches?**



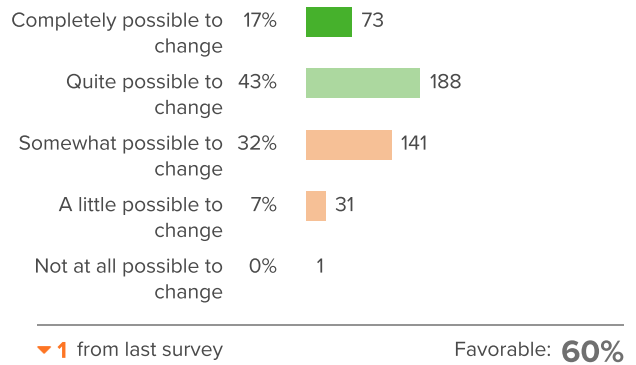
**Q.6: To what extent can teachers change their intelligence about the subjects that they teach?**



**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

# 42%

459 responses

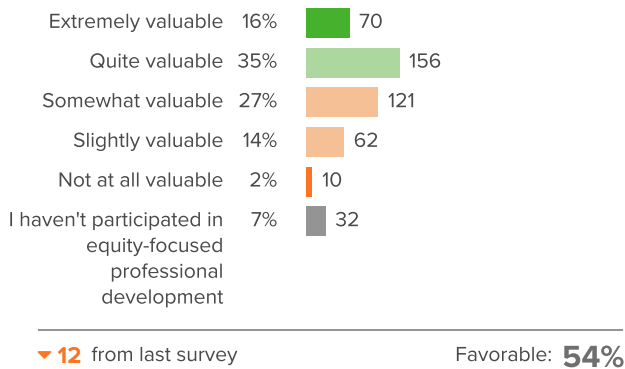
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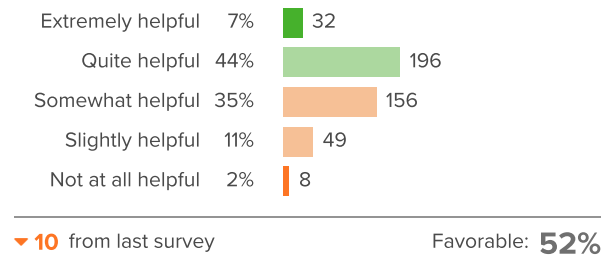
since last survey

## How did people respond?

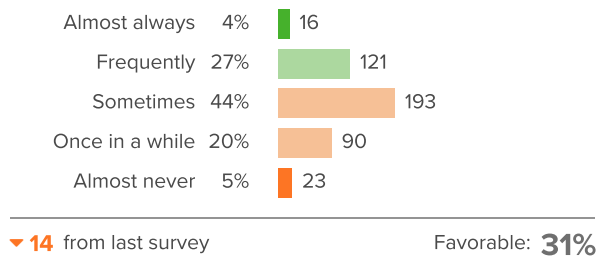
**Q.1: At your school, how valuable are the equity-focused professional development opportunities?**



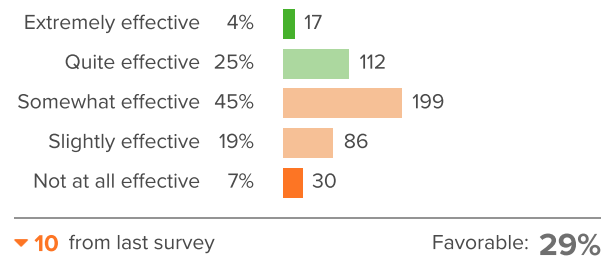
**Q.2: When it comes to promoting culturally responsive practices, how helpful are your colleagues' ideas for improving your practice?**



**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?**



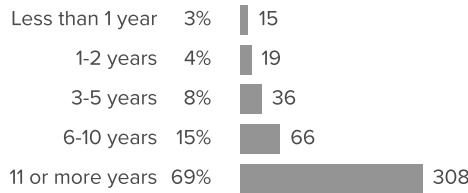


# Background Questions

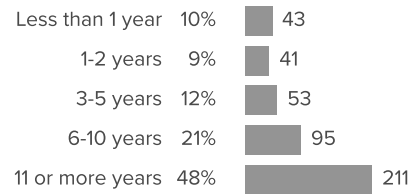
## How did people respond?

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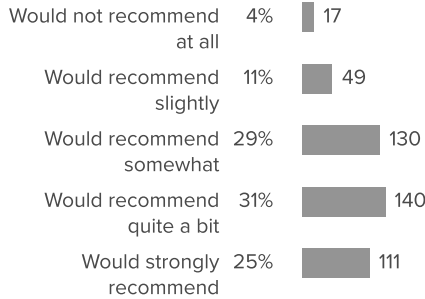
### Q.1: For how many years have you taught?



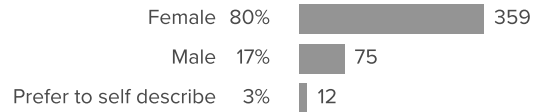
### Q.2: For how many years have you taught in Wellesley Public Schools?



### 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?**

