

CRC

Center for Research on the Context of Secondary School Teaching

TEACHER SURVEY

1991 QUESTIONNAIRE

School of Education, CERAS Building, Stanford University, Stanford, CA 94305-3084 (415) 723-4972
College of Education, Michigan State University, East Lansing, MI 48824 (517) 353-8827

INTRODUCTION

This questionnaire survey is part of a three-year study of secondary education being conducted by the Center for Research on the Context of Secondary School Teaching. The Center is funded by the U.S. Department of Education and is located at Stanford University. Michigan State University is a collaborator in this study.

Your school is among 16 public and independent schools in California and Michigan that were selected for an in-depth study of secondary school teaching in a variety of settings. The study is designed to build upon your -- teachers' -- perceptions and experiences of your school and classroom teaching environments. We are asking you and approximately 1,000 other teachers in our sample schools to participate in this important research project.

The Teacher Survey is being conducted each spring for three years. The first survey was in 1989. **This is the third and last survey.** Each survey questionnaire concentrates on different aspects of high school teaching, though some questions are replicated to provide longitudinal data. Many of the questionnaire items used in each CRC survey are drawn from ongoing national surveys of high school teachers to provide national comparisons for your school context and teaching practices.

This questionnaire has three parts:

- I. Teaching Assignment and Instruction
- II. Professional Roles and Relations
- III. Working Conditions

Time needed to complete the structured questions is approximately 30 minutes. We have tried very hard to keep the questionnaire short while maintaining links to national survey data.

Your answers will be kept strictly confidential. Center research is conducted under stringent university and U.S. government regulations governing confidentiality procedures. Identification codes are used only for follow-up purposes and to match responses to successive surveys. Results of this survey will be reported in summary or statistical form only, so that neither individuals nor schools can be identified.

Thank you for your time and cooperation. Your participation in this research helps us to bring the teacher's perspective to the fore in consideration of local, state and national educational policy.

I. Teaching Assignment and Instruction

1. Please indicate the number of classes you currently teach in the following subject areas. WRITE IN NUMBER. (If you teach 5 English classes, write "5" on the line next to English; if you teach in more than one subject area, write in the number of classes you are teaching in each subject.)

<u>Subject Area</u>	<u>Number of Classes</u>
Art.....	_____
Business.....	_____
Consumer/Family/Home Economics...	_____
English.....	_____
Foreign Languages.....	_____
Industrial Arts.....	_____
Mathematics.....	_____
Music.....	_____
Performing Arts (except Music).....	_____
Physical Education.....	_____
Science.....	_____
Social Sciences, History.....	_____
Special Education.....	_____
Other (Write in)_____	_____

Consider the subject area you teach most frequently this semester when answering subsequent questions about your instruction. IF YOU TEACH SPECIAL EDUCATION, PLEASE GO TO QUESTION # 6.

2. Indicate the number of the classes that you teach according to the students' grade level. Use "grade mixed" when a class includes more than one grade level. WRITE IN NUMBER.

<u>Grade Level</u>	<u>Number of Classes</u>	<u>Grade Level</u>	<u>Number of Classes</u>
12th graders.....	_____	9th graders.....	_____
11th graders.....	_____	grade-mixed.....	_____
10th graders.....	_____	7th or 8th graders.....	_____

3. Now write in the number of classes you teach according to the students' achievement level compared to the school as a whole. WRITE IN NUMBER.

<u>Student Achievement Level</u>	<u>Number of Classes</u>
Relatively high-achieving students.....	_____
Students with an average achievement level....	_____
Students with mixed achievement levels.....	_____
Relatively low-achieving students.....	_____

4. For your most frequently taught subject area, please indicate the extent to which you agree or disagree with the following statements. CIRCLE ONE FOR EACH ITEM.

	Strongly Disagree					Strongly Agree
a. There is a well-defined body of knowledge and skills to be taught in my subject area.....	1	2	3	4	5	6
b. Thinking creatively is an important part of the subject matter I teach.....	1	2	3	4	5	6
c. Knowledge in my subject area is always changing.....	1	2	3	4	5	6
d. The subject I teach is rather cut and dry.....	1	2	3	4	5	6
e. There is little disagreement about what should be taught in my subject area.....	1	2	3	4	5	6

5. Now consider each of the statements below concerning instruction in your subject area. Indicate the extent to which you agree or disagree with each statement. CIRCLE ONE FOR EACH ITEM.

