

Boston Public Schools Teacher Climate Survey

Dear Teacher,

It is BPS School Climate Survey time! As we strive to improve our students' academic performance, we are also charged with ensuring that our schools provide an environment that is not only welcoming and safe for students, but also one that provides teachers with the supports necessary to be effective. This survey is being administered by the Office of Data and Accountability to gain important information about your experiences as a teacher in the Boston Public Schools. Last year, the district-wide participation rate for teachers was 69%. It is imperative that we work to improve participation; your ideas and feedback are very important to us! Further, results from this year's survey will be included in your school's Quality School Index score.

The most recent reports by school are available on the district's public website. We will release this year's reports by the start of the new school year.

The survey is completely anonymous. We will not be able to see your email address nor are we able to link your responses to your email address or employee ID. Your responses will be used to help us understand and improve your school's climate. It is important to note that your responses can only be used if enough teachers in your school fill out the survey, so please encourage your colleagues to take a few minutes to complete it. The same goes for parents and students – the survey results can only be used if the number of respondents is large enough. Please let them know that the School Climate Survey is a critical tool that helps us all improve.

Please answer the questions openly and honestly. Select your responses based on your own perceptions and experiences. The online survey should take no longer than 20 minutes to complete.

If a question does not apply to you, please leave it blank.

If you have any questions about the survey, please do not hesitate to contact the Office of Data and Accountability at 617-635-9450 or email your questions to rc069@bostonpublicschools.org.

Thank you for your time and for all you do every day for the children of Boston.

Sincerely,

Dr. Tommy Chang
Superintendent

WORK ENVIRONMENT/COLLEGIALITY

Please indicate how often you observe the following at your school:
(Responses: Never, Sometimes, Most Times, Always)

1. Teachers help and support each other
2. Teachers accomplish their jobs with enthusiasm

3. Teachers respect the professional competence of their colleagues
4. There is a great deal of cooperative effort among the staff members
5. Teachers at this school exercise good professional judgment
6. Teachers at this school collaborate to plan instruction
7. Teachers at this school are eager to share information about what does and does not work in their classrooms
8. You are respected by other staff members

SCHOOL LEADERSHIP

Please rate how much you agree with each of the following statements:

(Responses: Strongly Disagree, Disagree, Agree, Strongly Agree)

1. Your principal/headmaster treats all faculty members fairly
2. The school administration's behavior toward the staff is supportive and encouraging
3. You would recommend this school as a good place to teach
4. Your principal/headmaster makes clear to the staff his/her expectations for meeting instructional goals
5. Your principal/headmaster makes clear to the staff his/her expectations for educator performance in the four standards of the rubric (I. Curriculum, Planning and Assessment; II. Teaching All Students; III. Family and Community Engagement; IV. Professional Culture).
6. Your principal/headmaster sets high standards for teaching
7. Your principal/headmaster involves the staff members before he/she makes important decisions
8. Staff members are recognized by the school's administration for a job well done
9. Your principal/headmaster communicates a clear vision for your school
10. Your principal/headmaster sets high standards for student learning
11. Your principal/headmaster carefully tracks students' academic progress
12. Your principal/headmaster actively monitors the quality of teaching at your school
13. Your principal/headmaster uses data to give teachers feedback about instruction
14. Your principal/headmaster supports teachers in meeting their student learning and professional practice goals
15. Your principal/headmaster has provided teachers with the appropriate process or training to deal with student disciplinary problems

PARENT AND STUDENT ENGAGEMENT

Please rate how much you agree with each of the following statements:

(Responses: Strongly Disagree, Disagree, Agree, Strongly Agree)

1. Your students come to school ready to learn
2. The parents of most of your students are active in the school's parent organization
3. At this school, most students show respect for kids who get good grades
4. Most of your students' parents/guardians talk with you about their child's grades
5. Students are willing to put in the work it takes to get good grades
6. Most parents encourage you to maintain high standards
7. Students try hard to improve on previous work
8. Parents advocate for school improvement at this school
9. Parents of your students help check their child's homework

10. You feel respected by your students
11. You feel respected by your students' parents

PERCEPTIONS OF THE FACULTY / COLLECTIVE EFFICACY

Please rate how much you agree with each of the following statements:
(Responses: Strongly Disagree, Disagree, Agree, Strongly Agree)

1. Teachers in my school are confident they can motivate students
2. Teachers in my school have the classroom management skills to help children learn
3. Teachers in my school really believe every child can learn
4. Teachers in my school are able to get through to the most difficult students
5. Teachers in my school have the skills and knowledge to teach the subjects they are assigned to teach
6. Teachers in my school use a variety of assessments to measure student learning
7. If a child doesn't learn something the first time, teachers here will try another way
8. Teachers in my school are skilled in various methods of teaching
9. Teachers here take responsibility for improving the school
10. Teachers in my school set high standards for themselves
11. Teachers in my school feel responsible for making sure that all students learn
12. Teachers in my school are really trying to improve their teaching
13. I can provide an alternative explanation or example when students are confused
14. I can use a variety of assessment strategies in my classes
15. I can craft good questions for my students

SELF-EFFICACY

Please indicate your opinion about the statements below:
(Responses: Nothing, Very Little, Quite a Bit, A Great Deal)

1. How much can you do to control disruptive behavior in the classroom?
2. How much can you do to motivate students who show little interest in schoolwork?
3. How much can you do to get students to believe they can do well in schoolwork?
4. How much can you do to help your students value learning?
5. How much can you do to assist families in helping their children do well in school?
6. How much can you do to provide appropriate challenges for students who are excelling?

TEACHER INFLUENCE

Please indicate the extent to which you have influence over the following in YOUR CLASSROOM:
(Responses: None, Very Little, Quite a Bit, A Great Deal)

1. Selecting textbooks and other instructional materials
2. Selecting content, topics, and skills to be taught
3. Selecting teaching techniques
4. Evaluating and grading students
5. Establishing curriculum

STUDENT ACHIEVEMENT

1. What do you think is the most important reason for why your school's results on the recent MCAS were not higher? (*please mark only one reason*)

Discipline problems Low expectations Parents don't monitor/assist with student work
Poor instruction at previous school Student expectations vary from teacher to teacher
Students' ability to learn Teachers' lack of skills Lack of resources
Students' home background Unmotivated students

2. What do you think is the most important factor influencing how much students learn in school? (*please mark only one factor*)

Family support Family income Intrinsic motivation of students
Quality of life in students' community Teachers' knowledge of instructional practice
Academically challenging lessons Classroom lessons requiring students to play an active role
Clear and regular feedback to students about performance School and classroom discipline