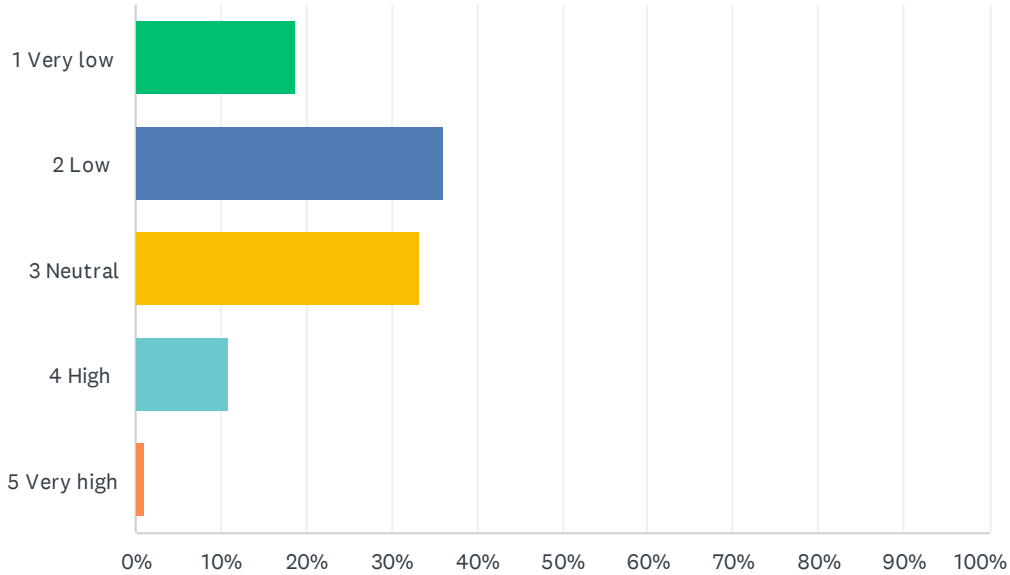


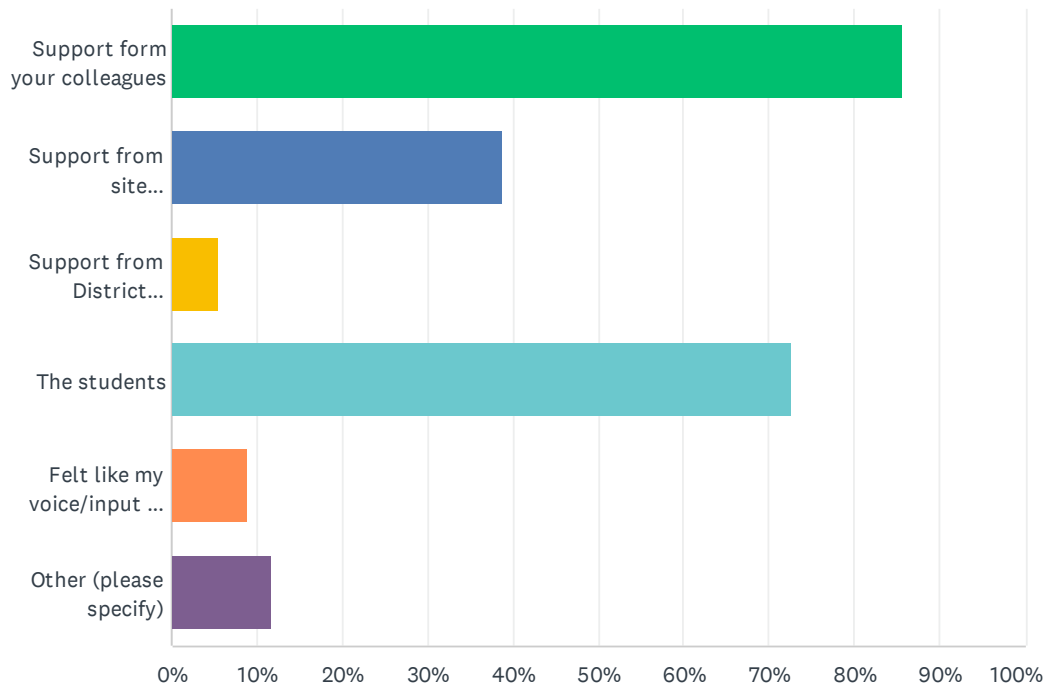
PAEA Climate Survey 2023-24
522 Members took the survey

How would you describe your morale as a PAUSD employee this year?



