



Wellesley Public Schools

Teacher Survey
Fall 2023 Staff Survey



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>60%</p> <p>▼ 1 since last survey</p> | <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> | <p>60%</p> <p>▼ 5 since last survey</p> | <p>40th - 59th 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> | <p>58%</p> <p>▼ 5 since last survey</p> | <p>20th - 39th percentile compared to others nationally</p> |
| <p>Educating All Students</p> | <p>65%</p> <p>▼ 3 since last survey</p> | <p>0th - 19th percentile compared to others nationally</p> |
| <p>Faculty Growth Mindset</p> <p>Perceptions of whether teaching can improve over time.</p> | <p>50%</p> <p>▲ 1 since last survey</p> | <p>0th - 19th 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>37%</p> <p>▼ 5 since last survey</p> | <p>20th - 39th percentile compared to others nationally</p> |

409 responses



Belonging

Your average

60%

409 responses

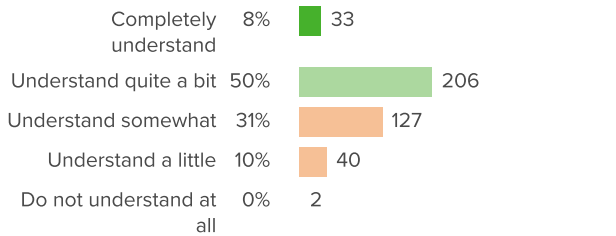
Change

▼ 1

since last survey

How did people respond?

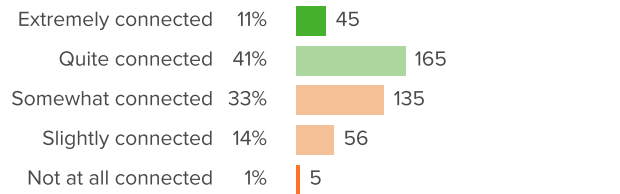
Q.1: How well do your colleagues at school understand you as a person?



▲ 2 from last survey

Favorable: **59%**

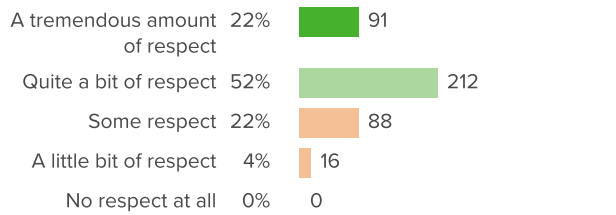
Q.2: How connected do you feel to other adults at your school?



▲ 1 from last survey

Favorable: **52%**

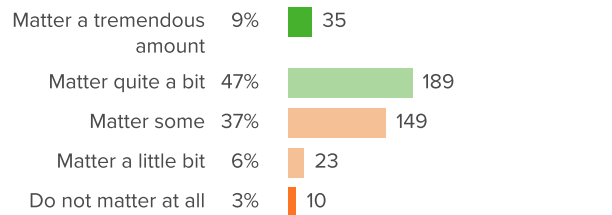
Q.3: How much respect do colleagues in your school show you?



▼ 4 from last survey

Favorable: **74%**

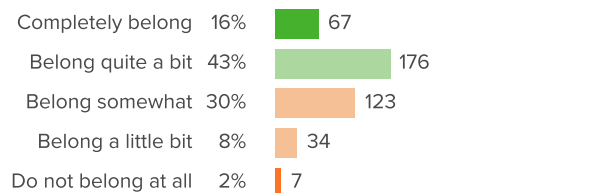
Q.4: How much do you matter to others at your school?



▼ 1 from last survey

Favorable: **55%**

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



▼ 4 from last survey

Favorable: **60%**



Cultural Awareness and Action (Adult Focus)

Your average

60%

409 responses

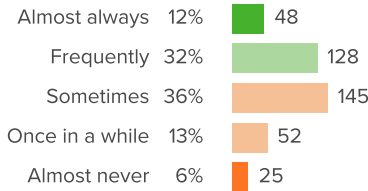
Change

▼ 5

since last survey

How did people respond?

