

| OECTA/CUPE SURVEY | ELEMENTARY CONTRACT | OCCASIONAL TEACHERS | SECONDARY | CUPE |
|--|----------------------------|----------------------------|------------------|-------------|
| Q1. I feel the trustees:Check all boxes that apply. | | | | |
| Answer Choices | Responses | | | |
| place students first when making decisions. | 3.73% | 11.9 | 8.04 | 8.24 |
| demonstrate their leadership by promoting accountability throughout the school board. | 3.51% | 17.86 | 8.04 | 10.11 |
| demonstrate their leadership by allocating resources in ways that ensure equity of opportunity. | 2.19% | 10.71 | 5.53 | 5.24 |
| demonstrate their leadership by establishing a respectful, caring, professional climate throughout the school board. | 2.41% | 11.9 | 7.04 | 9.36 |
| demonstrate accountability. | 3.29% | 11.1 | 8.04 | 10.11 |
| demonstrate their leadership by creating collaborative relationships inside the board and across the community. | 3.95% | 13.1 | 10.55 | 8.6 |
| demonstrate their leadership by promoting continuous improvement. | 5.04% | 21.43 | 7.04 | 7.87 |
| demonstrate their leadership by promoting community involvement and establishing communications. | 10.09% | 20.24 | 13.07 | 14.98 |
| have done none of the above. | 79.61% | 52.38 | 73.37 | 64.79 |
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| Q2. I am treated with respect by:Check all boxes that apply. | | | | |
| Answer Choices | Responses | | | |
| my Principal/Supervisor | 77.65% | 82.93 | 79.59 | 74.43 |
| the Superintendents | 27.43% | 25.61 | 37.76 | 23.28 |
| the Director | 12.61% | 20.73 | 28.57 | 19.47 |
| none of the above | 18.58% | 15.85 | 15.82 | 21.76 |
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| Q3. I feel all staff is treated with respect by:Check all boxes that apply. | | | | |
| Answer Choices | Responses | | | |
| my Principal/Supervisor | 60.13% | 75 | 55.79 | 61.54 |
| the Superintendents | 15.37% | 18.75 | 17.37 | 16.15 |
| the Director | 7.35% | 11.25 | 14.21 | 11.92 |
| none of the above | 37.42% | 23.75 | 40.53 | 34.23 |
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| Q4. I am satisfied with the leadership from:Check all boxes that apply. | | | | |
| Answer Choices | Responses | | | |
| my Principal/Supervisor | 61.97% | 68.83 | 53.72 | 57.65 |
| the Superintendents | 14.09% | 18.18 | 16.49 | 12.16 |
| the Director | 4.03% | 7.79 | 7.98 | 7.06 |
| none of the above | 36.02% | 25.97 | 39.89 | 38.82 |
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| Q5. My work is appreciated and recognized, in a meaningful way, by: Check all boxes that apply. | | | | |

| Answer Choices | Responses | | | |
|--|-----------|-------|-------|-------|
| my Principal/Supervisor | 69.28% | 69.74 | 62.57 | 59.45 |
| the Superintendents | 7.17% | 7.89 | 8.56 | 9.45 |
| the Director | 3.36% | 5.58 | 5.88 | 5.91 |
| the Trustees | 2.47% | 7.89 | 3.21 | 4.33 |
| none of the above | 29.82% | 28.95 | 35.29 | 38.19 |
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| Q6. I feel the following people are supportive and caring towards me:Check all boxes that apply. | | | | |
| Answer Choices | Responses | | | |
| my Principal/Supervisor | 74.10% | 72 | 73.8 | 63.49 |
| the Superintendents | 10.14% | 12 | 12.83 | 9.92 |
| the Director | 3.83% | 9.33 | 6.42 | 4.76 |
| the Trustees | 2.93% | 6.67 | 4.81 | 3.97 |
| none of the above | 24.77% | 25.33 | 22.46 | 34.52 |
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| Q7. I feel the following people provide the support that I need:Check all boxes that apply. | | | | |
| Answer Choices | Responses | | | |
| my Principal/Supervisor | 64.48% | 72 | 64.52 | 55.82 |
| the Superintendents | 7.69% | 8 | 11.29 | 5.62 |
| the Director | 2.71% | 5.53 | 5.91 | 3.21 |
| the Trustees | 2.04% | 8 | 3.76 | 3.61 |
| none of the above | 34.84% | 25.33 | 32.8 | 43.37 |
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| Q8. I feel concerns are remedied in an appropriate manner when staff brings concerns forward to:Check all boxes that apply. | | | | |
| Answer Choices | Responses | | | |
| my Principal/Supervisor | 53.88% | 61.11 | 48.92 | 50.41 |
| the Superintendents | 7.99% | 12.5 | 6.99 | 4.88 |
| the Director | 2.51% | 8.33 | 2.15 | 1.22 |
| the Trustees | 2.05% | 9.72 | 2.15 | 1.63 |
| none of the above | 45.21% | 34.72 | 49.46 | 47.56 |
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| Q9. How do you perceive morale in our board?Please select one answer. | | | | |
| Answer Choices | Responses | | | |
| Excellent | 0.23% | 1.41 | 0.54 | 2.45 |
| Good | 2.28% | 5.63 | 3.76 | 5.71 |

