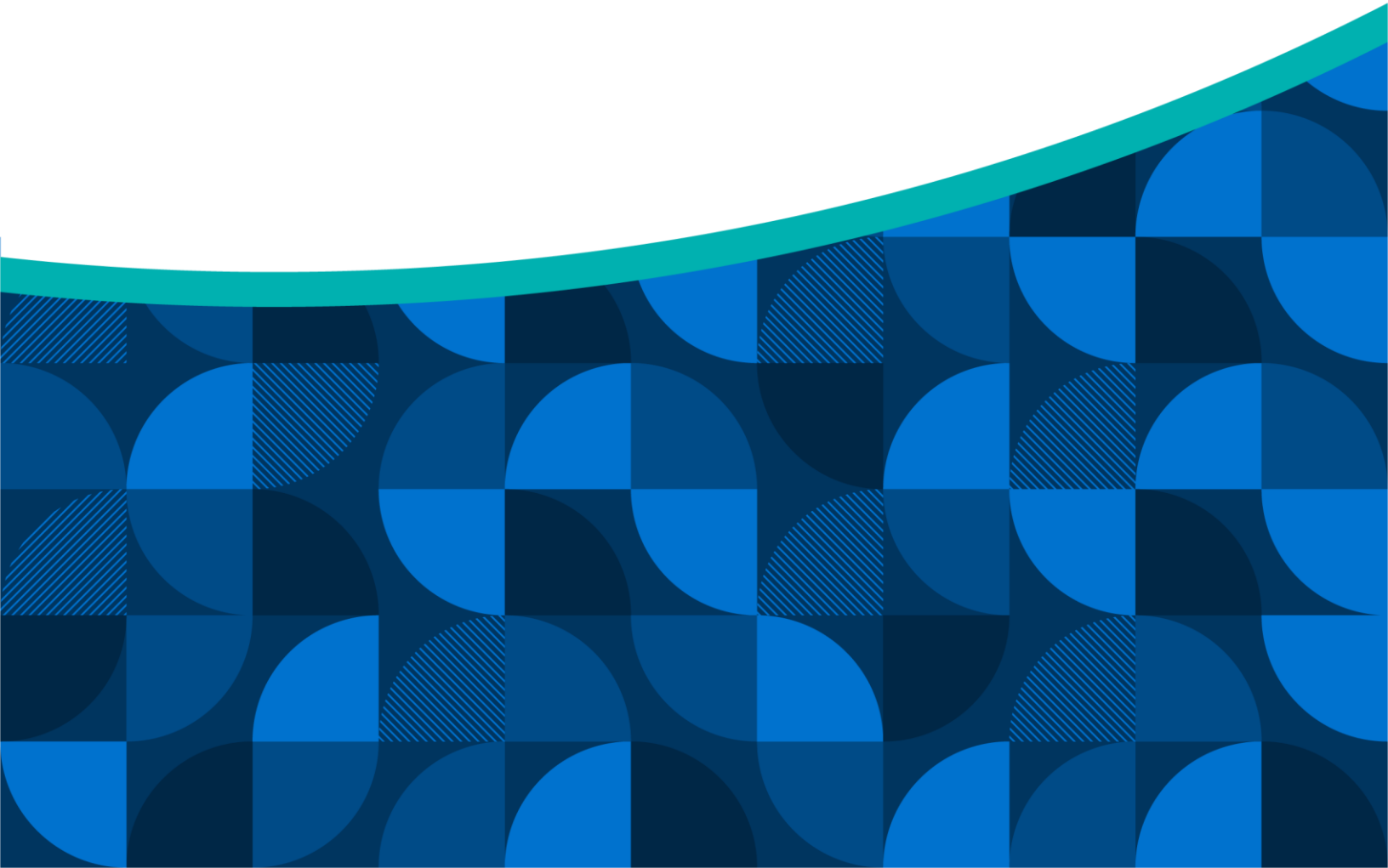




TEACHER MORALE TOOLKIT

# **EAB's Quarterly Morale Diagnostic Questions**

These questions are to be used as a quarterly survey for teachers and/or district staff to diagnose the root causes of low morale and measure improvement



# District Leadership Forum

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EAB's Quarterly Morale Diagnostic Questions

# Diagnostic Questions Organized By Threat

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## Introduction to EAB's Diagnostic Questions

The diagnostic questions on the following pages have been organized by the six threat areas with an additional two questions to provide benchmarking and progress checks. EAB has also provided a randomized list of these questions that you can copy and paste into a survey (pgs. 11-12) as well as a parallel list of questions altered slightly to be used for any district staff (pgs. 13-14).



