DIRECTIONS: This survey is being used to understand your experience as a staff member of this school. All responses are anonymous. Please do not enter your name anywhere on the survey.

Please answer the following questions about yourself and your working experience.

1. What is your primary role at this school?
   - School administrator
   - Teacher
   - Nurse or health aide
   - Counselor or psychologist
   - Paraprofessional, teacher assistant, or instructional aide
   - Law enforcement, school resource officer, security, or safety personnel
   - Certified or classified staff (e.g., librarian, clerical, janitor, food service)

2. How many years have you been working at this school?
   - Less than 1 year
   - 1-5 years
   - 6-10 years
   - 11-15 years
   - 16-20 years
   - 21-25 years
   - 25+ years

3. How many total years have you been working for a school/district?
   - Less than 1 year
   - 1-5 years
   - 6-10 years
   - 11-15 years
   - 16-20 years
   - 21-25 years
   - 25+ years

4. What grade do you teach? Mark all that apply
   - PK – 12

5. How old are you?
   - 25 or under
   - 26-35
   - 36-45
   - 46-55
   - 56 or older

6. Are you female or male?
   - Female
   - Male

The next set of questions asks how you feel about your school.

7. I like working at this school.
   - Strongly Disagree
   - Disagree
   - Agree
   - Strongly Agree

8. Other staff like working at this school.
   - Strongly Disagree
   - Disagree
   - Agree
   - Strongly Agree

9. Staff turnover at this school is high.
   - Strongly Disagree
   - Disagree
   - Agree
   - Strongly Agree

10. This school is a great place for students to come to get an education.
    - Strongly Disagree
    - Disagree
    - Agree
    - Strongly Agree

11. I am committed to the vision and mission of this school.
    - Strongly Disagree
    - Disagree
    - Agree
    - Strongly Agree

12. There is graffiti at my school
    - Strongly Disagree
    - Disagree
    - Agree
    - Strongly Agree

13. My school building is clean.
    - Strongly Disagree
    - Disagree
    - Agree
    - Strongly Agree
14. Many things are broken or damaged (e.g., windows, computers, outdoor equipment) at my school.  
   | Strongly Disagree | Disagree | Agree | Strongly Agree |
   |                   |         |       |              |
15. Areas in or around the school could use better lighting for safety reasons.  
   |                   |         |       |              |
16. My school is maintained well (e.g., repairs to equipment/facility are made when needed, lawns cut regularly).  
   |                   |         |       |              |
17. Areas for instruction and activities (e.g., classrooms, gymnasium) are appropriate for how they are being used.  
   |                   |         |       |              |
18. I feel safe when I am at school.  
   |                   |         |       |              |
19. I feel safe when entering or leaving the school campus.  
   |                   |         |       |              |
20. I sometimes worry about being a victim of crime because of the school I work in.  
   |                   |         |       |              |
21. Violence or threat of violence makes me feel less eager to challenge or discipline students.  
   |                   |         |       |              |
22. This school places a lot of emphasis on academic standards.  
   |                   |         |       |              |
23. The standardized test scores at this school are high.  
   |                   |         |       |              |
24. There are not many resources available to underachieving students.  
   |                   |         |       |              |
25. The curriculum offered to students at this school is challenging and creative.  
   |                   |         |       |              |
26. Adults in this school have high expectations for students' success.  
   |                   |         |       |              |

*The following set of questions asks about the people you work with your experiences working at this school.*

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
</table>
27. Teachers at this school respect each other’s opinions.  
   |           |       |               |
28. I respect/value other teachers’ input when it comes to school matters.  
   |           |       |               |
29. I believe I am respected by other teachers at this school.  
   |           |       |               |
30. Teachers show respect for students at this school.  
   |           |       |               |
31. I have the opportunity to do what I do best every day.  
   |           |       |               |
32. I receive recognition or praise when I do good work.  
   |           |       |               |
33. My supervisor, or someone at work, seems to care about me as a person.  
   |           |       |               |
34. Someone at work encourages my development.  
   |           |       |               |
35. At work, my opinions count.  
   |           |       |               |
36. The principal and other supervisors make me feel my job is important.  
   |           |       |               |
37. Most teachers want their students to be successful.  
   |           |       |               |
38. Most teachers show interest in their students as people.  
   |           |       |               |
39. Most teachers try to help students when they are having problems.  
   |           |       |               |
40. Most teachers try to make this school a place students like to be.  
   |           |       |               |