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STAFF SURVEY DRAFT

Staff Survey Questions – Final List

Demographic questions: Remember that this survey is hosted externally through UWM, which already hosts the Essentials of School Culture and Climate survey, in which we have rostered the specific employees to know what percentage of staff is responding.

Introduction

Dear MPS Staff:

Milwaukee Public Schools is a diverse district that welcomes all students and prepares them for success in higher education, post-education opportunities, work, and citizenship. To that end, MPS continues to seek input from a variety of stakeholders to help inform district strategic planning for the 2023–24 school year and beyond to best meet the needs of our students, staff, families, and the community.

Please take this staff survey that can be completed in approximately 10–15 minutes. Data is being collected by XXXXX to ensure confidentiality. Data will be redacted if groupings are fewer than 10 survey responders as is common with state and federal guidelines for privacy.

You will have the opportunity to answer other surveys based on your roles in the community (MPS family or community member). Links to the other surveys are provided at the end of this survey.

The survey will be open until _____.

Demographics

1. What is your current work site/sites?
 - a. School building
 - b. A Central Services building (e.g., MPSSSC, Facilities, Central Office, Maintenance)
 - c. Other: Fill in text box _____

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2. (Display if you choose anything but “school building” in the previous question.) What department do you work in? (Mark one.)
- i. Office of Academics:
 - 1. Curriculum and Instruction
 - 2. Specialized Services
 - 3. College and Career Readiness
 - 4. Organizational Development and Supports
 - 5. Bilingual Multicultural Education
 - ii. Office of School Administration:
 - 1. Black and Latino Male Achievement
 - 2. Business and Transportation Services
 - 3. Facilities and Maintenance
 - 4. Gender and Identity Inclusion
 - 5. School Safety and Security
 - 6. School Services and Leadership Development
 - 7. Student Services
 - iii. Office of Human Resources
 - 1. Talent Management
 - 2. Benefits and Retirement Services
 - 3. Employee Rights Administration
 - 4. Employment Relations
 - iv. Office of Finance
 - 1. Financial Planning and Budget Services
 - 2. School Nutrition
 - 3. Financial Services
 - 4. Procurement and Risk Management
 - 5. Milwaukee Recreation
 - v. Office of Communications and School Performance
 - 1. Contracted Schools
 - 2. Communications and Marketing
 - 3. Equity, Access, and Inclusion
 - 4. Research, Assessment, and Data
 - 5. Strategic Partnerships and Customer Service
 - 6. Strategy and Enterprise Initiatives
 - 7. Technology

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3. (Display if you choose “school building” one time per the number indicated in the previous question.) Choose your school building site.
 - a. Dropdown of sites
 - b. Will appear one time for every number indicated in the previous question about the work site.
4. What position do you currently hold in MPS?
 - a. Administrative
 - b. Teaching staff
 - c. Support staff
5. How many years of service do you have in MPS in total?
 - a. Up to 5 years
 - b. 5 to 10 years
 - c. 11 to 15 years
 - d. 16 to 20 years
 - e. Over 20 years

Experience at MPS

6. (Workforce) I am proud to work for MPS.
 - a. SA, A, D, SD
7. (Results, Workforce) MPS, as a district, is a great place for students to receive a premier education.
 - a. SA, A, D, SD
8. (Workforce, Operations) I know how my job supports the MPS mission (Milwaukee Public Schools is a diverse district that welcomes all students and prepares them for success in higher education, post-education opportunities, work, and citizenship).
 - a. SA, A, D, SD
9. (Results) I believe that the district is fulfilling the MPS mission (Milwaukee Public Schools is a diverse district that welcomes all students and prepares them for success in higher education, post-education opportunities, work, and citizenship).
 - a. SA, A, D, SD

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10. (Strategy, Operations, Workforce) MPS should consider consolidating school buildings to assist with staffing buildings appropriately.
 - a. SA, A, D, SD
11. (Operations) The training opportunities provided are relevant to my position.
 - a. SA, A, D, SD
12. (Operations) I feel that professional development improves my performance or ability to do my job.
 - a. SA, A, D, SD
13. (Operations) Milwaukee Public Schools designates time for employees to develop their job skills so they can advance in their careers.
 - a. SA, A, D, SD
14. (Results) I would recommend Milwaukee Public Schools as an employer to others.
 - a. SA, A, D, SD
15. (Operations, Strategy) I feel Milwaukee Public Schools celebrates people from varying backgrounds.
 - a. SA, A, D, SD
16. (Results, Workforce) I believe Milwaukee Public Schools values our workforce.
 - a. SA, A, D, SD
17. (Results, Workforce) I believe Milwaukee Public Schools practices high standards.
 - a. SA, A, D, SD
18. MPS can help to positively affect classroom management through the following (select all that apply):
 - a. Consistent policies within the district regarding behavior and conduct (e.g., cell phone policies)
 - b. Clear consequences for certain office referral behaviors
 - c. Consistent consequences for certain office referral behavior
 - d. Clarity about the differences between classroom-managed and office-managed behaviors
 - e. Classroom management professional development sessions
 - f. Communication with parents/guardians to set the behavior expectations for the district
 - g. Other (please specify): _____

