(MS602) WORKPLACE EXPERIENCES [STATE OF THE TEACHER ALP]

intro

At the end of this introduction, you will be directed to the survey.

This survey will ask you questions about your workplace experiences, your well-being, and your intentions to leave your job.

This survey takes 5 minutes to complete.

sot_alp_job_01

Are you currently:

○ Working at a job or business (1)
○ Not working now, but worked in the past 6-months (2)
○ Not working now and have not worked for pay in the past 6-months (3)

CONDITION

f('sot_alp_job_01').any('2','3')

true	false
Question ()	

STOP

Screened –

Thank you, this survey is only for people who are currently working.

END

Condition f('sot_alp_job_01').any('2','3')

sot_alp_dem_03

[*Not required*]

Do you have any children who are attending a public school (district-run or charter) in grades K-12 this school year (2022-2023)?

○ No (0)
○ Yes (1)

sot_alp_wlb_01

[*Not required*]

Since September 2022, how often has your work been stressful?

○ Never (1)
○ Hardly ever (2)

○ Sometimes (3)
○ Often (4)
○ Always (5)

sot_alp_wlb_02

[*Not required*]

How well are you coping with the stress of your job right now?

○ 1 Not well at all (1)
○ 2 (2)
○ 3 (3)
○ 4 (4)
○ 5 Very well (5)

sot_alp_wlb_03

[*Randomized answerlist ◆ Not required ◆ Ranking*]

What are the top three sources of stress in your job right now?

Rank top three

____ My pay is too low (1)
____ I have taken on more additional tasks than normal because of staff shortages at my workplace (2)
____ I lack support from leaders at my workplace (3)
____ I spend too many hours working (4)
____ Intrusion of political issues and opinions in my job (5)
____ Working in an environment in which I feel physically unsafe (6)
____ Limited voice in decision-making at my workplace (7)
____ Lack of adequate coaching or mentoring (8)
____ Administrative tasks or paperwork that is not directly related to my job (9)
____ Other (please specify): (11) _____ [*Keep position ◆ Other*]

sot_alp_wlb_03_NA

OR

❑ There are no sources of stress in my job right now (10)

sot_alp_wlb_05

[*Randomized answerlist ◆ Not required*]

Over the last 2 weeks, how often have you been bothered by the following problems?

	Not at all (1)	Several days (2)	More than half the days (3)	Nearly every day (4)
Little interest or pleasure in doing things (1)	☐	☐	☐	☐
Feeling down, depressed or hopeless (2)	☐	☐	☐	☐

sot_alp_wlb_06

[*Randomized answerlist ◆ Not required*]

How strongly do you agree with each of the following?

	Strongly disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly agree (5)

	Strongly disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly agree (5)
I tend to bounce back quickly after hard times. (1)	☐	☐	☐	☐	☐
It does not take me long to recover from a stressful event. (2)	☐	☐	☐	☐	☐

sot_alp_wlb_07

[*Randomized answerlist ◆ Not required*]

Please indicate your agreement or disagreement with the following statements about your job.

	Strongly disagree (1)	Somewhat disagree (2)	Somewhat agree (3)	Strongly agree (4)
The stress and disappointments involved in my job aren't really worth it. (1)	☐	☐	☐	☐
I don't seem to have as much enthusiasm now as I did when I began my job. (2)	☐	☐	☐	☐
I look forward to my job in the future. (3)	☐	☐	☐	☐
I am glad I selected my job as a career. (4)	☐	☐	☐	☐

salary_intro

The next four questions are about your salary for the current year. The purpose of these questions is to understand perceptions about how much people are paid relative to the work that they do. As a reminder, your individual responses will be kept confidential, and we will only report salary information in the aggregate.

sot_alp_salary_01

[*Open Text ◆ Numeric ◆ Not required ◆ Lower limit type=GreaterOrEqual ◆ Upper limit type=SmallerOrEqual ◆ Total Digits=18*]

What is your annual base salary for 2023?
Your base salary is your salary before adding any additional compensation for overtime or additional activities.
Please round to the nearest $1,000.

ENTER A WHOLE NUMBER

(1) _____

sot_alp_salary_02

Are you an hourly worker?

○ No (0)
○ Yes (1)
○ I don't know (2)

sot_alp_salary_03

[*Not required*]

How adequate is your annual base salary given your role and work responsibilities?

○ Completely inadequate (1)
○ Somewhat inadequate (2)

○ Somewhat adequate (3)
○ Completely adequate (4)

CONDITION

f('sot_alp_salary_03').any('1','2')

true	false
Question sot_alp_salary_04()	

sot_alp_salary_04

[*Open Text ◆ Numeric ◆ Not required ◆ Lower limit type=GreaterOrEqual ◆ Upper limit type=SmallerOrEqual ◆ Total Digits=18*]

Assuming your role and responsibilities remain the same, how much would your annual base salary have to be for you to consider it completely adequate?
Your base salary is your salary before adding any additional compensation for overtime or additional activities.
Please round to the nearest $1,000.

