

Anonymous Staff Wellbeing Surveys

SET YOUR SCHOOL UP FOR SUCCESS

A staff wellbeing survey helps to measure and monitor progress and enables a school to focus on the tangible and practical actions they can take to support a whole school approach to mental health and wellbeing.

Good Surveys



ASK QUESTIONS ABOUT...

Staff Perceptions of Their Health and Wellbeing

This involves getting a picture of staff assessments of their own physical and mental health, stress, burnout risk and resilience. Such questions help schools to understand the overall health and resilience of their staff, allowing them to address potential issues and provide necessary support.

Leadership Practices

Including leadership-related questions is essential as leadership significantly impacts the work environment and staff satisfaction. Such questions provide insights for leadership improvement, fostering better staff wellbeing. Additionally, they enable leaders to enhance self-awareness and cultivate a positive school culture.

School Culture and Workplace Factors Which Influence Wellbeing

Questions about the school environment, morale, culture, stressors and suggested initiatives enable a school to identify areas and strategies for improvement and maintain a positive and supportive culture. They offer staff the opportunity to voice their concerns and contribute to developing initiatives to enhance their overall wellbeing and school culture.

School Processes Aimed At Supporting Staff Wellbeing

Such questions enable schools to gauge the impact of their support measures and make data-driven improvements, ultimately ensuring that staff receive the best possible assistance.

Seeking feedback on these processes promotes continuous improvement and focuses on the ongoing prioritisation of staff wellbeing and health.

OUR SURVEY QUESTIONS ARE GROUPED INTO 5 KEY SECTIONS

01

GENERAL STAFF WELLBEING

Gain essential insights into your staff's wellbeing, enabling you to proactively address health, mental wellbeing, and resilience:

- Ask staff about how they have been feeling recently regarding their health, mental health and resilience
- Discern whether any current staff wellbeing approaches and initiatives are truly effective (or not!)

BURNOUT RISK FOR STAFF 02

Recognise burnout risks within your staff and take action to reduce burnout rates.

Bring awareness to the needs of your staff so you can provide targeted support and guide future decisions and actions aimed at preserving the wellbeing of your team.

 Determine how many of your staff self-identify with feeling burned out or are experiencing multiple symptoms of burnout.

03

WORKPLACE
WELLBEING,
SCHOOL CULTURE
& STAFF ATTITUDES

Delve into the heart of your school's culture.

This section empowers you to enhance staff satisfaction, morale, and school culture.

- Ask staff key questions about workplace satisfaction, staff morale and reflections on school culture.
- Identify the top workplace stressors of staff at your school
- Ask staff to provide feedback on future wellbeing initiatives

SCHOOL & LEADERSHIP PROCESSES FOR STAFF WELLBEING

04

Explore the impact and effectiveness of your current processes and strategies to support staff wellbeing and improve school culture.

- Ask staff key questions about staff involvement in decision-making and action planning.
- action planning.
 Collect staff reflections on the school leadership-led support options and engagement practices on offer.
- Review staff's sentiment towards staff relationships and collaboration

05

FINAL REFLECTIONS

Offer your staff the opportunity to have their voices heard and participate in shaping the school's culture. Gathering their reflections and recommendations helps you make meaningful changes, ultimately strengthening your school culture.





Introducing a comprehensive and effective approach to improving staff wellbeing within your school community.

In today's educational landscape, it's crucial to understand and address the unique challenges and stressors that impact the health and happiness of your staff.

This framework guides you through the essential steps necessary for gathering valuable insights and transforming them into actionable plans. By surveying your staff, fostering open discussions, and maintaining transparent communication, you'll be on your way to not only identifying and addressing the wellbeing concerns within your school but also fostering a culture of collaboration and continuous improvement.

O1 Survey

Survey your staff to uncover the unique stressors affecting their wellbeing and the initiatives they believe will provide essential support.

This data is the foundation of your strategic plans.

02 Review

Facilitate timely discussions with leaders and staff. Identify what's working well and areas that require strategic attention.

Engage staff to empower them in the change process, improving school culture and setting the stage for enhanced performance. 03
Respond

Keep your people in the loop by reporting findings back to leaders, teachers and staff.

Clarify what feedback and suggestions can be actioned now and in the future.

Be transparent about any limitations, ensuring a realistic and collaborative path forward.





Surveys



DIY Staff Wellbeing Survey

Start your wellbeing journey with ease. This package empowers you to gather crucial data, assess your staff's wellbeing, and identify areas of celebration or concern.

You'll receive all the resources needed to conduct your own staff survey and begin addressing wellbeing challenges at your school.