	Strongly Disagree					Strongly Agree
a. Class discussion in which students exchange views and ideas is an integral part of instruction in my subject.....	1	2	3	4	5	6
b. It is more important for students to acquire disciplinary ways of thinking (like a mathematician, social scientist, etc.) than to master particular content.....	1	2	3	4	5	6
c. Students must practice basic skills within my subject area before tackling more complex tasks.....	1	2	3	4	5	6
d. Low-achieving students learn best when content is broken down into small chunks or units.....	1	2	3	4	5	6
e. The same content should be taught in a given course regardless of the achievement level of the class.....	1	2	3	4	5	6
f. Curriculum materials (textbooks, books, a.v., etc.) for a given course should be different for classes with different achievement levels.....	1	2	3	4	5	6
g. Instruction in my subject is most beneficial when students are grouped by prior academic achievement.....	1	2	3	4	5	6
h. Students will learn more in my subject area if they work together.....	1	2	3	4	5	6
i. If I do not cover my curriculum, students' future learning in this subject will be jeopardized.....	1	2	3	4	5	6
j. No matter how hard they try, some students will not be able to learn aspects of my subject matter.....	1	2	3	4	5	6
k. It is important for students to have opportunities to revise and redo assignments in my classes.....	1	2	3	4	5	6
l. Effort is a major determinant of learning in my subject area.....	1	2	3	4	5	6
m. Students need to write about their ideas in order to really understand my subject.....	1	2	3	4	5	6

	Strongly Disagree			Strongly Agree		
n. It is important to give individual students assignments that differ from those given to other students in the same class.....	1	2	3	4	5	6
o. Ways of teaching my subject are very different from ways of teaching other subjects.....	1	2	3	4	5	6
p. It is important that lessons in my subject provide students with choices of assignments.....	1	2	3	4	5	6
q. There is a great deal of uncertainty about good teaching in my subject.....	1	2	3	4	5	6

6. The statements below concern goals for educational outcomes and for relationships with students. Please indicate how strongly you agree or disagree with each statement as it applies to your own teaching philosophy and practice. CIRCLE ONE FOR EACH ITEM.

	Strongly Disagree			Strongly Agree		
a. If I had to choose, I would emphasize learning subject matter content over personal growth for my students.....	1	2	3	4	5	6
b. It is important that as teachers we try to insure that all students master basic skills and subject matter course work.....	1	2	3	4	5	6
c. My expectations about how much students should learn are not as high as they used to be.....	1	2	3	4	5	6
d. I believe that growth in students' self-esteem is as important as their academic achievement.....	1	2	3	4	5	6
e. It is important that as teachers we try to insure that students learn to work well in a group.....	1	2	3	4	5	6
f. I try very hard to show my students that I care about them.....	1	2	3	4	5	6
g. Students who work hard and do well deserve more of my time than those who do not.....	1	2	3	4	5	6
h. It is important for me to know something about my students' families.....	1	2	3	4	5	6
i. I feel that I should be accessible to students even if it means meeting with them before or after school, during my prep or free period, etc.....	1	2	3	4	5	6
j. I believe that teachers should keep their relationships with students in their classes focused strictly on coursework.....	1	2	3	4	5	6
k. Students who are having personal problems deserve more of my time than other students.....	1	2	3	4	5	6
l. I feel that I must cover the curriculum.....	1	2	3	4	5	6
m. It is important for me that my students enjoy learning and become independent learners.....	1	2	3	4	5	6
n. I work toward developing the skills needed for my students to become employable adults and responsible citizens.....	1	2	3	4	5	6
o. I believe that ethnic diversity in classes provides students a valuable learning opportunity.....	1	2	3	4	5	6

7. On the scale below, indicate the extent to which you agree or disagree with each of the following statements. CIRCLE ONE FOR EACH ITEM.

