

# Opinion Survey, Teachers

## Advice to Administrators

### Survey Design

The following opinion survey has been adapted from the Victorian Department of Education and Training in Australia. It is designed to gather opinions about the following aspects of teacher satisfaction with the school; School Morale, Supportive Leadership, Goal Congruence, Professional Interaction, Professional Growth, Participative Decision-Making, Role Clarity, Feedback, Curriculum, Student Orientation, Effective Student Discipline Policy, Student Misbehaviour, Excessive Work Demands, School Distress.

Each question relates to one of these aspects and, although the questions are distributed throughout the survey, the averaged responses to them are grouped together under those headings as follows.

### School Morale

- |             |   |
|-------------|---|
| Question 8  | There is a good team spirit in our school.    |
| Question 24 | There is a lot of energy in our school.       |
| Question 38 | The morale in our school is high.             |
| Question 48 | Teachers go about their work with enthusiasm. |
| Question 59 | Teachers take pride in our school.            |

### Supportive Leadership

- |             |   |
|-------------|---|
| Question 2  | I am able to approach the school's managers (eg. Principal) to discuss concerns and grievances. |
| Question 18 | The school's managers (eg. Principal) DON'T really know the problems faced by teachers.         |
| Question 32 | There is support from the managers (eg. Principal) in our school.                               |
| Question 47 | There is good communication between teachers and the managers (eg. Principal) in our school.    |
| Question 53 | The managers (eg. Principal) in our school can be relied upon when things get tough.            |

### Goal Congruence

- |             |  |
|-------------|--|
| Question 11 | The teachers are committed to our school's goals and values.     |
| Question 27 | The goals of our school are NOT easily understood.               |
| Question 41 | Our school has a clearly stated set of objectives and goals.     |
| Question 50 | My personal goals are in agreement with the goals of our school. |
| Question 62 | There is agreement about the teaching philosophy of our school.  |

### Professional Interaction

- |             |   |
|-------------|---|
| Question 5  | I feel accepted by other teachers in our school.  |
| Question 15 | I have the opportunity to be involved in cooperative work with other teachers.              |
| Question 21 | There is good communication between groups in our school.                                   |
| Question 35 | Teachers in our school can rely on their colleagues for support and assistance when needed. |
| Question 45 | Teachers frequently discuss and share teaching methods and strategies with each other.      |
| Question 56 | There is good communication between teachers in our school.                                 |
| Question 66 | I receive support from my colleagues.   |

### Professional Growth

- |            |   |
|------------|---|
| Question 1 | I am encouraged to pursue further professional development. |
|------------|---|

- Question 17 Others in the school take an active interest in my career development and professional growth.
- Question 31 The professional development planning in our school takes into account my individual needs and interests.
- Question 46 There are opportunities in our school for developing new skills.
- Question 52 It is NOT difficult to gain access to professional development courses.

**Participative Decision-Making**

- Question 9 There are forums in our school where I can express my views and opinions.
- Question 25 I am happy with the decision-making processes used in our school.
- Question 39 Teachers are frequently asked to participate in the decisions concerning administrative policies and procedures in our school.
- Question 60 There is opportunity for teachers to participate in school policy and decision making.

**Role Clarity**

- Question 4 I am always clear about what others at school expect of me.
- Question 20 My work objectives are always well defined.
- Question 34 I always know how much authority I have in our school.
- Question 55 I am clear about my professional responsibilities.

**Feedback**

- Question 7 I am encouraged in my work by praise, thanks or other recognition.
- Question 16 I have the opportunity to discuss and receive feedback on my work performance.
- Question 23 I am regularly given feedback on how I am performing my role.
- Question 37 There is a structure and process that provides feedback on my work performance.
- Question 58 I am happy with the quality of feedback I receive on my work performance.
- Question 67 Teachers receive recognition for good work.

**Curriculum Coordination**

- Question 14 There is sufficient contact between different sections of the school in curriculum planning.
- Question 30 There is effective coordination of the curriculum in our school.
- Question 44 The curriculum in our school is well planned.
- Question 65 There are structures and processes in our school which enable teachers to be involved in curriculum planning.

**Student Orientation**

- Question 12 Students are treated as responsible people in our school.
- Question 28 Our school promotes the concept of students being individuals.
- Question 42 Students in our school are encouraged to experience success.
- Question 63 Students at our school have access to advice and counselling.