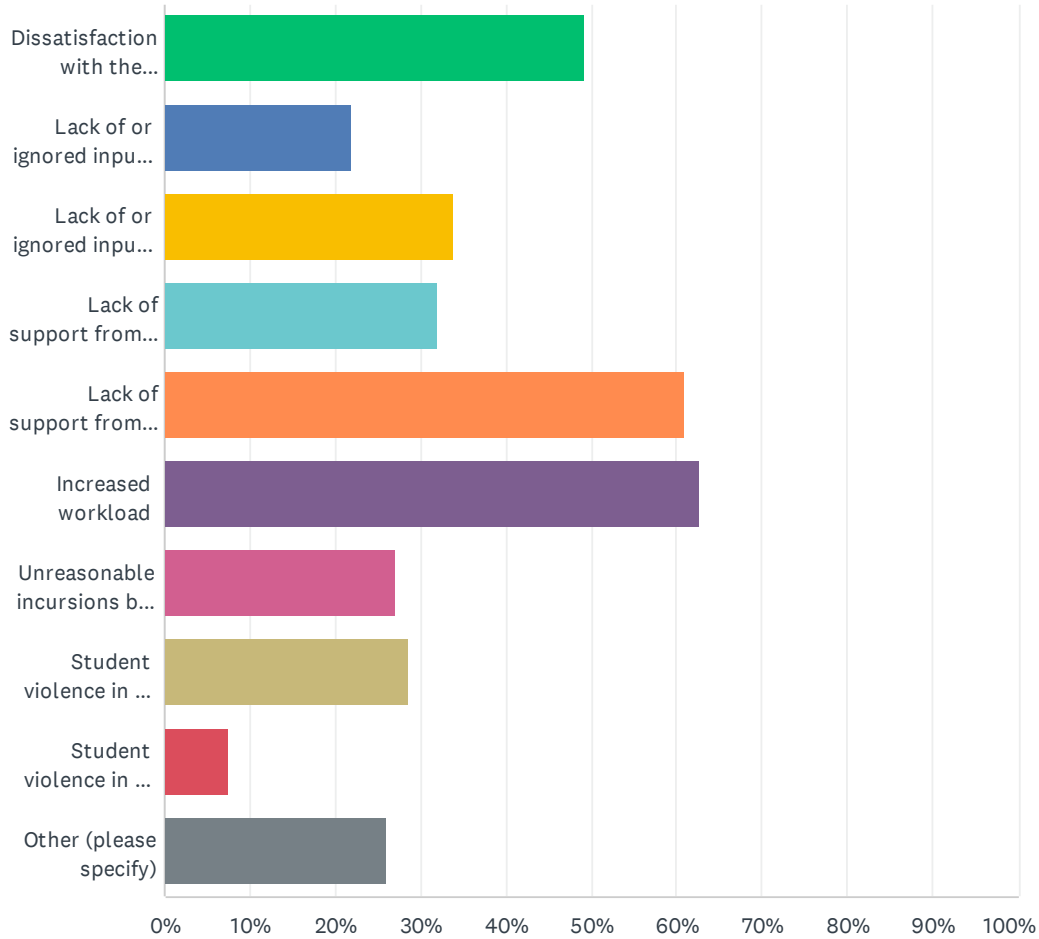
ANSWER CHOICES	RESPONSES
1 Very low	18.66%
2 Low	36.06%
3 Neutral	33.33%
4 High	10.90%
5 Very high	1.05%

What factors have positively impacted your morale this year?



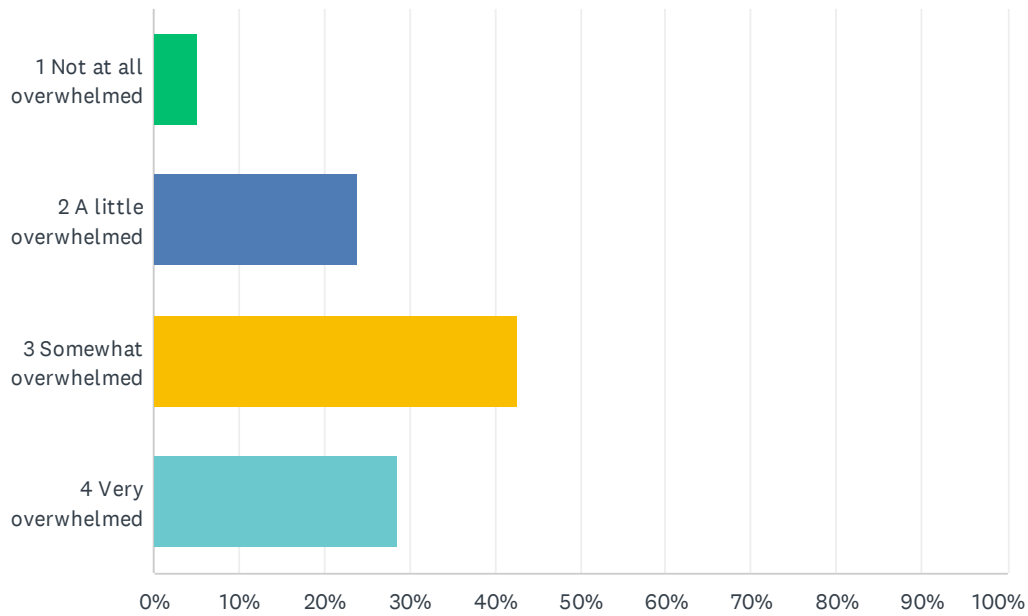
ANSWER CHOICES	RESPONSES
Support form your colleagues	85.71%
Support from site administrator(s)	38.87%
Support from District Administrators	5.46%
The students	72.69%
Felt like my voice/input was listened to and respected by site/district administrators	9.03%
Other (please specify)	11.76%