	Strongly Disagree					Strongly Agree
a. If I try really hard, I can get through to even the most difficult or unmotivated students.....	1	2	3	4	5	6
b. I feel that it's part of my responsibility to keep students from dropping out of school.....	1	2	3	4	5	6
c. If some students in my class are not doing well, I feel that I should change my approach to the subject.....	1	2	3	4	5	6
d. By trying a different teaching method, I can significantly affect a student's achievement.....	1	2	3	4	5	6
e. There is really very little I can do to insure that most of my students achieve at a high level.....	1	2	3	4	5	6
f. I am certain I am making a difference in the lives of my students.	1	2	3	4	5	6

8. Indicate the importance you give to each of the following in setting grades for students in your classes (exclude special education students). CIRCLE ONE FOR EACH ITEM.

	Not Important					Extremely Important
a. Absolute level of achievement.....	1	2	3	4	5	6
b. Individual improvement or progress over past performance.....	1	2	3	4	5	6
c. Achievement relative to the rest of the class.....	1	2	3	4	5	6
d. Effort.....	1	2	3	4	5	6
e. Class participation.....	1	2	3	4	5	6
f. Completing homework assignments.....	1	2	3	4	5	6
g. Consistently attending class.....	1	2	3	4	5	6

9. To what extent do you feel successful in providing the kind of education you would like to provide for students in your classes? CIRCLE ONE.

- Not successful..... 1
- Slightly successful..... 2
- Moderately successful..... 3
- Very successful..... 4

II. Professional Roles* and Relations

10. Please indicate any roles you have performed in this school in addition to classroom teaching during the past five years and whether or not you would be interested in the roles you have not performed within the past five years. CIRCLE ONE FOR EACH ROLE LISTED.

	Yes, this year	Not this year; within past 5 years	No, but interested	No, not interested
a. Department head.....	1	2	3	4
b. Curriculum committee chair.....	1	2	3	4
c. Chair of another committee.....	1	2	3	4
d. Mentor (school level activity).....	1	2	3	4
e. Supervisor for a student teacher...	1	2	3	4
f. Presenter at department inservice	1	2	3	4
g. Presenter at schoolwide inservice	1	2	3	4
h. Coordinator of special program.....	1	2	3	4
i. Advisor to academic club or team..	1	2	3	4
j. Advisor to performing arts group (music, drama, dance).....	1	2	3	4
k. Coach for athletic team.....	1	2	3	4
l. Teacher association/union representative.....	1	2	3	4
m. Other (Write in) _____	1	2	3	4

11. Consider now any professional roles you have performed outside the school during the past five years and any that you would like to perform in the future. CIRCLE ONE FOR EACH ROLE LISTED.

	Yes, this year	Not this year; within past 5 years	No, but interested	No, not interested
a. Member of curriculum or other district committee.....	1	2	3	4
b. Presenter at district inservice.....	1	2	3	4
c. Coordinator of special program.....	1	2	3	4
d. Mentor (district activity).....	1	2	3	4
e. Other special district assignment..	1	2	3	4
f. Consultant to county, state, other districts.....	1	2	3	4
g. Presenter at out-of-district conference.....	1	2	3	4
h. Officer in professional association (other than union).....	1	2	3	4
i. Other (Please write in). _____	1	2	3	4

* Note to independent school teachers: Some of the roles listed in this section are not relevant to your teaching context. Please respond for the roles that are relevant.

12. What type(s) of support have you received in the last 12 months for professional development in the subject you teach the majority of the time? CIRCLE ALL THAT APPLY.

- None..... 1
- Release time from teaching..... 2
- Travel and/or per diem expenses..... 3
- Stipend(s)..... 4
- Professional growth credits..... 5

13. Please indicate the number of days you have participated in each of the following kinds of professional development activities during the past year. CIRCLE 0 IF YOU DID NOT PARTICIPATE IN THE ACTIVITY.

	None	1 - 2 days	3 - 5 days	6 - 10 days	More than 10 days
a. District-sponsored conferences or workshops during the school year.....	0	1	2	3	4
b. District-sponsored conferences or workshops during the summer.....	0	1	2	3	4
c. Schoolwide professional growth activities.....	0	1	2	3	4
d. Department professional growth activities.....	0	1	2	3	4
e. Activities sponsored by a teacher network in your subject area.....	0	1	2	3	4
f. Union-sponsored professional growth activities.....	0	1	2	3	4
g. Activities sponsored by a professional association (e.g., a subject-matter association).....	0	1	2	3	4
h. Summer institute in your subject area.....	0	1	2	3	4
i. Observation of another teacher in the classroom.....	0	1	2	3	4
j. Observation of your teaching by another teacher (not for evaluation).....	0	1	2	3	4
k. Other, including coursework (Please write in).....	0	1	2	3	4

THE NEXT QUESTION CONCERNS RELATIONSHIPS WITHIN YOUR PRIMARY SUBJECT AREA. PLEASE RESPOND AGAIN IN TERMS OF THE SUBJECT AREA YOU TEACH MOST FREQUENTLY THIS SEMESTER.