Staff Wellbeing Survey template

Gain instant access to a user-friendly survey on 'Google Forms' to kickstart your wellbeing journey with ease.

Questions include: 4 point satisfaction scales, multiple choice checklists and space for short and long-answer comments.



Evidence-based survey structure

Leverage a survey backed by research, that examines five critical areas of staff wellbeing.

Explore staff health and wellbeing, burnout risk, attitudes to workplace wellbeing and culture, opinions on current school processes and solutions on offer for staff wellbeing.



Editable and re-usable online format

Customise your survey to fit your school's unique needs and goals.

Easily add or remove questions and with the ability to run the survey annually, track your progress and adapt to the changing needs of your staff.



Instant data displays

Save valuable time by instantly viewing staff responses in easy-to-understand graphs and displays.

This real-time feature empowers you to make datadriven decisions and share insights with your leadership and staff promptly.



Step-by-step guide

Simplify survey administration with a step-by-step guide to streamline the process, making it more efficient and accessible.

Edit questions, distribute your survey, and interpret results effortlessly.



Data review, communication and planning tools

Engage your entire staff in the process of positive change with activities and discussion prompts.

These tools facilitate structured data reviews and discussions, enhancing communication and fostering a collaborative approach to wellbeing improvement.

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Leverage a survey backed by research, that examines five critical areas of staff wellbeing.

Explore 5 Key Areas:

- 1. Staff health and wellbeing
- 2. Staff burnout risk
- 3. Staff attitudes to workplace wellbeing and culture: Key stressors and top suggested initiatives
- 4. Staff opinions on current school processes and solutions on offer for staff wellbeing
- 5. Final reflections on school culture and suggestions for improvement







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- The benefits of Staff Wellbeing Surveys
- Survey design explanations
- Tips to effectively use the survey
- Three Steps to Survey Success guide
- Instructions to set up and administer your survey
- · Email templates to send to staff
- Plug and play instructional videos

Data review, communication and planning tools

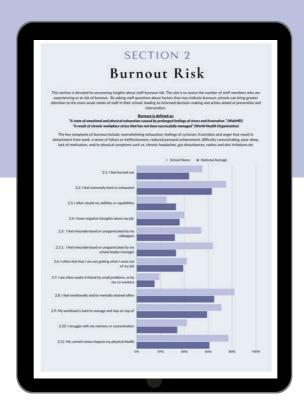
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DIY Staff Wellbeing Survey + School Comparison Report

This package helps you gain valuable insights by comparing your school's data to the national average of other schools in our data pool.

Laid out in easy-to-read graphs, you'll be able to identify unique challenges and celebrate shared successes. With this package you also get a 30-minute survey strategy call with our team to review survey results and key findings from your report ahead of staff consultation.



A full school comparison report displaying each survey question in comparison to the Australian average from our data pool



Access to your comparison report 14 days after survey completion



Easy to view graphs for each survey question to start discussions with leaders and staff



30 minute Survey Strategy Call with our team to review survey results and key findings from your report ahead of staff consultation



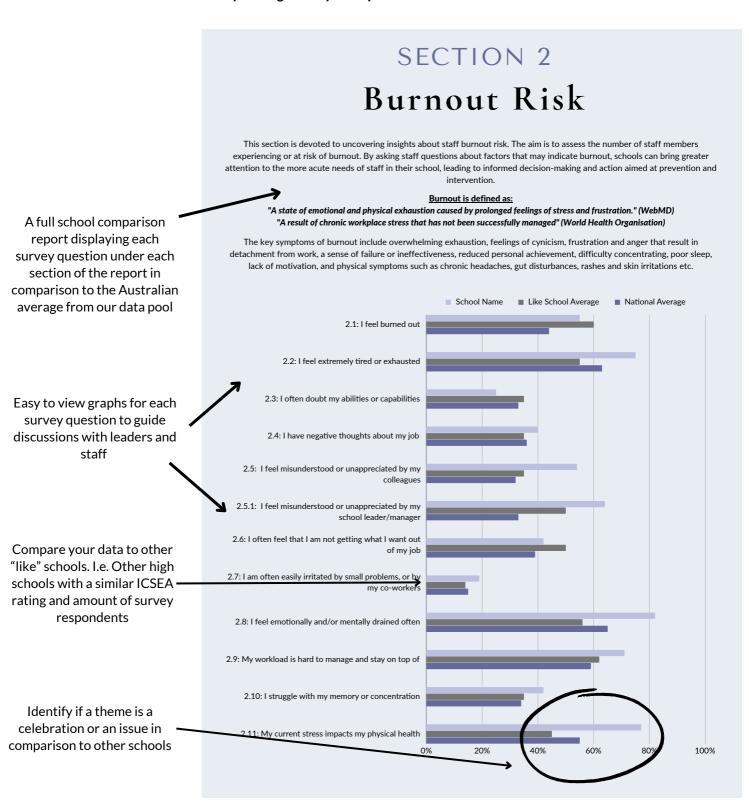
Identify if a theme is a celebration or an issue in comparison to other schools



