



ELEVATING VOICES IN EDUCATION **EVE Workforce Survey**

EVE Workforce Survey

Welcome!

The EVE Workforce Survey is an annual education workforce survey required by Section 4 of Senate Bill 283. The aim is to gather feedback from Oregon's public education workforce about their experiences and perceptions relating to workplace conditions, climate, and culture.

Your participation and responses will help the Oregon Department of Education (ODE) and the state legislature understand and improve the workplace conditions, climate, and culture of schools, districts, ESDs, and other public education providers.

What you need to know before participating in the survey:

Survey participation is **voluntary**. You are **not** required to participate, and your employer **can't** require you to participate.

If you choose to participate, you can **skip** any question you don't wish to answer.

The survey asks approximately **24 questions** about six domains (i.e., workplace climate, professional learning, well-being, students and families, equity, and job satisfaction).

The survey should take **10 to 15** minutes to complete.

Your participation is **anonymous**, and your responses are **confidential**.

ODE will **not** share your responses with schools, districts, ESDs, or other public education providers.

ODE will only use your survey responses as part of **aggregate** and **suppressed** data reporting to protect your anonymity, confidentiality, and trust.

Per ORS 192.355(4), your responses are **exempt** from public disclosure unless you optionally consent to disclosure at the end of the survey.

Please contact ODE at ODE.EdStaffSurvey@ode.oregon.gov if you have questions.



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Instructions

Only members of Oregon's public education workforce should participate.

Please **only** take the survey once.

Do **not** share the survey link or password with individuals who are not members of Oregon's public education workforce.

When taking the survey, read each question carefully and select the response that is right for you.

You may review and change your responses to each question. Select the **Previous** button at the bottom of each page to view questions on the previous page. The **Previous** and **Next** buttons will help you navigate to the beginning and end of the survey.

Select **Submit** at the bottom of the last page when you are ready to submit your survey. You will not be able to return to the survey after you select **Submit**.



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Please select your school district or ESD employer from the list below.

If you work at multiple school districts and/or ESDs, choose the employer you view as your primary employer. If you don't have a primary employer, choose the employer where you have spent the most time during the last 30 days.

If you are a substitute teacher, temporary employee, or contract employee, choose your current school district or ESD. If you are not currently working, either choose the most recent employer or the employer where you have spent the most time during the last 30 days.

If you are an employee of a charter school, please choose your school's sponsoring district.

Dropdown menu containing a list of school districts and ESDs

What type of employee are you?

- ☐ ESD-based employee (i.e., you work at an ESD office)
- ☐ District-based employee (i.e., you work at a district office)
- ☐ School-based employee (i.e., you work at a school building)

If you are a school-based employee, please type the name of your school below.

If you work at multiple schools, type the name of the school you view as your primary workplace. If you don't have a primary workplace, type the name of the school where you have spent the most time during the last 30 days.

If you are a substitute teacher, temporary employee, or contract employee, type the name of your current school. If you are not currently working, either type the name of the most recent school or the school where you have spent the most time during the last 30 days.

If you are an employee of a charter school, please type the name of your school.

Type the name of the school here



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Which of the following best describes your professional role at your work?

- ☐ Superintendent, Assistant Superintendent, Other District or ESD Leader
- ☐ Principal, Assistant Principal, Other School Leader
- ☐ Teacher
- ☐ Teacher's Assistant, Teaching Assistant, Teacher's Aide, Instructional Aide, Para-Educator, Para-Professional
- ☐ Substitute Teacher
- ☐ Athletic and/or Student Activities Director, Trainer, or Coach
- ☐ Bus, Car, or Van Driver
- ☐ Coordinator of Special Programs (e.g., Title III, Gifted Education, Special Education)
- ☐ Custodial and Facilities
- ☐ Library/Media
- ☐ Mathematics or Reading Specialist
- ☐ Administrative Support Staff (e.g., Secretary, Clerical Staff)
- ☐ Specialized Student Support Services (e.g., Counselor, Psychologist, Social Worker)
- ☐ Specialized Services for Students with Disabilities (e.g., Speech/Language, Occupational/Physical, Interpreter)
- ☐ Medical and Nursing Services (e.g., School Nurse, Other Medical Staff)
- ☐ Food Nutrition, School Cafeteria, or Food Service Staff
- ☐ School Safety, Security, and Law Enforcement
- ☐ Instructional Technology and Support
- ☐ Data, Research, and Accountability
- ☐ Testing and Assessment
- ☐ Another professional role:

