



SCHOOL WORKING CONDITIONS SURVEY

Please answer all questions using the following rating scale unless the question directs otherwise:

- 1= Strongly Disagree
- 2= Disagree
- 3= Neither Agree nor Disagree
- 4= Agree
- 5= Strongly Agree

Domain: Leadership

- 1) The school leadership communicates clear expectations to students, parents, faculty and staff ____
- 2) The faculty are committed to helping every student learn ____
- 3) There is an atmosphere of trust and mutual respect within the school ____
- 4) The school leadership team makes an effort to address teacher concerns about:
 - a) Leadership issues ____
 - b) Facilities and resources ____
 - c) The use of time in my school ____
 - d) Professional development ____
 - e) Empowering teachers ____
 - f) New teacher support ____
- 5) Overall, the school leadership in my school is effective ____
- 6) Which position best describes the person who most often provides instructional leadership at your school? ____
 - a) Principal or school head
 - b) Assistant or vice principal
 - c) Department chair or grade level chair
 - d) School-based curriculum specialist
 - e) Director of curriculum and instruction or other central office based personnel
 - f) Other teachers
 - g) None of the above

Domain: Professional Development

- 1) Sufficient resources are available to allow teachers to take advantage of professional development activities ____
- 2) Professional development provides teachers with the knowledge and skills most needed to teach effectively ____
- 3) In this area, additional support is needed to effectively teach your students:
 - a) Special Education (disabilities) ____
 - b) Special Education (academically gifted) ____
 - c) LEP ____
 - d) Closing the achievement gap ____
 - e) Your content area ____
 - f) Methods of teaching ____
 - g) Student assessment ____
 - h) Classroom management techniques ____
 - i) Reading strategies ____

Domain: Facilities & Resources

- 1) Teachers have sufficient access to appropriate instructional material and resources ____
- 2) Teachers have sufficient access to instructional technology, including computers, printers, software, and internet access ____
- 3) Teachers have sufficient training and support to fully utilize the available instructional technology ____
- 4) Teachers have adequate professional space to work productively ____
- 5) Teachers and staff work in a school environment that is safe ____

Domain: Empowerment

- 1) Teachers are centrally involved in decision making about important educational issues ____
- 2) Teachers are trusted to make sound professional decisions about instruction ____
- 3) In this school we take steps to solve problems ____
- 4) The faculty has an effective process for making group decisions and solving problems ____

5) Teachers have a large role at your school in each of the following areas:

- a) Selecting instructional materials and resources ____
- b) Devising teaching techniques ____
- c) Setting grading and student assessment practices ____
- d) Determining the content of in-service professional development programs ____
- e) The hiring of new teachers ____
- f) Establishing and implementing policies and student discipline ____
- g) Deciding how the school budget will be spent ____
- h) School improvement planning ____

Domain: Time

- 1) Teachers have reasonable class sizes affording them time to meet the educational needs of all students ____
- 2) Teachers have time available to collaborate with their colleagues ____
- 3) The non-instructional time provided for teachers in my school is sufficient ____
- 4) In an average week of teaching, how much non-instructional time do you have available? (not including time spent outside of the normal school day) ____
- 5) In an average week of teaching, how many hours do you spend on school related activities outside the regular school work day (before or after school, and/or on the weekend) ____

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