### Measurement and Progress

The first two questions can be used to establish a summary benchmark and check progress of the district's morale work



### Personal Safety & Belonging

Baseline needs related to feeling safe at work and having relationships and a community



### Time and Resources

Access to the right resources and training for success and a manageable workload



### Leadership Trust and Values Alignment

Assurance that the districts' values mirror their own, and that leadership behaviors reflect those values



### Ownership and Input

Feelings of autonomy and ownership of their classroom practice and an ability to contribute to district/school decisions



### Recognition and Value

Feeling appreciated and recognized for their contributions to their district, the school, their students, and the community



### Professional Growth

Sufficient opportunities for professional growth (both in and out of the classroom) and leadership and managerial support of career aspirations

# EAB's Quarterly Diagnostic Questions

Note: School districts should include a question asking teachers to identify the building at which they work so data can be disaggregated for building leaders. Inclusion of other demographic questions are at district discretion, but leaders should refrain from questions that would threaten anonymity. Limit demographic questions to those district leaders plan to use to inform their actions.



## Measurement and Progress

	Very Dissatisfied			Very Satisfied	
1. How would you rate your overall satisfaction level with:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
• My school district.	1	2	3	4	5
• My school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5
	Strongly Disagree			Strongly Agree	
2. District leadership has communicated clear actions they will take in response to previous teacher survey results.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5 N/A



## Personal Safety and Belonging

	Strongly Disagree			Strongly Agree	
3. I feel safe at school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5 N/A
4. The benefits provided by my district meet my needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5 N/A
5. Someone seems to care about me at school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5 N/A

## EAB's Quarterly Diagnostic Questions (Continued)



### Time and Resources

	Strongly Disagree			Strongly Agree		
6. I have the materials and resources needed to do my job well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
7. Most days, I have a manageable workload.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
8. I have the training and skills I need to do my best at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A



### Leadership Trust and Values Alignment

	Strongly Disagree			Strongly Agree		
9. I understand how my daily work contributes to my school district's mission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
10. My district's mission and values are reflected in the actions of...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
• District leaders.	1	2	3	4	5	N/A
• School leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
11. I am treated fairly by...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
• District leaders.	1	2	3	4	5	N/A
• School leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
• My colleagues <sup>1</sup>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A

1) While 'I am treated fairly by my colleagues' fits into the 'Personal Safety and Belonging' threat, EAB has included the question here to streamline the experience for teachers

## EAB's Quarterly Diagnostic Questions (Continued)



### Ownership and Input

	Strongly Disagree			Strongly Agree		
12. I have ownership and control over my teaching practice and my classroom.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
13. My opinions are heard and valued by...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
• District leaders.	1	2	3	4	5	N/A
• School leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
14. In my current role, I get to do what I do best every day.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A



### Recognition and Value

	Strongly Disagree			Strongly Agree		
15. Teachers are recognized for excellent work by...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
• District leaders.	1	2	3	4	5	N/A
• School leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
16. I feel valued for my work as a teacher.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
17. In the past week, I've received recognition for doing my job well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A



### Professional Growth

	Strongly Disagree			Strongly Agree		
18. In the past year, my district has provided opportunities for me to learn and grow as a teacher.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
19. My school leader (or other direct supervisor) supports my career aspirations and goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
20. I see a path for professional advancement in my district.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A





EAB's Quarterly Morale Diagnostic Questions

# Randomized Diagnostic Questions

The following pages contain a set of teacher-specific questions (pgs. 11-12) and a set of questions that can be used for any district staff (pgs. 13-14)

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## Introductory Language for the Surveys

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### Teacher Survey Scripting

Thank you for participating in *[INSERT DISTRICT NAME]* survey on teacher morale and engagement. This survey should be completed by *[INSERT CONSITUENTS (e.g., teachers preK-12)]*.

