

HELP ME UNDERSTAND...

the  
**S**chool  
**C**limate  
**S**urvey for  
**T**eachers



# APPEARANCE + PURPOSE

The School Climate Survey for Teachers is an anonymous tool that asks teachers 45 questions about themselves and about what happened to them in their week at school.

It is the first step towards understanding the underlying positive and negative dynamics affecting those who have a responsibility to teach, manage and lead the school, including stress and frustration.

## What's it for?

It helps school leaders, and the teachers themselves, to get a picture of levels of harm and care experienced by staff in a school..



**SCHOOL CLIMATE SURVEY FOR TEACHERS**



# APPEARANCE + PURPOSE

## What does it look like?

**cie** School Climate Survey for Teachers

**Marking Instructions**  
 • Use an HB pencil only.  
 • Darken the circle completely.  
 • Read each question / remark carefully.  
 CORRECT: ●  
 INCORRECT: ☒ ☓ ☐ ☑

**Age**  
 1  
 2  
 3  
 4  
 5  
 6  
 7  
 8  
 9  
 10

**Gender**  
 Female   
 Male

**Position**  
 Permanent   
 Relief   
 Teacher   
 Deputy   
 SGB   
 Head of Department   
 Principal

**What language(s) do you speak or use at home?**  
 Afrikaans  seTswana   
 English  isiSwati   
 isiNdebele  isiVenda   
 isiZulu  isiTsonga   
 isiXhosa  Sign Language   
 seSotho saLeboa  Other   
 seSotho

**Qualifications**  
**What did you qualify in?**  
 Name of Qualification: \_\_\_\_\_  
 Phase: \_\_\_\_\_  
 Subject(s): \_\_\_\_\_

**Teaching**  
**What do you teach currently?**  
**Class(es)**  
 some people teach more than one class per grade, so please mark more if necessary

| Number of Classes          |                            |                            |                             |                             |                             |                            |
|----------------------------|----------------------------|----------------------------|-----------------------------|-----------------------------|-----------------------------|----------------------------|
| Gr R <input type="radio"/> | Gr 1 <input type="radio"/> | Gr 2 <input type="radio"/> | Gr 3 <input type="radio"/>  | Gr 4 <input type="radio"/>  | Gr 5 <input type="radio"/>  | Gr 6 <input type="radio"/> |
| Gr 7 <input type="radio"/> | Gr 8 <input type="radio"/> | Gr 9 <input type="radio"/> | Gr 10 <input type="radio"/> | Gr 11 <input type="radio"/> | Gr 12 <input type="radio"/> |                            |

Subject(s): \_\_\_\_\_

**What is the average size of a class that you teach?**  
 0 - 10  11 - 20  21 - 30  31 - 40  41 - 50  51 - 60  61 - 70  71 - 80  81 - 90  91 - 100

**A. Teacher Interactions**  
 During the last week at school another teacher or the HoD or the Principal...

|   | not at all            | once                  | twice                 | more than twice       |
|---|-----------------------|-----------------------|-----------------------|-----------------------|
| ... valued my work                          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... made me feel scared                     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... helped me                               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... made me feel uncomfortable              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... shared resources with me                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... ignored me                              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... had a good conversation with me         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... undermined me                           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... cared for me                            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... discussed classroom experiences with me | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... shouted at me                           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**B. Learner Interactions**  
 During the last week at school the learners (in general)...

|  | not at all            | once                  | twice                 | more than twice       |
|--|-----------------------|-----------------------|-----------------------|-----------------------|
| ... helped me                          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... threatened me                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... completed assigned work            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... were rude to me                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... respected me                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... laughed at me                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... thanked me for my help             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... made me feel scared                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... settled quickly into the lesson    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... were physically violent towards me | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... laughed with me                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... were verbally abusive towards me   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**C. Parent or Guardian Interactions**  
 During the last term, I had meetings with parents or guardians...

|   | not at all            | once                  | twice                 | more than twice       |
|---|-----------------------|-----------------------|-----------------------|-----------------------|
| ... complimented me                             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... made me feel scared                         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... talked about their child's progress with me | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... shouted at me                               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**D. School Environment**  
 During the last week at school...