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| Fair | 12.10% | 15.49 | 20.43 | 17.55 |
| Poor | 37.44% | 50.7 | 31.72 | 32.65 |
| Extremely Low | 47.95% | 26.76 | 43.55 | 41.63 |
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| Q10. Does your Principal/Supervisor trust your professional judgement?Please select one answer. | | | | |
| Answer Choices | Responses | | | |
| Always | 31.96% | 28.17 | 32.8 | 24.49 |
| Usually | 39.73% | 47.89 | 38.71 | 31.84 |
| Sometimes | 19.18% | 18.31 | 18.28 | 26.53 |
| Rarely | 7.08% | 4.23 | 8.06 | 11.84 |
| Never | 2.05% | 1.41 | 2.15 | 5.31 |
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| Q11. Does Senior Administration trust your professional judgement?Please select one answer. | | | | |
| Answer Choices | Responses | | | |
| Always | 5.72% | 8.57 | 5.91 | 6.58 |
| Usually | 15.10% | 24.29 | 24.19 | 14.4 |
| Sometimes | 35.01% | 25.71 | 26.34 | 24.69 |
| Rarely | 26.09% | 27.14 | 24.73 | 21.81 |
| Never | 18.08% | 14.29 | 18.82 | 32.51 |
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| Q12. There are opportunities for meaningful dialogue, feedback and input between staff and Principal/Supervisor.Please select one answer. | | | | |
| Answer Choices | Responses | | | |
| Always | 26.61% | 33.33 | 21.51 | 20.58 |
| Usually | 31.65% | 30.43 | 31.18 | 24.28 |
| Sometimes | 22.25% | 20.29 | 22.04 | 20.16 |
| Rarely | 15.60% | 10.14 | 17.2 | 24.28 |
| Never | 3.90% | 5.8 | 8.06 | 10.7 |
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| Q13. There are opportunities for meaningful dialogue, feedback and input between staff and Senior Administration.Please select one answer. | | | | |
| Answer Choices | Responses | | | |
| Always | 2.98% | 5.8 | 2.69 | 4.56 |
| Usually | 5.96% | 14.49 | 8.06 | 10.37 |
| Sometimes | 10.78% | 27.54 | 10.22 | 13.28 |

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| Rarely | 33.03% | 20.29 | 37.63 | 30.71 |
| Never | 47.48% | 31.88 | 41.4 | 41.08 |
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| Q14. My Principal/Supervisor is a servant leader who inspires, nurtures, engages and motivates so we all use our gifts for the service of others.Please select one answer. | | | | |
| Answer Choices | Responses | | | |
| Always | 24.65% | 36.76 | 22.21 | 24.69 |
| Usually | 28.80% | 35.29 | 25.41 | 23.85 |
| Sometimes | 21.66% | 14.71 | 27.57 | 19.67 |
| Rarely | 15.90% | 8.82 | 14.05 | 18.83 |
| Never | 8.99% | 4.41 | 10.81 | 12.97 |
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| Q15. The Superintendents are servant leaders who inspire, nurture, engage and motivate so we all use our gifts for the service of others.Please select one answer. | | | | |
| Answer Choices | Responses | | | |
| Always | 2.09% | 5.88 | 4.32 | 2.94 |
| Usually | 7.44% | 11.76 | 5.95 | 8.82 |
| Sometimes | 22.79% | 36.76 | 23.24 | 21.85 |
| Rarely | 32.09% | 26.47 | 35.14 | 28.99 |
| Never | 35.58% | 19.12 | 31.35 | 37.39 |
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| Q16. The Director is a servant leader who inspires, nurtures, engages and motivates so we all use our gifts for the service of others.Please select one answer. | | | | |
| Answer Choices | Responses | | | |
| Always | 1.86% | 5.88 | 3.26 | 3.39 |
| Usually | 3.26% | 8.82 | 10.33 | 7.2 |
| Sometimes | 18.60% | 22.06 | 16.85 | 19.92 |
| Rarely | 27.21% | 32.35 | 27.72 | 25.85 |
| Never | 49.07% | 30.88 | 41.85 | 43.64 |
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| Q17. The Trustees are servant leaders who inspire, nurture, engage and motivate so we all use our gifts for the service of others.Please select one answer. | | | | |
| Answer Choices | Responses | | | |
| Always | 0.93% | 7.35 | 2.17 | 2.13 |
| Usually | 2.56% | 10.29 | 3.26 | 9.36 |
| Sometimes | 24.01% | 33.82 | 24.46 | 25.11 |

