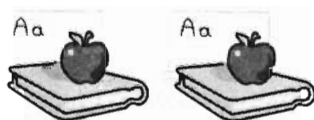


Minnesota Educators' Study: Phase II



Center for Violence Prevention and Control
Division of Environmental Health Sciences
School of Public Health, University of Minnesota
MMC 807, 420 Delaware St. SE
Minneapolis, MN 55455

Telephone: 612-626-4801; toll free: 1-877-70-TEACH (1-877-708-3224)

Confidentiality - The information that you provide will be kept strictly confidential and no information that could personally identify you or the facility in which you work(ed) will ever be made public. Only investigators at the University of Minnesota will ever have access to this information. **If there is any question you do not wish to answer, please mark an X on the question number and continue to the next question.**

Drawing – Remember! We are providing savings bonds valued at \$100 each to a minimum of 250 randomly selected individuals. You are not required to complete the questionnaire to be eligible for this drawing; however, if you have not already indicated your interest, you do need to check yes or no below, and return this questionnaire in the envelope provided.

1 Yes, include me in the savings bond drawing 2 No, do not include me in the savings bond drawing

Thank you for taking the time to participate in this important study!



All of the following questions pertain to a specific month (unless otherwise indicated within the question), and to the school in which you worked the most time. **Please answer according to the indicated time period. Thank you!**

This first section asks general questions about the school in which you worked the most time and about the students in that school.

1. **During previous month**, in what **type of school** did you work **the most time**? *Check only one.*

- 1 Public
- 2 Public Alternative
- 3 Public Charter
- 4 Public Magnet
- 5 Private (Parochial)
- 6 Private (Non-Parochial)

2. What was the **location of this school**? *Check only one.*

- 1 Rural
- 2 Urban
- 3 Suburban

3. **How many students**, on average, were enrolled in this school? *Check only one.*

- 1 Less than 50 students
- 2 50 to 200 students
- 3 201 to 500 students
- 4 501 to 1000 students
- 5 More than 1000 students

4. What was the **student/teacher ratio**, in general, for this school? *Please identify numbers.*

_____ Average # students per teacher

5. In general, do you feel there was **overcrowding** in the classroom(s) or other setting(s) in which instruction occurred in this school? *Check only one.*

- 1 Yes
- 2 No
- 8 Unsure

6. What **grade level(s)** was(were) taught at this school **during previous month**? *Check all that apply.*

- | | |
|---|--|
| 1 <input type="checkbox"/> Kindergarten | 8 <input type="checkbox"/> Seventh Grade |
| 2 <input type="checkbox"/> First Grade | 9 <input type="checkbox"/> Eighth Grade |
| 3 <input type="checkbox"/> Second Grade | 10 <input type="checkbox"/> Ninth Grade |
| 4 <input type="checkbox"/> Third Grade | 11 <input type="checkbox"/> Tenth Grade |
| 5 <input type="checkbox"/> Fourth Grade | 12 <input type="checkbox"/> Eleventh Grade |
| 6 <input type="checkbox"/> Fifth Grade | 13 <input type="checkbox"/> Twelfth Grade |
| 7 <input type="checkbox"/> Sixth Grade | 14 <input type="checkbox"/> Class not in session |

7. What was your **job classification** in this school **during previous month**? *Check only one.*

- 1 Full-time contract
- 2 Part-time contract
- 3 Long-call substitute
- 4 Building substitute (assigned daily to one building to cover classes as needed)
- 5 All other substitutes (day to day, short call, etc.)

8. What was your **primary professional activity** in this school **during previous month**? *Check only one.*

- 1 Classroom teacher
- 2 Librarian/Media Specialist
- 3 School Nurse
- 4 Administrator
- 5 Superintendent
- 6 Dean of Students
- 7 Teacher Assistant/Aide
- 8 Advisor to Extra-Curricular Activities
- 9 Guidance Counselor
- 10 Coach
- 11 School Psychologist
- 12 School Social Worker
- 13 Special Education
- 14 Department Chair/Instructional Leader
- 15 Other, specify _____

9. Please refer to the enclosed calendar and record your best estimate of the number of **days worked**, and the **average number of hours per day you worked** in this school **during previous month**.

