

## **General School Climate and Safety Considerations for Instructional Staff**

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**Prior to administering any survey, the corporation's legal counsel and "Governing Body" must be consulted to review any and all documents utilized.**

The information below must only serve as a resource to be considered as educators develop their own "School Climate and Safety" queries. This is not intended as a complete instrument for assessing the perception of staff. It may serve as a guide to begin the discussion of build level climate. Educators know their school community and staff better than anyone. With that in mind, we urge educators to view this information as a tool that may be helpful when initiating the process of examining the school climate in their respective buildings.

**The process of gathering information on building "Climate" must be voluntary and anonymous.** Administrators must approach the information gathering process with an open mind. The Indiana State Police Department suggests that this information be modified by administrators to meet their unique educational environment.

Some items may be move from the "Building Level Climate" list to he "Building Level Safety" list or "vice versa." These items must only serve as a resource.

## General Building Level Climate Queries

1. My administration meets with me to explain the evaluation process prior to the initial classroom observation.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
2. Administrators and teachers meet to jointly establish instructional goals for the upcoming semester.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
3. Administrators and teachers meet jointly to establish building-wide staff development opportunities.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
4. Staff development programs are based on sound research and staff input.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
5. Instructional strategies are based on sound research rather than popular trends.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
6. After implementing new instructional methodologies, the impact of the program is evaluated to determine the effectiveness.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
7. The continuation of an instructional strategy is determined by the outcome of the evaluation process.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
8. Staff development programs are sufficiently broad based to keep the instructional staff current on innovative instructional methodologies.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
9. Building level administration includes the instructional staff in the process of establishing, reviewing and revising building level academic goals.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
10. I have input into my teaching assignment.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
11. The administration provides meaningful and appropriate staff development opportunities that reflect the goals established by their (staff and administration) input.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
12. The administration has helped me reach my potential.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
13. The corporation compensation package is comparable with other districts in Indiana.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
14. The compensation package increases as teachers complete staff development training and demonstrate effective instructional strategies.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
15. My students are prepared to be successful in a broad spectrum of career opportunities.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A

16. Teachers and staff feel supported by parents.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
17. Educators see most of their student's guardians at extracurricular events.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
18. Educators see less than 50 % of their student's guardians at extracurricular events.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
19. Educators have a relationship with nearly all of their student's guardians.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
20. Teachers establish professional relationships with students.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
21. Most teachers attend extracurricular events to support their students.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
22. The administration matches my interests and skill sets with my teaching assignments.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
23. The administration and staff share a mutual respect.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
24. I feel the teachers and administration work together as a team to provide an excellent and appropriate education to our students.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
25. My work environment is clean and orderly.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
26. The custodian staff takes pride in how they care for our building.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
27. I participate in activities not related to my teaching assignment (extracurricular, club sponsorships, etc.).
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A

## **Educator Building Level Safety Queries**

1. Teachers feel safe as they arrive in the faculty parking area before school.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
2. Teachers feel safe on the way to the faculty parking lot at the end of the school day.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
3. Staff members feel safe at extracurricular events.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
4. Instructional staff feel safe in the classroom setting.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
5. Administrators are in the halls during passing period.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A

6. Maintaining student discipline in the classroom is not an issue.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
7. Most teachers have had to break up fights in the hall in the last year.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
8. Cafeteria supervisors have had to break up fights in the cafeteria in the last year.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
9. Students in the fight obeyed staff member's commands to cease fighting.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
10. Student behavior does not prevent the instructional staff from creating an effective learning environment.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
11. Most teachers have never been threatened by a student.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
12. Most teachers have never had a student generated incident of vandalism.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
13. Most teachers would not want students to know where they live.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
14. I have had students under the influence of a prohibited substance in my class this semester.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
15. I have never had a student make inappropriate gestures toward me.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
16. Our students treat teachers respectfully.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
17. Discipline rules are revisited and revised each year.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
18. I have input into the review and establishment of my school's discipline rules and policies.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
19. Parents have input into the review and establishment of their school's discipline rules and policies.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
20. Student handbooks (containing all rules and policies) are adopted by the governing body each year.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
21. The school's rules are published and provided to students and parents.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
22. The process of providing disciplinary rules and policies to students and parents is documented.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A