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| Rarely | | 35.66% | 33.82 | 34.24 | 25.53 |
| Never | | 36.83% | 14.71 | 35.87 | 37.87 |
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| Q18. Bullying, harassment, and violence in the workplace are addressed appropriately by Administration.Please select one answer. | | | | | |
| | Answer Choices | | Responses | | |
| Always | | 14.95% | 25.37 | 17.93 | 14.96 |
| Usually | | 19.86% | 26.87 | 28.8 | 23.93 |
| Sometimes | | 30.61% | 19.4 | 26.63 | 26.92 |
| Rarely | | 20.79% | 25.37 | 19.02 | 21.37 |
| Never | | 13.79% | 2.99 | 7.61 | 12.82 |
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| Q20. I fear reprisals from the Principal/Supervisor if I report concerns about NCDSB (Niagara Catholic District School Board).Please select one answer. | | | | | |
| | Answer Choices | | Responses | | |
| A great deal | | 23.19% | 21.21 | 23.91 | 24.89 |
| A lot | | 18.50% | 10.61 | 16.85 | 13.3 |
| A moderate amount | | 22.72% | 22.73 | 19.57 | 17.6 |
| A little | | 18.27% | 24.24 | 22.28 | 19.31 |
| None at all | | 17.33% | 21.21 | 17.39 | 25.32 |
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| Q21. I fear reprisals from Senior Administration if I report concerns about NCDSB.Please select one answer. | | | | | |
| | Answer Choices | | Responses | | |
| A great deal | | 50.70% | 33.85 | 44.57 | 32.19 |
| A lot | | 20.66% | 18.46 | 22.83 | 20.6 |
| A moderate amount | | 15.02% | 26.15 | 14.67 | 17.17 |
| A little | | 8.45% | 9.23 | 11.96 | 14.16 |
| None at all | | 5.16% | 12.31 | 5.98 | 15.88 |
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| Q22. There is a supportive faith community within my school/worksite.Please select one answer. | | | | | |
| | Answer Choices | | Responses | | |
| Extremely | | 14.35% | 12.31 | 7.61 | 8.62 |
| Very | | 29.41% | 41.54 | 38.04 | 26.29 |
| Moderately | | 32.94% | 29.23 | 29.35 | 28.02 |

