

ORGANISATIONAL CLIMATE DESCRIPTION QUESTIONNAIRE

Please put a circle around the appropriate number against each statement to indicate the organisational climate of your school.

KEY : (1) Rarely (2) Sometimes (3) Often (4) Frequently.

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| 1. Teachers' closest friends are other staff members at this school. | 1 | 2 | 3 | 4 |
| 2. The mannerisms of teachers at this school are annoying. | 1 | 2 | 3 | 4 |
| 3. Teachers spend time after school with students who have individual problems. | 1 | 2 | 3 | 4 |
| 4. Instructions for the operation of teaching aids are available. | 1 | 2 | 3 | 4 |
| 5. Teachers invite other staff members to visit them at home. | 1 | 2 | 3 | 4 |
| 6. There is a minority group of teachers who always oppose the majority. | 1 | 2 | 3 | 4 |
| 7. Extra books are available for classroom use. | 1 | 2 | 3 | 4 |
| 8. Sufficient time is given to prepare class reports. | 1 | 2 | 3 | 4 |
| 9. Teachers know the family background of other staff members. | 1 | 2 | 3 | 4 |
| 10. Teachers exert group pressure on non-conforming staff members. | 1 | 2 | 3 | 4 |
| 11. In staff meetings, there is the feeling of "let's get things done". | 1 | 2 | 3 | 4 |
| 12. Administrative paper work is burdensome at this school. | 1 | 2 | 3 | 4 |
| 13. Teachers talk about their personal life to other staff members. | 1 | 2 | 3 | 4 |
| 14. Teachers seek special favours from the principal. | 1 | 2 | 3 | 4 |
| 15. School supplies are readily available for use in class work. | 1 | 2 | 3 | 4 |
| 16. Student progress reports require too much work. | 1 | 2 | 3 | 4 |
| 17. Teachers have fun socializing together during school time. | 1 | 2 | 3 | 4 |
| 18. Teachers interrupt other staff members who are talking in staff meetings. | 1 | 2 | 3 | 4 |
| 19. Most of the teachers here accept the faults of their colleagues. | 1 | 2 | 3 | 4 |
| 20. Teachers have too many committee requirements. | 1 | 2 | 3 | 4 |
| 21. There is considerable laughter when teachers gather informally. | 1 | 2 | 3 | 4 |
| 22. Teachers ask nonsensical questions in staff meetings. | 1 | 2 | 3 | 4 |

23. Custodial service is available when needed.	1	2	3	4
24. Routine duties interfere with the job of teaching.	1	2	3	4
25. Teachers prepare administrative reports by themselves.	1	2	3	4
26. Teachers amble when they talk in staff meetings.	1	2	3	4
27. Teachers at this school show much school spirit.	1	2	3	4
28. The Principal goes out of his way to help teachers.	1	2	3	4
29. The principal helps teachers solve personal problems.	1	2	3	4
30. Teachers at this school stay by themselves.	1	2	3	4
31. The teachers accomplish their work with great whim, vigor, and pleasure.	1	2	3	4
32. The principal sets an example by working hard/himself/herself.	1	2	3	4
33. The principal does personal favours for teachers.	1	2	3	4
34. Teachers eat lunch by themselves in their own classrooms.	1	2	3	4
35. The morale of the teachers is high.	1	2	3	4
36. The principal uses constructive criticism.	1	2	3	4
37. The principal stays after school to help teachers finish their work.	1	2	3	4
38. Teachers socialize together in small select groups.	1	2	3	4
39. The principal makes all class-scheduling decisions.	1	2	3	4
40. Teachers are contacted by the principal each day.	1	2	3	4
41. The principal is well prepared when he/she speaks at school functions.	1	2	3	4
42. The principal helps staff members settle minor differences.	1	2	3	4
43. The principal schedules the work for the teachers.	1	2	3	4
44. Teachers leave the campus during the working time.	1	2	3	4
45. Teachers help select which courses will be taught.	1	2	3	4
46. The principal corrects teachers' mistakes.	1	2	3	4
47. The principal talks a great deal.	1	2	3	4
48. The principal explains his/her reasons for criticism to teachers.	1	2	3	4
49. The principal tries to get better salaries for teachers.	1	2	3	4
50. Extra duty for teachers is posted conspicuously.	1	2	3	4
51. The rules set by the principal are never questioned.	1	2	3	4
52. The principal looks out for the personal welfare of teachers.	1	2	3	4

53. School secretarial service is available for teachers' use.	1	2	3	4
54. The principal runs the staff meetings like a business conference.	1	2	3	4
55. The principal is in the building before teachers arrive.	1	2	3	4
56. Teachers work together preparing administrative reports.	1	2	3	4
57. Staff meetings are organized according to a tight agenda.	1	2	3	4
58. Staff meetings are mainly principal-report meetings.	1	2	3	4
59. The principal tells teachers of new ideas/he/she has run across.	1	2	3	4
60. Teachers talk about leaving the school system.	1	2	3	4
61. The principal checks the subject-matter ability of teachers.	1	2	3	4
62. The principal is easy to understand.	1	2	3	4
63. Teachers are informed of the results of a supervisor's visit.	1	2	3	4
64. The principal ensures that teachers work to their full capacity.	1	2	3	4