14. To what extent does each of the following statements describe relationships among the teachers in your primary subject area in this school? CIRCLE ONE FOR EACH ITEM.

	Strongly Disagree		Strongly Agree		
	1	2	3	4	5
a. We share ideas about teaching openly.....	1	2	3	4	5
b. We have very different ideas about what we should emphasize in the curriculum.....	1	2	3	4	5
c. It is common for us to share samples of work done by our students.....	1	2	3	4	5

	Strongly Disagree			Strongly Agree	
d. This subject area faculty falls into quite different groups or cliques.....	1	2	3	4	5
e. We regularly meet to discuss particular common problems and challenges we are facing in the classroom.....	1	2	3	4	5
f. It would be inappropriate to offer help to a colleague who hasn't requested it.....	1	2	3	4	5
g. We often work together to develop teaching materials or activities for particular classes.....	1	2	3	4	5
h. We have little idea of each other's teaching goals and classroom practices.....	1	2	3	4	5
i. There is little disagreement about what should be taught in our subject area.....	1	2	3	4	5
j. Colleagues are generally protective of instructional materials or activities they've developed.....	1	2	3	4	5
k. Relations among us are cordial and caring.....	1	2	3	4	5
l. We often seek each other's advice about professional issues and problems.....	1	2	3	4	5
m. There is a lot of disagreement among us about how to teach the subject.....	1	2	3	4	5
n. We share views of students and how to relate to them.....	1	2	3	4	5
o. Most take a "hands off" attitude toward each other's careers.....	1	2	3	4	5
p. We admire one another's teaching on the whole.....	1	2	3	4	5

15. Please list up to five colleagues in this school who have been important resources for you in your teaching this year. If there are none, please write "none" on the first line. Note: Names will be tabulated by CRC code number and used only for quantitative analysis. WRITE IN NAMES.

_____	(CRC code: _____)
_____	(CRC code: _____)
_____	(CRC code: _____)
_____	(CRC code: _____)
_____	(CRC code: _____)

16. Now, please list up to five colleagues in this school whom you have advised or helped with teaching issues this year. Some or all of these people may be the same as those mentioned in response to Question 15. WRITE IN NAMES.

_____	(CRC code: _____)
_____	(CRC code: _____)
_____	(CRC code: _____)
_____	(CRC code: _____)
_____	(CRC code: _____)

17. Please indicate which, if any, of the following people outside the school you talk with regularly about your teaching. CIRCLE ALL THAT APPLY.

- Teacher in my subject area who teaches in another school..... 1
- Teacher of another subject who teaches in another school..... 2
- Family member who is a teacher..... 3
- Subject specialist employed by my school system..... 4
- Other subject specialist..... 5
- Other (Please write in) _____ 6

18. Please indicate how strongly you agree or disagree with each of the following statements regarding your current feelings about teaching in general and your present job. CIRCLE ONE FOR EACH ITEM.

	Strongly Disagree				Strongly Agree
a. I feel that I have many opportunities to learn new things in my present job.....	1	2	3	4	5
b. I feel supported by colleagues to try out new ideas.....	1	2	3	4	5
c. I think that the stresses and disappointments involved in teaching at this school aren't really worth it.....	1	2	3	4	5
d. I am willing to put in a great deal of effort beyond that usually expected of teachers.....	1	2	3	4	5
e. If I could get a higher paying job, I'd leave teaching in a minute..	1	2	3	4	5
f. In general, I really enjoy my students.....	1	2	3	4	5
g. I feel that I'm improving as a teacher each year.....	1	2	3	4	5
h. I don't seem to have as much enthusiasm now as I did when I began teaching.....	1	2	3	4	5
i. I really love the subject I teach most frequently.....	1	2	3	4	5
j. I think about transferring to another school.....	1	2	3	4	5
k. I am always eager to hear about ways to improve my teaching....	1	2	3	4	5
l. I feel little loyalty to the teaching profession.....	1	2	3	4	5
m. I established my preferred teaching techniques long ago.....	1	2	3	4	5
n. Other (Please write in any comments you wish to add that better express your feelings about teaching)_____	1	2	3	4	5

INDEPENDENT SCHOOL TEACHERS PLEASE GO TO PART III.