ENTER A WHOLE NUMBER

(1) _____

END

Condition f('sot_alp_salary_03').any('1','2')

sot_alp_hours_01

[*Open Text ◆ Numeric ◆ Not required ◆ Lower limit type=GreaterOrEqual ◆ Upper limit type=SmallerOrEqual ◆ Total Digits=18*]

How many total hours have you worked in a typical full week since September 2022?
Include any hours you work that are unpaid, or for which you receive overtime pay.

ENTER A WHOLE NUMBER BETWEEN 0 AND 126 HOURS

(1) _____

sot_alp_hours_02

[*Not required*]

How satisfied are you with the total hours you work per week?

○ Not at all satisfied, I work too many total hours per week (1)
○ Not at all satisfied, I work too few total hours per week (2)
○ Somewhat satisfied (3)
○ Mostly satisfied (4)
○ Very satisfied, I work the right number of total hours per week (5)

CONDITI

f('sot_alp_hours_02').any('1','2','3')

true	false

Question sot_alp_hours_03()

sot_alp_hours_03

[*Open Text • Numeric • Not required • Lower limit type=GreaterOrEqual • Upper limit type=SmallerOrEqual • Total Digits=18*]

Assuming that your role and salary remain the same, how many total hours per week would make you mostly or very satisfied with the total hours you work per week?
Include any hours you work that are unpaid, or for which you receive overtime pay.

ENTER A WHOLE NUMBER BETWEEN 0 AND 126 HOURS

(1) _____

END Condition f('sot_alp_hours_02').any('1','2','3')

sot_alp_wlb_08

[*Randomized answerlist*]

What well-being and mental health supports are currently available to you as benefits through your employer, your professional association, or your health insurance?

SELECT ALL THAT APPLY

❑ Employee assistance program (1)
❑ Mental healthcare services, such as counseling (2)
❑ Wellness activities, such as yoga, mindfulness, or meditation (3)
❑ Explicit, sincere encouragement and support from my supervisor or other leaders to use paid time off for mental health days (4)
❑ Peer support groups at my workplace (5)
❑ Formal professional development on mental health, wellness, or stress management (6)
❍ There are no mental health supports available to me (7) [*Keep position • Exclusive*]
❍ I don't know (8) [*Keep position • Exclusive*]
❑ Other (please specify): (9)_____ [*Keep position • Other*]

CONDITION f('sot_alp_wlb_08').any('1','2','3','4','5','6')

true	false
Question sot_alp_wlb_09()	

sot_alp_wlb_09

[*Not required*]

How adequate are the well-being and mental health supports available to you through your employer, health insurance, or professional association?

❍ Completely inadequate (1)
❍ Somewhat inadequate (2)
❍ Somewhat adequate (3)
❍ Completely adequate (4)

Condition f('sot_alp_wlb_08').any('1','2','3','4','5','6')

sot_alp_sc_02

[*Not required*]

Since September 2022, how often do you fear for your own physical safety when you are at your workplace?

○ Never (1)
○ Rarely (2)
○ Sometimes (3)
○ Often (4)
○ N/A – This is not applicable to me because I work remotely (5)

CONDITION f('sot_alp_sc_02').any('2','3','4')

true	false
Question sot_alp_sc_03()	

sot_alp_sc_03

[*Randomized answerlist ◆ Not required ◆ Ranking*]

Since September 2022, what are the top three reasons you fear for your physical safety when you are at your workplace?

Rank the top three reasons

____ People get into physical fights at my workplace (01)
____ People get into verbal altercations at my workplace (02)
____ People bring weapons to my workplace (03)
____ People bring/consume drugs and/or alcohol to/at my workplace (04)
____ I don't feel safe in the neighborhood my workplace is in (05)
____ I am afraid of an active shooter coming into my workplace (06)
____ I am afraid of getting into verbal or physical confrontations with people at my workplace (07)
____ I am afraid of hostile, unauthorized people who are not active shooters (e.g., upset customers or clients) coming into my workplace (08)
____ I am afraid of being sexually harassed at my workplace in a way that threatens my physical safety (09)
____ Other (please specify): (10) _____ [*Keep position ◆ Other*]

END Condition f('sot_alp_sc_02').any('2','3','4')

sot_alp_ret_01

[*Not required*]

What is the likelihood that you will leave your job by September 2023?

○ Very unlikely (1)
○ Somewhat unlikely (2)
○ Somewhat likely (3)

○ Very likely (4)

sot_ret_04

[*Not required*]

What is the likelihood that you will leave your job by September 2023, compared to the likelihood you would have left your job before the COVID-19 pandemic?

○ Likely to leave before the COVID-19 pandemic, but unlikely now (01)
○ Unlikely to leave before, but likely now (02)
○ Likely to leave both before and now (03)
○ Unlikely to leave both before and now (04)

CS_001 - CS_001

[*Not required*]

Could you tell us how interesting or uninteresting you found the questions in this interview?

○ Very interesting (1)
○ Interesting (2)
○ Neither interesting nor uninteresting (3)
○ Uninteresting (4)
○ Very uninteresting (5)