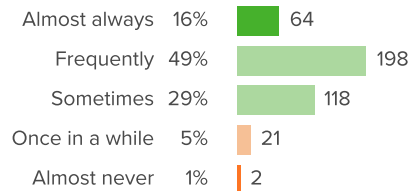
Q.1: How often do school leaders encourage you to teach about people from different races, ethnicities, or cultures?



▼ 9 from last survey

Favorable: 44%

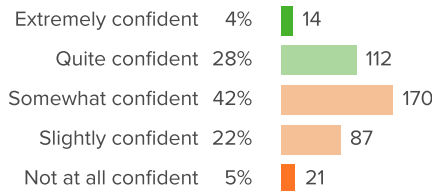
Q.2: How often do you think about what colleagues of different races, ethnicities, or cultures experience?



▼ 1 from last survey

Favorable: 94%

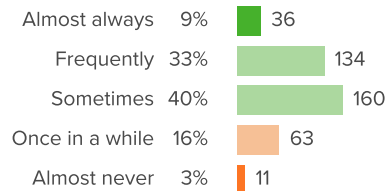
Q.3: How confident are you that adults at your school can have honest conversations with each other about race?



▼ 5 from last survey

Favorable: 31%

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

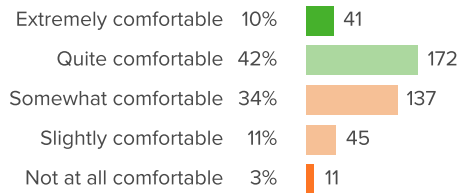


▼ 2 from last survey

Favorable: 82%



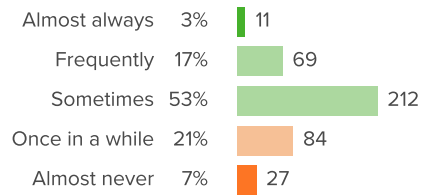
Q.5: How comfortable are you discussing race-related topics with your colleagues?



▼ 6 from last survey

Favorable: **52%**

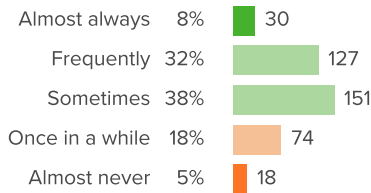
Q.6: How often do adults at your school have important conversations about race, even when they might be uncomfortable?



▼ 4 from last survey

Favorable: **72%**

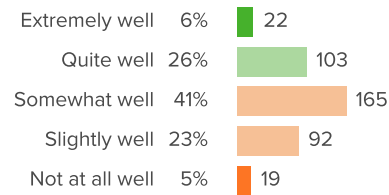
Q.7: When there are major news events related to race, how often do adults at your school talk about them with each other?



▼ 6 from last survey

Favorable: **77%**

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



▼ 6 from last survey

Favorable: **31%**



Cultural Awareness and Action (Student Focus)

Your average

58%

409 responses

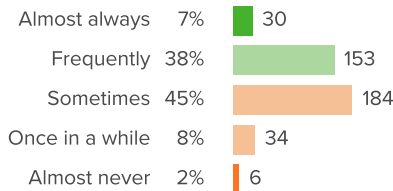
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▼ 5

since last survey

How did people respond?

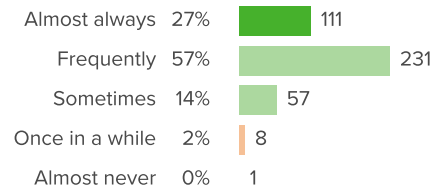
Q.1: How often are students given opportunities to learn about people from different races, ethnicities, or cultures?



▼ 8 from last survey

Favorable: **45%**

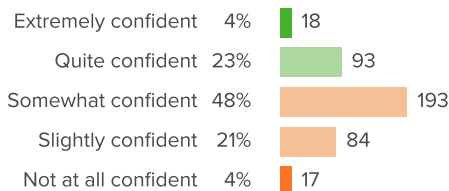
Q.2: How often do you think about what students of different races, ethnicities, or cultures experience?



