



2026-27 CUSD Cares - Staff Survey

This survey is designed to provide schools with data useful for fostering a positive learning and working environment (either on campus or in online sessions) that promotes academic success among all students. Your survey participation is very important so that we have accurate and useful data. Answer the questions based on your experiences only at the school that asked you to complete it, not your experiences with the district overall or another school where you might also work. For these questions, please think about your time at the school on school property or in online school sessions. If a question doesn't apply based on your educational environment, you can skip it. Questions about staff or adults at the school refer to ALL staff — administrators, educators, teaching assistants, counselors, and all other certificated and classified staff. All responses are anonymous and confidential. A few questions ask for personal information, such as the work you do at the school, how long you have done it, and your race/ethnicity, but the survey reports will contain only percentages for all respondents combined. If there are fewer than 5 respondents in any group, those data are not made available. Thank you for taking this survey!

Please indicate how much you agree or disagree with the following statements about this school. If the question is not applicable to your job, and you could not know enough to answer it, mark Not Applicable.

This school...

1. is a supportive and inviting place for students to learn.

☐ Strongly Agree
 ☐ Agree
 ☐ Disagree
 ☐ Strongly Disagree
 ☐ Not Applicable

2. sets high standards for academic performance for all students.

☐ Strongly Agree
 ☐ Agree
 ☐ Disagree
 ☐ Strongly Disagree
 ☐ Not Applicable

3. promotes academic success for all students.

☐ Strongly Agree
 ☐ Agree
 ☐ Disagree
 ☐ Strongly Disagree
 ☐ Not Applicable

4. emphasizes helping students academically when they need it.

☐ Strongly Agree
 ☐ Agree
 ☐ Disagree
 ☐ Strongly Disagree
 ☐ Not Applicable

5. emphasizes teaching lessons in ways relevant to students.

☐ Strongly Agree
 ☐ Agree
 ☐ Disagree
 ☐ Strongly Disagree
 ☐ Not Applicable

6. encourages students to enroll in rigorous courses (such as accelerated, honors, and AP), regardless of their race, ethnicity, or nationality.

☐ Strongly Agree
 ☐ Agree
 ☐ Disagree
 ☐ Strongly Disagree
 ☐ Not Applicable

Please respond to the following questions about the adults in this school.

7. How many adults at this school have close professional relationships with one another?

☐ Nearly all adults
 ☐ Most adults
 ☐ Some adults
 ☐ Few adults
 ☐ Almost none



8. How many adults at this school support and treat each other with respect?

☐	☐	☐	☐	☐
Nearly all adults	Most adults	Some adults	Few adults	Almost none

9. How many adults at this school feel a responsibility to improve this school?

☐	☐	☐	☐	☐
Nearly all adults	Most adults	Some adults	Few adults	Almost none

For the following questions, please indicate how much you agree or disagree with the following statements about this school.

10. This school is a supportive and inviting place for staff to work.

☐	☐	☐	☐	☐
Strongly agree	Agree	Disagree	Strongly disagree	Not Applicable

11. This school promotes trust and collegiality among staff.

☐	☐	☐	☐	☐
Strongly agree	Agree	Disagree	Strongly disagree	Not Applicable

12. This school promotes personnel participation in decision-making that affects school practices and policies.

☐	☐	☐	☐	☐
Strongly agree	Agree	Disagree	Strongly disagree	Not Applicable

For the following questions, please indicate how much you agree or disagree with the following statements.