_____ Days in **previous month** _____ Hours per day

10. What was the **total length of time** that you worked in this school, **prior to target month**?

_____ Year(s) _____ Month(s)

11. **During previous month**, did you **teach students in a classroom or other setting** in which instruction occurred in this school? *Check only one.*

- 1 Yes
- 2 No → **Skip to Question 16.**

12. What **grade level(s)** did you teach in this school **during previous month**? *Check all that apply.*

- | | |
|---|--|
| 1 <input type="checkbox"/> Kindergarten | 8 <input type="checkbox"/> Seventh Grade |
| 2 <input type="checkbox"/> First Grade | 9 <input type="checkbox"/> Eighth Grade |
| 3 <input type="checkbox"/> Second Grade | 10 <input type="checkbox"/> Ninth Grade |
| 4 <input type="checkbox"/> Third Grade | 11 <input type="checkbox"/> Tenth Grade |
| 5 <input type="checkbox"/> Fourth Grade | 12 <input type="checkbox"/> Eleventh Grade |
| 6 <input type="checkbox"/> Fifth Grade | 13 <input type="checkbox"/> Twelfth Grade |
| 7 <input type="checkbox"/> Sixth Grade | |

13. **During previous month**, what **topic(s)** did you teach in this school? *Check all that apply.*

- 1 Elementary Education
- 2 English
- 3 Language Arts
- 4 Reading
- 5 Fine Arts
- 6 Mathematics
- 7 Science
- 8 Social Studies
- 9 World Language (non-English)
- 10 Family Consumer Science
- 11 Business Education
- 12 Computer Technology
- 13 Industrial Technology/Applied Arts
- 14 English Language Learners/ESL
- 15 Special Education
- 16 Speech Pathology
- 17 Physical Education
- 18 Driver's Education
- 19 Other, specify _____



14. During previous month, were there typically any other personnel (licensed educators or non-educators), besides yourself, in your classroom (or other setting in which instruction occurred)? *Check only one.*

- 1 Yes
- 2 No

→ Skip to Question 15.

a. How many of these personnel, on average, were in your classroom (or other setting in which instruction occurred)? *Please identify number.*

_____ Personnel

b. Of these personnel, in general, which age group was most common? *Check only one.*

- 1 21 years to 29 years
- 2 30 years to 49 years
- 3 50 years or older
- 4 Mixed age groups
- 8 Unsure

c. Of these personnel, in general, were they primarily men or women? *Check only one.*

- 1 Men
- 2 Women
- 3 Appeared equal
- 8 Unsure

d. Of these personnel, in general, were most of the same race/ethnicity as you? *Check only one.*

- 1 Yes
- 2 No
- 8 Unsure

15. Please answer the following questions about the students in your classroom (or other setting in which instruction occurred) during previous month.

a. During previous month, what was your typical class size or the number of students with whom you interacted (per class period)?

Check only one.

- 1 Less than 10
- 2 10 to less than 25
- 3 25 to less than 45
- 4 45 to less than 55
- 5 55 or more

b. During previous month, how many students, on average per day, were assigned to you? *For example, if you had 5 class periods with 20 students, you would write "100."* *Please identify number.*

_____ Students per day

c. Of these students, in general, which age group was most common? *Check only one.*

- 1 Less than age 5
- 2 5 years to less than 10
- 3 10 years to less than 13
- 4 13 years to less than 16
- 5 16 years to less than 18
- 6 18 years or older
- 7 Mixed age groups
- 8 Unsure

d. Of these students, in general, were they primarily male or female? *Check only one.*

- 1 Male
- 2 Female
- 3 Appeared equal
- 8 Unsure

e. Of these students, in general, were most of the same race/ethnicity as you? *Check only one.*

- 1 Yes
- 2 No
- 8 Unsure

f. For previous month, please estimate the percentage of students, in each of the following mental status categories that were assigned to you on average per day.

- _____ % Impaired because of injury or illness (physical impairment, hearing impairment, etc.)
- _____ % Impaired because of disability (learning, emotional, autism, etc.) or developmental delay
- _____ % Impaired because of alcohol, aerosols, or drugs (prescribed or non-prescribed)
- _____ % Not impaired
- _____ % Unsure

100 % = Total

g. In general during previous month, how would you rate the parental/family/guardian involvement for the students with whom you interacted? *Check only one.*

- 1 Outstanding
- 2 Very good
- 3 Good
- 4 Fair
- 5 Poor
- 8 Unsure

16. During previous month, how many hours per day of student contact did you have? Hours of student contact are defined as the total hours that you spent interacting with students, including in-person, telephone and email contact. **Do not include** hours that you spent interacting with coworkers or preparing for class. If you had no student contact, please write 0.

