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Thank you so much for agreeing to take this anonymous survey. Your responses help us improve our employee communication and provides valuable feedback to district leaders and the Board of Education. Results will be posted on the GCS employee portal or website. For questions about your supervisor, this is the person who completes your annual evaluation.

As you read each item, please think about your experiences this school year. Indicate whether you agree or disagree.

1. Organizational Direction									
	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree			
(a) I feel that GCS is headed in the right direction. (Select one option)	0	0	0	0	0	0			
(b) I have confidence in our superintendent. (Select one option)	0	0	0	0	0	0			
(c) I have confidence in my supervisor to manage my school, department or division well. (Select one option)	0	0	0	0	0	0			

As you read each item, please think about your experiences this school year. Indicate whether you agree or disagree.

2. Organizational Efficiency										
	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree				
(a) We do things efficiently in GCS. (Select one option)	0	0	0	0	0	0				
(b) We do things well in GCS. (Select one option)	0	0	0	0	0	0				

As you read each item, please think about your experiences this school year. Indicate whether you agree or disagree.

	Disagree	Disagree	Disagree	Slightly Agree	Agree	Strongly Agree		
(a) I am informed about important GCS decisions.(Select one option)	0	0	0	0	0	0		
(b) Central Office Administrators really understand what is happening in our school district. (Select one option)	0	0	0	0	0	0		
(c) My supervisor really understands what is happing in our school, department, or region. (Select one option)	0	0	0	0	0	0		

4. Organizational Respectful & Responsive Service									
	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree			
(a) I feel that GCS staff members receive prompt responses (within 24 hours) to questions. (Select one option)	0	0	0	0	0	0			
(b) I feel that GCS parents receive prompt responses (within 24 hours) to questions. (Select one option)	0	0	0	0	0	0			
(c) I feel that GCS students receive prompt responses (within 24 hours) to questions. (Select one option)	0	0	0	0	0	0			

Below are some items about your supervisor's leadership. Generally, your supervisor is the person who completes your performance evaluation. As you read each item, please think about your experiences this school year. Indicate whether you agree or disagree.

5. Supervisor Leadership									
	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree			
(a) My immediate supervisor makes decisions that are in the best interest of our students. (Select one option)	0	0	0	0	0	0			
(b) My immediate supervisor makes decisions that are in	0	0	0	0	0	0			

the best interest of employees. (Select one option)						
(c) My immediate supervisor communicates with me satisfactorily. (Select one option)	0	0	0	0	0	0
(d) My immediate supervisor encourages staff involvement in decision making. (Select one option)	0	0	0	0	0	0
(e) My immediate supervisor helps to make my job easier. (Select one option)	0	0	0	0	0	0
(f) My immediate supervisor helps me to grow and learn. (Select one option)	0	0	0	0	0	0
(g) My immediate supervisor uses the appropriate evaluation instrument to monitor my professional progress. (Select one option)	0	0	0	0	0	0

6. Leadership Support						
	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
(a) An administrator was available to talk to me. (Select one option)	0	0	0	0	0	0
(b) The administrator was courteous and listened to my concerns. (Select one option)	0	0	0	0	0	0
(c) The administrator responded to my concerns in a professional manner, whether or not he or she agreed with my views. (Select one option)	0	0	0	0	0	0
(d) The administrator took appropriate action. (Select one option)	0	0	0	0	0	0

Below are some items related to staff relations and support. As you read each item, please think about your experiences this school year. Indicate whether you agree or disagree.

7. Collaboration & Team	work						
	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	N/A

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(a) Collaboration among staff and teamwork is encouraged in my department or school. (Select one option)	0	0	0	0	0	0	0
(b) I attended meaningful professional development sessions that have helped me to do my job better. (Select one option)	0	0	0	0	0	0	0
(c) Support is available to help me incorporate the appropriate technology into my work. (Select one option)	0	0	0	0	0	0	0
(d) I feel respected and supported by my immediate supervisor. (Select one option)	0	0	0	0	0	0	0
(e) I feel respected and supported by senior leadership. (Select one option)	0	0	0	0	0	0	0
(f) I feel respected and supported by my co-workers. (Select one option)	0	0	0	0	0	0	0
(g) I feel respected by my students. (Select one option)	0	0	0	0	0	0	0
(h) I feel respected and supported by GCS parents. (Select one option)	0	0	0	0	0	0	0
(i) I feel respected and supported by our local community. (Select one option)	0	0	0	0	0	0	0
(j) I feel respected and supported as a public school state employee. (Select one option)	0	0	0	0	0	0	0
(k) I enjoy my work. (Select one option)	0	0	0	0	0	0	0

Below are some items related to safety and facilities. As you read each item, please think about your experiences this school year. Indicate whether you agree or disagree.