▼ 1 from last survey

Favorable: **98%**

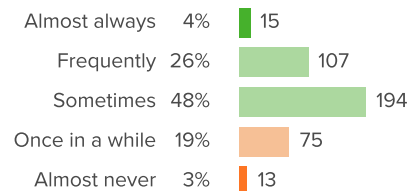
Q.3: How confident are you that adults at your school can have honest conversations with students about race?



▼ 9 from last survey

Favorable: **27%**

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

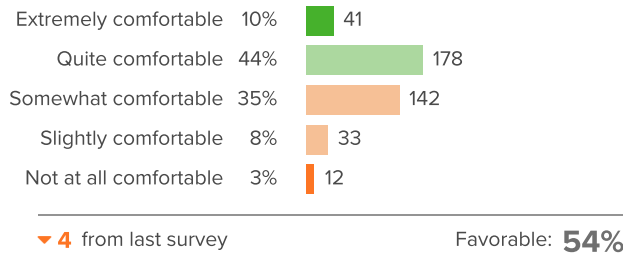


▼ 5 from last survey

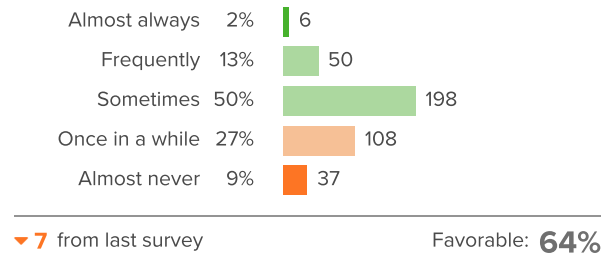
Favorable: **78%**



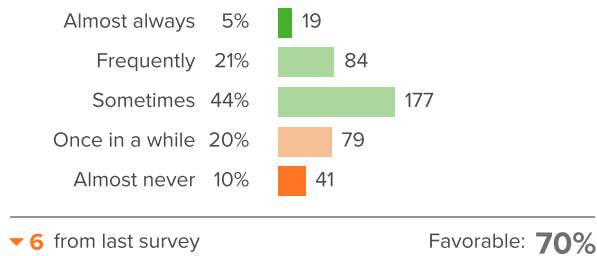
Q.5: How comfortable are you discussing race-related topics with your students?



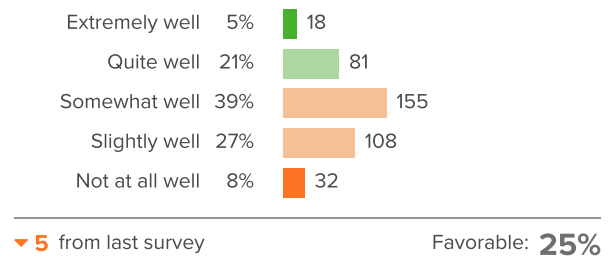
Q.6: How often do students at your school have important conversations about race, even when they might be uncomfortable?



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

65%

409 responses

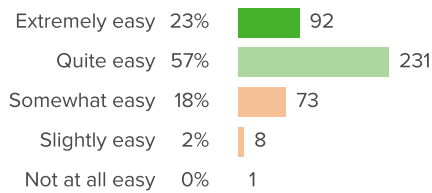
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▼ 3

since last survey

How did people respond?

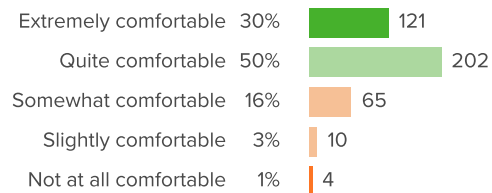
Q.1: How easy do you find interacting with students at your school who are from a different cultural background than your own?



▲ 2 from last survey

Favorable: **80%**

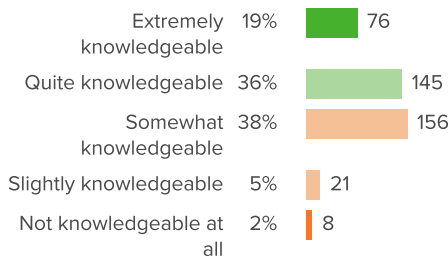
Q.2: How comfortable would you be incorporating new material about people from different backgrounds into your curriculum?



