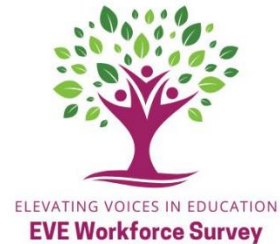


Elevating Voices in Education (EVE) Workforce Survey Frequently Asked Questions (FAQ)

In 2023, the Oregon Legislature passed Senate Bill 283 which included a requirement for the Oregon Department of Education to develop and administer an annual statewide education workforce survey. Per [ORS 342.676](#), Oregon Public Education Providers are required to encourage participation and provide access to this survey for all eligible employees. The Oregon Department of Education has developed this FAQ to help address common questions about the Elevating Voices in Education (EVE) Workforce Survey.



If questions are not addressed here, please contact:
ODE.EdStaffSurvey@ode.oregon.gov

Overview of Elevating Voices in Education Workforce Survey

Q: What is the EVE Workforce Survey?

The EVE Workforce Survey is a **free, web-based, anonymous, and confidential** survey designed to gather insights from the public education workforce about their workplace experiences to provide actionable information to the state and districts.

Spring 2025 will be a pilot year and the first time this survey is offered in Oregon.

- Information and updates on the EVE Survey can be found on this Oregon Department of Education website:

<https://www.oregon.gov/ode/about-us/pages/oregon-eve-workforce-survey.aspx>

- Please direct questions or concerns about the EVE Survey to:

ODE.EdStaffSurvey@ode.oregon.gov

Q: What topics does the EVE Workforce Survey ask about?

The EVE Survey includes multiple choice questions covering the following 6 domains:

- Workplace Climate
- Professional Learning
- Well-being
- Students and Families
- Equity
- Job Satisfaction

Q: What is the window for completing the EVE Workforce Survey?

The window for staff to take the EVE Workforce Survey is **February 4th to March 31st, 2025.**

Q: What is required by Oregon law for administering the EVE Workforce Survey?

[ORS 342.676](#) requires public education providers to encourage participation and provide access to this survey for all eligible employees.

Q: Who must administer the EVE Workforce Survey?

Per [ORS 342.676](#), Oregon public education providers must administer the survey. Oregon public education providers include the following entities:

- School districts
- Public charter schools
- Education service districts
- A long-term care or treatment facilities
- Youth corrections education programs
- Juvenile detention education programs
- The Oregon School for the Deaf

Q: Which education staff members are eligible to participate in the EVE Workforce Survey?

Oregon workforce members eligible to participate in the survey include:

- **LICENSED EMPLOYEES** serving in full or part-time positions with public education providers. “Licensed” educator means teachers, administrators, substitutes, or other school personnel who are licensed, registered, or certified by the Oregon Teacher Standards and Practices Commission.
- **CLASSIFIED EMPLOYEES** means all employees of a public education provider except those for whom a Teacher Standards and Practices Commission license is required as a basis for employment. Classified employees can also include employees who hold licenses issued by agencies other than TSPC such as school nurses, social workers, school psychologists.
- **EMPLOYEES UNDER CONTRACT TO A PUBLIC SERVICE PROVIDER** may include bus drivers, mental health staff, community-based program staff, food service personnel. “Under contract” means paid by a public service provider through a contracted 3rd party or individual contract.

School volunteers, families/community members, or students are not eligible to participate in the EVE Workforce Survey.

Q: What does “providing an opportunity & encouraging participation” in the EVE Workforce Survey include?

Per [ORS 342.676](#) each public education provider shall ensure that members of their education workforce can participate in the survey by:

- Emailing the web-based survey link(s) to their education workforce members **at least twice** during the survey period; and
- Connecting their education workforce members to the Department of Education regarding questions about the survey and accessibility needs.

Q: Are all members of Oregon’s Educator Workforce required to participate in this survey?

No, the EVE Workforce Survey is voluntary, and participation by members of Oregon’s public education workforce is not required.

Districts are not authorized or empowered to require their employees to participate.

Q: Where can you access information and updates on the EVE Workforce Survey?

Updates and information about the EVE Workforce Survey can be found on the Oregon Department of Education’s website at this link:

<https://www.oregon.gov/ode/about-us/pages/oregon-eve-workforce-survey.aspx>

Q: How will information collected on the EVE Workforce Survey be used?

There are many possible uses for the data gathered by this survey, some examples include:

- Provide a broad picture of how staff perceptions of school climate and culture may affect adults serving students across Oregon’s K-12 education system.
- Offer additional insights to aid in needs assessment and planning processes for allocating federal funds, Integrated Program Applications, etc.
- Help legislative, education, and community partners to gain a better understanding of factors influencing staff morale, retention, and well-being; including how staff roles (certified vs. classified) may shape perceptions of the workplace.
- Develop a better understanding of how staff perceptions align with the attitudes and experiences of students as reflected in the SEED and Student Health Survey.

How to Access & Participate in the EVE Workforce Survey:

Q: How can employees of public education providers access & participate in the EVE survey?

Prior to the survey window opening on February 4, 2025, **ODE will:**

- Distribute via email a survey link and access code (“**EVE2025**”) to public service providers across the state.

- The survey link and code will allow eligible participants to access and complete the survey.
- The link and access code should only be shared with eligible members/employees of public education providers.