Type another professional role here



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Workplace Climate

These questions ask about your access to a purposeful, safe, and productive work environment. Please read each question carefully. Select the response that is right for you.

How true are the following statements about you and your workplace?

| | | | | | |
|--|----------|---------------|----------------|-------------|-----------|
| The climate at my workplace is safe. | Not true | A little true | Partially true | Mostly true | Very true |
| The culture at my workplace is supportive. | Not true | A little true | Partially true | Mostly true | Very true |
| My work values my perspective. | Not true | A little true | Partially true | Mostly true | Very true |

How true are the following statements about your leadership team? My leadership team

| | | | | | |
|-------------------------------------|----------|---------------|----------------|-------------|-----------|
| clearly communicates information | Not true | A little true | Partially true | Mostly true | Very true |
| recognizes my contributions | Not true | A little true | Partially true | Mostly true | Very true |
| encourages my professional growth | Not true | A little true | Partially true | Mostly true | Very true |
| asks for my feedback | Not true | A little true | Partially true | Mostly true | Very true |
| understands the work I do | Not true | A little true | Partially true | Mostly true | Very true |
| positively influences the work I do | Not true | A little true | Partially true | Mostly true | Very true |



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How true are the following statements about the resources at your work?

| | | | | | |
|--|----------|---------------|----------------|-------------|-----------|
| The technology at my workplace is up-to-date. | Not true | A little true | Partially true | Mostly true | Very true |
| The physical workspace meets my needs. | Not true | A little true | Partially true | Mostly true | Very true |
| My work facilities are in good repair. | Not true | A little true | Partially true | Mostly true | Very true |
| Indoor conditions are adequate (e.g., heating, cooling). | Not true | A little true | Partially true | Mostly true | Very true |
| The internet or Wi-Fi is reliable and fast. | Not true | A little true | Partially true | Mostly true | Very true |
| I have the resources I need to do my job. | Not true | A little true | Partially true | Mostly true | Very true |

How true are the following statements about the health and safety of your workplace?

| | | | | | |
|--|----------|---------------|----------------|-------------|-----------|
| My work offers health and safety trainings. | Not true | A little true | Partially true | Mostly true | Very true |
| My work practices safety drills and protocols. | Not true | A little true | Partially true | Mostly true | Very true |
| I know how to report a health and safety incident. | Not true | A little true | Partially true | Mostly true | Very true |
| My work looks into safety incidents. | Not true | A little true | Partially true | Mostly true | Very true |
| I know what to do if there is an emergency. | Not true | A little true | Partially true | Mostly true | Very true |
| My work values my health and safety. | Not true | A little true | Partially true | Mostly true | Very true |



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How true are the following statements about your connection to your workplace?

| | | | | | |
|---|----------|---------------|----------------|-------------|-----------|
| I have friends at work. | Not true | A little true | Partially true | Mostly true | Very true |
| My co-workers care about me. | Not true | A little true | Partially true | Mostly true | Very true |
| My co-workers recognize my contributions. | Not true | A little true | Partially true | Mostly true | Very true |
| I feel welcome at work. | Not true | A little true | Partially true | Mostly true | Very true |
| I feel safe talking to co-workers. | Not true | A little true | Partially true | Mostly true | Very true |
| My co-workers value my strengths. | Not true | A little true | Partially true | Mostly true | Very true |



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Professional Learning

These questions ask about your experience participating in professional learning activities at your work. Please read each question carefully. Select the response that is right for you.

