



ELEVATING VOICES IN EDUCATION **EVE Workforce Survey**

Sense of Belonging

This question asks about your connections with groups, settings, and personal and collective experiences at work. Please read the question carefully. Select the responses that are right for you.

1. How true are the following statements about your sense of belonging at work?

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
I look forward to going to work each day.	Not true	A little true	Partially true	Mostly true	Very true
It is easy to make friends at work.	Not true	A little true	Partially true	Mostly true	Very true

OPTIONAL FOLLOW-UP QUESTION: Please tell us what fosters your sense of belonging at work.



ELEVATING VOICES IN EDUCATION **EVE Workforce Survey**

Workplace Health and Safety

This question asks about the conditions and practices which correspond to a healthy and safe workplace. Please read the question carefully. Select the responses that are right for you.

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

My work provides valuable health and safety trainings.	Not true	A little true	Partially true	Mostly true	Very true	I don't know
My work practices safety drills and protocols regularly.	Not true	A little true	Partially true	Mostly true	Very true	I don't know
I know how to report health and safety incidents.	Not true	A little true	Partially true	Mostly true	Very true	I don't know
My work looks into safety incidents quickly.	Not true	A little true	Partially true	Mostly true	Very true	I don't know
I know what to do if there is an emergency.	Not true	A little true	Partially true	Mostly true	Very true	I don't know
My work values my health and safety.	Not true	A little true	Partially true	Mostly true	Very true	I don't know



ELEVATING VOICES IN EDUCATION **EVE Workforce Survey**

Workplace Resources

This question asks about the availability and adequacy of resources necessary for a productive workplace. Please read the question carefully. Select the responses that are right for you.

3. 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	I don't know
The physical workspace meets my needs.	Not true	A little true	Partially true	Mostly true	Very true	I don't know
My work facilities are in good repair.	Not true	A little true	Partially true	Mostly true	Very true	I don't know
Indoor conditions are adequate (e.g., heating, cooling).	Not true	A little true	Partially true	Mostly true	Very true	I don't know
The internet or Wi-Fi is reliable and fast.	Not true	A little true	Partially true	Mostly true	Very true	I don't know
All products and tools are available for workplace use.	Not true	A little true	Partially true	Mostly true	Very true	I don't know
Employee wellness resources are easily accessible.	Not true	A little true	Partially true	Mostly true	Very true	I don't know
I have the resources I need to do my job.	Not true	A little true	Partially true	Mostly true	Very true	I don't know



ELEVATING VOICES IN EDUCATION **EVE Workforce Survey**

Workplace Leadership (Supervisor)

This question asks about your supervisor's leadership behaviors and practices at work. Please read the question carefully. Select the responses that are right for you.

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

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



ELEVATING VOICES IN EDUCATION **EVE Workforce Survey**

Professional Learning

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

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

- ☐ Weekly
- ☐ 2-3 times per month
- ☐ About once a month
- ☐ A few times a year
- ☐ Not at all
- ☐ I don't have access to professional learning at my workplace

6. Which professional learning areas would help you the most in your job right now? *Select all professional learning areas that apply.*

- ☐ AI for workplace, instructional, or student use
- ☐ Anti-bias and anti-racism
- ☐ Bilingual/dual-language instruction
- ☐ Budgeting and accounting
- ☐ Bullying/harassment prevention and response
- ☐ Career and technical education
- ☐ Chronic absenteeism
- ☐ Climate change and sustainability
- ☐ Community and family engagement
- ☐ Curriculum and instruction
- ☐ Job and workplace safety
- ☐ Mental health and wellness
- ☐ Science of reading/early grade literacy
- ☐ Social and emotional learning
- ☐ STE(A)M and integrated learning
- ☐ Teaching/supporting multilingual learners
- ☐ Teaching/supporting students with IEPs/504 plans
- ☐ Trauma-informed practices
- ☐ Tribal history/shared history
- ☐ Other:



ELEVATING VOICES IN EDUCATION **EVE Workforce Survey**

Positive Affect

This question asks about the positive emotional reactions you experience at work. Please read the question carefully. Select the responses that are right for you.

7. How often do 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
enthusiastic	Never	Once in a while	Sometimes	Frequently	Almost always
creative	Never	Once in a while	Sometimes	Frequently	Almost always
motivated	Never	Once in a while	Sometimes	Frequently	Almost always
supported	Never	Once in a while	Sometimes	Frequently	Almost always
confident	Never	Once in a while	Sometimes	Frequently	Almost always
trusted	Never	Once in a while	Sometimes	Frequently	Almost always



ELEVATING VOICES IN EDUCATION EVE Workforce Survey

Workplace Stress

This question asks about the stress you experience at work. Please read the question carefully. Select the responses that are right for you.

