



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
<p>Workplace climate: Represents an employee’s access to a purposeful, safe, and productive work environment.</p> <p>This domain has six likert scale items and all items have multiple interactions.</p>	<p>How true are the following statements about you and your workplace? The climate at my workplace is safe.</p> <p>Response Options: Not true; A little true; Partially true; Mostly true; Very true</p>
<p>Professional learning: Represents the job-based training activities provided by a school or district, and relevant to an employee’s current job.</p> <p>This domain has four likert scale items, most have multiple interactions, and one has a brief constructed-response option.</p>	<p>How often do you participate in professional learning activities at work?</p> <p>Response Options: Never; Once in a while; Sometimes; Frequently; Very frequently</p>

Domain definitions	Sample Items
<p>Well-Being: Represents an employee’s sense of overall health in and outside of the workplace as well as their perceptions of health-based resources and supports at work.</p> <p>This domain has seven likert scale items and most items have multiple interactions.</p>	<p>How adequate are the mental health supports and resources at your work?</p> <p>Response Options: Not adequate; Slightly adequate; Somewhat adequate; Mostly adequate; Adequate</p>
<p>Students: Represents an employee’s perceptions of how their workplace acknowledges, supports, and meaningfully interacts with students.</p> <p>This domain has two likert scale items and all items have multiple interactions.</p>	<p>How confident are you that you can develop meaningful relationships with students?</p> <p>Response options: Not confident; Slightly confident; Somewhat confident; Quite confident; Very confident</p>
<p>Equity: Represents an employees’ experiences and perceptions concerning a fair, diverse, and inclusive workplace.</p> <p>This domain has two likert scale items and all items have multiple interactions.</p>	<p>How true are the following statements about your workplace? My workplace supports honest conversations about sensitive topics.</p> <p>Response Options: Not true; A little true; Partially true; Mostly true; Very true</p>
<p>Job satisfaction: Represents an employee’s sense of enjoyment, fulfillment, and achievement arising from their experience working at their current job.</p> <p>This domain has four likert scale items, all have multiple interactions, and two have a brief constructed-response option.</p>	<p>Please indicate the degree to which you are satisfied with the following areas. Overall experience at work</p> <p>Response Options: Not satisfied; A little satisfied; Partially satisfied; Mostly satisfied; Very satisfied</p>