

OCDQ-RM

DIRECTIONS: THE FOLLOWING ARE STATEMENTS ABOUT YOUR SCHOOL. PLEASE INDICATE THE EXTENT TO WHICH EACH STATEMENT CHARACTERIZES YOUR SCHOOL BY CIRCLING THE APPROPRIATE RESPONSE.

R0=RARELY OCCURS SO=SOMETIMES OCCURS O=OFTEN OCCURS VFO=VERY FREQUENTLY OCCURS

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|--|----|----|---|-----|
| 1. The principal compliments teachers..... | RO | SO | O | VFO |
| 2. Teachers have parties for each other | RO | SO | O | VFO |
| 3. Teachers are burdened with busywork..... | RO | SO | O | VFO |
| 4. Routine duties interfere with the job of teaching..... | RO | SO | O | VFO |
| 5. Teachers "go the extra mile" with their students..... | RO | SO | O | VFO |
| 6. Teachers are committed to helping their students..... | RO | SO | O | VFO |
| 7. Teachers help students on their own time..... | RO | SO | O | VFO |
| 8. Teachers interrupt other teachers who are talking in
staff meetings..... | RO | SO | O | VFO |
| 9. The principal rules with an iron fist..... | RO | SO | O | VFO |
| 10. The principal encourages teacher autonomy | RO | SO | O | VFO |
| 11. The principal goes out of his/her way to help teachers..... | RO | SO | O | VFO |
| 12. The principal is available after school to help teachers
when assistance is needed..... | RO | SO | O | VFO |
| 13. Teachers invite other faculty members to visit them at home..... | RO | SO | O | VFO |
| 14. Teachers socialize with each other on a regular basis..... | RO | SO | O | VFO |
| 15. The principal uses constructive criticism..... | RO | SO | O | VFO |
| 16. Teachers who have personal problems receive support from
other staff members..... | RO | SO | O | VFO |
| 17. Teachers stay after school to tutor students who need help..... | RO | SO | O | VFO |
| 18. Teachers accept additional duties if students will benefit..... | RO | SO | O | VFO |
| 19. The principal looks out for the personal welfare of the faculty..... | RO | SO | O | VFO |

20.	The principal supervises teachers closely.....	RO	SO	O	VFO
21.	Teachers leave school immediately after school is over.....	RO	SO	O	VFO
22.	Most of the teachers here accept the faults of their colleagues.....	RO	SO	O	VFO
23.	Teachers exert group pressure on non-conforming faculty members.....	RO	SO	O	VFO
24.	The principal listens to and accepts teachers' suggestions.....	RO	SO	O	VFO
25.	Teachers have fun socializing together during school time.....	RO	SO	O	VFO
26.	Teachers ramble when they talk at faculty meetings.....	RO	SO	O	VFO
27.	Teachers are rude to other staff members.....	RO	SO	O	VFO
28.	Teachers make "wise cracks" to each other during meetings.....	RO	SO	O	VFO
29.	Teachers mock teachers who are different.....	RO	SO	O	VFO
30.	Teachers don't listen to other teachers.....	RO	SO	O	VFO
31.	Teachers like to hear gossip about other staff members.....	RO	SO	O	VFO
32.	The principal treats teachers as equals.....	RO	SO	O	VFO
33.	The principal corrects teachers' mistakes.....	RO	SO	O	VFO
34.	Teachers provide strong social support for colleagues.....	RO	SO	O	VFO
35.	Teachers respect the professional competence of their colleagues...	RO	SO	O	VFO
36.	The principal goes out of his/her way to show appreciation to teachers.....	RO	SO	O	VFO
37.	The principal keeps a close check on sign-in times.....	RO	SO	O	VFO
38.	The principal monitors everything teachers do.....	RO	SO	O	VFO
39.	Administrative paperwork is burdensome at this school.....	RO	SO	O	VFO
40.	Teachers help and support each other.....	RO	SO	O	VFO
41.	The principal closely checks teacher activities.....	RO	SO	O	VFO

42.	Assigned non-teaching duties are excessive.....	RO	SO	O	VFO
43.	The interactions between team/unit members are cooperative.....	RO	SO	O	VFO
44.	The principal accepts and implements ideas suggested by faculty members.....	RO	SO	O	VFO
45.	Members of teams/units consider other members to be their friends.....	RO	SO	O	VFO
46.	Extra help is available to students who need help.....	RO	SO	O	VFO
47.	Teachers volunteer to sponsor after school activities	RO	SO	O	VFO
48.	Teachers spend time after school with students who have individual problems.....	RO	SO	O	VFO
49.	The principal sets an example by working hard himself/herself.....	RO	SO	O	VFO
50.	Teachers are polite to one another.....	RO	SO	O	VFO