13. This school clearly communicates to students the consequences of breaking school rules.

☐	☐	☐	☐	☐
Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know/Not Applicable

14. Rules in this school are made clear to students.

☐	☐	☐	☐	☐
Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know/Not Applicable

15. Students know how they are expected to act.

☐	☐	☐	☐	☐
Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know/Not Applicable

16. Students know what the rules are.

☐	☐	☐	☐	☐
Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know/Not Applicable

17. This school makes it clear how students are expected to act.

☐	☐	☐	☐	☐
Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know/Not Applicable

18. This school handles discipline problems fairly.

☐	☐	☐	☐	☐
Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know/Not Applicable



19. This school effectively handles student discipline and behavioral problems.

☐ Strongly Agree
 ☐ Agree
 ☐ Disagree
 ☐ Strongly Disagree
 ☐ Don't Know/Not Applicable

20. Adults at this school treat all students with respect.

☐ Strongly Agree
 ☐ Agree
 ☐ Disagree
 ☐ Strongly Disagree
 ☐ Don't Know/Not Applicable

21. The school rules are fair.

☐ Strongly Agree
 ☐ Agree
 ☐ Disagree
 ☐ Strongly Disagree
 ☐ Don't Know/Not Applicable

Please indicate how much of a problem you feel these issues are at this school.

How much of a problem AT THIS SCHOOL is

22. harassment or bullying among students?

☐ Insignificant Problem
 ☐ Mild Problem
 ☐ Moderate Problem
 ☐ Severe Problem

23. physical fighting between students?

☐ Insignificant Problem
 ☐ Mild Problem
 ☐ Moderate Problem
 ☐ Severe Problem

24. disruptive student behavior?

☐ Insignificant Problem
 ☐ Mild Problem
 ☐ Moderate Problem
 ☐ Severe Problem

25. racial/ethnic conflict among students?

☐ Insignificant Problem
 ☐ Mild Problem
 ☐ Moderate Problem
 ☐ Severe Problem

26. lack of respect of staff by students?

☐ Insignificant Problem
 ☐ Mild Problem
 ☐ Moderate Problem
 ☐ Severe Problem

27. This school is a safe place for students

☐ Strongly disagree
 ☐ Disagree
 ☐ Agree
 ☐ Strongly Agree

28. This school is a safe place for staff.

☐ Strongly disagree
 ☐ Disagree
 ☐ Agree
 ☐ Strongly agree

When students don't perform well on an assignment or assessment, educators:



29. Reteach or give students additional support

☐

Never

☐

Rarely

☐

Often

☐

Almost always

30. Allow students to retake the assessment to show mastery

☐

Never

☐

Rarely

☐

Often

☐

Almost always

31. What is your role at this school? (Mark all that apply).

☐

Educator

☐

Special
Education
teacher

☐

Administrato

☐

Prevention
staff nurse,
or health
aide

☐

Counselor,
psychologist

☐

Police,
resource
officer, or
safety
personnel

☐

Paraprofessio
teacher
assistant, or
instructional
aide

☐

Other
certificated
staff (e.g.
librarian)

☐

Other
classified
staff (e.g.
janitor,
secretarial or
clerical, food
service)

☐

Other
service
provider (e.g.
speech,
occupational,
physical
therapist)

32. Are you a classroom teacher?

☐

Yes

☐

No

Do you provide services to the following types of students?

33. Migrant education students

☐

Yes

☐

No

☐

Not applicable, not
sure, or decline to
answer

34. Special education students

☐

Yes

☐

No

☐

Not applicable, not
sure, or decline to
answer

35. English language learners

☐

Yes

☐

No

☐

Not applicable, not
sure, or decline to
answer

36. How many years have you worked, in any position, at this school?

☐

Less than one year

☐

1 to 2 years

☐

3 to 5 years

☐

6 to 10 years

☐

Over 10 years



37. How many years have you worked at any school in your current position (e.g., educator, counselor, administrator, food service)?

☐

Less than one year

☐

1 to 2 years

☐

3 to 5 years

☐

6 to 10 years

☐

Over 10 years

38. What is your race or ethnicity?

☐

African American (Not
Hispanic)

☐

American Indian or
Alaska Native

☐

Asian or Pacific
Islander

☐

White (Not Hispanic)

☐

Hispanic or Latino/a

☐

Other or Multi-ethnic