**STAFF SURVEY QUESTIONS**

**Questions below will have one of the following options for answers:**

* **Strongly Agree; Agree; Disagree; Strongly Disagree**
* **Very Important; Important, Unimportant, Very Unimportant**
* **Very Good; Good; Average; Poor; Very Poor**
* **Always; Usually; Sometimes; Seldom; Never**

1. Please select the school where you are employed
2. Total yeas of employment with Spencer County Public Schools
3. Job Position:
4. I live in the school district (yes or no)
5. I am encouraged to participate and give opportunity for personal/professional growth and development
6. I am satisfied with training opportunities and other activities provided to assist me in my growth and development
7. I am satisfied with my physical working conditions
8. I am confident this survey will be used constructively.
9. I am satisfied with the way I receive information about our school system.
10. Which form of communication do you find the most useful?
11. I take advantage of the opportunities to provide input into decisions that affect me and my job
12. How important to your overall morale and job satisfaction is effective communications from the school district.
13. The recognition I receive from my immediate supervisor for a job well done is
14. The recognition I receive from the District Central Office for a job well done is
15. Employees and administrative communications have improved since my employment in the school system.
16. My co-workers and I share information, work experience and techniques that help me get my job done more efficiently/effectively.
17. I have the cooperation required from others in the District to do my job.
18. Compared to other public school systems I know about, as an employer, our Board of Education is
19. I have the materials and supplies I need to do my job.
20. I am satisfied with the performance of my immediate supervisor
21. My immediate supervisor communicates effectively and keeps me well informed about issues that pertain to my job responsibilities.
22. I feel confident that my immediate supervisor will address my concerns professionally, objectively, and promptly
23. My immediate supervisor is readily accessible to employee
24. My immediate supervisor is consistent and fair in relations with all employees and treats them with respect and as valued team members.
25. I feel supported by my immediate supervisor
26. The overall instructional leadership provide by my principal is
27. I am satisfied with the performance of the Superintendent
28. I feel comfortable expressing concerns to the Superintendent
29. I feel confident that the Superintendent will address my concerns professionally, objectively, and promptly.
30. The Superintendent is readily accessible to employees
31. How would you rate the overall staff morale in the District?
32. I am satisfied with the performance of the School Board
33. I feel comfortable in expressing concerns to any or all School Board Members
34. I feel confident that my concerns will be appropriately considered and confidentially honored by members of the school board.
35. The school Board and individual members give the highest priority to a quality instructional program to meet the student’s needs
36. I am satisfied with the certified extra service pay scheduled and the extended employment days assigned each certified position and/or rate of pay for each classified position,
37. I have a fair salary for the work I do
38. I feel informed about what’s going on in the District
39. I get along (i.e. have sense of belonging/acceptance) with my co-workers
40. I get along (i.e. have a sense of belong/acceptance) with my supervisor
41. I feel secure in my job.
42. I feel I have an impact on student achievement in the District
43. I have support from Central Office Staff
44. Written feedback is vital to consider. If there are further comments that you need to expand upon, please do so in the box below.
45. How satisfied are you with the selection of after school activities and programs offered to the students of Spencer County Schools.
46. In your opinion, which unit of government do you believe should be most responsible for the education of our students in Spencer County
47. Rank in order the most obvious concerns that you perceive facing our schools today (with 1 being the most severe concern and 8 being the last of your concerns
    * Student Discipline/Behavior
    * Lack of Financial Support
    * Apathy or lack of interest/value for the educational process
    * Testing Regulations
    * Overcrowded Schools/Classrooms
    * Employing/Retaining Quality Teachers
    * Administrators and Support Staff
    * Lack of Resources to Match the 21st Century Student/Teacher
48. Please feel free to comment additionally concerning the most obvious concerns that you perceive facing our schools today.