_____ Average hours per day



This section asks about the school resources available in the work environment of the school in which you worked most often.

17. In general, during previous month, do you believe that the school where you worked the most time had sufficient economic resources to provide students with an environment in which their educational needs were being met? Check only one.

- 1 Yes
- 2 No
- 8 Unsure

18. In general, during previous month, do you believe that your working environment was sufficiently equipped with the following educational resources for your students? Please check one for each of the following types of school resources.

a. Up-to-date technology (e.g., computers, audio/visual equipment, etc.)?

- 1 Yes
- 2 No
- 8 Unsure

b. Up-to-date books?

- 1 Yes
- 2 No
- 8 Unsure

c. Human resources for students (e.g., school nurses, social workers, educational assistants, etc.)?

- 1 Yes
- 2 No
- 8 Unsure

d. Other necessary teaching tools and supplies (e.g., blackboards and chalk, white boards and markers, etc.)?

- 1 Yes
- 2 No
- 8 Unsure

e. Sports equipment and facilities?

- 1 Yes
- 2 No
- 8 Unsure

f. Musical equipment and facilities?

- 1 Yes
- 2 No
- 8 Unsure

19. In general, during previous month, do you believe that the school where you worked the most time had sufficient economic resources to provide you with the necessary tools and supplies to teach your students effectively?

Check only one.

- 1 Yes
- 2 No
- 8 Unsure

20. During the 12 months prior to target month, were there times when you made personal (i.e., out-of-pocket) purchases of educational resources for your students because they were not provided by your school? Check only one.

- 1 Yes → If Yes, on average how much per month did you spend on these out-of-pocket educational resources:
\$ _____ Average/month
- 2 No
- 8 Unsure

21. During the 12 months prior to target month, were you aware of any school programs or activities that were terminated due to a lack of economic resources at your school? Check only one.

- 1 Yes
- 2 No
- 8 Unsure

22. During previous month, approximately what percentage of students at your school do you believe were receiving free or reduced price lunches? Check only one.

- 1 Less than 25 percent
- 2 Between 25 and 50 percent
- 3 More than 50 percent but less than 75
- 4 More than 75 percent
- 8 Not aware

This section asks about your perceptions of the work environment of the school in which you worked most often.

23. Several possible characteristics of a work environment are identified below. During previous month, how frequently did you feel each characteristic occurred in the work environment where you worked most often? If any of them did not occur, circle never. Circle one number for each item (a-n).

	Always	Frequently	Sometimes	Infrequently	Never	Unsure	Not applicable
a. Inadequate administrative support	1	2	3	4	5	8	6
b. Inadequate school resources	1	2	3	4	5	8	6
c. Inadequate time for lesson preparation	1	2	3	4	5	8	6
d. Fast-paced school day	1	2	3	4	5	8	6
e. Large class size	1	2	3	4	5	8	6
f. Heavy workload	1	2	3	4	5	8	6
g. Personnel/coworker conflict	1	2	3	4	5	8	6
h. Inadequate building safety	1	2	3	4	5	8	6
i. Inadequate coworker support	1	2	3	4	5	8	6



23. (Continued). Circle one number for each item (a-n).

	Always	Frequently	Sometimes	Infrequently	Never	Unsure	Not applicable
j. Teaching unmotivated students	1	2	3	4	5	8	6
k. Student behavior management	1	2	3	4	5	8	6
l. Formal discipline of students	1	2	3	4	5	8	6
m. Performance evaluation of my work	1	2	3	4	5	8	6
n. Witnessing or being made aware of any violent events (e.g., physical assault, verbal abuse, sexual harassment, threats)	1	2	3	4	5	8	6

24. During previous month, how would you estimate your level of stress related to each characteristic in your work environment where you worked most frequently? If any of them did not apply to you, circle not applicable. Circle one number for each item (a-n).