How often do you participate in professional learning activities at work?

- ☐ Almost always
- ☐ Frequently
- ☐ Sometimes
- ☐ Once in a while
- ☐ Never

If you said that you've participated in professional learning activities at your work, how would you describe them? If you said NEVER, please skip to the next question.

| | | | | | |
|----------------|------------|----------|------------|------|-----------|
| Innovative | Not at all | Slightly | Moderately | Very | Extremely |
| Valuable | Not at all | Slightly | Moderately | Very | Extremely |
| Equity-focused | Not at all | Slightly | Moderately | Very | Extremely |
| Relevant | Not at all | Slightly | Moderately | Very | Extremely |
| Accessible | Not at all | Slightly | Moderately | Very | Extremely |



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If you said that you've participated in professional learning activities at your work, how often did they provide _____? If you said NEVER, please skip to the next question.

| | | | | | |
|--|-------|-----------------|-----------|------------|---------------|
| hands-on learning | Never | Once in a while | Sometimes | Frequently | Almost always |
| collaboration with co-workers | Never | Once in a while | Sometimes | Frequently | Almost always |
| demonstration of best practice | Never | Once in a while | Sometimes | Frequently | Almost always |
| coaching and support | Never | Once in a while | Sometimes | Frequently | Almost always |
| time for you to practice and reflect | Never | Once in a while | Sometimes | Frequently | Almost always |
| opportunities for you to give feedback | Never | Once in a while | Sometimes | Frequently | Almost always |

Which of the following professional learning areas related to student and school success are a priority for you right now? Select up to three priority areas.

- ☐ Alternatives to suspension/expulsion
- ☐ Anti-bias and anti-racism
- ☐ Career and technical education
- ☐ Chronic absenteeism
- ☐ Dropout prevention
- ☐ Mental health and wellness
- ☐ Social and emotional learning
- ☐ Summer learning
- ☐ Trauma-informed practices
- ☐ Youth reengagement
- ☐ Another student and school success professional learning activity:

Type another professional learning activity here



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Which of the following professional learning areas related to curriculum and instruction are a priority for you right now? Select up to three priority areas.

- ☐ Academic content areas (e.g., math, science, world languages)
- ☐ Arts (e.g., dance, music, theatre)
- ☐ Culturally-responsive curriculum and instruction
- ☐ Early grade literacy
- ☐ Implementation of tribal history/shared history
- ☐ Library and media
- ☐ Student testing, assessment, or screening
- ☐ Use and/or integration of technology in the classroom
- ☐ Teaching and/or supporting gifted or talented students
- ☐ Teaching and/or supporting multilingual learners
- ☐ Teaching and/or supporting students with IEPs/504 plans
- ☐ Another curriculum and instruction professional learning activity:

Type another professional learning activity here

Which of the following professional learning areas related to administration and operations are a priority for you right now? Select up to three priority areas.

- ☐ Accountability, research, and evaluation
- ☐ Analyzing, visualizing, and reporting data
- ☐ Budgeting and accounting
- ☐ Community and family engagement
- ☐ Establishing an educator “grow your own” program
- ☐ Facility and property maintenance
- ☐ Human resources (e.g., hiring, staffing, retaining)
- ☐ Information and technology (IT) security
- ☐ Job and workplace safety
- ☐ School nutrition
- ☐ State and federal law (e.g., compliance)
- ☐ Another administration and operations professional learning activity:

Type another professional learning activity here



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Well-Being

These questions ask about your sense of well-being and the mental health resources available at your work. Please read each question carefully. Select the response that is right for you.

