Staff Survey

Instructions:

- 1. Please select the best answer for each question.
- 2. Please return the survey by in the envelope provided to the dropbox located .
- 3. Thank you. We sincerely appreciate your feedback. It is crucial to our commitment and goals to create a great work environment for you and the entire staff team.

A. Culture and Philosophy

| | 1. | Staff agree on program philosophy and educational goals and objectives. | | | | | | | | | |
|----|--|---|---------------|--------|-------------|--------|---------|--|----------|--|-------------------|
| | | □ Stror | ngly Agree | | Agree | | Neither | | Disagree | | Strongly Disagree |
| | 2. Staff share a common vision on what the workplace culture should be like. | | | | | | | | e. | | |
| | | □ Stron | ngly Agree | | Agree | | Neither | | Disagree | | Strongly Disagree |
| | 3. | Staff are adequately updated about what is going on organizationally. | | | | | | | | | |
| | | □ Stron | ngly Agree | | Agree | | Neither | | Disagree | | Strongly Disagree |
| | 4. | The orga | nization impl | eme | nts chang | je as | needed. | | | | |
| | | □ Stron | ngly Agree | | Agree | | Neither | | Disagree | | Strongly Disagree |
| | 5. | Staff are | free to expre | ess th | neir opinic | ns. | | | | | |
| | | □ Stron | ngly Agree | | Agree | | Neither | | Disagree | | Strongly Disagree |
| | 6. Staff help make decisions about things that directly affect them. | | | | | | | | | | |
| | | □ Stron | ngly Agree | | Agree | | Neither | | Disagree | | Strongly Disagree |
| | 7. | Morale is | high; there i | s go | od team s | pirit. | | | | | |
| | | □ Stron | ngly Agree | | Agree | | Neither | | Disagree | | Strongly Disagree |
| В. | Su | pervisor | and Comn | nun | ication | | | | | | |
| | 8. | My supervisor and program leadership communicates with me on a regular basis. | | | | | | | | | |
| | | □ Stror | ngly Agree | | Agree | | Neither | | Disagree | | Strongly Disagree |
| | 9. | My supervisor cares about my concerns. | | | | | | | | | |
| | | □ Stron | ngly Agree | | Agree | | Neither | | Disagree | | Strongly Disagree |
| | | | | | | | | | | | |

10. Staff are encouraged to take initiative and to be creative and innovative in their work.

| | | Ц | Strongly Agree | Ш | Agree | Ш | Neither | Ш | Disagree | Ш | Strongly Disagree |
|----|-----|-------|--------------------------------|--------|--------------|--------|--------------|--------|----------------|-------|-------------------|
| | 11. | Sta | ff are encouraged | and | supported | l ni b | earning ne | w sł | kills and comp | oeter | ncies. |
| | | | Strongly Agree | | Agree | | Neither | | Disagree | | Strongly Disagree |
| | 12. | Sta | ff are adequately a | ackn | owledged | for t | their work a | and a | accomplishm | ents. | |
| | | | Strongly Agree | | Agree | | Neither | | Disagree | | Strongly Disagree |
| | 13. | Cor | mmunication regar | ding | policies a | and p | orocedures | is c | lear. | | |
| | | | Strongly Agree | | Agree | | Neither | | Disagree | | Strongly Disagree |
| C | Ear | sili# | ies/Supplies | | | | | | | | |
| C. | | | e facility and classr | nom | space su | ınno | rt mv work | ma | ke it easy for | me i | to do my iob |
| | | | Strongly Agree | | Agree | | Neither | | Disagree | | Strongly Disagree |
| | | | 0, 0 | | J | | | | • | | Strongly Disagree |
| | 15. | The | ere are sufficient su | ıppli | es and ed | luipr | nent for sta | iff to | do their jobs | | |
| | | | Strongly Agree | | Agree | | Neither | | Disagree | | Strongly Disagree |
| | 16. | Sta | ff have clear guide | lines | s as well a | ıs aı | utonomy in | sett | ing up their c | lassr | oom/workspace. |
| | | | Strongly Agree | | Agree | | Neither | | Disagree | | Strongly Disagree |
| D. | Tea | amv | vork and Co-wo | rkeı | r Relatio | ns | | | | | |
| | 17. | Sta | ff are friendly and | trust | one anot | her. | | | | | |
| | | | Strongly Agree | | Agree | | Neither | | Disagree | | Strongly Disagree |
| | 18. | Sta | ff encourage, supp | ort a | and help o | ne a | another. | | | | |
| | | | Strongly Agree | | Agree | | Neither | | Disagree | | Strongly Disagree |
| | 19. | Му | team inspires me | to do | o my best | wor | k. | | | | |
| | | | Strongly Agree | | Agree | | Neither | | Disagree | | Strongly Disagree |
| E. | Ge | ner | al | | | | | | | | |
| | 20. | Sta | ff roles and respor | nsibil | lities are c | lear | ly defined | | | | |
| | | | Strongly Agree | | Agree | | Neither | | Disagree | | Strongly Disagree |
| | | | ff meetings help us aboration. | s ge | t to know (| one | another an | d fo | ster a strong | sens | e of team and |

| | Ц | Strongly Agree | ⊔ Agre | e ⊔ | Neither | Ц | Disagree | Ш | Strongly Disagree |
|----|-------------------|--|--------------|----------|---------------|-------|----------------|--------|----------------------|
| | 22. Me | etings are produc | tive, time i | s not wa | sted. | | | | |
| | | Strongly Agree | □ Agre | e 🗆 | Neither | | Disagree | | Strongly Disagree |
| | 23. I fe | el respected at the | e program | and tha | t my contrib | outio | ns are value | d. | |
| | | Strongly Agree | □ Agre | e □ | Neither | | Disagree | | Strongly Disagree |
| | 24. My | job makes me fee | el like I am | part of | something | mea | ningful. | | |
| | | Strongly Agree | □ Agre | e 🗆 | Neither | | Disagree | | Strongly Disagree |
| F. | Other 25. I ha | ave worked at the | program: | | | | | | |
| | | Under 1 year | □ 1-2 yea | ars 🗆 | 3-4 years | ; | □ 5 years | or mo | ore |
| | 26. He | re are other sugge | estions for | improve | ment or co | mme | ents I would I | ike to | share: |
| | | | | | | | | | |
| G. | Open- | Ended Questio | ns | | | | | | |
| | What | 3 things contribute | e most to y | ou rema | aining at the | e pro | gram? | | |
| | | | | | | | | | |
| | | | | | | | | | |
| | - | have worked for t e of your employm | | | - | | | thing | s changed during the |
| | | | | | | | | | |
| | | | | | | | | | |
| | What | are the 3 most fru | strating th | ngs abo | ut your job | ? | | | |
| | | | | | | | | | |

| What do you perceive as the 3 greatest strengths of the program? |
|---|
| What areas do you feel could use some improvement/strengthening? |
| H. Please select one |
| ☐ I am happy to talk with program leadership about my survey responses by answering questions that clarify my answers. Name |
| ☐ I prefer to remain anonymous and look forward to any brainstorming as a group about areas that could use improvement. |
| Thank you for completing this survey. Your thoughts and ideas help us fulfill our commitment to being the best we can be. |