

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)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(b) I have confidence in our superintendent. (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(c) I have confidence in my supervisor to manage my school, department or division well. (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**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)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(b) We do things well in GCS. (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

### 3. Organizational Communication

[illegible]

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

#### 4. Organizational Respectful & Responsive Service

[illegible]

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

[illegible]



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

**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

	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Slightly Disagree</b>	<b>Slightly Agree</b>	<b>Agree</b>	<b>Strongly Agree</b>
(a) I feel safe at work. (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(b) The facility where I work is kept clean. (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(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)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

### 9. Engagement Scale

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

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

### 10. Values/Ethics

	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Slightly Disagree</b>	<b>Slightly Agree</b>	<b>Agree</b>	<b>Strongly Agree</b>
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development. (Select one option)

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

### 13. Compensation and Benefits

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
(a) I think my pay is fair. (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(b) I am satisfied with the benefits provided by the state. (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(c) I am satisfied with the benefits provided in this school district. (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

### 14. Perception of Students, Parents & Central Office Staff Members

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
(a) I have a positive perception of GCS students. (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(b) I believe GCS students want to learn and work hard to learn. (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(c) I believe GCS parents have high expectations for their children. (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(d) I have a positive perception of my co-workers. (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(e) I have a positive perception of my supervisor/principal. (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(f) I have a positive perception of GCS central office staff. (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

## 15. Career Growth Opportunities

[illegible]

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

[illegible]

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

## 17. Recognition

[illegible]





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

### 21. Decision-Making Authority

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
(a) New ideas are encouraged in GCS. (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(b) I have the leeway to make decisions about how to do my job. (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(c) My supervisor supports the decisions that I make. (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

### 22. Job Satisfaction & Morale

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
(a) Overall, I am satisfied with my job at GCS. (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(b) Overall, I consider my school, department or division a preferred place to work. (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(c) Overall, I have high morale. (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(d) I look forward to continuing my work with GCS. (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**23. In 50 words or fewer, please tell us what we can do to improve Guilford County Schools.**

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**24. Is there anything else you would like to share?**

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**25. What is your job classification?** (Select one option)

- |   |                  |
|---|------------------|
| <input type="radio"/> Central Office Administrator (certified)      | Go to Page No. 3 |
| <input type="radio"/> Central Office Administrator (classified)     | Go to Page No. 2 |
| <input type="radio"/> Central Office Employee (certified)           | Go to Page No. 3 |
| <input type="radio"/> Central Office Employee (classified)          | Go to Page No. 2 |
| <input type="radio"/> Elementary School-Based Employee (certified)  | Go to Page No. 3 |
| <input type="radio"/> Elementary School-Based Employee (classified) | Go to Page No. 2 |
| <input type="radio"/> High School-Based Employee (certified)        | Go to Page No. 3 |
| <input type="radio"/> High School-Based Employee (classified)       | Go to Page No. 2 |
| <input type="radio"/> Middle School-Based Employee (certified)      | Go to Page No. 3 |
| <input type="radio"/> Middle School-Based Employee (classified)     | Go to Page No. 2 |

If Did Not Answer Then Go to Page No. 3

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**26. Would you be interested in attending trainings that would benefit you in your current position?** (Select one option)

- ☐ Yes
- ☐ No
- ☐ 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)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(b) Organizing work space (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(c) Efficient record keeping (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(d) Time management (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(e) Stress management (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(f) Setting/meeting personal and professional goals (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(g) Developing organizational skills for new supervisors (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**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)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(b) Conflict resolution (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(c) Internal/external communications (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(d) Addressing needs and concerns (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(e) Fundraising types, strategies and protocols (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(f) Presenting a professional and positive image at work (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(g) Developing communication skills for new supervisors (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(h) Constant contact and e-Newsletters (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(i) Dealing with difficult people (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(j) Effective public speaking and presentations (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(k) Encouraging better teamwork (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(l) Managing tough conversations (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(m) Respectful and responsive service (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(n) School and district marketing (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(o) Media training (Select one option)

☐☐☐

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

### 29. Technical Skills

	Interested	Somewhat Interested	Not Interested
(a) Outlook-maximizing its use (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(b) Office Suite-Overview (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(c) MS Excel-maximizing its use (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(d) MS Word-maximizing its use (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(e) MS PowerPoint-maximizing its use (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(f) MS Publisher-maximizing its use (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(g) Using AESOP effectively (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(h) Budgeting (AS-400)-maximizing its use (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(i) Purchasing (AS-400)-maximizing its use (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(j) GCS Website-maximizing its use (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(k) PowerSchool (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### 30. Are there any other areas in which you would like to have training?

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### 31. In which of the following would you be interested in attending or participating?

- ☐ 1/2 day professional development institute
- ☐ One day professional development institute
- ☐ Online Webinar
- ☐ Topic driven discussion group or book club

☐ Phone conference seminar

☐ Mini-conference

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**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