8. Safety & Work Facilities

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
(a) I feel safe at work. (Select one option)	0	0	0	0	0	0
(b) The facility where I work is kept clean. (Select one option)	0	0	0	0	0	0
(c) The facility where I work is well-maintained (air conditioning and heat work, adequate lighting, grounds are kept in order, etc.). (Select one option)	0	0	0	0	0	0

9. Engagement Scale						
	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
(a) I feel appreciated at GCS. (Select one option)	0	0	0	0	0	0
(b) I feel part of something meaningful in my position with GCS. (Select one option)	0	0	0	0	0	0
(c) Overall, I am satisfied with my work. (Select one option)	0	0	0	0	0	0
(d) My current duties are interesting. (Select one option)	0	0	0	0	0	0
(e) I am motivated to contribute more than what is expected of me at my work. (Select one option)	0	0	0	0	0	0
(f) I am not planning on leaving my job. (Select one option)	0	0	0	0	0	0
(g) I would feel comfortable referring a good friend to work for GCS. (Select one option)	0	0	0	0	0	0
(h) Overall, I enjoy working for GCS. (Select one option)	0	0	0	0	0	0

As you read each item, please think about your experiences this school year. Indicate whether you agree or disagree.

10. Values/Ethics						
	Strongly	Disagree	Slightly	Slightly	Agree	Strongly

	Disagi	ree		Disag	ree	Agree	.		Agı	ree
(a) GCS demonstrates strong values and ethics in decision making processes. (Select one option)			0	С)	0		0	()
(b) My supervisor demonstrate strong values and ethics in his/her decision-making processes. (Select one option)			0	С		0		0	(O
(c) My co-workers demonstrate strong values and ethics in their decision-making processes. (Select one option)	О		0	С)	0		0	()
As you read each item, please	think abou	ut vour 6	yneri	ences t	his sch	nool v	ear.	Indic	ate	
whether you agree or disagree			жреги							
11. Adaptability of the Su										
	Stron Disagr		agree	Sligh Disag		Slight Agree		gree	Stro Agı	ngly ree
(a) My supervisor is good at making changes when they are necessary. (Select one option)			0	0		0		0	()
(b) My supervisor gives new ideas a fair chance. (Select one option)	: 0		0	0		0		0	()
As you read each item, please whether you agree or disagree	e.		SI SI	ences t	his sch Sligh Agre	tly	ear. gree	Indic Stron	ngly	N/A
(a) My education and training adequately prepared me to do my job. (Select one option)	0	0		0	0		0	С)	0
(b) My supervisor provides opportunities for me to participate in needed training and professional development. (Select one option)	0	0		0	0		0	С)	0
(c) The GCS online courses I have taken offered high quality and relevant professional	0	0		0	0		0	С)	0

development. (Select one option)						
As you read each item, please thi whether you agree or disagree.	nk about yo	our experie	ences this s	chool yea	r. Indic	ate
13. Compensation and Bene						
	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
(a) I think my pay is fair. (Select one option)	0	0	0	0	0	0
(b) I am satisfied with the benefits provided by the state. (Select one option)	0	0	0	0	0	0
(c) I am satisfied with the benefits provided in this school district. (Select one option)	0	0	0	0	0	0
	nk about yo	our experie	ences this s	chool year	r. Indic	ate
As you read each item, please thi whether you agree or disagree. 14. Perception of Students,						cate
whether you agree or disagree.		& Central	Office Sta		ers	Strongly Agree
whether you agree or disagree.	Parents & Strongly Disagree	& Central	Office Sta	iff Memb	ers	Strongly
14. Perception of Students, (a) I have a positive perception of GCS students. (Select one	Parents 8 Strongly Disagree	& Central Disagree	Office Sta	Slightly Agree	Agree	Strongly Agree
(a) I have a positive perception of GCS students. (Select one option) (b) I believe GCS students want to learn and work hard to learn.	Parents 8 Strongly Disagree	& Central Disagree	Office Sta Slightly Disagree	Slightly Agree	Agree	Strongly Agree
(a) I have a positive perception of GCS students. (Select one option) (b) I believe GCS students want to learn and work hard to learn. (Select one option) (c) I believe GCS parents have high expectations for their	Strongly Disagree	& Central Disagree	Office Sta Slightly Disagree	Slightly Agree	Agree	Strongly Agree
(a) I have a positive perception of GCS students. (Select one option) (b) I believe GCS students want to learn and work hard to learn. (Select one option) (c) I believe GCS parents have high expectations for their children. (Select one option) (d) I have a positive perception of my co-workers. (Select one	Parents 8 Strongly Disagree	Central Disagree	Office State Slightly Disagree	Slightly Agree	Agree	Strongly Agree

As you read each item, please think about your experiences this school year. Indicate whether you agree or disagree.