How true are the following statements about the mental health resources available at your work? The mental health resources _____.

| | | | | | |
|------------------|----------|---------------|----------------|-------------|-----------|
| are accessible | Not true | A little true | Partially true | Mostly true | Very true |
| are confidential | Not true | A little true | Partially true | Mostly true | Very true |
| meet my needs | Not true | A little true | Partially true | Mostly true | Very true |

During the last 30 days, how often did you feel _____ at work?

| | | | | | |
|-------------|-------|-----------------|-----------|------------|---------------|
| included | Never | Once in a while | Sometimes | Frequently | Almost always |
| empowered | Never | Once in a while | Sometimes | Frequently | Almost always |
| fulfilled | Never | Once in a while | Sometimes | Frequently | Almost always |
| valued | Never | Once in a while | Sometimes | Frequently | Almost always |
| optimistic | Never | Once in a while | Sometimes | Frequently | Almost always |
| engaged | Never | Once in a while | Sometimes | Frequently | Almost always |
| appreciated | Never | Once in a while | Sometimes | Frequently | Almost always |

During the last 30 days, how often did you experience stress at work?

- ☐ Almost always
- ☐ Frequently
- ☐ Sometimes
- ☐ Once in a while
- ☐ Never



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If you said you've experienced stress at work during the last 30 days, was the stress related to any of the following at work?

If you said NEVER, please skip to the next question.

- ☐ Community and parent engagement
- ☐ Facilities
- ☐ Interactions with co-workers
- ☐ Interactions with students
- ☐ Personal safety
- ☐ Professional learning
- ☐ Racism or other discrimination
- ☐ State and federal law (e.g., compliance)
- ☐ Technology
- ☐ Workload
- ☐ Workplace policies and decisions
- ☐ Work schedule

If you said you've experienced stress at work during the last 30 days, was the stress related to any of the following in your personal life?

If you said NEVER, please skip to the next question.

- ☐ Addiction or substance dependency
- ☐ Caregiving (e.g., parents, partners, relatives)
- ☐ Childcare
- ☐ Daily commute
- ☐ Debt (e.g., credit card, student loan)
- ☐ Grief or loss
- ☐ Groceries
- ☐ Housing
- ☐ Illness, injury, or healthcare needs
- ☐ Natural disasters (e.g., wildfire)
- ☐ Racism or other discrimination
- ☐ Relationships with family and friends
- ☐ Significant life changes
- ☐ Weather (e.g., rain, heat)



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Students and Families

These questions ask about how you and your workplace approach and interact with students and families. Please read each question carefully. Select the response that is right for you.

How true are the following statements? Adults at my work _____.

| | | | | | |
|--|----------|---------------|----------------|-------------|-----------|
| value students' opinions and experiences | Not true | A little true | Partially true | Mostly true | Very true |
| make efforts to get to know students | Not true | A little true | Partially true | Mostly true | Very true |
| encourage students to do their best | Not true | A little true | Partially true | Mostly true | Very true |
| believe all students can learn | Not true | A little true | Partially true | Mostly true | Very true |
| prioritize the well-being of students | Not true | A little true | Partially true | Mostly true | Very true |
| consider how their decisions impact students | Not true | A little true | Partially true | Mostly true | Very true |
| value families' opinions and experiences | Not true | A little true | Partially true | Mostly true | Very true |
| make efforts to get to know families | Not true | A little true | Partially true | Mostly true | Very true |



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How confident are you that you can _____?

| | | | | | |
|---|---------------|--------------------|--------------------|-----------------|----------------|
| develop meaningful relationships with students | Not confident | Slightly confident | Somewhat confident | Quite confident | Very confident |
| connect students to the resources they need | Not confident | Slightly confident | Somewhat confident | Quite confident | Very confident |
| foster respectful relationships between students | Not confident | Slightly confident | Somewhat confident | Quite confident | Very confident |
| identify when students need help | Not confident | Slightly confident | Somewhat confident | Quite confident | Very confident |
| step in when a student experiences racism or bias | Not confident | Slightly confident | Somewhat confident | Quite confident | Very confident |
| create a welcoming environment for students | Not confident | Slightly confident | Somewhat confident | Quite confident | Very confident |
| develop meaningful relationships with families | Not confident | Slightly confident | Somewhat confident | Quite confident | Very confident |
| connect families to the resources they need | Not confident | Slightly confident | Somewhat confident | Quite confident | Very confident |



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Equity

These questions ask about your experience working in a fair, diverse, and inclusive workplace. Please read each question carefully. Select the response that is right for you.