Optional data breakdowns: View your data based on staff roles and/or areas (primary, secondary, campus services, etc), faculties and/or campuses

DIY Staff Wellbeing Survey + School Comparison Report Example

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BUY NOW

The data % on this page are examples only and not representative of actual data





ARE YOU LOOKING FOR MORE TAILORED AND PERSONALISED SUPPORT, ADVICE, AND RECOMMENDATIONS?

School Comparison + Data Analysis and Recommendation Report



A full school comparison report displaying each survey question in comparison to the Australian average from our data pool



Thematic analysis report of staff written responses - grouped into key identified themes and sub themes



Comprehensive data analysis report of your survey results - including celebrations, areas for focus, comparisons with other schools and recommendations



2 page executive summary displays your goals, areas for focus, school priorities and strategic steps



In depth data breakdowns: Review your data based on staff roles across the school



50 minute Survey Strategy Call with our team to review survey results and key findings from your comparison report



Access to our online portal, complete with high-quality tools and resources to support your wellbeing actions and initiatives



Optional data breakdowns: Collate and interpret your data across areas (primary, secondary, campus services, etc), faculties and/or campuses

School Comparison + Data Analysis and Recommendation Report

Get personalised support, expert analysis, comparisons to national averages and tailored recommendations for a comprehensive wellbeing strategy.

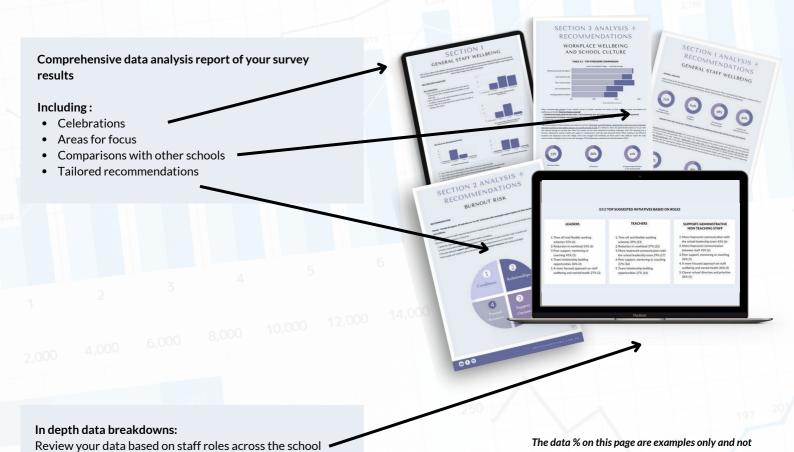
Our team guides you through the survey process, provides in-depth data analysis, and recommends actions based on your unique results. We'll support you to take your first steps with a 50-minute strategy call.

Everything included in the:

- DIY Survey Package
- · School Comparison Report Package

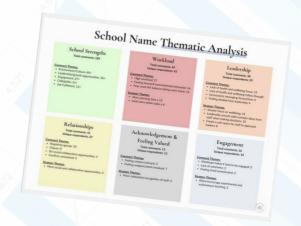


representative of actual data



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ABOUT ME

Hi, I'm Adrienne - A Wellbeing Consultant for Schools

As a school leader (and teacher!), I was once unhappy, overworked and burnt out. When I looked around me, I could see I wasn't alone in my struggles. My fellow colleagues were drowning under the high stress, immense workload and heavy expectations of their roles.

By prioritising my health and wellness, I started to feel healthier, happier and more engaged at work. This was when I realised that by looking after myself, I could better look after my people. Using the lessons I learned on my own wellbeing journey, I transformed the way I led my staff, making their wellbeing a priority and creating positive team environments year after year.

This shift in focus made me a fierce advocate for school staff wellbeing. It's my mission to help schools put their people first to build more positive staff and school cultures.

Now, I partner with school leaders and their staff across Australia to collect the crucial data they need to build and embed a tailored 'Staff Wellbeing Action Plan' for their schools.

Each school's plan is aimed at nurturing a positive school environment and addressing teacher and staff burnout so that they can improve their school's outcomes and performance.

SOME OF OUR PARTNERS

























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I love that you think my resources are great!

I've worked hard to develop my content so you and your school can learn, develop and grow.

If you think my work is worth sharing, please recommend that your friends, networks, and colleagues purchase or sign up to my consultation services.

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