The results from this survey will help our district better understand what drives teacher morale and allow us to better support you in your work. This survey is part of a larger investment our district is making in your working environment and is just one part of our investment. We'll be in touch by early June with our takeaways from this process so far and our plan moving forward.

**This survey should take 5 minutes and is anonymous.**

### District Staff Survey Scripting

Thank you for participating in *[INSERT DISTRICT NAME]* survey on staff morale and engagement. This survey should be completed by *[INSERT CONSITUENTS (e.g., school district staff)]*.

The results from this survey will help our district better understand what drives staff morale and allow us to better support you in your work. This survey is part of a larger investment our district is making in your working environment and is just one part of our investment. We'll be in touch by early June with our takeaways from this process so far and our plan moving forward.

**This survey should take 5 minutes and is anonymous.**

# Teacher Diagnostic Questions

1. How would you rate your overall satisfaction level with:

- My school district.

	Very Dissatisfied			Very Satisfied	
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5

- My school.

	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5

2. District leadership has communicated clear actions they will take in response to previous teacher survey results.

	Strongly Disagree			Strongly Agree		
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A

3. I feel safe at school.

	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A

4. I have the materials and resources needed to do my job well.

	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A

5. I understand how my daily work contributes to my school district's mission.

	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A

6. I have ownership and control over my teaching practice and my classroom.

	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A

7. Teachers are recognized for excellent work by...

- District leaders.

	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A

- School leaders.

	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A

8. In the past year, my district has provided opportunities for me to learn and grow as a teacher.

	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A

9. The benefits provided by my district meet my needs.

	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A

10. Most days, I have a manageable workload.

	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A

11. My district's mission and values are reflected in the actions of...

- District leaders.

	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A

- School leaders.

	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A

## Teacher Diagnostic Questions (cont.)

	Strongly Disagree			Strongly Agree		
12. My opinions are heard and valued by...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
• District leaders.	1	2	3	4	5	N/A
• School leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
13. I feel valued for my work as a teacher.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
14. My school leader (or other direct supervisor) supports my career aspirations and goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
15. Someone seems to care about me at school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
16. I have the training and skills I need to do my best at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
17. I am treated fairly by...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
• District leaders.	1	2	3	4	5	N/A
• School leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
• My colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
18. In my current role, I get to do what I do best every day.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
19. In the past week, I've received recognition for doing my job well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
20. I see a path for professional advancement in my district.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A

## All Staff Diagnostic Questions

	Very Dissatisfied			Very Satisfied		
1. How would you rate your overall satisfaction level with:						
• My school district.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
	1	2	3	4	5	
• My school or department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
	1	2	3	4	5	
	Strongly Disagree			Strongly Agree		
2. District leadership has communicated clear actions they will take in response to previous staff survey results.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
3. I feel safe at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
4. I have the materials and resources needed to do my job well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
5. I understand how my daily work contributes to my school district's mission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
6. I have ownership and control over my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
7. District staff are recognized for excellent work by...						
• District leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
• School or department leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
8. In the past year, my district has provided opportunities for me to learn and grow as a district employee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
9. The benefits provided by my district meet my needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
10. Most days, I have a manageable workload.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
11. My district's mission and values are reflected in the actions of...						
• District leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
• School leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A

## All Staff Diagnostic Questions (cont.)

	Strongly Disagree			Strongly Agree		
12. My opinions are heard and valued by...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
• District leaders.	1	2	3	4	5	N/A
• School or department leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
13. I feel valued for my work as a district employee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
14. My direct supervisor supports my career aspirations and goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
15. Someone seems to care about me at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
16. I have the training and skills I need to do my best at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
17. I am treated fairly by...						
• District leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
• School or department leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
• My colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
18. In my current role, I get to do what I do best every day.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
19. In the past week, I've received recognition for doing my job well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A
20. I see a path for professional advancement in my district.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1	2	3	4	5	N/A

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