

**Head Start of Lane County
OSEA Chapter #600
Survey**

	Question	Always	Often	Sometimes	Occasionally	Rarely	Never	Not Sure/Not Applicable/Not Enough Information
	<i>Mission/Values of Head Start</i>							
1	The Head Start program offered at my site is effective and consistent with its mission and values.							
2	The HS program offered at my site provides high quality services to the families we serve.							
3	I believe that most Head Start parents are confident that their children are receiving high quality services from our site.							
	<i>Respect/Trust/Safety</i>							
4	I believe that Head Start parents feel respected by the staff and management at our site.							

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5	Individual differences are respected at my work place (gender, race, educational background, etc.).							
6	My work place is free from discrimination* by staff/management.							
7	My work place is free from harassment** by staff/management.							
8	My manager lets me know that he/she respects my dignity and worth.							
9	I feel respected by my coworkers.							
*	<i>Discrimination: Unequal treatment which is usually based on prejudice concerning race, color, religion, gender or national origin.</i>							
**	<i>Harassment: The act of tormenting by continued persistent attacks and criticism.</i>							

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10	I feel safe from ever being humiliated, degraded or belittled at work.							
11	I feel like I can be myself at my job.							
12	My best efforts are always enough at my job.							
13	I feel comfortable, safe and heard when voicing concerns to my supervisor(s).							
14	I feel comfortable, safe and understood voicing concerns to my coworkers.							
	<i>Administration/Management</i>							
15	The administration and management trust my abilities to perform my work effectively and to make intelligent decisions regarding my day-to-day duties.							
16	I trust the policy decisions that are made by management and the administration.							

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17	I believe that the administration and management understand the work that I do and the demands of my job, and therefore set realistic workloads for what I can accomplish in my position, given restraints of federal regulation and funding.							
18	I believe that the administration makes decisions that better the program.							
19	I believe that the administration makes decisions that help me to be more effective at my job.							
20	The administration and management seeks employee feedback and input when making decisions regarding our jobs or job duties.							
21	I believe that my manager(s) wants to support me in doing my very best work.							

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22	The feedback I receive from my supervisor regarding my performance is constructive and helps me feel empowered to do a better job.							
23	Criticism I receive from my supervisor (s) is done in a discreet manner.							
24	I am sufficiently informed of policy changes that affect my work.							
25	The administration and management trust my abilities to understand policies affecting my work.							
26	My supervisor has the same expectations for me as he/she has for my coworkers.							
27	When I am ill or need to schedule a health care appointment, I feel supported by my supervisor to use sick leave to take time off to care for myself.							

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	<i>Union</i>							
28	I feel comfortable, safe and understood when bringing concerns to my union.							
29	I feel safe to participate in union activities without any risk of retaliation.							
	<i>Employee Evaluations</i>							
30	The formal evaluations I receive are fair and accurately reflect my job performance.							
31	The formal evaluations I receive are useful in helping me to do my job more effectively.							
	<i>Physical Environment</i>							
32	My physical work environment never puts me unnecessarily at risk for illness or injury.							