19. Now indicate how strongly you agree or disagree with the statements regarding your feelings about the district in which you teach. CIRCLE ONE FOR EACH ITEM.

	Strongly Disagree			Strongly Agree	
a. I would accept almost any class or school assignment in order to keep working for this district.....	1	2	3	4	5
b. It would take very little change in my present circumstances to cause me to leave this district.....	1	2	3	4	5
c. I feel that this district inspires the very best in the job performance of its teachers.....	1	2	3	4	5
d. Often I find it difficult to agree with this district's policies on important matters relating to its teachers.....	1	2	3	4	5
e. I am proud to tell others that I work for this district.....	1	2	3	4	5
f. The district is a source of considerable dissatisfaction with my teaching job.....	1	2	3	4	5

III. Working Conditions

20. How much influence do teachers have over school policy in each of the areas below? CIRCLE ONE FOR EACH ITEM.

	None						A great deal
a. Determining student behavior codes.....	1	2	3	4	5	6	
b. Determining the content of inservice programs.....	1	2	3	4	5	6	
c. Setting policy on grouping students in classes by ability.....	1	2	3	4	5	6	
d. Establishing the school curriculum.....	1	2	3	4	5	6	
e. Determining the school schedule.....	1	2	3	4	5	6	
f. Hiring new professional personnel.....	1	2	3	4	5	6	
g. Determining specific teaching assignments.....	1	2	3	4	5	6	

21. Using the scale provided, how much control do you feel you have in your classroom over each of the following areas of your planning and teaching? CIRCLE ONE FOR EACH ITEM.

	None						Complete control
a. Selecting textbooks and other instructional materials.....	1	2	3	4	5	6	
b. Selecting content, topics, and skills to be taught.....	1	2	3	4	5	6	
c. Selecting teaching techniques.....	1	2	3	4	5	6	
d. Disciplining students.....	1	2	3	4	5	6	
e. Determining the amount of homework to be assigned.....	1	2	3	4	5	6	

IF YOU TEACH IN AN INDEPENDENT SCHOOL, PLEASE GO TO QUESTION 24.

22. To what extent do district policies influence each of the following aspects of your professional life? CIRCLE ONE FOR EACH ITEM.

	Not at all			A significant extent		
a. Decisions about instructional content.....	1	2	3	4	5	6
b. Decisions about instructional pedagogy.....	1	2	3	4	5	6
c. Professional growth and development.....	1	2	3	4	5	6

23. To what extent do state policies influence each of the following aspects of your professional life? CIRCLE ONE FOR EACH ITEM.

	Not at all			A significant extent		
a. Decisions about instructional content.....	1	2	3	4	5	6
b. Decisions about instructional pedagogy.....	1	2	3	4	5	6
c. Professional growth and development.....	1	2	3	4	5	6

24. Based on your own experience since coming to this school, what priority would you say is given to each of the following factors in deciding teaching assignments? CIRCLE ONE FOR EACH ITEM.

	Not considered		Greatest consideration		
a. The teacher's stated wish to teach a course.....	1	2	3	4	5
b. The teacher's level of formal subject matter preparation for a specific course.....	1	2	3	4	5
c. The teacher's seniority in the department as a basis for meeting personal preference.....	1	2	3	4	5
d. The teacher's ability to deal with particular grade levels or academic levels.....	1	2	3	4	5
e. Chair's or principal's classroom observations.....	1	2	3	4	5
f. Department policy to rotate course assignments.....	1	2	3	4	5
g. Department policy that favors assigning the "best" teachers to the high-achieving students.....	1	2	3	4	5
h. Meeting demands of subject and course enrollments at the last minute.....	1	2	3	4	5

25. Please indicate how well each statement describes enforced policies and practices in your primary subject area department. CIRCLE ONE FOR EACH ITEM.