**Effective Student Discipline Policy**

- Question 3 There is an agreed philosophy on student discipline in the school.
- Question 19 My own expectations about student discipline are the same as most other teachers in our school.
- Question 33 The rules and sanctions relating to student discipline in our school are well understood by both teachers and students.
- Question 54 The rules and sanctions relating to student discipline are NOT enforced in a consistent fashion in our school.

### **Student Misbehaviour**

- Question 10 The behaviour of students in our school is poor.
- Question 26 Students who do not want to learn are a problem in our school.
- Question 40 Teachers in our school do NOT support one another when dealing with student misbehaviour.
- Question 49 There is NO support in our school to help deal with behaviourally disturbed students.
- Question 61 Students are generally well-behaved in our school.

### **Excessive Work Demands**

- Question 6 There is too much expected of teachers in our school.
- Question 22 Teachers are overloaded with work in our school.
- Question 36 There is no time for teachers to relax in our school.
- Question 57 There is constant pressure for teachers to keep working.

### **School Distress**

- Question 13 Teachers in our school experience a lot of stress.
- Question 29 Teachers in our school are frustrated with their job.
- Question 43 Teachers in our school feel anxious about their work.
- Question 51 Teachers in our school feel depressed about their job.
- Question 64 There is a lot of tension in our school.

The averaged results for each question under those headings are then averaged again to give an overall result for each aspect. These results are then compared with those of the previous year to indicate whether or not levels of teacher satisfaction have improved.

### **Survey Management**

Alert teachers to the survey being distributed two weeks and one week before it is given to them. Provide a deadline of one week for the completed surveys to be returned to the front office and have a box for them to place the surveys in. One week after the surveys have been distributed, remind teachers that the surveys were due but can still be returned by a certain date.

Ideally, you need a return rate of 85% or more of the surveys for the results to be valid. This means that you may need to remind teachers to complete and return their survey. A return rate of below 85% is still useful but the lower the rate becomes the less representative the results are.

Date Survey Registered: October, 2015

## Sunny Hills College Teacher Opinion Survey

### Junior Years Campus

Please read each of the following statements about our school and indicate the extent to which you agree or disagree with each of them

Circle one number ONLY for each statement (eg. 1, 2, 3, 4, 5, 6, 7)

	Don't Know	Strongly Disagree					Strongly Agree	
1	I am encouraged to pursue further professional development.	1	2	3	4	5	6	7
2	I am able to approach the school's managers (eg. Principal) to discuss concerns and grievances.	1	2	3	4	5	6	7
3	There is an agreed philosophy on student discipline in the school.	1	2	3	4	5	6	7
4	I am always clear about what others at school expect of me.	1	2	3	4	5	6	7
5	I feel accepted by other teachers in our school.	1	2	3	4	5	6	7
6	There is too much expected of teachers in our school.	1	2	3	4	5	6	7
7	I am encouraged in my work by praise, thanks or other recognition.	1	2	3	4	5	6	7
8	There is a good team spirit in our school.	1	2	3	4	5	6	7
9	There are forums in our school where I can express my views and opinions.	1	2	3	4	5	6	7
10	The behaviour of students in our school is poor.	1	2	3	4	5	6	7
11	The teachers are committed to our school's goals and values.	1	2	3	4	5	6	7
12	Students are treated as responsible people in our school.	1	2	3	4	5	6	7
13	Teachers in our school experience a lot of stress.	1	2	3	4	5	6	7

14	There is sufficient contact between different sections of the school in curriculum planning.	1	2	3	4	5	6	7
15	I have the opportunity to be involved in cooperative work with other teachers.	1	2	3	4	5	6	7
16	I have the opportunity to discuss and receive feedback on my work performance.	1	2	3	4	5	6	7
17	Others in the school take an active interest in my career development and professional growth.	1	2	3	4	5	6	7
18	The school's managers (eg. Principal) DON'T really know the problems faced by teachers.	1	2	3	4	5	6	7
19	My own expectations about student discipline are the same as most other teachers in our school.	1	2	3	4	5	6	7
20	My work objectives are always well defined.	1	2	3	4	5	6	7
21	There is good communication between groups in our school.	1	2	3	4	5	6	7
22	Teachers are overloaded with work in our school.	1	2	3	4	5	6	7
23	I am regularly given feedback on how I am performing my role.	1	2	3	4	5	6	7
24	There is a lot of energy in our school.	1	2	3	4	5	6	7
25	I am happy with the decision-making processes used in our school.	1	2	3	4	5	6	7
26	Students who do not want to learn are a problem in our school.	1	2	3	4	5	6	7
27	The goals of our school are NOT easily understood.	1	2	3	4	5	6	7
28	Our school promotes the concept of students being individuals.	1	2	3	4	5	6	7
29	Teachers in our school are frustrated with their job.	1	2	3	4	5	6	7
30	There is effective coordination of the curriculum in our school.	1	2	3	4	5	6	7
31	The professional development planning in our school takes into account my individual needs and interests.	1	2	3	4	5	6	7
32	There is support from the managers (eg. Principal) in our school.	1	2	3	4	5	6	7

