



Suzanne Pegas, Restorative Justice Coordinator at Roosevelt Middle School. Roosevelt Middle School wellness committee, Oakland Unified School District, Oakland, CA.

## Staff Wellness & Interest Survey

1) What is your role at \_\_\_\_\_?

- Teacher
- Administrator
- Admin/Teacher Support Staff
- EBAYC
- Elev8/Safe Passages
- Health Center
- Custodial Staff
- SSO
- Cafeteria Staff
- All Other Community Partners

2) Do you personally feel fulfilled and successful in your work at RMS?

- Yes
- Mostly
- No
  - If No, what would help you feel more fulfilled and successful at work?

3) Do you feel like you have the tools you need to be successful in your work at RMS?

- Yes
- Mostly
- No

4) Please answer the following questions as honestly as you can about \_\_\_\_\_.

Please check how you would rate the following statements:	Strongly Disagree	Disagree	Agree	Strongly Agree
I feel supported to do my best at work.				
I feel acknowledged and recognized for my specific efforts and successes				
I feel generally valued				



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**5) How could you feel more supported, valued, and recognized by administration?**

**6) How could you feel more supported, valued, and acknowledged by teachers, staff and community partners?**

**7) Please answer the following questions as honestly as you can.**

Please check how you would rate the following statements:	Strongly Disagree	Disagree	Agree	Strongly Agree
I have someone to talk to at work when I need emotional support.				
I am able to maintain a balance between my work and my personal life that I am comfortable with.				
I know how to resolve a conflict with a colleague.				
I feel generally valued by my students.				
This is a supportive and inviting place to work				
Promotes trust and collegiality among staff.				
Promotes personnel participation in decision-making that affects school practices and policies.				
Supportive and inviting place for students to learn.				
Sets high standards of academic performance for all students.				
Emphasizes helping students academically when they need it.				



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Provides adequate counseling and support services for students.				
Considers it a priority to close the racial/ethnic achievement gap.				
Environment is a safe place for students.				

**8) What is your typical mood at school?**

- I typically feel relaxed and positive.
- I experience mild stress occasionally.
- I experience moderate stress on a regular basis.
- I am extremely stressed out most of the time.

**9) Considering your rating above, what are your top three stressors?**

**10) Which of the following, if any, would help make our school a less stressful working environment?**

- Onsite group exercise classes
- Building stronger relationships with colleagues (e.g. bonding opportunities, staff circles)
- Mindfulness group (e.g. a group that meets for 20 min either in the morning or afternoon)
- Support for saying NO to burnout/ Group wellness competitions
- Improved staff Wellness space
- the spaces so they can be used as a quiet zones)
- Appreciation (e.g. creating opportunities to appreciate one another more)
- Workshops and trainings on topics mitigating stress (please specify in "other")
- Authentic Communication
- Happy Hour
- Skill Shares



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- Family Friendly
- gatherings
- None
- Other
  - Specify: \_\_\_\_\_

**11) How would you prefer to receive information about programs and health information?**

- Announcements at staff meetings
- Posters and flyers around the school
- Email
- Dedicated bulletin board for staff wellness
- In-person
- exchanges/conversations
- Other

**12) What's the best time for you to participate in onsite wellness activities? ( ) 6th**

- Before school
- Lunchtime
- After school
- Prep periods
- During existing meetings
- Other

**13) What is the best day for you to participate in onsite wellness activities?**

- Monday
- Tuesday
- Wednesday
- Thursday
- Friday
- None

**14) Are you interested in planning staff wellness activities at our school?**

- Yes
- No
- I don't know – I would like more information



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**15) Is there some other work place based health benefit or activity that you're particularly interested in doing or helping to organize or facilitate?**

**16) Is there any other comments you would like to add about our School or our Wellness work?**