

USBE Engagement Survey

Start of Block: Engagement Intro

Q1.1 Thank you for your service as a educator and for taking this important survey.

This survey helps us to understand the factors that influence educator satisfaction and examine their perspectives and perceptions. This critical feedback about collaboration, communication, school leadership, and professional learning will provide us with valuable information needed to implement action plans to not only increase student learning, but also improve staff morale, engagement and retention. Your feelings about teaching may change over time. For the purpose of this survey we are encouraging you to think about your overall experiences in teaching from your past six months. The survey is strictly anonymous, so please be candid and elaborate when possible.

Definitions for the Survey:

This school - refers to your current school where you teach.

My principal - refers to the administrative person you report to; most likely the person who conducts your performance reviews.

My team - refers to the group of people you work with directly, such as your grade level or subject department.

Educator - refers to licensed educators employed by a Utah LEA who carry a full or part-day classroom assignment in a regular, alternative, youth in custody, Dual Immersion, or career and technical setting.

End of Block: Engagement Intro

Start of Block: Engagement Questions

Q2.1

I feel proud to tell people where I work

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Q2.2 This school motivates me to go above and beyond in my role

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Q2.3 I see myself working as an educator in Utah in two years time

- Strongly Agree (1)
- Agree (2)
- Neither Agree nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)

Display This Question:

If I see myself working as an educator in Utah in two years time = Disagree

Or I see myself working as an educator in Utah in two years time = Strongly Disagree

Q2.4 What is the most influential reason for potentially leaving your current job?

- Leaving for a different school (1)
- Leaving the teaching profession (2)

End of Block: Engagement Questions

Start of Block: Reasons for Leaving the Profession of Teaching

Q3.1 What are the most influential personal reasons for leaving the teaching profession:

Q3.2 Emotional Exhaustion/Stress/Burnout

- Not Influential at all (1)
 - Slightly Influential (2)
 - Somewhat Influential (3)
 - Very Influential (4)
 - Extremely Influential (5)
-

Q3.3 Better opportunities within education

- Not Influential at all (1)
 - Slightly Influential (2)
 - Somewhat Influential (3)
 - Very Influential (4)
 - Extremely Influential (5)
-

Q3.4 Family care

- Not Influential at all (1)
 - Slightly Influential (2)
 - Somewhat Influential (3)
 - Very Influential (4)
 - Extremely Influential (5)
-

Q3.5 To raise my children

- Not Influential at all (1)
 - Slightly Influential (2)
 - Somewhat Influential (3)
 - Very Influential (4)
 - Extremely Influential (5)
-

Q3.6 Better opportunities outside of education

- Not Influential at all (1)
 - Slightly Influential (2)
 - Somewhat Influential (3)
 - Very Influential (4)
 - Extremely Influential (5)
-

Q3.7 Because my salary is insufficient for childcare

- Not Influential at all (1)
 - Slightly Influential (2)
 - Somewhat Influential (3)
 - Very Influential (4)
 - Extremely Influential (5)
-

Q3.8 Health

- Not Influential at all (1)
- Slightly Influential (2)
- Somewhat Influential (3)
- Very Influential (4)
- Extremely Influential (5)

Q3.9 Retirement

- Not Influential at all (1)
 - Slightly Influential (2)
 - Somewhat Influential (3)
 - Very Influential (4)
 - Extremely Influential (5)
-

Q3.10 Pregnancy

- Not Influential at all (1)
 - Slightly Influential (2)
 - Somewhat Influential (3)
 - Very Influential (4)
 - Extremely Influential (5)
-

Q3.11 Seek additional degree or certification

- Not Influential at all (1)
 - Slightly Influential (2)
 - Somewhat Influential (3)
 - Very Influential (4)
 - Extremely Influential (5)
-

Q3.12 Location of position

- Not Influential at all (1)
 - Slightly Influential (2)
 - Somewhat Influential (3)
 - Very Influential (4)
 - Extremely Influential (5)
-

Q3.13 Family relocation

- Not Influential at all (1)
 - Slightly Influential (2)
 - Somewhat Influential (3)
 - Very Influential (4)
 - Extremely Influential (5)
-

Q3.14 Other

- Not Influential at all (1)
- Slightly Influential (2)
- Somewhat Influential (3)
- Very Influential (4)
- Extremely Influential (5)

End of Block: Reasons for Leaving the Profession of Teaching

Start of Block: Reasons for Moving to a Different School

Q4.1 What are the most influential personal reasons for moving to a different school:

Q4.2 Emotional Exhaustion/Stress/Burnout

- Not Influential at all (1)
- Slightly Influential (2)
- Somewhat Influential (3)
- Very Influential (4)
- Extremely Influential (5)

Q4.3 Location of Position

- Not Influential at all (1)
 - Slightly Influential (2)
 - Somewhat Influential (3)
 - Very Influential (4)
 - Extremely Influential (5)
-

Q4.4 A change in grade level position

- Not Influential at all (1)
 - Slightly Influential (2)
 - Somewhat Influential (3)
 - Very Influential (4)
 - Extremely Influential (5)
-

Q4.5 Family Relocation

- Not Influential at all (1)
 - Slightly Influential (2)
 - Somewhat Influential (3)
 - Very Influential (4)
 - Extremely Influential (5)
-

