

## Wisconsin Urban Leadership Initiative - School Staff Survey

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Dear Wisconsin Educator,

This year, your school administrator is participating in the Wisconsin Urban Leadership Institute (WULI). The WULI helps school administrators execute strategies for helping their school support great racial equity among students and staff. As part of this work, the WULI is working to identify strategies for helping administrators promote greater teacher retention. This survey is designed to inform this development work.

Please understand that this is an anonymous survey and no one will know if you participated and be able to link your responses to you. This results of this survey will be used to further develop and improve the WULI. Thank you for considering this request!

Please click “Next” below to participate.

Curtis Jones

Please check off all that are true for you. (Check all that apply)

- I am a teacher
- I am a school administrator
- I am a district administrator
- I am a specialist
- I am a paraprofessional
- Other role(s) \_\_\_\_\_

what is your racial/ethnic background? (check all that apply)

- Black
- Latinx
- Asian
- Native American
- White
- Other \_\_\_\_\_

What gender to you identify as?

- Female
- Male
- Other \_\_\_\_\_

In which school district do you teach?

- MMSD
- Racine
- Green Bay
- Kenosha
- MPS

Thinking specifically about your current position, to what extent do you disagree or agree with each of the following statements.

	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 can be myself in this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I expect to be working in the same school next year.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How could your school leadership help improve the job satisfaction and retention of teachers in your school?

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Please indicate your level of agreement with the following statements about how you feel about your administration.

	Strongly Disagree	Disagree	Agree	Strongly Agree
My administrator looks out for the personal welfare of the staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My administrator an effective manager who makes the school run smoothly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The professional feedback my administrator provides me is an accurate portrayal of my practice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My administrator centers their feedback to me on equity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement with the following statements about how you feel about your administration.

	Strongly Disagree	Disagree	Agree	Strongly Agree
My administrator is open about how they need to grow to be an equity leader.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My administrator involves traditionally marginalized groups (students, families, staff etc.) when making decisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My administrator communicates a vision that all students should have equitable opportunities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My administrator gives teachers space to lead conversations about personal beliefs and biases.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My administrator's feedback helps my practice be more culturally responsive.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My administrator provides staff resources that help them reflect on their personal beliefs, biases, and behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My administrator organizes opportunities for students to explore their personal beliefs, biases, and behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My administrator monitors the extent that staff are using culturally responsive instruction.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement with the following statements about how you feel about your principal.

	Strongly Disagree	Disagree	Agree	Strongly Agree
My administrator provides coaching and supports when staff struggle to implement culturally responsive instruction.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My administrator disrupts behaviors and beliefs that promote inequality.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My administrator examines my school's data for evidence of racial inequity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My administrator challenges me to examine my own beliefs and biases about race.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My administrator has high expectations for the academic performance of all students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My administrator engages in race-based conversations around school improvement plans.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My administrator works to recruit diverse candidates to our school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My professional learning opportunities are equity centered.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What else could help you better support racial/cultural/ethnic equity in educational opportunities for your students?

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