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19. (Operations) Pick the top three reasons why you choose to stay at MPS:

- a. District leadership
- b. School leadership
- c. Advancement/promotion opportunities
- d. Benefits
- e. Community investment
- f. Salary
- g. Professional development opportunities
- h. Relationships with my colleagues
- i. Relationships with students
- j. Fulfillment from the work
- k. Other (please specify): _____

20. Which of the following are the main benefits of working in MPS? (Select all that apply.)

- a. District or school leadership
- b. Advancement/promotion opportunities
- c. Benefits
- d. Community investment
- e. Salary
- f. Professional development opportunities
- g. Relationships with my colleagues
- h. Other (please specify): _____

21. How do you believe the district can improve employee morale? (Short Answer)

Communication and Information

22. (Results) I feel that MPS showcases the outstanding work of the district.

- a. SA, A, D, SD

23. I am aware of the support services (e.g., literacy services) that I can connect families to. *Report out on this by role, not by school.*

- a. SA, A, D, SD

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24. Our leadership team shares information about our organization.
 - a. SA, A, D, SD

25. (Customers) I believe my workplace applies policies and procedures clearly and consistently.
 - a. SA, A, D, SD

26. (Operations, Strategy, Workforce) I believe that I had input on the budget process.
 - a. SA, A, D, SD

27. (Strategy, Operations, Customers) If you are interested in knowing more about the district budget, what ways would help you access more information? Mark all that apply.
 - a. An executive summary
 - b. Video overview
 - c. Help sessions
 - d. More visibility on the MPS website
 - e. I am not interested

28. (Customers) How do you usually hear/receive information about MPS or a specific school? (Select all that apply.)
 - a. Television
 - b. Radio
 - c. Local newspaper (online or print)
 - d. Social media
 - e. MPS newsletters
 - f. Community events
 - g. MPS advertisements
 - h. Word of mouth (e.g., friends, family)
 - i. Other (please specify): _____

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29. (Operations) Pick the top three ways you prefer to receive information that matters to you about MPS.

- a. The district website
- b. The school website
- c. My supervisor
- d. Thursday Updates
- e. Texts
- f. Email
- g. Social media
- h. Newspaper
- i. TV/Radio
- j. School bulletin boards
- k. Other (please specify): _____

30. Select the sentiment that describes your opinion about the following topics (options—I feel informed about the topics, I want more information about a topic, This topic does not matter to me):

- a. School success
- b. Teacher success
- c. District accomplishments
- d. Academic resources
- e. Extracurricular resources
- f. After-school activities
- g. Social services
- h. Other (please specify): _____

31. (Results, Customers) What do you wish people knew about MPS? (Short Answer)

Experience at the Workplace

32. (Customers, Results) I believe my work site provides students with what they need to be successful. *If buildings are specified in demographics, then apply this question to those buildings. Include N/A option for this.*

- a. SA, A, D, SD

33. (Results) I would recommend MPS to a friend or family member as a place to send their children for a high-quality education.

- a. SA, A, D, SD

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- 34. (Operations) I feel my school or work location provides a safe and secure environment.
 - a. SA, A, D, SD

- 35. (Operations) My workplace culture supports my ability to perform my job.
 - a. SA, A, D, SD

- 36. (Operations) My workplace facilities support my ability to perform my job.
 - a. SA, A, D, SD

- 37. My workplace regularly reviews and improves its processes.
 - a. SA, A, D, SD

- 38. (Customers) I feel that I am treated with: (Matrix with SA, A, D, SD as choices for each)
 - a. Dignity
 - b. Respect
 - c. Equity
 - d. Fairness
 - e. Kindness

- 39. What makes your school or district location an excellent place to work? Select your top three choices.
 - a. Location
 - b. Colleagues
 - c. Leadership/supervisor
 - d. Students
 - e. Work environment
 - f. None
 - g. Other (please specify): _____

Final Open-Ended Feedback

- 40. Is there anything else you would like to share that we have not covered already?
 - a. Open comment box