15. Career Growth Opportu	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
(a) I feel that I can reach my career goals in this school district. (Select one option)	O	0	O	O	0	O
(b) GCS helps employees like me know how we can achieve promotions. (Select one option)	0	0	0	0	0	0
s you read each item, please thin thether you agree or disagree. 16. Diversity						
	Strongly Disagree		Slightly Disagree	Slightly Agree	Agree	Strongl Agree
(a) I feel my supervisor believes it is important for staff to represent our district's student diversity (including, but not limited to, race, gender, age, physical ability, or disability). (Select one option)		0	0	0	0	0
(b) My supervisor recruits and retains diverse employees (including, but not limited to, race, gender, age, physical ability, or disability). (Select one option)	0	0	0	0	0	0
(c) My supervisor values all of his/her employees (including, but not limited to, race, genderage, physical ability, disability, religion, or sexual orientation). (Select one option)		0	0	0	0	0
(d) I feel that harassment, bullying, and/or discrimination are not tolerated in my work environment. (Select one option)	0	0	0	0	0	0
s you read each item, please thi hether you agree or disagree.	nk about yo	our experie	nces this so	chool year	·. Indic	ate
17. Recognition	Strongly	Disagree	Slightly	Slightly	Agree	Strongl
(a) I am happy with the recognition I receive for my	Disagree	O	Disagree	Agree	O	Agree

accomplishments. (Select one option)						
(b) I feel appreciated for the work that I do. (Select one option)	0	0	0	0	0	0
As you read each item, please th whether you agree or disagree.	ink about y	our experie	ences this s	chool year	r. Indic	cate
18. Employee-Focused Cult	ure					
	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
(a) Meeting the needs of the employees is one of this district's top priorities. (Select one option)	0	0	0	0	0	0
(b) Supervisors work hard to meet the needs of employees. (Select one option)	0	0	0	0	0	0
As you read each item, please th whether you agree or disagree.	ink about y	our experie	ences this s	chool year	r. Indic	cate
As you read each item, please th	ink about y	our experie	ences this s	chool year	r. Indio	cate
As you read each item, please th whether you agree or disagree.	ink about your strongly Disagree	our experie	ences this s Slightly Disagree	Slightly	r. Indic	Strongly Agree
As you read each item, please th whether you agree or disagree.	Strongly		Slightly			Strongly
As you read each item, please th whether you agree or disagree. 19. Support (a) I can count on my supervisor to help resolve problems when they arise. (Select one	Strongly	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly
As you read each item, please th whether you agree or disagree. 19. Support (a) I can count on my supervisor to help resolve problems when they arise. (Select one option) (b) I can count on my supervisor to support me when I need assistance.	Strongly	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly
As you read each item, please th whether you agree or disagree. 19. Support (a) I can count on my supervisor to help resolve problems when they arise. (Select one option) (b) I can count on my supervisor to support me when I need assistance.	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
As you read each item, please th whether you agree or disagree. 19. Support (a) I can count on my supervisor to help resolve problems when they arise. (Select one option) (b) I can count on my supervisor to support me when I need assistance. (Select one option)	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
As you read each item, please th whether you agree or disagree. 19. Support (a) I can count on my supervisor to help resolve problems when they arise. (Select one option) (b) I can count on my supervisor to support me when I need assistance. (Select one option) As you read each item, please th whether you agree or disagree.	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
As you read each item, please th whether you agree or disagree. 19. Support (a) I can count on my supervisor to help resolve problems when they arise. (Select one option) (b) I can count on my supervisor to support me when I need assistance. (Select one option) As you read each item, please th whether you agree or disagree.	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree

As you read each item, please thi whether you agree or disagree.	ink about ye	our experie	ences this s	chool yea	r. Indic	cate
21. Decision-Making Author	rity					
	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
(a) New ideas are encouraged in GCS. (Select one option)	0	0	0	0	0	0
(b) I have the leeway to make decisions about how to do my job. (Select one option)	0	0	0	0	0	0
(c) My supervisor supports the decisions that I make. (Select one option)	0	0	0	0	0	0
As you read each item, please thi whether you agree or disagree.		our experie	ences this s	chool yea	r. Indic	cate
22. Job Satisfaction & Mora	Strongly	<u> </u>	Slightly	Slightly		Strongly
	Disagree	Disagree	Disagree	Agree	Agree	Agree
(a) Overall, I am satisfied with my job at GCS. (Select one option)	0	0	0	0	0	0
(b) Overall, I consider my school, department or division a preferred place to work. (Select one option)	0	0	0	0	0	0
(c) Overall, I have high morale. (Select one option)	0	0	0	0	0	0
(d) I look forward to continuing my work with GCS. (Select one option)	0	0	0	0	0	0
23. In 50 words or fewer, pl County Schools. 24. Is there anything else ye				to impro	ove Gui	lford