	Not a practice or policy in this department			A very important policy or practice in this department	
a. Coordination of the content of department courses.....	1	2	3	4	5
b. Experimentation with the curriculum.....	1	2	3	4	5
c. Wide degree of individual autonomy in curriculum and course content.....	1	2	3	4	5
d. Commitment to strong AP and honors courses.....	1	2	3	4	5
e. An active role by the chair in obtaining resources for the department.....	1	2	3	4	5
f. Sections of courses differentiated according to students' academic achievement level.....	1	2	3	4	5
g. Curricular coordination with other departments	1	2	3	4	5
h. Faculty consultation or approval needed for changes in course objectives or content.....	1	2	3	4	5
i. Support of teachers' outside professional activities.....	1	2	3	4	5
j. Special support for low-achieving students.....	1	2	3	4	5
k. Other (Please write in.)_____	1	2	3	4	5

26. Please indicate the extent to which you judge resources in this school to be adequate or inadequate for your optimal success as a teacher. CIRCLE ONE FOR EACH KIND OF RESOURCE.

	Not relevant to my success	Entirely inadequate			Entirely adequate	
		1	2	3	4	5
a. A work place where I can concentrate.....	0	1	2	3	4	5
b. A place to get together with colleagues in my subject area/department.....	0	1	2	3	4	5
c. A place to get together with colleagues outside my subject area.....	0	1	2	3	4	5
d. Access to a telephone for private conversations.....	0	1	2	3	4	5
e. Capacity to photocopy instructional materials for students in my classes.....	0	1	2	3	4	5
f. Time to meet with colleagues in this school.....	0	1	2	3	4	5
g. Release time to participate in conferences and workshops.....	0	1	2	3	4	5
h. Support from site administrators.....	0	1	2	3	4	5
i. Support from school counselor(s).....	0	1	2	3	4	5
j. Instructional equipment for my classroom.....	0	1	2	3	4	5
k. Opportunities to address collective problems of students in the school (e.g., race relations, academic motivation, absenteeism, etc.).....	0	1	2	3	4	5
l. Opportunities to discuss specific students with my colleagues (e.g., academic performance, personal needs, etc.).....	0	1	2	3	4	5
m. School facilities (e.g., parking space, security, classroom ventilation, etc).....	0	1	2	3	4	5
n. Other (Please write in.).....	0	1	2	3	4	5

27. Indicate how much you agree or disagree with each of these statements about students in your classes this year. CIRCLE ONE FOR EACH ITEM.

	Strongly Disagree			Strongly Agree		
	1	2	3	4	5	6
a. Students in my classes today are less prepared than students I have taught in previous years.....	1	2	3	4	5	6
b. My students' concerns over their academic records and college admissions gets in the way of their optimal learning.....	1	2	3	4	5	6
c. My students are as able and motivated as students I have taught in the past.....	1	2	3	4	5	6
d. The attitudes and habits students bring to my classes greatly reduce their chances for academic success.....	1	2	3	4	5	6
e. Students in my classes today are better prepared than students I have taught in previous years.....	1	2	3	4	5	6
f. Most of the students I teach are not capable of learning the material I should be teaching them.....	1	2	3	4	5	6
g. My current students care more about education than students I taught in the past.....	1	2	3	4	5	6
h. Students in my classes today have more serious social and family problems than students I have taught in previous years...	1	2	3	4	5	6

28. To what extent do you agree or disagree with each of the following statements about your day-to-day job in this school (consider your work outside, as well as inside, the classroom). CIRCLE ONE FOR EACH ITEM.

	Strongly Disagree				Strongly Agree	
	1	2	3	4	5	6
a. Many of my work tasks are the same from day to day.....	1	2	3	4	5	6
b. There is a clearly defined body of knowledge that guides my work.....	1	2	3	4	5	6
c. I rely on established procedures and practices in my job.....	1	2	3	4	5	6
d. My work is basically routine.....	1	2	3	4	5	6
e. My work activities vary considerably from day to day.....	1	2	3	4	5	6
f. There is an understandable sequence of steps that can be followed in my job.....	1	2	3	4	5	6
g. My job duties are quite repetitious.....	1	2	3	4	5	6
h. It is hard to know how I'm doing in my job.....	1	2	3	4	5	6
i. My job requirements are quite unpredictable from day to day....	1	2	3	4	5	6

29. Using the scale provided, please indicate the extent to which you agree or disagree with each of the following statements about working conditions in your school. CIRCLE ONE FOR EACH ITEM.