What factors have negatively impacted your morale this year? (check all that apply)



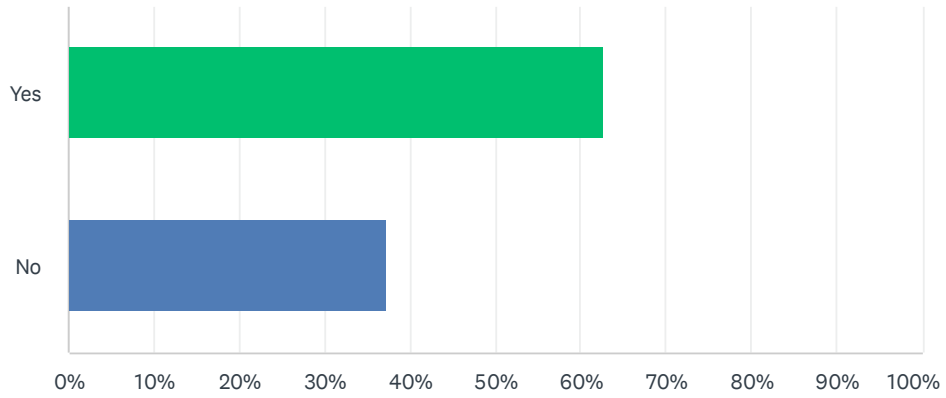
ANSWER CHOICES	RESPONSES
Dissatisfaction with the handling of student disciplinary issues	49.23%
Lack of or ignored input on school goals	21.88%
Lack of or ignored input on curricular decisions	33.92%
Lack of support from site administration	31.95%
Lack of support from district administration	61.05%
Increased workload	62.58%
Unreasonable incursions by admin into classroom policies regarding work load and grading	27.13%
Student violence in the classroom targeting others	28.67%
Student violence in the classroom targeting me	7.44%
Other (please specify)	26.04%

Considering the entire school year, how overwhelmed do you feel?



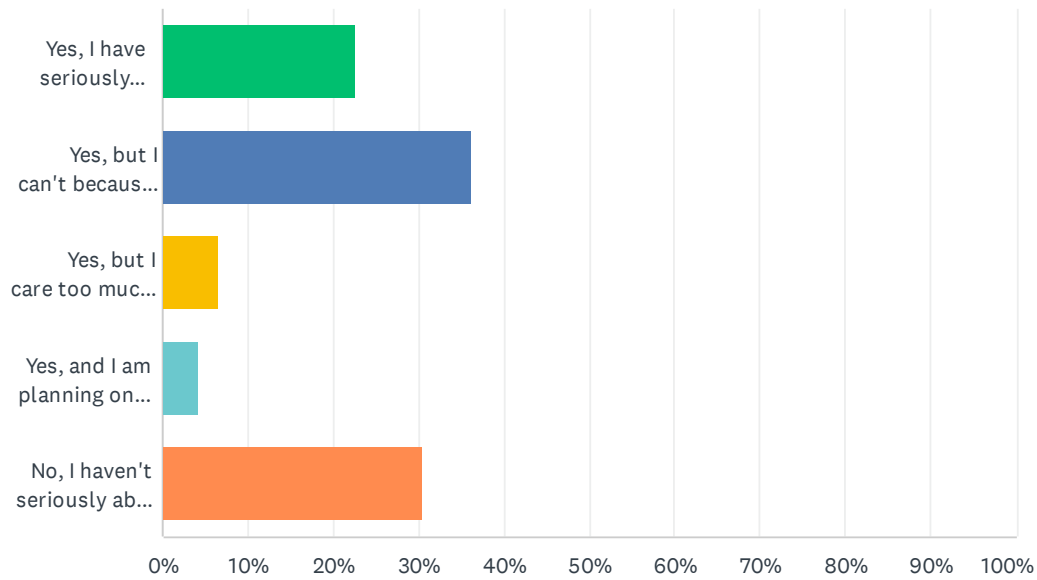
ANSWER CHOICES	RESPONSES
1 Not at all overwhelmed	5.03%
2 A little overwhelmed	23.90%
3 Somewhat overwhelmed	42.56%
4 Very overwhelmed	28.51%

Have you considered leaving the teaching profession?