How true are the following statements about your workplace? My workplace _____.

| | | | | | |
|---|----------|---------------|----------------|-------------|-----------|
| supports honest conversations about sensitive topics | Not true | A little true | Partially true | Mostly true | Very true |
| assigns tasks and responsibilities fairly | Not true | A little true | Partially true | Mostly true | Very true |
| values diverse experiences, perspectives, and backgrounds | Not true | A little true | Partially true | Mostly true | Very true |
| provides accommodations to meet employee needs | Not true | A little true | Partially true | Mostly true | Very true |
| meaningfully addresses discrimination and bias | Not true | A little true | Partially true | Mostly true | Very true |
| treats everyone fairly in hiring, pay, or promotions | Not true | A little true | Partially true | Mostly true | Very true |
| recognizes achievements fairly | Not true | A little true | Partially true | Mostly true | Very true |
| uses inclusive language | Not true | A little true | Partially true | Mostly true | Very true |
| honors existing collective bargaining agreements | Not true | A little true | Partially true | Mostly true | Very true |

During the last 30 days, how often did you witness discrimination, prejudice, or bias at your workplace?

- ☐ Almost always
- ☐ Frequently
- ☐ Sometimes
- ☐ Once in a while
- ☐ Never



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Job Satisfaction

These questions ask about your sense of enjoyment, fulfillment, and achievement at your current job. Please read each question carefully. Select the response that is right for you.

How true are the following statements about you and your workplace?

| | | | | | |
|--------------------------------------|----------|---------------|----------------|-------------|-----------|
| I feel competent at my job. | Not true | A little true | Partially true | Mostly true | Very true |
| My daily work has a positive impact. | Not true | A little true | Partially true | Mostly true | Very true |
| The work I do matters to me. | Not true | A little true | Partially true | Mostly true | Very true |
| I feel qualified for my position. | Not true | A little true | Partially true | Mostly true | Very true |
| I have a sense of purpose at work. | Not true | A little true | Partially true | Mostly true | Very true |

During the last 30 days, have you thought about leaving your current job?

- ☐ Yes
☐ No

If you said YES to the previous question, are you considering leaving your current job for any of the following opportunities? If you said NO, please skip to the next question.

- ☐ A similar job at your current employer
☐ A promotion at your current employer
☐ A job at a different school, district, or ESD
☐ A job in a different field
☐ Start a business or self-employment
☐ Higher education
☐ Retirement
☐ Volunteer or community service
☐ Another opportunity:

Type another opportunity here



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Please indicate the degree to which you are satisfied with the following areas at work.

| | | | | | |
|---|---------------|--------------------|---------------------|------------------|----------------|
| Salary or wages | Not satisfied | A little satisfied | Partially satisfied | Mostly satisfied | Very satisfied |
| Workload | Not satisfied | A little satisfied | Partially satisfied | Mostly satisfied | Very satisfied |
| Voice in decision making | Not satisfied | A little satisfied | Partially satisfied | Mostly satisfied | Very satisfied |
| Work-life balance | Not satisfied | A little satisfied | Partially satisfied | Mostly satisfied | Very satisfied |
| Professional learning activities | Not satisfied | A little satisfied | Partially satisfied | Mostly satisfied | Very satisfied |
| Health insurance | Not satisfied | A little satisfied | Partially satisfied | Mostly satisfied | Very satisfied |
| Being treated like a professional | Not satisfied | A little satisfied | Partially satisfied | Mostly satisfied | Very satisfied |
| Opportunities for promotion | Not satisfied | A little satisfied | Partially satisfied | Mostly satisfied | Very satisfied |
| Paid leave (e.g., vacation, sick, family leave) | Not satisfied | A little satisfied | Partially satisfied | Mostly satisfied | Very satisfied |
| Work schedule | Not satisfied | A little satisfied | Partially satisfied | Mostly satisfied | Very satisfied |
| Opportunities to work from home | Not satisfied | A little satisfied | Partially satisfied | Mostly satisfied | Very satisfied |
| Leadership team at your work | Not satisfied | A little satisfied | Partially satisfied | Mostly satisfied | Very satisfied |
| Retirement plan | Not satisfied | A little satisfied | Partially satisfied | Mostly satisfied | Very satisfied |
| Overall experience at work | Not satisfied | A little satisfied | Partially satisfied | Mostly satisfied | Very satisfied |