▼ 2 from last survey

Favorable: **80%**

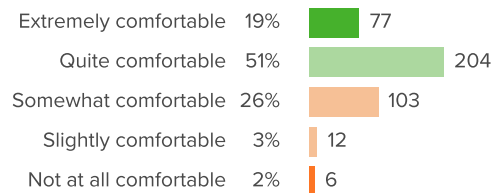
Q.3: How knowledgeable are you regarding where to find resources for working with students who have unique learning needs?



▼ 4 from last survey

Favorable: **54%**

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

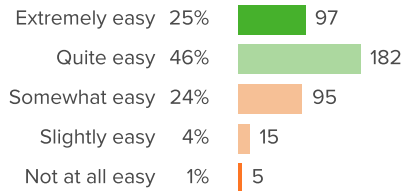


▼ 2 from last survey

Favorable: **70%**

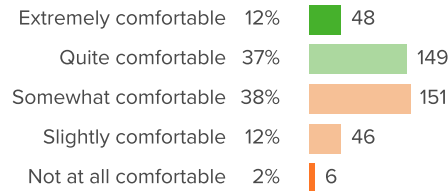


Q.5: How easy would it be for you to teach a class with groups of students from very different religions from each other?



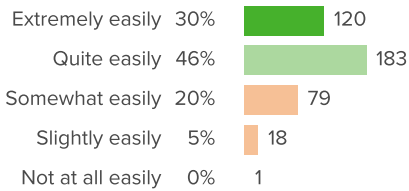
▼ 4 from last survey Favorable: **71%**

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?



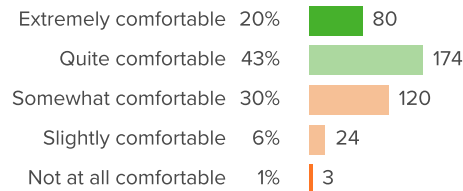
▼ 8 from last survey Favorable: **49%**

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



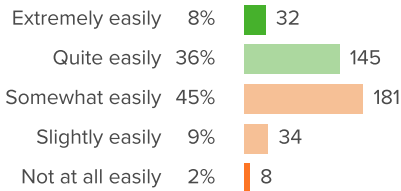
▼ 1 from last survey Favorable: **76%**

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?



▼ 1 from last survey Favorable: **63%**

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



▼ 2 from last survey Favorable: **44%**



Faculty Growth Mindset

Your average

50%

409 responses

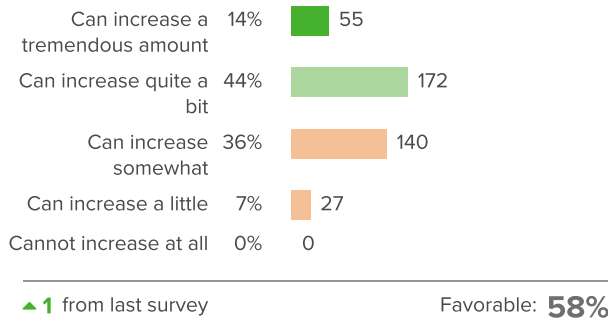
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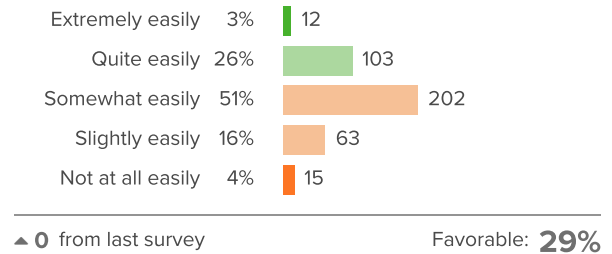
since last survey

How did people respond?

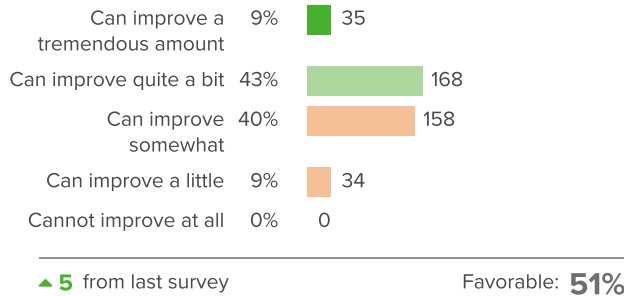
Q.1: To what extent can teachers increase how much their most difficult students learn from them?