|   | Yes                   | No                    | Sometimes             |
|---|-----------------------|-----------------------|-----------------------|
| ... the staff toilets were clean              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... there were enough desks for the learners  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... there were enough chairs for the learners | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... I felt safe on the school premises        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... I felt safe in the classroom              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... I had the resources I needed              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... I felt part of a team                     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... I felt supported by the parents           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... the staffroom was a welcoming place       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... I felt frustrated                         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**E. Education Department Interactions**  
 In my interactions with the Circuit, District or Provincial Education Departments over the last term...

|  | not at all            | once                  | twice                 | often                 |
|--|-----------------------|-----------------------|-----------------------|-----------------------|
| ... I felt valued                          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... I felt that my needs were met          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... I felt stressed                        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... I knew about the meetings in good time | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... I felt prepared                        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

A4, 45 Questions

THANK YOU FOR YOUR PARTICIPATION

Designed and printed by CSX 011 663 9300 CSX863

5 Groups of Questions:  
 Other Teachers; Learners; Parents, Education Department; Environment

4 choices for how often something happens.



SCHOOL CLIMATE SURVEY FOR TEACHERS



# APPEARANCE + PURPOSE

**What does it do?** Helps the school find out, anonymously, what teachers are experiencing.

All teaching and management staff are encouraged to complete it, but nobody is forced to do so.

**Do all staff do it?**

**Who facilitates the survey?**

The instrument is facilitated by one of the CIE's trained staff members, who is able to translate and explain each item as required in order for teachers to understand what is being asked.

Once teachers have completed the forms, they are collated and scanned using an optical scanner, and then the figures are arranged to show the responses per school.

**And then what happens?**



**SCHOOL CLIMATE SURVEY FOR LEARNERS**



# APPEARANCE + PURPOSE

**How do you analyse the survey?**

These responses are then analysed to look for red flags and green flags, and they are then discussed with the teachers in order to triangulate the information. Sometimes teachers prefer to share their experiences in one-on-one discussions, too.

The findings of those discussions are then part of a meeting with the school leadership, who are then encouraged to respond to them in a restorative manner.

**And then what?**

**Who developed the survey?**

The School Climate Survey for Learners was developed in 2018 by the Core Team of the Building Peaceful Schools Programme, in consultation with social science researchers, educationists and peacebuilding experts and in response to the successful implementation of the School Climate Survey for Learners.



**SCHOOL CLIMATE SURVEY FOR TEACHERS**





# APPEARANCE + PURPOSE

**Why was  
the  
survey  
developed?**

It was developed to get an honest picture of what teachers were experiencing in the schools in which CIE works, without relying on stories or generalisations made by school leadership or outsiders, but rather relying on clear statistical data that can be checked and repeatedly gathered.

Yes!

CIE also developed the School Climate Survey for Teachers to help to see what effect the Peacebuilding work that the CIE does is having on the lived experience of Teachers in the schools.

And Teachers requested it!

**Was there  
any other  
reason?**



**SCHOOL CLIMATE SURVEY FOR TEACHERS**



# LINKS WITH OUR OTHER WORK

## How does the Survey fit with CIE's other work?

The School Climate Survey is an essential part of the CIE's response to the mandate given by Direction Statement 1 of the 2019 Catholic Schools' Congress, which focuses on Ethos and which aims to make all schools places of safety and peace where the dignity of the human person is valued and upheld.

## How does it fit with Child Safeguarding?

It is a key part of all Child Safeguarding work in the schools, and is crucial to the Building Peaceful Schools Programme, as it contributes to understanding levels of care and harm at each school - which also makes it important for all Monitoring and Evaluation activities and reports to funders about the impact of the work being done.



**SCHOOL CLIMATE SURVEY FOR TEACHERS**



# LINKS WITH OUR OTHER WORK

If you are part of the Catholic school network in South Africa, this instrument was mandated for use in your school in 2019 at the Catholic Schools Congress.

## Do we have to do it?

As all of the CIE's work is invitational, whether your school is Catholic or not, you are not compelled to use the survey or to participate in it.

