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MPS Staff School Climate Survey

Adapted from the Essential 5 Survey used in the Chicago Public Schools

Dear School Staff,

Socially Responsible Evaluation in Education at the University of Wisconsin Milwaukee is partnering with the Milwaukee Public Schools to measure key aspects of schools that promote student learning. In this survey, you will be asked questions about your school's climate, professional development, and school leadership.

This survey should take you about 30 minutes.

All of the information collected from school staff will be compiled into a system-wide report. In addition, UWM will release reports for each school that show how your school is doing in each of these factors, keeping your identity completely confidential. These school reports will display summary information, such as the percent of teachers who find their schools' professional development initiatives helpful.

Because these reports can help network- and district-wide efforts to improve schools, other MPS staff and external partners will have access to these reports.

In addition to our work with MPS on these school reports, UWM may use these data to publish academic articles, presentations, and book chapters. As in the school reports, your name will never be linked to your responses when we publish this research.

You have the right to withdraw your consent or discontinue participation at any time for any reason. You may skip any questions you do not want to answer.

If you have any questions or concerns about the survey, you may contact Support at

Please click "Next" if you would like to participate in this survey.

Please select your position(s) (CHECK ALL THAT APPLY):

- Self-contained classroom teacher
- Subject-specific classroom teacher
- Assistant Principal
- Student teacher
- Substitute Teacher
- Tutor
- Instructional coach
- Teacher Aide
- CCT (cooperating classroom teacher)
- Special education teacher
- Principal
- Other (counselor, librarian, specialist, etc.)

Please mark the extent to which you disagree or agree with each of the following:

	Strongly Disagree	Disagree	Agree	Strongly Agree
Teachers work closely with parents to meet students' needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This school regularly communicates with parents about how they can help their children learn.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The principal pushes teachers to communicate regularly with parents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers really try to understand parents' problems and concerns.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parents are greeted warmly when they call or visit the school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers and parents think of each other as partners in educating children.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff at this school work hard to build trusting relationships with parents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

For the following questions, indicate what proportion of student parents participates in the activity described by the question.

	None	Some	About Half	Most	All
Parents do their best to help their children learn.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers feel good about parents' support for their work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parents support teachers teaching efforts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Click to write the question text

	Not at all	A little	Some	To a great extent
To what extent do you feel respected by other teachers?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To what extent do you feel respected by parents?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

For the students you teach this year, how many of their parents:

	None	Some	About Half	Most	All
Volunteered time to support the school (e.g., volunteer in classrooms, help with school-wide events etc.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Contacted me about their child's performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Respond to my suggestions for helping their child.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attended parent-teacher conferences when you requested them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How many teachers in this school:

	None	Some	About Half	Most	All
Feel responsible when students in this school fail?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feel responsible to help each other do their best?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help maintain discipline in the entire school, not just their classroom?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Take responsibility for improving the school?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feel responsible for helping students develop self-control?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feel responsible that all students learn?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The following statements reference your professional development opportunities. Please mark the extent to which you disagree or agree with each of the statements:

	Strongly Disagree	Disagree	Agree	Strongly Agree
Professional development included opportunities to work productively with teachers from other schools.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional development included enough time to think carefully about, try, and evaluate new ideas.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional development this year was sustained and coherently focused, rather than short-term and unrelated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional development included opportunities to work productively with colleagues in my school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional development was closely connected to my school's improvement plan.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please mark the extent to which you disagree or agree with each of the following:

	Strongly Disagree	Disagree	Agree	Strongly Agree
I wouldn't want to work in any other school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend this school to parents seeking a place for their child.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I usually look forward to each working day at this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel loyal to this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
MPS has programs that support my individual health and well-being.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My school works actively to promote health and wellness for its staff members.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please mark the extent to which you disagree or agree with each of the following:

	Strongly Disagree	Disagree	Agree	Strongly Agree
Teachers in this school trust each other.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It's OK in this school to discuss feelings, worries, and frustrations with other teachers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers respect other teachers who take the lead in school improvement efforts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers at this school respect those colleagues who are experts at their craft.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How much influence do teachers have over school policy in each of the areas below?

	No influence	A little influence	Some influence	A great deal of influence
Planning how discretionary school funds should be used.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Determining books and other instructional materials used in classrooms.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Setting standards for student behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Establishing the curriculum and instructional program.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Determining the content of in-service programs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent do you disagree or agree with the following statements about the principal in your school?

	Strongly Disagree	Disagree	Agree	Strongly Agree
Participates in instructional planning with teams of teachers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knows what's going on in my classroom.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Carefully tracks student academic progress.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understands how children learn.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Presses teachers to implement what they have learned in professional development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communicates a clear vision for our school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sets high standards for student learning.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Makes clear to the staff his or her expectations for meeting instructional goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please mark the extent to which you disagree or agree with each of the following:

	Strongly Disagree	Disagree	Agree	Strongly Agree
It's OK in this school to discuss feelings, worries, and frustrations with the principal.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The principal looks out for the personal welfare of the faculty members.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I trust the principal at his or her word.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The principal at this school is an effective manager who makes the school run smoothly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The principal places the needs of children ahead of personal and political interests.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The principal has confidence in the expertise of the teachers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The principal takes a personal interest in the professional development of teachers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers feel respected by the principal.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please mark the extent to which you disagree or agree with each of the following:

	Strongly Disagree	Disagree	Agree	Strongly Agree
Many special programs come and go at this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Once we start a new program, we follow up to make sure that it's working.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Curriculum, instruction, and learning materials are well coordinated across the different grade levels at this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We have so many different programs in this school that I can't keep track of them all.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is consistency in curriculum, instruction, and learning materials among teachers in the same grade level at this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Thank you for your efforts in completing this survey and for everything you do supporting the education of MPS students! The results to these surveys will be made available some time this summer.

