



ELEVATING VOICES IN EDUCATION
EVE Workforce Survey

Domain Definitions and Sample Items

The table below provides a definition and sample item for each respective domain in the EVE Workforce Survey. The Oregon Department of Education (ODE) selected these domains and generated items based on a review of (1) open-source and publicly available education workforce surveys and questionnaires (e.g., district, state, national, and international surveys), and (2) findings from empirical research linking these domains to positive outcomes for both the public education workforce and students.

Domain definitions	Sample Items
Sense of Belonging: Represents an individual's meaningful connections with groups, settings, and personal and collective experiences at work. This domain has one Likert scale item with multiple interactions, and includes an optional constructed response question.	How true are the following statements about your sense of belonging at work? <i>I have friends at work.</i> Response Options: Not true; A little true; Partially true; Mostly true; Very true
Workplace Health and Safety: Represents an individual's experiences and perceptions of the conditions and practices corresponding to a healthy and safe workplace. This domain has one Likert scale item with multiple interactions.	How true are the following statements about the health and safety of your workplace? <i>My work provides valuable health and safety trainings.</i> Response Options: Not true; A little true; Partially true; Mostly true; Very true

Domain definitions	Sample Items
Workplace Resources: Represents an individual's experiences and perceptions of the availability and adequacy of resources necessary for a productive workplace. This domain has one Likert scale item with multiple interactions.	How true are the following statements about the resources at your work? <i>The technology at my workplace is up-to-date.</i> Response Options: Not true; A little true; Partially true; Mostly true; Very true
Workplace Leadership (Supervisor): Represents an individual's experiences and perceptions of their supervisor's leadership behavior and practices at work. This domain has one Likert scale item with multiple interactions.	How true are the following statements about your supervisor? <i>My supervisor clearly communicates information.</i> Response Options: Not true; A little true; Partially true; Mostly true; Very true
Positive Affect: Represents an individual's frequency of experiencing positive emotional reactions at work. This domain has one Likert scale item with multiple interactions.	How often do you feel _____ at work? <i>included</i> Response Options: Never; Once in a while; Sometimes; Frequently; Almost always
Workplace Stress: Represents an individual's frequency of experiencing stress at work. This domain has one Likert scale item with multiple interactions, and includes an optional constructed response question.	How often do you feel stressed at work because of the following? <i>Work schedule</i> Response Options: Never; Once in a while; Sometimes; Frequently; Almost always



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Students and Families: Represents an individual's belief in their ability to acknowledge, support, and meaningfully interact with students and families. This domain has one Likert scale item with multiple interactions.	How confident are you that you can _____? <i>develop meaningful relationships with students</i> Response options: Not confident; Slightly confident; Somewhat confident; Quite confident; Very confident
Organizational Equity: Represents an individual's experiences and perceptions concerning a fair, diverse, and inclusive workplace. This domain has one Likert scale item with multiple interactions.	How true are the following statements about your workplace? <i>My workplace supports honest conversations about sensitive topics.</i> Response Options: Not true; A little true; Partially true; Mostly true; Very true
Meaningful work: Represents an individual's perception that their work is significant, personally meaningful, and contributes to a broader purpose. This domain has one Likert scale item with multiple interactions, and includes an optional constructed response question.	How true are the following statements about you and your workplace? <i>I have found a meaningful career.</i> Response Options: Not true; A little true; Partially true; Mostly true; Very true

Domain definitions	Sample Items
Job satisfaction: Represents an individual's sense of enjoyment, fulfillment, and achievement arising from their experience working at their current job. This domain has one Likert scale item with multiple interactions.	Please indicate the degree to which you are satisfied with the following areas. <i>Salary or wages</i> Response Options: Not satisfied; A little satisfied; Partially satisfied; Mostly satisfied; Very satisfied