23. In matters of discipline, I feel parents will support me.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
24. In matters of discipline, I feel the building level administration will support me.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
25. In matters of discipline, I feel that the corporation level administration will support me.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
26. During "Open House," "Back-to-School Night," "Meet-the-Teacher," etc. most parents participate.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
27. I have a relationship with nearly all of my student's parents.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
28. My class load allows me to know my students on a personal level (interests, extracurricular participation, etc.).
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
29. I attend extracurricular events in which my student participate.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
30. My building level administration is visible before and after school.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
31. In my building, we have a standing "Safety Committee."
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
32. Our "Safety Committee" meets on a regular basis.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
33. Our "Safety Committee" has a cross section of "School Community" members (students, parents, teachers, administration, support staff, etc.).
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
34. I know the meaning of "Comprehensive Risk, Vulnerability or Threat Assessment."
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
35. In my building, we have conducted a "Comprehensive Risk or Vulnerability Assessment."
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
36. Our building level "Comprehensive Safety Plan" was developed to address the "Risks/Vulnerabilities" that were identified by a "Comprehensive Risk, Vulnerability or Threat Assessment."
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
37. In my building, each teacher has a flipchart that reflects the teacher's unique responsibilities found in the "Comprehensive Safety Plan."
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
38. In each building, the flipcharts are developed to meet the unique needs of the students they support.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A

39. "Evacuation Kits" have been developed by EMT's, school nursing staff, etc. to meet the unique needs of the students the kit is intended to support.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
40. With respect to question 39, each "Evacuation Kit" is unique because the population of each classroom is different.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
41. I have had incidents of students possessing "Deadly Weapons" in my class.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
42. I am empowered to sound the alarm.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
43. Drills are held in my building to allow students and staff to clearly differentiate the alarm signals of "Fire," "Tornado" and "Active Shooter" alarms.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
44. Drills are held in my building at different times of the day.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
45. All "Flipcharts" are unique in that they reflect the unique needs of the population they are intended to support.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
46. The "Comprehensive Safety Plan" is modified as new information is obtained.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
47. I know the function of a "Debriefing Report."
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
48. After each incident involving a safety issue, each staff member involved in the event completes a "Debriefing Report."
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
49. "Debriefing Reports" are shared with staff to assist in learning for past incidents.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
50. We have had staff development designed around the "Evacuation and Reunification Process."
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
51. I know my role in the "Evacuation and Reunification Process."
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
52. An effective "Bullying Prevention" policy has been developed and implemented.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
53. Staff development activities have been conducted to train the staff in the use of the various fire extinguishers and the AED's.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
54. I know who the "School Safety Specialist" is for the corporation.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A
55. We have a "School Safety Specialist" in my building.
  - a. Strongly Agree
  - b. Agree
  - c. Strongly Disagree
  - d. N/A

56. My student at risk concerns are taken seriously by Administration?  
a. Strongly Agree b. Agree c. Strongly Disagree d. N/A
57. Students/staff know the proper protocol about letting people into the building before/during and after school hours?  
a. Strongly Agree b. Agree c. Strongly Disagree d. N/A
58. My school administration monitors who is in the building before/after school.  
a. Strongly Agree b. Agree c. Strongly Disagree d. N/A
59. My school administration monitors who is in the building after school hours and on the weekends.  
a. Strongly Agree b. Agree c. Strongly Disagree d. N/A
60. Our building staff has a social worker or access to one?  
a. Strongly Agree b. Agree c. Strongly Disagree d. N/A
61. I have the "updated" names and contact information for guardians of all students on the field trip.  
a. Strongly Agree b. Agree c. Strongly Disagree d. N/A
62. We have conducted a "Climate Study" in my building.  
a. Strongly Agree b. Agree c. Strongly Disagree d. N/A
63. We have a SRO in my building every day.  
a. Strongly Agree b. Agree c. Strongly Disagree d. N/A
64. We frequently have local, county and or State of Indiana law enforcement in our building.  
a. Strongly Agree b. Agree c. Strongly Disagree d. N/A
65. I have incorporated law enforcement into my lesson plans to address students.  
a. Strongly Agree b. Agree c. Strongly Disagree d. N/A
66. Law enforcement officers visit my building on a weekly basis.  
a. Strongly Agree b. Agree c. Strongly Disagree d. N/A
67. When I supervise extracurricular events, my administration supplies me with a packet of contact information for administrators, law enforcement, emergency personnel, etc.  
a. Strongly Agree b. Agree c. Strongly Disagree d. N/A
68. Local law enforcement attends extracurricular activities to assist in emergencies situations.  
a. Strongly Agree b. Agree c. Strongly Disagree d. N/A
69. Law enforcement participates in the planning and conducting of safety drills.  
a. Strongly Agree b. Agree c. Strongly Disagree d. N/A