8. How often do you feel stressed at work because of the following?

Work schedule	Never	Once in a while	Sometimes	Frequently	Almost always
Access to childcare	Never	Once in a while	Sometimes	Frequently	Almost always
Community and parent engagement	Never	Once in a while	Sometimes	Frequently	Almost always
Co-workers	Never	Once in a while	Sometimes	Frequently	Almost always
Students	Never	Once in a while	Sometimes	Frequently	Almost always
Student loan debt	Never	Once in a while	Sometimes	Frequently	Almost always
Discrimination, prejudice, or bias	Never	Once in a while	Sometimes	Frequently	Almost always
Workload	Never	Once in a while	Sometimes	Frequently	Almost always
Job security	Never	Once in a while	Sometimes	Frequently	Almost always
Work environment	Never	Once in a while	Sometimes	Frequently	Almost always
Cost of groceries	Never	Once in a while	Sometimes	Frequently	Almost always
Artificial intelligence	Never	Once in a while	Sometimes	Frequently	Almost always
Workplace policies and decisions	Never	Once in a while	Sometimes	Frequently	Almost always
Affordable housing	Never	Once in a while	Sometimes	Frequently	Almost always

OPTIONAL FOLLOW-UP QUESTION: Please tell us how these stressors impact you at work.



ELEVATING VOICES IN EDUCATION EVE Workforce Survey

Students and Families

This question asks about your belief in your ability to acknowledge, support, and meaningfully interact with students and families. Please read the question carefully. Select the responses that are right for you.

9. 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
invite community and family involvement in schools	Not confident	Slightly confident	Somewhat confident	Quite confident	Very confident
create a welcoming environment for all 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
support a student experiencing mental health challenges	Not confident	Slightly confident	Somewhat confident	Quite confident	Very confident
praise students for their accomplishments	Not confident	Slightly confident	Somewhat confident	Quite confident	Very confident
encourage students to attend school every day	Not confident	Slightly confident	Somewhat confident	Quite confident	Very confident
communicate with families about their students	Not confident	Slightly confident	Somewhat confident	Quite confident	Very confident



ELEVATING VOICES IN EDUCATION EVE Workforce Survey

Organizational Equity

This question asks about your experience working in a fair, diverse, and inclusive workplace. Please read the question carefully. Select the responses that are right for you.

10. 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	I don't know
assigns tasks and responsibilities fairly	Not true	A little true	Partially true	Mostly true	Very true	I don't know
values diverse experiences, perspectives, and backgrounds	Not true	A little true	Partially true	Mostly true	Very true	I don't know
provides accommodations to meet employee needs	Not true	A little true	Partially true	Mostly true	Very true	I don't know
meaningfully addresses discrimination and bias	Not true	A little true	Partially true	Mostly true	Very true	I don't know
treats everyone fairly in hiring, pay, or promotions	Not true	A little true	Partially true	Mostly true	Very true	I don't know
recognizes achievements fairly	Not true	A little true	Partially true	Mostly true	Very true	I don't know
uses inclusive language	Not true	A little true	Partially true	Mostly true	Very true	I don't know
provides opportunities to take breaks during the workday	Not true	A little true	Partially true	Mostly true	Very true	I don't know
honors existing collective bargaining agreements	Not true	A little true	Partially true	Mostly true	Very true	I don't know



ELEVATING VOICES IN EDUCATION EVE Workforce Survey

Meaningful Work

This question asks about your work's significance, meaningfulness, and contribution to a broader purpose. Please read the question carefully. Select the responses that are right for you.

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

I have found a meaningful career.	Not true	A little true	Partially true	Mostly true	Very true
I view my work as contributing to my personal growth.	Not true	A little true	Partially true	Mostly true	Very true
I understand how my work contributes to my life's meaning.	Not true	A little true	Partially true	Mostly true	Very true
I have a good sense of what makes my job meaningful.	Not true	A little true	Partially true	Mostly true	Very true
I know my work makes a positive difference in the world.	Not true	A little true	Partially true	Mostly true	Very true
My work helps me better understand myself.	Not true	A little true	Partially true	Mostly true	Very true
I have discovered work that has a satisfying purpose.	Not true	A little true	Partially true	Mostly true	Very true
My work helps me make sense of the world around me.	Not true	A little true	Partially true	Mostly true	Very true
The work I do serves a greater purpose.	Not true	A little true	Partially true	Mostly true	Very true

OPTIONAL FOLLOW-UP QUESTION: Please tell us what strengthens your sense of purpose and contribution at work.



ELEVATING VOICES IN EDUCATION EVE Workforce Survey

Job Satisfaction

This question asks about your sense of enjoyment, fulfillment, achievement, and satisfaction at your current job. Please read the question carefully. Select the responses that are right for you.

12. 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 (vacation, sick)	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
Praise, recognition, and feedback	Not satisfied	A little satisfied	Partially satisfied	Mostly satisfied	Very satisfied
Hiring/onboarding process	Not satisfied	A little satisfied	Partially satisfied	Mostly satisfied	Very satisfied
Retirement plan	Not satisfied	A little satisfied	Partially satisfied	Mostly satisfied	Very satisfied
Job duties and responsibilities	Not satisfied	A little satisfied	Partially satisfied	Mostly satisfied	Very satisfied
Performance evaluation	Not satisfied	A little satisfied	Partially satisfied	Mostly satisfied	Very satisfied
Mentoring	Not satisfied	A little satisfied	Partially satisfied	Mostly satisfied	Very satisfied
Job security	Not satisfied	A little satisfied	Partially satisfied	Mostly satisfied	Very satisfied



ELEVATING VOICES IN EDUCATION
EVE Workforce Survey

13. How likely are you to stay at your current job after the end of this school year?

- ☐ Extremely likely
- ☐ Very likely
- ☐ Moderately likely
- ☐ Slightly likely
- ☐ Not likely

OPTIONAL FOLLOW-UP QUESTION: If you are **not likely** to stay at your current job, please tell us why.