Thank you for completing this school culture survey.

Building and maintaining a positive school culture is essential to students’ learning. Positive cultures provide safety, support, encouragement, and healthy challenges for students and staff. Working in a positive school culture increases satisfaction, morale, and effectiveness for the staff while simultaneously increasing the learning, fulfillment, and well-being of the students (https://www.edglossary.org/school-culture/).

This survey is organized around five key constructs that are proven to contribute to a positive learning culture. These constructs are:

- Shared vision
- Inquiry, innovation, and exploration
- Collective efficacy
- Psychological safety
- Modeling learning leadership
If you have questions about this survey, please do not hesitate to contact us at Redesign@ksde.org.

**Demographic Information:**

Please enter your USD Number (Number only: ex. 305 or 501).

Please enter the name of your school.

Please select your school’s redesign cohort.

- Mercury
- Gemini I
- Gemini II
- Apollo
- Apollo II

Please select which best describes your position.

- Administrator (example: principal, assistant principal)
- Classified Staff (example: paraprofessional, teacher’s aid, administrative assistant, etc.)
- Certified Staff (example: classroom teacher, specials teacher, special education teacher, school counselor, etc.)
Shared Vision

The school’s vision emphasizes preparing students for their future in a changing world.

Strongly agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Strongly disagree

The school’s vision is aimed at enhancing students cognitive and social-emotional outcomes, including their wellbeing.

Strongly agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Strongly disagree
The school's vision embraces all students.

Strongly agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Strongly disagree

Students are invited to contribute to the school's vision.

Strongly agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Strongly disagree

Learning activities and teaching are designed with the school's vision in mind.

Strongly agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Strongly disagree
The school's vision is understood and shared by all staff working in the school.

Strongly agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Strongly disagree

Parents are invited to contribute to the school's vision.

Strongly agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Strongly disagree

External partners are invited to help shape the school’s vision.

Strongly agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Strongly disagree
**Inquiry, innovation and exploration**

Inquiry, Innovation, and Exploration
Staff are encouraged to experiment and innovate their practice.

- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Somewhat disagree
- Strongly disagree

Staff are encouraged to take initiative.

- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Somewhat disagree
- Strongly disagree

Staff spend time exploring a problem before taking action.

- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Somewhat disagree
- Strongly disagree
Staff engage in inquiry (i.e., pose questions, gather and use evidence to decide how to change their practice.)

- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Somewhat disagree
- Strongly disagree

Staff are open to thinking and doing things differently.

- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Somewhat disagree
- Strongly disagree

Staff are open to others questioning their beliefs, opinions and ideas.

- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Somewhat disagree
- Strongly disagree
Staff openly discuss failures in order to learn from them.

Strongly agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Strongly disagree

Problems are seen as opportunities for learning.

Strongly agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Strongly disagree
Collective Efficacy

Collective Efficacy
Teachers are confident they will be able to motivate their students.

- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Somewhat disagree
- Strongly disagree

Teachers have the skills needed to produce meaningful student learning.

- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Somewhat disagree
- Strongly disagree
If a child doesn't learn something the first time, teachers will try another way.

Strongly agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Strongly disagree

Teachers believe that every child can learn.

Strongly agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Strongly disagree

Teachers are skilled in various methods of teaching.

Strongly agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Strongly disagree
Teachers have what it takes to explore new instructional approaches to help underperforming students meet standards.

Strongly agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Strongly disagree
Psychological Safety

Psychological Safety
Staff are eager to share information about what does and does not work.

Strongly agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Strongly disagree

If I make a mistake at this school, it will not be held against me.

Strongly agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Strongly disagree
Staff in this school are usually comfortable talking about problems and disagreements about teaching and learning.

- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Somewhat disagree
- Strongly disagree

Staff give honest feedback to each other.

- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Somewhat disagree
- Strongly disagree

Staff feel comfortable turning to others for advice.

- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Somewhat disagree
- Strongly disagree
Staff spend time building trust with one another.

Strongly agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Strongly disagree
Modeling Learning Leadership

Modeling Learning Leadership
Principals participate in professional learning to develop their practice.

Strongly agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Strongly disagree

Principals facilitate individual and group learning.

Strongly agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Strongly disagree

Principals coach those they lead.

Strongly agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Strongly disagree
Principals provide opportunities for staff to participate in decision-making.

Strongly agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Strongly disagree

Principals provide opportunities for students to participate in decision-making.

Strongly agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Strongly disagree

Principals give staff the responsibility to lead activities and projects.

Strongly agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Strongly disagree
Principals put a strong focus on improving teaching and learning.

Strongly agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Strongly disagree

Principals ensure that all actions are consistent with the school’s vision, goals, and values.

Strongly agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Strongly disagree