	Extremely stressful	Very stressful	Moderately stressful	Mildly stressful	Not stressful	Unsure	Not applicable
a. Inadequate administrative support	1	2	3	4	5	8	6
b. Inadequate school resources	1	2	3	4	5	8	6
c. Inadequate time for lesson preparation	1	2	3	4	5	8	6
d. Fast-paced school day	1	2	3	4	5	8	6
e. Large class size	1	2	3	4	5	8	6
f. Heavy workload	1	2	3	4	5	8	6
g. Personnel/coworker conflict	1	2	3	4	5	8	6
h. Inadequate building safety	1	2	3	4	5	8	6
i. Inadequate coworker support	1	2	3	4	5	8	6
j. Teaching unmotivated students	1	2	3	4	5	8	6
k. Student behavior management	1	2	3	4	5	8	6
l. Formal discipline of students	1	2	3	4	5	8	6
m. Performance evaluation of my work	1	2	3	4	5	8	6
n. Witnessing or being made aware of any violent events (e.g., physical assault, verbal abuse, sexual harassment, threats)	1	2	3	4	5	8	6

25. If you answered mildly to extremely stressful on any of the characteristics in question #24, please indicate which of the following actions you took to deal with those characteristics. Circle one number for each following item (a-j).

	Yes	No	Unsure
a. Took action(s) to deal with the issue(s) (other than talking to an authority)	1	2	8
b. Relaxed after work	1	2	8
c. Discussed the issue(s) with a coworker	1	2	8
d. Minimized the issue(s)	1	2	8
e. Kept issue(s) in perspective	1	2	8
f. Devoted more time to specific tasks	1	2	8
g. Kept feelings under control	1	2	8
h. Set priorities at work	1	2	8
i. Changed plan(s) of action	1	2	8
j. Talked to someone who could do something about the issue(s)	1	2	8

26. Please describe how frequently, during previous month, you experienced these feelings about your work environment. Circle one number for each item (a-n)

	Always	Frequently	Sometimes	Infrequently	Never	Unsure
a. I felt unfocused in my thinking.	1	2	3	4	5	8
b. I felt unable to be sensitive to the needs of my coworkers.	1	2	3	4	5	8
c. I felt tired.	1	2	3	4	5	8
d. I was not capable of being sympathetic to coworkers and students.	1	2	3	4	5	8
e. I was not capable of investing emotionally in my coworkers and students.	1	2	3	4	5	8
f. I felt "burned out."	1	2	3	4	5	8
g. I had no energy for going to work in the morning.	1	2	3	4	5	8
h. I felt fed up.	1	2	3	4	5	8
i. I felt physically drained.	1	2	3	4	5	8
j. My thinking process was slow.	1	2	3	4	5	8
k. I had difficulty concentrating.	1	2	3	4	5	8
l. I felt I was not thinking clearly.	1	2	3	4	5	8
m. I had difficulty thinking about complex things.	1	2	3	4	5	8
n. I felt like my "batteries" were "dead".	1	2	3	4	5	8

27. During previous month, how would you estimate your level of stress related to your activities outside of work? Check only one.

- 1 Extremely stressful
- 2 Very stressful
- 3 Moderately stressful
- 4 Mildly stressful
- 5 Not stressful
- 8 Unsure



This section asks about the physical work environment of the school in which you worked most often.

28. During previous month, were any of the following assault deterrents available in your work environment?

a. Video monitor? *Check all that apply.*

- 1 Yes, at school entrances
- 2 Yes, in classrooms
- 3 Yes, in hallways
- 4 No
- 8 Unsure if available

b. Metal detection device? *Check only one.*

- 1 Yes
- 2 No
- 8 Unsure if available

c. Security alarm/panic button/emergency call-in system? *Check only one.*

- 1 Yes
- 2 No
- 8 Unsure if available

d. Controlled access to work area or classroom? *Check only one.*

- 1 Yes
- 2 No
- 8 Unsure if available

e. Personal portable alarm (e.g., whistle, screamer, etc.)? *Check all that apply.*

- 1 Yes, I provided it
- 2 Yes, my employer provided it
- 3 Yes, another institution/person provided it
- 4 No, not available
- 8 Unsure if available

f. Cellular telephone? *Check all that apply.*

- 1 Yes, I provided it
- 2 Yes, my employer provided it
- 3 Yes, another institution/person provided it
- 4 No, not available
- 8 Unsure if available

g. Two-way radio/walkie-talkie? *Check only one.*

- 1 Yes
- 2 No
- 8 Unsure if available

h. Intercom? *Check only one.*

- 1 Yes
- 2 No
- 8 Unsure

i. Classroom telephone? *Check only one.*

- 1 Yes
- 2 No
- 8 Unsure if available

j. Required visible identification badges?