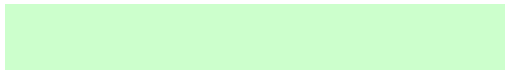
33	The rules and sanctions relating to student discipline in our school are well understood by both teachers and students.	1	2	3	4	5	6	7
34	I always know how much authority I have in our school.	1	2	3	4	5	6	7
35	Teachers in our school can rely on their colleagues for support and assistance when needed.	1	2	3	4	5	6	7
36	There is no time for teachers to relax in our school.	1	2	3	4	5	6	7
37	There is a structure and process that provides feedback on my work performance.	1	2	3	4	5	6	7
38	The morale in our school is high.	1	2	3	4	5	6	7
39	Teachers are frequently asked to participate in the decisions concerning administrative policies and procedures in our school.	1	2	3	4	5	6	7
40	Teachers in our school do NOT support one another when dealing with student misbehaviour.	1	2	3	4	5	6	7
41	Our school has a clearly stated set of objectives and goals.	1	2	3	4	5	6	7
42	Students in our school are encouraged to experience success.	1	2	3	4	5	6	7
43	Teachers in our school feel anxious about their work.	1	2	3	4	5	6	7
44	The curriculum in our school is well planned.	1	2	3	4	5	6	7
45	Teachers frequently discuss and share teaching methods and strategies with each other.	1	2	3	4	5	6	7
46	There are opportunities in our school for developing new skills.	1	2	3	4	5	6	7
47	There is good communication between teachers and the managers (eg. Principal) in our school.	1	2	3	4	5	6	7
48	Teachers go about their work with enthusiasm.	1	2	3	4	5	6	7
49	There is NO support in our school to help deal with behaviourally disturbed students.	1	2	3	4	5	6	7
50	My personal goals are in agreement with the goals of our school.	1	2	3	4	5	6	7
51	Teachers in our school feel depressed about their job.	1	2	3	4	5	6	7

52	It is NOT difficult to gain access to professional development courses.	1	2	3	4	5	6	7
53	The managers (eg. Principal) in our school can be relied upon when things get tough.	1	2	3	4	5	6	7
54	The rules and sanctions relating to student discipline are NOT enforced in a consistent fashion in our school.	1	2	3	4	5	6	7
55	I am clear about my professional responsibilities.	1	2	3	4	5	6	7
56	There is good communication between teachers in our school.	1	2	3	4	5	6	7
57	There is constant pressure for teachers to keep working.	1	2	3	4	5	6	7
58	I am happy with the quality of feedback I receive on my work performance.	1	2	3	4	5	6	7
59	Teachers take pride in our school.	1	2	3	4	5	6	7
60	There is opportunity for teachers to participate in school policy and decision making.	1	2	3	4	5	6	7
61	Students are generally well-behaved in our school.	1	2	3	4	5	6	7
62	There is agreement about the teaching philosophy of our school.	1	2	3	4	5	6	7
63	Students at our school have access to advice and counselling.	1	2	3	4	5	6	7
64	There is a lot of tension in our school.	1	2	3	4	5	6	7
65	There are structures and processes in our school which enable teachers to be involved in curriculum planning.	1	2	3	4	5	6	7
66	I receive support from my colleagues.	1	2	3	4	5	6	7
67	Teachers receive recognition for good work.	1	2	3	4	5	6	7

### Campus Questions

		Don't Know	Strongly Disagree					Strongly Agree
68		1	2	3	4	5	6	7
69		1	2	3	4	5	6	7
70		1	2	3	4	5	6	7
71		1	2	3	4	5	6	7

72



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What suggestions do you have for improving the school?

*(For example, do you know of other schools, local organisations or businesses that do things better; such as "the staff in the school office could improve their service by looking at that offered at the Eastville Community Library").*



Are there any other comments you would like to make?

**Thank you very much for your time and thoughts.**