



Maryland School Survey

2026 Instructional Staff Survey Item Bank

This document includes a list of survey items that may appear on the Maryland School Survey administered to students in elementary, middle, or high school for school year 2025–2026. While instructional staff may not receive every single question from this list, all questions that could be asked are included in this list.

HOW STRONGLY DO YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS ABOUT THIS SCHOOL? MARK ONE RESPONSE

Throughout the survey, "this school" means activities happening in school buildings, on school grounds, on school buses, and at places that hold school-sponsored events or activities. Unless otherwise specified, this refers to normal school hours or to times when school activities/events were in session.

These survey questions are provided for transparency. To ensure the validity of the results, please do not use these questions to prepare students or staff for the survey or for any other unintended purpose.

1. At this school, all students are treated equally, regardless of whether their parents are rich or poor.
 - ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
2. I feel like I belong at this school.
 - ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
3. The following types of problems occur at this school often: physical abuse of teachers or other staff.
 - ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
4. The following types of problems occur at this school often: student verbal abuse of teachers or other staff.
 - ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
5. My work is hindered by poor heating, cooling, and/or lighting systems at this school.
 - ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree

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6. My work is hindered by insufficient workspace at this school.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
7. This school encourages students to take challenging classes no matter their race, ethnicity, nationality, and/or cultural background (e.g., honor level courses, gifted courses, AP or IB courses).
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
8. This school provides instructional materials (e.g., textbooks, handouts) that reflect students' cultural background, ethnicity and identity.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
9. This school emphasizes showing respect for all students' cultural beliefs and practices.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
10. This school provides effective resources and training for teaching students with Individualized Education Programs (IEPs) across different languages and cultures.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
11. This school provides effective supports for students needing alternative modes of communication (e.g., manual signs, communication boards, computer-based devices, picture exchange systems, Braille).
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
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12. This school has programs, resources, and/or policies to prevent substance abuse.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
13. Staff do a good job helping parents to support their children's learning at home.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
14. A member of the school leadership team provides me with useful feedback to improve my teaching.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
15. A member of the school leadership team provides me with useful feedback based on observations of my classroom.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
16. Staff do a good job helping parents understand when their child needs to learn social, emotional, and character skills.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
17. If a student has done something well or makes improvement, staff contact his/her parents.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
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18. This school asks families to volunteer at the school.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
19. This school communicates with parents in a timely and ongoing basis.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
20. My level of involvement in decision making at this school is fine with me.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
21. Staff at this school have many informal opportunities to influence what happens within the school.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
22. At this school, students are given the opportunity to take part in decision making.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
23. Administrators involve staff in decision-making.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree

24. This school provides students with opportunities to take a lead role in organizing program and activities.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

25. Students are encouraged to get involved in extra-curricular activities.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

26. I feel like I belong.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

27. I feel satisfied with the recognition I get for doing a good job.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

28. I feel comfortable discussing feelings, worries, and frustrations with my supervisor.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

29. This school inspires me to do the very best at my job.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

30. People at this school care about me as a person.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

31. I can manage almost any student behavior problem.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

32. I feel safe at this school.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

33. I feel safe going to and from this school.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

34. I receive instructional feedback that addresses the pressing issues in my classroom(s).

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

35. A member of the school leadership team provides me with actionable steps to improve my teaching.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

36. A member of the school leadership team recognizes my instructional accomplishments or helps me identify my areas of strength.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
37. My work is hindered by a lack of materials and basic supplies at this school.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
38. A member of the school leadership team helps me identify my areas of instructional practice that need improvement.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
39. The following types of problems occur at this school often: physical conflicts among students.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
40. The following types of problems occur at this school often: robbery or theft.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
41. The following types of problems occur at this school often: vandalism.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree

42. The following types of problems occur at this school often: student possession of weapons.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

43. The following types of problems occur at this school often: physical abuse of teachers.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

44. The following types of problems occur at this school often: student verbal abuse of teachers.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

The following question is about bullying. Bullying happens when one or more students tease, threaten, spread rumors about, hit, shove or hurt another student. It is not bullying when students of about the same strength or power argue or fight or tease each other in a friendly way. Bullies are usually stronger, or have more friends or more money, or some other power over the student being bullied. Usually, bullying happens over and over, or the student being bullied thinks it might happen over and over.

45. I think that bullying is a frequent problem at this school.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

The following question is about cyberbullying. Cyberbullying is bullying that takes place using electronic technology. Examples of cyberbullying include mean text messages or emails, rumors sent by email or posted on social networking sites, and embarrassing pictures, videos, websites, or fake profiles.

46. I think that cyberbullying is a frequent problem among students at this school.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

47. Students at this school would feel comfortable reporting a bullying incident to a teacher or other staff.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
48. Staff at this school always stop bullying when they see it.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
49. Staff at this school are teased or picked on about their race or ethnicity.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
50. Staff at this school are teased or picked on about their cultural background or religion.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
51. Staff at this school are teased or picked on about their physical or mental disability.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
52. Staff at this school are teased or picked on about their sexuality.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree

**HOW MUCH OF A PROBLEM ARE THE FOLLOWING AT THIS SCHOOL?
MARK ONE RESPONSE**

Drugs means any substance, including those used to get “high” or increase performance in school or sports. Examples of drugs include marijuana, illegal drugs, inhalants, synthetic drugs used to get high (K-2, bath salts, white lightning), or over-the-counter medicine. This does not include medications prescribed by doctor or nurse for the person, but includes prescription drugs that are NOT prescribed to the person by his/her doctor.