Given resource limitations, the 2025 EVE Workforce Survey is available only in a web-based format.

Q: Is the EVE Workforce Survey accessible (e.g., can I use a screen reader? What browser is required)?

Yes, the following are accessibility features of the survey and are available through SurveyMonkey, can also be found here:

https://www.oregon.gov/ode/about-us/Documents/EVE_Survey_Accessibility_Features.pdf

Accessibility

- Section 508 and WCAG2 compliant
- Supports screen magnifiers, screen readers¹ with text-to-speech, and voice recognition software
- Available in English and Spanish
- 6th grade readability

Interoperability across browsers and devices

- Multiple web browsers (e.g., Chrome, Firefox, Safari, and Microsoft Edge)
- Computers and mobile devices (e.g., Android and Apple)

Multiple ways to share voice

- Multiple choice/Likert items
- Most items have multiple interactions
- Several items have constructed response options

Q: What if employees don't receive a link to the survey from their employer or cannot access the survey link or survey code?

Please direct all questions or concerns about the EVE Survey to:

ODE.EdStaffSurvey@ode.oregon.gov

Q: Is the survey available in multiple languages?

Yes, the EVE Workforce Survey will be available in Spanish for its pilot year. Other languages may be added in future years.

Q: How long does it take to complete the survey?

The EVE Workforce Survey should take 10-15 minutes to complete (around 10-40 seconds per survey question).

EVE Workforce Survey Confidentiality & Privacy:

*EVE Workforce Survey responses are **exempt** from public disclosure per [ORS 192.355\(4\)](#) unless survey respondents consent to disclosure at the end of the survey. This means the Oregon Department of Education will not share EVE Workforce Survey responses as part of a public records request.*

Is the EVE Workforce Survey anonymous?

The EVE Workforce Survey is an anonymous survey - your identity (e.g., name, email, IP address) is not linked to the survey responses you provide.

Will my school principal, direct supervisor, or manager be able to see my survey responses?

- Managers or colleagues will **not** be able to identify or review individual responses to the EVE Workforce survey.
- The Oregon Department of Education will not share individual responses to the survey with anyone at your workplace. Per [ORS 342.676](#), aggregated (i.e., “pooled” responses) are required to be reported at the state and district levels.
- Data will be suppressed if the response count is 20 or fewer responses per item.

Q: How will ODE protect the anonymity and confidentiality of survey respondents when reporting EVE Workforce survey data to schools, districts, and ESDs?

ODE will develop and distribute a data report to all schools, districts, and ESDs containing aggregated EVE Workforce Survey response data. The aggregated data report will include suppression for response counts less than 20, extreme value suppression (e.g., percentages less than five or greater than 95), and secondary suppression (i.e., masking the next smallest response category percentage).

EVE Workforce Survey responses are **exempt** from public disclosure per [ORS 192.355\(4\)](#) unless survey respondents consent to disclosure at the end of the survey. This means the Oregon Department of Education will not share EVE Workforce Survey responses as part of a public records request.

Q: Are employees required to provide demographic information on the survey?

- School, district, or ESD affiliation is the only required demographic information requested in the EVE Workforce Survey.
- All other demographic fields included in the survey are OPTIONAL (e.g., race/ethnicity, gender, years of experience).
- The Oregon Department of Education is required to report on overall participation and response rates aggregated at the school and district levels. Participants’ demographic data will only be reported/aggregated at the state level where the response rates allow that anonymity is protected.

Q: What if I don't want to answer a particular question?

All survey questions are optional. Participants can skip any question on the survey if they do not want to answer it. Only the survey responses completed by participants will be reported.

Q: Who will have access to the survey results?

The Oregon Department of Education will have access to the survey results via the SurveyMonkey platform once submitted by survey participants. Individual responses will only be shared publicly as aggregated results at the school, district or state levels if the count of responses from a public service provider meets the minimum participation threshold.

Furthermore, only authorized personnel involved in the survey administration and analysis will have access to the raw, anonymized data. These individuals are bound by strict confidentiality agreements.

Q: How is my privacy protected using a web-based survey?

The survey platform, SurveyMonkey, uses secure encryption to protect your data during transmission. Oregon Department of Education adheres to strict data privacy policies and complies with all relevant regulations.

Q: Who can I contact if I have concerns about confidentiality or privacy?

If you have any concerns about confidentiality or privacy, please contact:

ODE.EdStaffSurvey@ode.oregon.gov

Results of the EVE Workforce Survey

Q: What is included in the school and district level results?

The school, district, and ESD EVE Workforce Survey data reports will include aggregated response data for each survey question (i.e., the percentage of respondents who selected each response category).

Q: When & how will results be shared?

The Oregon Department of Education is in the process of developing a plan to distribute data reports to members of the Oregon education workforce.

Q: Will it be possible for public service providers to disaggregate the data by demographic categories or staff position (licensed, non-licensed) roles?

No. Schools, districts and ESDs will not receive individual demographic data or professional role data.

Q: Will survey results be embargoed to allow public education providers to review them before they are shared publicly?

Yes. ODE will distribute embargoed EVE Workforce Survey data reports to schools, districts, and ESDs **before** making them available to the public on ODE's webpage.