		? (Select one option)
0	Central Office Administrator (certified)	Go to Page No. 3
0	Central Office Administrator (classified)	Go to Page No. 2
0	Central Office Employee (certified)	Go to Page No. 3
0	Central Office Employee (classified)	Go to Page No. 2
0	Elementary School- Based Employee (certified)	Go to Page No. 3
0	Elementary School- Based Employee (classified)	Go to Page No. 2
0	High School-Based Employee (certified)	Go to Page No. 3
0	High School-Based Employee (classified)	Go to Page No. 2
0	Middle School- Based Employee (certified)	Go to Page No. 3
0	Middle School- Based Employee (classified)	Go to Page No. 2
		If Did Not Answer Then Go to Page No. 3
page 2	_	tanding trainings that would benefit you in
)6 VAL	build you be interested in st	
	ould you be interested in attered in attered to the current position? (Select one	
	current position? (Select one	

Possibly

If you answered "yes" or "possibly," which of the following types of workshops would you be interested in attending?(Select area[s] of interest.)

27. Organizational Skills						
	Interested	Somewhat Interested	Not Interested			
(a) Organizing work flow (Select one option)	0	0	0			
(b) Organizing work space (Select one option)	0	0	0			
(c) Efficient record keeping (Select one option)	0	0	0			
(d) Time management (Select one option)	0	0	0			
(e) Stress management (Select one option)	0	0	0			
(f) Setting/meeting personal and professional goals (Select one option)	0	0	0			
(g) Developing organizational skills for new supervisors (Select one option)	0	0	0			

If you answered "yes" or "possibly," which of the following types of workshops would you be interested in attending?(Select area[s] of interest.)

28. Communication and Relationship Building Skills					
	Interested	Somewhat Interested	Not Interested		
(a) Building successful community partners (Select one option)	0	0	0		
(b) Conflict resolution (Select one option)	0	0	0		
(c) Internal/external communications (Select one option)	0	0	0		
(d) Addressing needs and concerns (Select one option)	0	0	0		
(e) Fundraising types, strategies and protocols (Select one option)	0	0	0		
(f) Presenting a professional and positive image at work (Select one option)	0	0	0		
(g) Developing communication skills for new supervisors (Select one option)	0	0	0		
(h) Constant contact and e-Newsletters (Select one option)	0	0	0		
(i) Dealing with difficult people (Select one option)	0	0	0		
(j) Effective public speaking and presentations (Select one option)	0	0	0		
(k) Encouraging better teamwork (Select one option)	0	0	0		
(I) Managing tough conversations (Select one option)	0	0	0		
(m) Respectful and responsive service (Select one option)	0	0	0		
(n) School and district marketing (Select one option)	0	0	0		

you answered "yes" or "possibly," which of the fo		of workshops	would you b
terested in attending?(Select area[s] of interest.)			
29. Technical Skills	Interested	Somewhat	Not
() 0 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		Interested	Interested
(a) Outlook-maximizing its use (Select one option)	0		0
(b) Office Suite-Overview (Select one option)	0		0
(c) MS Excel-maximizing its use (Select one option)	0	0	0
(d) MS Word-maximizing its use (Select one option)		0	
(e) MS PowerPoint-maximizing its use (Select one option)	0	0	0
(f) MS Publisher-maximizing its use (Select one option)	0	0	0
(g) Using AESOP effectively (Select one option)	0	0	0
(h) Budgeting (AS-400)-maximizing its use (Select one option)	0	0	0
(i) Purchasing (AS-400)-maximizing its use (Select one option)	0	0	0
(j) GCS Website-maximizing its use (Select one option)	0	0	0
(k) PowerSchool (Select one option)	0	0	0
O. Are there any other areas in which you very series of the following would you be i			
articipating?			

Phone conference seminar
Mini-conference
page 3
32. What is your gender? (Select one option)
Female
Male
33. What is your ethnicity? (Select one option)
Asian
Black or African-American
Hispanic or Latino
Multi-Racial/Two or More
American Indian or Alaskan Native
Native Hawaiian or Other Pacific Islander
White
34. How many years have you been working for Guilford County Schools?
(Select one option)
0 to 2
3 to 5
6 to 10

11 to 15		
16 to 20		
more than 20 years		