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| Slightly | 16.47% | 12.31 | 18.48 | 21.55 |
| Not at all | 6.82% | 4.62 | 6.52 | 15.52 |
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| Q23. There is a supportive faith community within NCDSB as an organization.Please select one answer. | | | | |
| Answer Choices | Responses | | | |
| Extremely | 1.65% | 6.15 | 2.72 | 4.74 |
| Very | 8.47% | 21.54 | 18.48 | 11.21 |
| Moderately | 27.29% | 24.62 | 29.35 | 29.74 |
| Slightly | 33.88% | 29.23 | 27.72 | 31.03 |
| Not at all | 28.71% | 18.46 | 21.74 | 23.28 |
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| Q24. I feel safe reporting concerns about NCDSB to:Check all boxes that apply. | | | | |
| Answer Choices | Responses | | | |
| my Principal/Supervisor | 39.39% | 44.62 | 45.11 | 37.93 |
| the Superintendents | 4.72% | 3.08 | 7.61 | 3.45 |
| the Director | 2.36% | 3.08 | 2.72 | 2.16 |
| the Trustees | 2.36% | 7.69 | 3.26 | 3.02 |
| None of the above | 59.67% | 50.77 | 53.26 | 60.78 |
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| Q25. I feel that communication coming from the following individuals is honest and trustworthy:Check all boxes that apply. | | | | |
| Answer Choices | Responses | | | |
| my Principal/Supervisor | 54.37% | 67.69 | 50 | 46.55 |
| the Superintendents | 7.09% | 9.23 | 12.5 | 9.05 |
| the Director | 4.02% | 4.62 | 7.61 | 4.31 |
| the Trustees | 2.84% | 7.69 | 5.98 | 5.6 |
| None of the above | 45.39% | 29.23 | 45.11 | 49.14 |
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| Q26. There is a culture of fear in our Board. | | | | |
| Answer Choices | Responses | | | |
| Yes | 94.80% | 89.23 | 85.33 | 86.64 |
| No | 5.20% | 10.77 | 14.67 | 13.36 |
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| Q27. There is a positive culture in our Board. | | | | | |
| Answer Choices | | Responses | | | |
| Yes | | 7.33% | 9.23 | 9.24 | 13.36 |
| No | | 92.67% | 90.77 | 90.76 | 86.64 |
| Q29. Overall, the NCDSB is a healthy place to work.Please select one answer. | | | | | |
| Answer Choices | | Responses | | | |
| Extremely | | 1.42% | 0 | 1.09 | 4.31 |
| Very | | 6.86% | 9.23 | 11.96 | 10.78 |
| Moderately | | 36.88% | 47.69 | 35.87 | 35.78 |
| Slightly | | 29.31% | 26.15 | 29.89 | 27.16 |
| Not at all | | 25.53% | 16.92 | 21.2 | 21.98 |
| Q30. The culture at NCDSB:Please select one answer. | | | | | |
| Answer Choices | | Responses | | | |
| positively affects my health. | | 2.13% | 1.54 | 3.8 | 8.62 |
| does not impact my health. | | 33.57% | 47.69 | 40.76 | 31.9 |
| negatively affects my health. | | 64.30% | 50.77 | 55.43 | 59.48 |
| Q31. The NCDSB's Staff Wellness Committee adequately addresses my needs.Please select one answer. | | | | | |
| Answer Choices | | Responses | | | |
| Yes | | 16.31% | 21.54 | 17.49 | 25.11 |
| No | | 83.69% | 78.46 | 82.51 | 74.89 |
| Q32. My workplace has:Please select one answer. | | | | | |
| Answer Choices | | Responses | | | |
| a positive impact on my personal life. | | 22.46% | 21.54 | 20.88 | 22.51 |
| no impact on my personal life. | | 35.46% | 36.92 | 30.22 | 38.53 |
| a negative impact on my personal life. | | 42.08% | 41.54 | 48.9 | 38.96 |
| Q33. I had to take time off of work that could have been avoided if the employer had adequately dealt with the contributing factors in the workplace.Please select one answer. | | | | | |
| Answer Choices | | Responses | | | |

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| Yes | 23.22% | 6.15 | 23.63 | 25.54 |
| No | 19.43% | 18.46 | 25.82 | 15.15 |
| Not applicable | 57.35% | 75.38 | 50.55 | 59.31 |
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| Q35. My employer provides adequate consumable supplies (pencils, paper, glue, etc.) that I need to provide quality education for the students.Please select one answer. | | | | |
| Answer Choices | Responses | | | |
| Always | 18.53% | 18.46 | 19.78 | 27.71 |
| Moderately | 44.18% | 67.69 | 53.3 | 44.16 |
| Not at all | 37.29% | 13.85 | 26.92 | 28.14 |
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| Q36. My employer provides adequate material resources (books, photocopies, etc.) that I need to provide quality education for the students.Please select one answer. | | | | |
| Answer Choices | Responses | | | |
| Always | 12.11% | 15.38 | 18.13 | 26.84 |
| Moderately | 40.86% | 58.46 | 53.85 | 46.75 |
| Not at all | 47.03% | 26.15 | 28.02 | 26.41 |
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| Q37. My employer provides adequate technology (internet, electronic devices, etc.) that I need to provide quality education for the students.Please select one answer. | | | | |
| Answer Choices | Responses | | | |
| Always | 15.91% | 15.38 | 12.64 | 25.65 |
| Moderately | 49.64% | 64.62 | 53.3 | 53.91 |
| Not at all | 34.44% | 20 | 34.07 | 20.43 |
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| Q38. My employer provides adequate human resources (staff, occasional teachers, EAs, ECEs, caretakers, cleaners, etc.) needed to provide quality education for the students.Please select one answer. | | | | |
| Answer Choices | Responses | | | |
| Always | 2.14% | 4.62 | 4.4 | 8.7 |
| Moderately | 25.65% | 47.69 | 43.41 | 30.43 |
| Not at all | 72.21% | 47.69 | 52.2 | 60.87 |
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| Q40. I have been an employee of the Niagara Catholic District School Board for:Please select one answer. | | | | |
|---|-----------|-------|-------|-------|
| Answer Choices | Responses | | | |
| Under 1 year | 0.00% | 4.69 | 0 | 0.87 |
| 1 to under 3 years | 0.24% | 6.25 | 0 | 1.74 |
| 3 to under 10 years | 5.00% | 40.63 | 8.79 | 23.48 |
| 10 to under 20 years | 64.05% | 37.5 | 57.14 | 49.13 |
| 20 or more years | 30.71% | 10.94 | 34.07 | 24.78 |
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