However, it is a very useful tool, and we strongly suggest that you use it to help you begin your journey to safety and peace at your school.



**SCHOOL CLIMATE SURVEY FOR TEACHERS**





# VALIDITY + SUITABILITY

The School Climate Survey for Teachers has been administered for 7 consecutive years, in a range of 50 different schools across South Africa.

In that time, 3847 teachers have participated in the survey.

## Is it good enough for my school?

The survey has been conducted in schools at every single quintile within South Africa, including no-fee public schools, low-fee independent schools, fee-paying public schools and high-fee independent or private schools.

It has also been conducted in every single province of South Africa.

It has been externally evaluated on 3 separate occasions, & there is a peer-reviewed journal article published about it.

It is designed for use in South African schools, and has been deemed suitable for use in a wider African context by UNESCO and other organisations.



**SCHOOL CLIMATE SURVEY FOR TEACHERS**



# VALIDITY + SUITABILITY

Independent external evaluations have consistently stated that the School Climate Survey for Teachers is not only fit for purpose but is in fact a ground-breaking instrument that allows for the unspoken everyday stresses and violence experienced by teachers to become visible.

## Does it do what it's supposed to do?

The findings from individual schools that work closely in response to the survey data each year are conclusive – peace and safety are much more attainable when there is a way to know what is changing and what the teachers are feeling.



**SCHOOL CLIMATE SURVEY FOR TEACHERS**



# ETHICS

**Is it fair?**

Yes, it is fair because it does not privilege any one group, and it is completely anonymous. It also balances questions about harm and care, so there is less negative sentiment override in the responses.

Statistical analysis show that the teacher-responses are truthful, and that they get more accurate as the survey is repeated each year and participants trust the process.

**What if the teachers lie?**

**Is it safe?**

It does no harm to the teachers completing it, and is designed to make their environments safer and more caring by noting harmful activity and responding to it in a restorative way.



**SCHOOL CLIMATE SURVEY FOR TEACHERS**



# ETHICS

**Does it  
fit  
with our  
school's  
ethos?**

The School Climate Survey for Teachers is designed for any school that values the safety and dignity of the teachers in it, no matter what religious or social group they or the school belongs to.

It is fully legal and has been endorsed by the Department of Basic Education and UNESCO.

The survey is a means of meeting the school safety mandate set out in Department of Basic Education policies, the provisions of the South African Schools Act of 1996 and the Bill of Rights as enshrined in the 1996 Constitution of South Africa.

**Is it  
legal?**



**SCHOOL CLIMATE SURVEY FOR TEACHERS**



# IMPACT

**What effect do the findings have?**

The findings of the survey are sometimes difficult for teachers and principals to hear, but the approach used in the feedback emphasises the Restorative Justice approach followed by the Building Peaceful Schools programme, which aims to work with all those involved - learners, teachers, parents - to build peace, manage conflict and restore relationships that might be broken in the school.

For the teachers, the process is empowering and affirming of their experience, especially since the feedback discussions allow them to voice their feelings in a way that the those around them will listen and respond effectively.

**How does it affect teachers?**



**SCHOOL CLIMATE SURVEY FOR TEACHERS**



# IMPACT

**What does the survey show?** Over the 7 years of the survey's administration, we have learned a few things about what it shows:

Looking at an individual school is better than trying to understand a whole province or the whole country **1**

**2** The way that teachers are treated by learners, other teachers and parents correlates closely with the way that they treat learners in their classes, and each other

Schools where there is a high level of harm are schools where academic outcomes are poor. **3**  
The inverse is also true: schools with high levels of care have better academic outcomes.



# PARTICIPATION

## Who can participate in the survey?

Any school in South Africa (or Africa in general) can participate in the School Climate Survey for Teachers.

## Where do I sign my school up for it?

You can contact the CIE and ask for the School Climate Survey for Teachers to be conducted in your school. There is a cost involved for the forms themselves, the facilitation and the report-writing required for the full process, and we will send you a quote on it.



**SCHOOL CLIMATE SURVEY FOR TEACHERS**