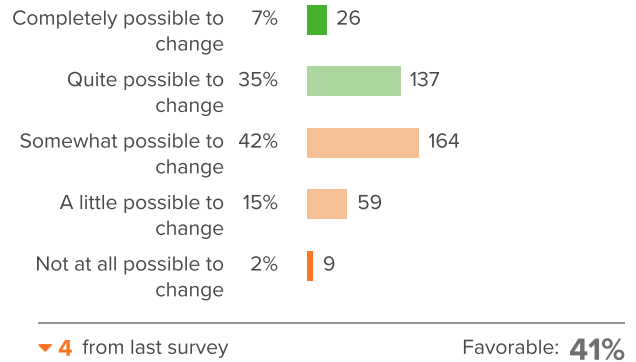
Q.2: How easily can teachers change their teaching style to match the needs of a particular class?



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

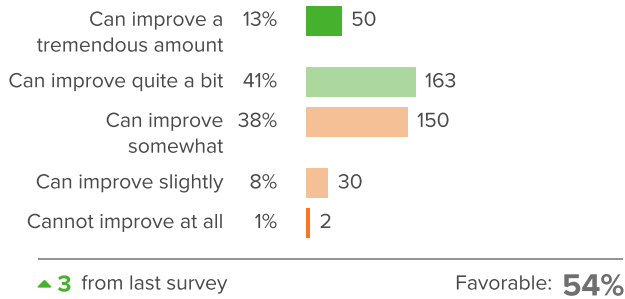


Q.4: How possible is it for teachers to change their ability to work with dissatisfied parents?

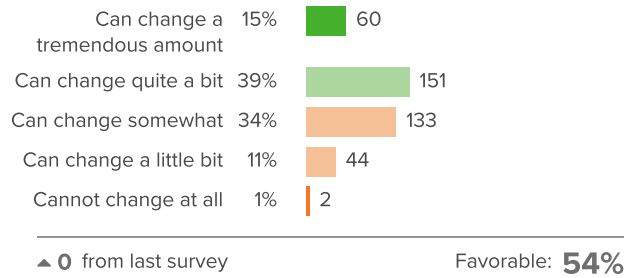




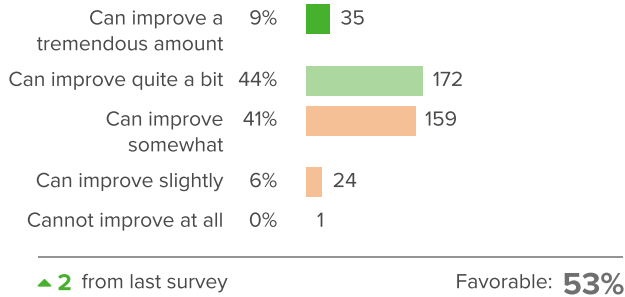
Q.5: How much can teachers improve their classroom management approaches?



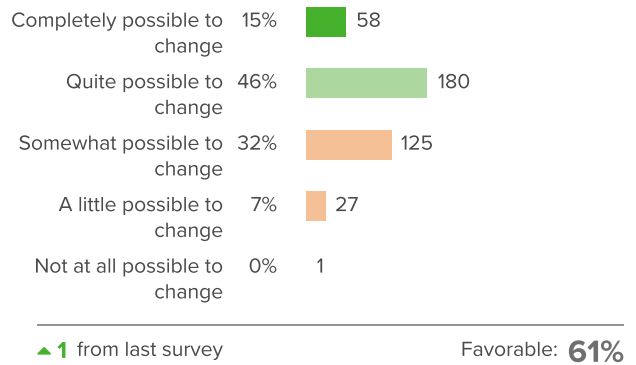
Q.6: To what extent can teachers change their intelligence about the subjects that they teach?