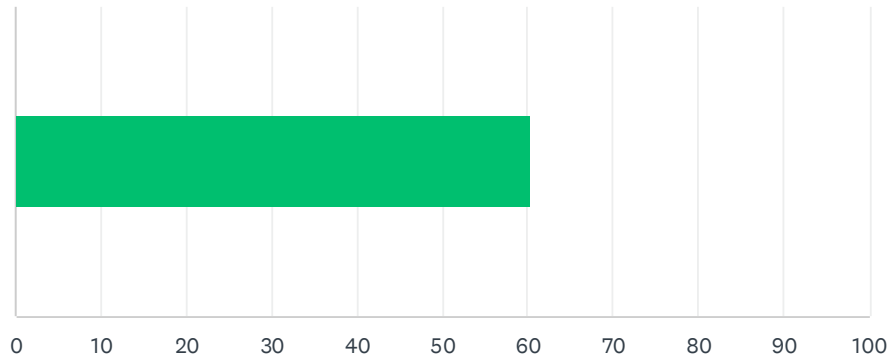
ANSWER CHOICES	RESPONSES
Yes	62.68%
No	37.32%

Have you thought about staying in the profession but leaving PAUSD?



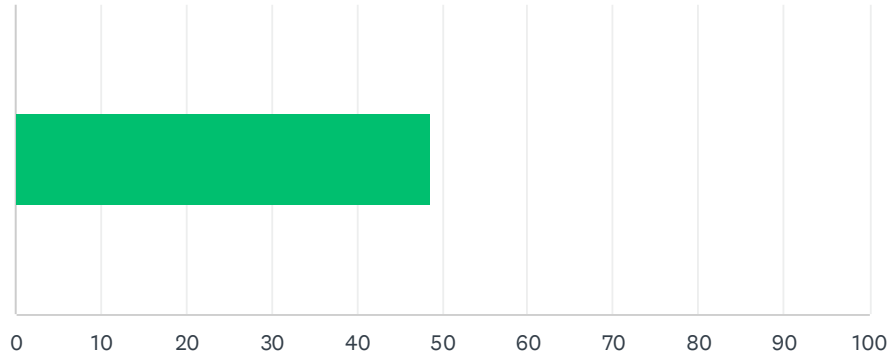
ANSWER CHOICES	RESPONSES
Yes, I have seriously thought about it.	22.62%
Yes, but I can't because I have too many years to be able to go to another district without a significant pay decrease.	36.15%
Yes, but I care too much about my students and their families to leave.	6.55%
Yes, and I am planning on leaving PAUSD in the near future.	4.23%
No, I haven't seriously thought about it.	30.44%

Overall, how much enjoyment/fulfillment do you have at work?



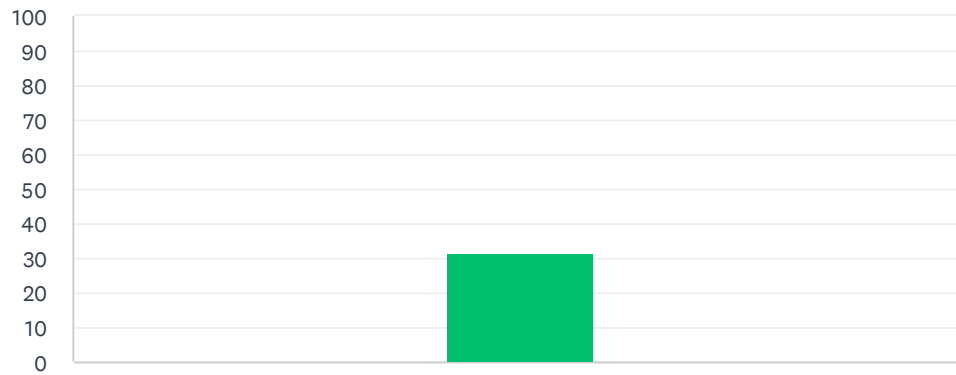
ANSWER CHOICES	AVERAGE NUMBER
1 = not much fulfillment - 100 = very fulfilling	60

Do you trust your site admin to advocate for teachers/counselors and to effectively represent site concerns to the district office?



ANSWER CHOICES	AVERAGE NUMBER
1 = not at all - 100 = very much	49

How would you rate your level of trust in our district leadership?



ANSWER CHOICES	AVERAGE NUMBER
1= not at all - 100 = very much	32