

## School Opinion Survey (SOS) — Staff Survey

| Item order                                                                                                                                                                    | Survey items                    |
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| <b>Demographic Items</b>                                                                                                                                                      |                                 |
| We are seeking your opinions for #%%collectioncentrename%#. Please confirm you have worked at this school in 2026: [Yes; No]                                                  |                                 |
| Are you a teaching or non-teaching staff member at this school? [Teaching; Non-Teaching]                                                                                      |                                 |
| Note: The survey definition of a teacher is a staff member who is qualified as a teacher, including in non-classroom teaching roles (e.g. Principals and Head of Department). |                                 |
| Survey Items for Teachers (T)                                                                                                                                                 | Survey Items for Principals (P) |

| In general, thinking back over this school year, to what extent do you agree or disagree with the following statements:<br>[Strongly Disagree; Disagree; Somewhat Disagree; Somewhat Agree; Agree; Strongly Agree; Unable to Comment] |                                                                                                                                        |
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| 1                                                                                                                                                                                                                                     | The expectations and rules are clear at this school.                                                                                   |
| 2                                                                                                                                                                                                                                     | Students are treated fairly at this school.                                                                                            |
| 3                                                                                                                                                                                                                                     | Student behaviour is well managed at this school.                                                                                      |
| 4                                                                                                                                                                                                                                     | Students with a disability are well supported at this school.                                                                          |
| 5                                                                                                                                                                                                                                     | I am aware of health, safety and wellbeing procedures at this school.                                                                  |
| 6                                                                                                                                                                                                                                     | There is adequate focus on workplace safety at my workplace.                                                                           |
| 7                                                                                                                                                                                                                                     | I feel this school is a safe place in which to work.                                                                                   |
| 8                                                                                                                                                                                                                                     | This school takes staff opinions seriously.                                                                                            |
| 9                                                                                                                                                                                                                                     | This school encourages parents/carers to be active partners in educating their child.                                                  |
| 10                                                                                                                                                                                                                                    | This school fosters respectful relationships among all students.                                                                       |
| 11                                                                                                                                                                                                                                    | This school looks for ways to improve.                                                                                                 |
| 12                                                                                                                                                                                                                                    | I enjoy working at this school.                                                                                                        |
| 13                                                                                                                                                                                                                                    | This school promotes gender equality.                                                                                                  |
| 14                                                                                                                                                                                                                                    | If I raised a concern, I feel confident that it would be taken seriously.                                                              |
| 15                                                                                                                                                                                                                                    | This is a good school.                                                                                                                 |
| 16                                                                                                                                                                                                                                    | Students are encouraged to do their best at this school.                                                                               |
| 17                                                                                                                                                                                                                                    | (T) Students value feedback about their schoolwork.                                                                                    |
| 18                                                                                                                                                                                                                                    | (T) I feel confident managing the behaviour of all of my students at this school.                                                      |
| 19                                                                                                                                                                                                                                    | (T) I modify my teaching practice after reviewing student assessment data.                                                             |
| 20                                                                                                                                                                                                                                    | (T) I use the Australian Curriculum (P-10) and/or Queensland senior syllabuses (11-12) for planning teaching, learning and assessment. |
| 21                                                                                                                                                                                                                                    | (T) I feel confident embedding Aboriginal and Torres Strait Islander perspectives across the learning areas.                           |
| 22                                                                                                                                                                                                                                    | Information and communication technology issues at this school are resolved promptly.                                                  |
| 23                                                                                                                                                                                                                                    | This school is well maintained.                                                                                                        |
| 24                                                                                                                                                                                                                                    | (T) The department is taking steps to reduce red tape.                                                                                 |
| 25                                                                                                                                                                                                                                    | (T) My school has a focus on reducing red tape.                                                                                        |
| 26                                                                                                                                                                                                                                    | (T) Initiatives to reduce red tape are making a difference.                                                                            |

| Item order                                                                                                                                                                                                                                   | Survey items                                                                                     |
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| <b>In general, thinking back over this school year, to what extent do you agree or disagree with the following statements:</b><br>[Strongly Disagree; Disagree; Somewhat Disagree; Somewhat Agree; Agree; Strongly Agree; Unable to Comment] |                                                                                                  |
| 27                                                                                                                                                                                                                                           | This school is well managed.                                                                     |
| 28                                                                                                                                                                                                                                           | The school leadership team model the behaviours expected of all employees.                       |
| 29                                                                                                                                                                                                                                           | I receive useful feedback about my work at this school.                                          |
| 30                                                                                                                                                                                                                                           | Staff are well supported at this school.                                                         |
| 31                                                                                                                                                                                                                                           | I feel that staff morale is positive at this school.                                             |
| 32                                                                                                                                                                                                                                           | Staff are treated fairly and consistently at this school.                                        |
| 33                                                                                                                                                                                                                                           | This school keeps me well informed about things that are important to my work.                   |
| 34                                                                                                                                                                                                                                           | I have access to relevant professional development.                                              |
| 35                                                                                                                                                                                                                                           | The wellbeing of employees is a priority for this school.                                        |
| 36                                                                                                                                                                                                                                           | I am supported to manage the pressures of my workload.                                           |
| 37                                                                                                                                                                                                                                           | This school has an inclusive culture where diversity is valued and respected.                    |
| 38                                                                                                                                                                                                                                           | This school's culture supports people to achieve a good work-life balance.                       |
| 39                                                                                                                                                                                                                                           | This school offers flexible work arrangements.                                                   |
| 40                                                                                                                                                                                                                                           | I am confident that poor performance will be appropriately addressed in this school.             |
| 41                                                                                                                                                                                                                                           | Recruitment and promotion decisions in this school are fair.                                     |
| 42                                                                                                                                                                                                                                           | This school appropriately supports staff following an occupational violence/aggressive incident. |

|                                                                                                    |                                                              |
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| <b>In relation to staff interactions during the past 12 months... [Yes; No; Unable to Comment]</b> |                                                              |
| 43                                                                                                 | Have you been subjected to bullying at this school?          |
| 44                                                                                                 | Have you been subjected to sexual harassment at this school? |

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| <b>In general, thinking back over this school year, to what extent do you agree or disagree with the following statements:</b><br>[Strongly Disagree; Disagree; Somewhat Disagree; Somewhat Agree; Agree; Strongly Agree; Unable to Comment] |                                                                                       |
| 45                                                                                                                                                                                                                                           | <b>(P)</b> I feel well supported by the department to lead my school.                 |
| 46                                                                                                                                                                                                                                           | <b>(P)</b> I feel well supported by the department to manage my health and wellbeing. |

| Item order                                                                                                                                                         | Survey Items |
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| <b>Demographic Items</b>                                                                                                                                           |              |
| How do you describe your gender? <i>[Male; Female; I use a different term]</i>                                                                                     |              |
| Are you of Aboriginal or Torres Strait Islander origin? <i>[No; Yes, Aboriginal; Yes, Torres Strait Islander; Yes, both Aboriginal and Torres Strait Islander]</i> |              |
| Do you have a disability? <i>[No; Yes]</i>                                                                                                                         |              |
| What is your first language? <i>[English; Aboriginal, Torres Strait Islander language; Other]</i>                                                                  |              |
| <b>(P-10/P-12 schools only)</b> Which area of this P-10/12 school is your job mainly responsible for? <i>[Primary; Secondary; Both primary and secondary]</i>      |              |