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

37%

409 responses

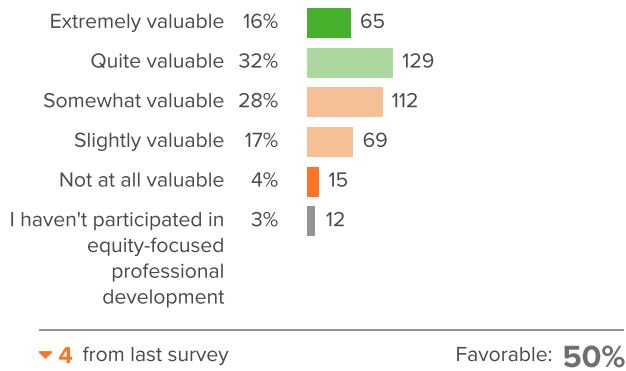
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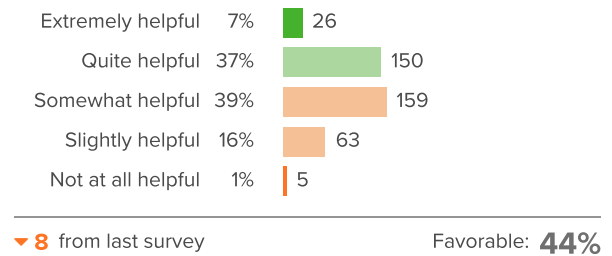
since last survey

How did people respond?

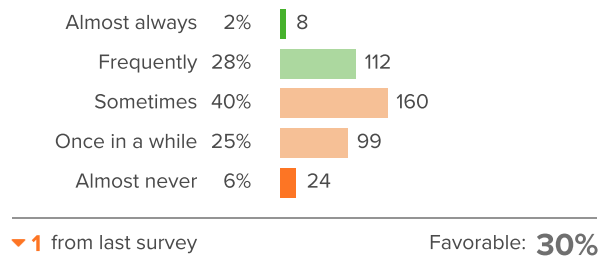
Q.1: At your school, how valuable are the equity-focused professional development opportunities?



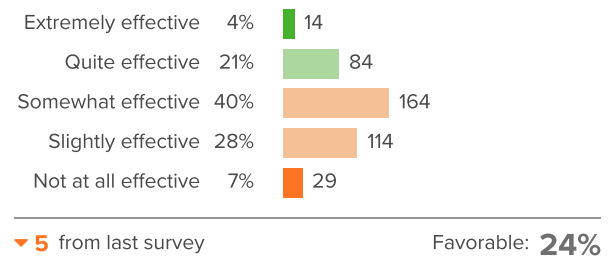
Q.2: When it comes to promoting culturally responsive practices, how helpful are your colleagues' ideas for improving your practice?



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?

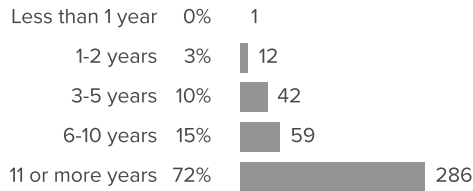




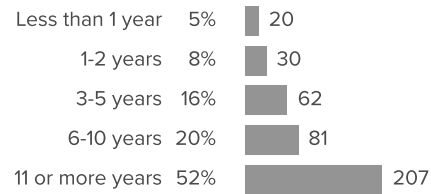
Background Questions

How did people respond?

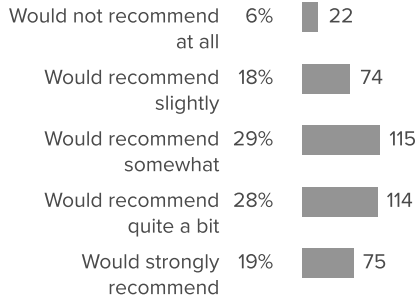
Q.1: For how many years have you taught?



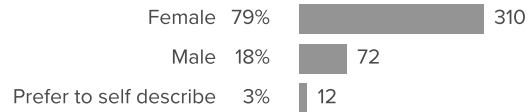
Q.2: For how many years have you taught in Wellesley Public Schools?



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?