53. At this school, how much of a problem is student drug use?

- ☐ Not a Problem
- ☐ Small Problem
- ☐ Somewhat a Problem
- ☐ Large Problem

54. At this school, how much of a problem is student use of electronic cigarettes?

- ☐ Not a Problem
- ☐ Small Problem
- ☐ Somewhat a Problem
- ☐ Large Problem

55. At this school, how much of a problem is student use of tobacco (e.g., cigarettes, chew, cigars)?

- ☐ Not a Problem
- ☐ Small Problem
- ☐ Somewhat a Problem
- ☐ Large Problem

“Alcohol” means a full or part of a drink of alcohol. Examples include beer, wine, mixed drink, shot of liquor, or any combination of these alcoholic drinks. This does not include alcohol that you may drink for religious purposes.

56. At this school, how much of a problem is student alcohol use?

- ☐ Not a Problem
- ☐ Small Problem
- ☐ Somewhat a Problem
- ☐ Large Problem

57. This school collaborates well with community organizations to help address youth substance use problems.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
58. This school has adequate resources to address substance use prevention.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
59. This school provides effective confidential support and referral services for students needing help because of substance abuse (e.g., a Student Assistance Program).
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
60. This school has programs that address substance use among students.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
61. I know what to do if there is an emergency, natural disaster (tornado, flood) or a dangerous situation (e.g., violent person on campus) during the school day.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
62. This school has a written plan that describes procedures to be performed in shootings.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree

63. This school has a written plan that clearly describes procedures to be performed in natural disasters (e.g., earthquakes or tornadoes).
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
64. This school or school district provides effective training in safety procedures to staff (e.g., lockdown training or fire drills).
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
65. This school looks clean and pleasant.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
66. This school is an inviting work environment.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
67. My work is hindered by inadequate or outdated equipment or facilities at this school.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
68. Staff at this school feel that it is a part of their job to prepare students to succeed in college.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree

69. Staff at this school feel responsible to help each other do their best.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

70. My teaching is hindered by poor heating, cooling, and/or lighting systems at this school.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

71. My teaching is hindered by a lack of instructional space (e.g., classrooms) at this school.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

72. My teaching is hindered by a lack of textbooks and basic supplies at this school.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

73. My teaching is hindered by inadequate or outdated equipment or facilities at this school.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

74. The students in my class(es) come to class prepared with the appropriate supplies and books.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

75. Once we start a new program at this school, we follow up to make sure that it's working.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
76. The programs and resources at this school are adequate to support students' learning.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
77. Teachers at this school feel responsible to help each other do their best.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
78. Teachers at this school feel that it is a part of their job to prepare students to succeed in college.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
79. The programs and resources at this school are adequate to support students with special needs or disabilities.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
80. This school provides the materials, resources, and training necessary for me to support students' physical health and nutrition.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree

81. This school places a priority on making healthy food choices.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
82. This school places a priority on students' health needs.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
83. This school places a priority on students' physical activity.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
84. This school provides quality counseling or other services to help students with social or emotional needs.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
85. This school provides the materials, resources, and training necessary for me to support students' social or emotional needs.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree
86. Staff at this school expect students to do their best all the time.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly Disagree

87. Staff at this school encourage students to think about how their actions affect others.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

88. School rules are applied equally to all students.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

89. This school places a priority on addressing students' mental health needs.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

90. This school places a priority on teaching students strategies to manage their stress levels.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

91. This school places a priority on helping students with their social, emotional, and behavioral problems.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

92. Staff at this school are clearly informed about school policies and procedures.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

93. Staff at this school recognize students for positive behavior.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

94. Staff at this school help students develop strategies to understand and control their feelings and actions.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

95. Students care about each other.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

96. Students care about each other.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

97. Staff at this school listen to students when they have problems.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

98. Students respect others who are different.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

99. Staff at this school care about the students

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

100. Students treat each other with respect.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

101. Discipline is fair.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

102. This school effectively handles student discipline and behavior problems.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

103. Staff at this school work together to ensure an orderly environment.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

104. Staff like the students in this school.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

105. Students are friendly with each other

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

106. Teachers care about their students.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

107. Staff at this school treat students of all races with respect.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

108. Students get along with each other.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

109. This survey is intended to capture instructional staff's feedback on the school climate.

Instructional staff are staff whose primary activities directly or adjunctly deal with teaching students in education settings. Teaching may be provided in a school classroom via direct delivery, instructional television, computer-assisted instruction, on-line services, or through correspondence; in another location such as a home or hospital; or in other settings where students are instructed, presented with learning experiences, or participate in extra- or co-curricular activities. Instruction also includes most activities that occur on a regular basis at the school level or for the benefit of the instructional program, such as school media services and guidance for all students, instructional staff development, and school department chairpersons who also teach.

Based on the above definition, how would you classify your role at your school?

- ☐ I consider myself to be an instructional staff
- ☐ I consider myself to be a non-instructional staff
- ☐ Neither