	Strongly Disagree				Strongly Agree	
	1	2	3	4	5	6
a. You can count on most staff members to help out anywhere, anytime--even though it may not be part of their official assignment.....	1	2	3	4	5	6
b. Most of my colleagues share my beliefs and values about what the central mission of school should be.....	1	2	3	4	5	6
c. Those assigned to evaluate my teaching have a good understanding of my course content and instructional approach.....	1	2	3	4	5	6
d. I have to follow rules at this school that conflict with my best professional judgment.....	1	2	3	4	5	6
e. In this school, we solve problems; we don't just talk about them.	1	2	3	4	5	6
f. The principal does a poor job of getting resources for this school.....	1	2	3	4	5	6
g. The principal deals effectively with pressures from outside the school that might interfere with my teaching.....	1	2	3	4	5	6
h. The principal sets priorities, makes plans, and sees that they are carried out.....	1	2	3	4	5	6
i. My job provides me continuing professional stimulation and growth.....	1	2	3	4	5	6
j. Goals and priorities for the school are clear.....	1	2	3	4	5	6
k. The staff seldom evaluates its programs and activities.....	1	2	3	4	5	6
l. Staff members are recognized for a job well done.....	1	2	3	4	5	6
m. I have to buck rules in order to do what I think needs to be done for my students.....	1	2	3	4	5	6

	Strongly Disagree			Strongly Agree		
n. Most of my departmental colleagues share my beliefs and values about the central mission of the school.....	1	2	3	4	5	6
o. Staff are involved in making decisions that affect them.....	1	2	3	4	5	6
p. Too often, decisions made by building staff are ignored or reversed by central office administrators.....	1	2	3	4	5	6
q. The principal knows what kind of school he/she wants and has communicated it to the staff.....	1	2	3	4	5	6
r. This school's administration knows the problems faced by the staff.....	1	2	3	4	5	6
s. I can take little action at this school until a superior approves it...	1	2	3	4	5	6
t. In this school, I am encouraged to experiment with my teaching	1	2	3	4	5	6
u. The department chair or curricular area coordinator's behavior toward the staff is supportive and encouraging.....	1	2	3	4	5	6
v. The school administration's behavior toward the staff is supportive and encouraging.....	1	2	3	4	5	6
w. Teachers in this school are continually learning and seeking new ideas.....	1	2	3	4	5	6
x. The same, small group of people sits on most of the active committees and is involved in most of the new projects and programs here.....	1	2	3	4	5	6
y. There is a great deal of cooperative effort among staff members.....	1	2	3	4	5	6
z. Staff members maintain high standards.....	1	2	3	4	5	6
aa. I usually look forward to each working day at this school.....	1	2	3	4	5	6
bb. The rules and regulations at this school don't make my job any easier.....	1	2	3	4	5	6
cc. This school seems like a big family, everyone is so close and cordial.....	1	2	3	4	5	6
dd. The principal lets staff members know what is expected of them	1	2	3	4	5	6
ee. The principal is interested in innovation and new ideas.....	1	2	3	4	5	6
ff. Rules for student behavior are consistently enforced in this school.....	1	2	3	4	5	6
gg. The principal usually consults with staff members before he/she makes decisions that affect us.....	1	2	3	4	5	6
hh. I make a conscious effort to coordinate the content of my courses with teachers outside my department/curricular area....	1	2	3	4	5	6
ii. I can get good advice from other teachers in this school when I have a teaching problem.....	1	2	3	4	5	6
jj. I wouldn't want to work in any other school.....	1	2	3	4	5	6

30. How much of the time do you feel satisfied with your job in this school? CIRCLE ONE.

- Almost never..... 1*
- Some of the time..... 2*
- Most of the time..... 3*
- All of the time..... 4*

THANK YOU FOR COMPLETING THIS QUESTIONNAIRE

Please add any additional comments you may wish to make about your teaching, professional activities, and working conditions.