



1. Teacher and Staff 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.

Staff Engagement

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

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

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

2. 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

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

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

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

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

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

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

6. 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

7. My supervisor cares about me as a person.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

8. I feel comfortable sharing feedback with my supervisor.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

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

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree



10. My colleagues are committed to doing quality work.

| | | | | |
|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| <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 |

11. My colleagues treat me with respect.

| | | | | |
|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| <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 |

12. My team collaborates to reach our goals.

| | | | | |
|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| <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 |

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

| | | | | |
|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| <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 |

14. 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 |

15. 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 |

16. 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 |

17. 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 |

18. 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 |

19. 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 |