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Demographic Questions

To help ODE and the state legislature understand, serve, and support Oregon's education workforce, the EVE Workforce Survey includes several **optional** demographic questions related to your years of experience, race or ethnicity, gender, sexual orientation, disability, and primary language.

These questions are **voluntary**, and you can **skip** any question you don't wish to answer.

How long have you worked in public K-12 education?

- ☐ Less than five years
- ☐ Five to ten years
- ☐ Eleven to twenty years
- ☐ More than twenty years

Which of the following describes your racial or ethnic identity? Select all that apply.

- ☐ American Indian or Alaska Native
- ☐ Asian
- ☐ Black or African American
- ☐ Hispanic or Latina/o/x
- ☐ Middle Eastern or North African
- ☐ Native Hawaiian or Pacific Islander
- ☐ White
- ☐ Another race or ethnicity:

Type another race or ethnicity here

Which of the following describes your gender?

- ☐ Woman
- ☐ Man
- ☐ Nonbinary
- ☐ Another gender:

Type another gender here



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Are you transgender?

- ☐ Yes
- ☐ No

Which of the following describes your sexual orientation?

- ☐ Gay
- ☐ Lesbian
- ☐ Straight or heterosexual
- ☐ Queer
- ☐ Bisexual
- ☐ Another sexual orientation:

Type another sexual orientation here

Do you have a disability?

- ☐ Yes
- ☐ No

Which of the following describes the primary language(s) you speak at home?

- ☐ Arabic
- ☐ Chinese
- ☐ Chuukese
- ☐ English
- ☐ Japanese
- ☐ Korean
- ☐ Russian
- ☐ Spanish
- ☐ Somali
- ☐ Tribal or Indigenous
- ☐ Ukrainian
- ☐ Vietnamese
- ☐ Another language:

Type another language here



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Anonymity and Confidentiality

Your participation is **anonymous**, and your responses are **confidential**.

ODE will **not** share your EVE Workforce Survey responses with schools, districts, ESDs, or other public education providers.

Per ORS 192.355(4), your responses are **exempt** from public disclosure. ODE will **only** disclose your responses if you provide consent.

The question below asks for your consent.

Responding to the question is **optional**.

Selecting **Yes** means your responses will **not** be confidential.

Skipping the question or selecting **No** means ODE will keep your responses confidential and only report them publicly in aggregate and with suppression.

Do you consent for ODE to disclose your EVE Workforce Survey responses as part of a public records request?

Dropdown menu with two consent options:

Yes, I consent and understand that, by checking this box, my EVE Workforce Survey responses will not be confidential.

No, please keep my responses confidential and report them only in aggregate when the sample size is sufficient to protect my confidentiality.



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Thanks for your participation!

Your participation in the EVE Workforce Survey and your responses will help ODE and the state legislature understand and improve the workplace conditions, climate, and culture of schools, districts, ESDs, and other public education providers.

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If you have any questions or feedback about the EVE Workforce Survey, please contact ODE at ODE.edstaffsurvey@ode.oregon.gov.

Please let us know how we can improve the EVE Workforce Survey.

This is an optional question that will not be part of ODE reporting.

Type suggestions for improvement here