



## 2. District Office Survey

DCPS believes that honest feedback from our students, staff and families can make our schools better places to learn and work. As we think about how to support our district's strategic plan, it is vital for us to get input from staff about perceptions of their work. Your participation in this survey is voluntary. This is a confidential survey. Survey responses are not used to evaluate your performance but are used to continue strengthening schools and DCPS. Thank you in advance for helping us support our students by making sure we hear your thoughts and feelings.

### Working from Home

1. I have clear expectations for my role in working from home.

Strongly disagree       Disagree       Neither agree nor disagree       Agree       Strongly agree

2. I can perform primary responsibilities effectively in working from home.

Strongly disagree       Disagree       Neither agree nor disagree       Agree       Strongly agree

3. How connected do you feel to your team while working remotely compared to when you were working in person?

Much less connected       Less connected       About the same       More connected       Much more connected

4. I feel supported in addressing the unique challenges of working from home (e.g., having children learning at home).

Strongly disagree       Disagree       Neither agree nor disagree       Agree       Strongly agree

5. I am aware of the mental health supports available through our healthcare benefits providers and/or Inova Employee Assistance.

Yes       No

6. What feedback or concerns would you like to share with us around Central Office reopening?

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### Workplace and Staff Engagement

Please answer these questions based on your experience working over the last year, including remote work if you have been working from home.

#### Staff Engagement

Please indicate how strongly you agree or disagree with the following statements.

7. My performance is measured against outcomes and metrics that are clearly explained.

Strongly disagree       Disagree       Neither agree nor disagree       Agree       Strongly agree



8. I have access to everything that I need in order to perform well at my job.

- Strongly disagree       Disagree       Neither agree nor disagree       Agree       Strongly agree

9. At work, I have the opportunity to put my strengths into practice every day.

- Strongly disagree       Disagree       Neither agree nor disagree       Agree       Strongly agree

10. I regularly receive meaningful recognition for doing my job well.

- Strongly disagree       Disagree       Neither agree nor disagree       Agree       Strongly agree

11. My opinions are taken into account and considered at this job.

- Strongly disagree       Disagree       Neither agree nor disagree       Agree       Strongly agree

12. Working for the purpose or mission of this organization gives me a feeling of accomplishment.

- Strongly disagree       Disagree       Neither agree nor disagree       Agree       Strongly agree

13. My supervisor cares about me as a person.

- Strongly disagree       Disagree       Neither agree nor disagree       Agree       Strongly agree

14. I feel comfortable sharing feedback with my supervisor.

- Strongly disagree       Disagree       Neither agree nor disagree       Agree       Strongly agree

15. My supervisor makes decisions that put students first even when it is difficult.

- Strongly disagree       Disagree       Neither agree nor disagree       Agree       Strongly agree

16. My colleagues are committed to doing quality work.

- Strongly disagree       Disagree       Neither agree nor disagree       Agree       Strongly agree

17. My colleagues treat me with respect.

- Strongly disagree       Disagree       Neither agree nor disagree       Agree       Strongly agree

18. My team collaborates to reach our goals.

- Strongly disagree       Disagree       Neither agree nor disagree       Agree       Strongly agree

19. On my team, we learn from our failures by trying new things.

- Strongly disagree       Disagree       Neither agree nor disagree       Agree       Strongly agree



20. We regularly take time to celebrate our successes as a team.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree

21. There is someone at work who encourages my personal progress and development.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree

22. In my role, there are ongoing opportunities to learn and grow.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree

23. I enjoy my work at DCPS.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree

24. How many years do you plan to stay in your current role at DCPS?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1 year or less	2 years	3 years	4 years	5 years or more

25. How many years do you currently plan to remain a DCPS employee?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1 year or less	2 years	3 years	4 years	5 years or more

26. Overall, DCPS is moving in the right direction as an agency.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree

27. When you think about DCPS as an organization, what is working well for you in carrying out your job?

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28. When you think about DCPS as an organization, what would you like to see improved, so you can be more effective at your job?

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