Q4.6 Health

- Not Influential at all (1)
 - Slightly Influential (2)
 - Somewhat Influential (3)
 - Very Influential (4)
 - Extremely Influential (5)
-

Q4.7 A new program

- Not Influential at all (1)
 - Slightly Influential (2)
 - Somewhat Influential (3)
 - Very Influential (4)
 - Extremely Influential (5)
-

Q4.8 Follow an administrator

- Not Influential at all (1)
- Slightly Influential (2)
- Somewhat Influential (3)
- Very Influential (4)
- Extremely Influential (5)

Q4.9 A new school opened

- Not Influential at all (1)
- Slightly Influential (2)
- Somewhat Influential (3)
- Very Influential (4)
- Extremely Influential (5)

Q4.10 Other

- Not Influential at all (1)
- Slightly Influential (2)
- Somewhat Influential (3)
- Very Influential (4)
- Extremely Influential (5)

End of Block: Reasons for Moving to a Different School

Start of Block: Autonomy/Empowerment

Q5.1 My principal listens to or acts on my ideas

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Q5.2 I am encouraged to come up with innovative ways of doing things in my classroom

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Q5.3 I am given the opportunity to be involved in decisions that affect me

- Strongly Agree (1)
- Agree (2)
- Neither Agree nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)

End of Block: Autonomy/Empowerment

Start of Block: Career Progression

Q6.1 I can see that there are good opportunities for career progression in education

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Q6.2 I have career goals for myself as an educator

- Strongly agree (8)
 - Somewhat agree (9)
 - Neither agree nor disagree (10)
 - Somewhat disagree (11)
 - Strongly disagree (12)
-

Q6.3 My principal gives me the opportunity to try innovative things in my role which align with my career goals

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Q6.4 I find my day-to-day work interesting

- Strongly Agree (1)
 - Agree (2)
 - Neither agree nor disagree (3)
 - Disagree (4)
 - Strongly disagree (5)
-

Q6.5 I find my day-to-day work rewarding

- Strongly Agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)

End of Block: Career Progression

Start of Block: Collaboration

Q7.1 As a faculty and staff of people with different backgrounds, ages, or opinions, we are able to work well together at this school

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Q7.2 It is easy to collaborate with other educators in different grades or courses within this school

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Q7.3 The workload is effectively allocated across my team

- Strongly Agree (1)
- Agree (2)
- Neither Agree nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)

End of Block: Collaboration

Start of Block: Communication

Q8.1 I receive regular communication from my principal about what is happening at this school

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Q8.2 I feel I am able to communicate freely to my supervisor, even when I am communicating bad news

- Strongly Agree (1)
- Agree (2)
- Neither Agree nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)

End of Block: Communication

Start of Block: Company Leadership

Q9.1 I have confidence in this school's leadership

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Q9.2 The school leadership team has communicated a vision for the school's future that motivates me

- Strongly Agree (1)
- Agree (2)
- Neither Agree nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)

End of Block: Company Leadership

Start of Block: Pay and Benefits

Q10.1 I am compensated fairly for the work I do

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Q10.2 I feel my compensation is fair compared to educators in other districts and charter schools

- Strongly Agree (1)
- Agree (2)
- Neither Agree nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)

End of Block: Pay and Benefits

Start of Block: Quality of Product/Service

Q11.1 How would you rate the quality of education this school provides to its students?

- Very Good (1)
 - Good (2)
 - Average (3)
 - Poor (4)
 - Very Poor (5)
-

Q11.2 When there is a challenge in our school community, we work hard until it is resolved

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Q11.3 People are recognized when they go above and beyond in my school

- Strongly Agree (1)
- Agree (2)
- Neither Agree nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)

End of Block: Quality of Product/Service

Start of Block: Recognition

Q12.1 My team takes time to celebrate our day-to-day successes

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Q12.2 I receive positive feedback from my principal when I do a good job

- Strongly Agree (1)
- Agree (2)
- Neither Agree nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)

End of Block: Recognition

Start of Block: Resources

Q13.1 This school is good at directing resources (human, financial or other) to the right places when necessary

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Q13.2 I have access to the supplies/tools/technology I need to do my job

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Q88 I have adequate time to collaborate and plan with my colleagues

- Strongly Agree (1)
- Agree (2)
- Neither Agree nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)

End of Block: Resources

Start of Block: Supportive Management

Q14.1 My principal's actions are consistent with their words—they practice what they preach

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Q14.2 Poor performance by educators is addressed by my school leadership

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Q14.3 My principal helps me understand both my strengths and areas for development

- Strongly Agree (1)
- Agree (2)
- Neither Agree nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)

End of Block: Supportive Management

Start of Block: Training and Development

Q15.1 We are good at supporting new educators in this school

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Q15.2 I am able to take advantage of valuable professional learning opportunities

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Q15.3 I am able to implement new ideas from professional learning in my classroom

- Strongly agree (1)
 - Agree (2)
 - Neither agree nor disagree (3)
 - Disagree (4)
 - Strongly disagree (5)
-

Q15.4 I have access to the professional learning I need to continue to be successful as an educator

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)

End of Block: Training and Development

Start of Block: Exit Survey Questions