Check all that apply.

- 1 Yes, Staff/Educator ID badges
- 2 Yes, Student ID badges
- 3 No, not available
- 8 Unsure if available

k. On-site security personnel (non-educator)?

Check all that apply.

- 1 Yes, my employer provided it
- 2 Yes, another institution/person provided it
- 3 No, not available
- 8 Unsure if available

l. Contracted police presence (a permanent position, not an occasional call-in)? *Check only one.*

- 1 Yes
- 2 No, not available
- 8 Unsure if available

m. School Resource Officer (designated school personnel with whom students could discuss violent acts)? *Check only one.*

- 1 Yes
- 2 No, not available
- 8 Unsure if available

n. Escort/bodyguard? *Check all that apply.*

- 1 Yes, I provided it
- 2 Yes, my employer provided it
- 3 Yes, another institution/person provided it
- 4 No, not available
- 8 Unsure if available

o. Routine locker searches? *Check only one.*

- 1 Yes
- 2 No
- 8 Unsure

p. School uniforms/dress code policy? *Check only one.*

- 1 Yes, school uniforms were required.
- 2 Yes, a formal dress code existed (specified acceptable types of clothing that must be worn).
- 3 Yes, an informal dress code existed (specified types of clothing/dress to avoid).
- 4 No policies on dress code existed.
- 8 Unsure

q. Administrative surveillance of computer usage by staff and students? *Check only one.*

- 1 Yes
- 2 No
- 8 Unsure if available

r. Other, specify: _____



29. During previous month, what effect did the assault deterrents in your work environment have on your perceived level of safety? Check only one.

- 1 Increased my feeling of safety
- 2 Decreased my feeling of safety
- 3 Had no effect on my feeling of safety
- 4 There were no assault deterrents in my work environment.
- 8 Unsure

30. During previous month, did you usually carry any of the following for protection in your work environment? Check yes or no for each of the following (a-g).

a. Mace/Pepper Spray?

- 1 Yes
- 2 No

b. Alarm device (whistle, screamer, etc.)?

- 1 Yes
- 2 No

c. Cellular telephone?

- 1 Yes
- 2 No

d. Firearm?

- 1 Yes
- 2 No

e. Sharp Instrument?

- 1 Yes
- 2 No

f. Blunt Instrument?

- 1 Yes
- 2 No

g. Other

- 1 Yes specify: _____
- 2 No

31. During previous month, what was the typical level of lighting in your work environment? Check only one.

Check only one.

- 1 As bright as daylight
- 2 Soft light, but I could still see a person's face clearly
- 3 Dim light; I could not see a person's face clearly, but I could see a figure
- 4 I could not see anything
- 8 Unsure

32. During previous month, were exits in your work environment easily accessible? Check only one.

- 1 Yes
- 2 No
- 8 Unsure

33. During previous month, were there any physical barriers that prevented you from seeing others in your work environment? Check only one.

- 1 Yes
- 2 No
- 8 Unsure

34. During the 12 months prior to target month please indicate your satisfaction with your typical work environment. Circle one number for each item (a-l).

	Very Dissatisfied	Somewhat Dissatisfied	Satisfied	Somewhat Satisfied	Very Satisfied
a. Cleanliness of school	1	2	3	4	5
b. Ventilation/air quality	1	2	3	4	5
c. Temperature	1	2	3	4	5
d. Lighting	1	2	3	4	5
e. Size of classrooms	1	2	3	4	5
f. Width of most hallways	1	2	3	4	5
g. Spaciousness of main entrance	1	2	3	4	5
h. Color scheme/artwork	1	2	3	4	5
i. Displays of students' work	1	2	3	4	5
j. Building safety/security	1	2	3	4	5
k. Inclusive environment	1	2	3	4	5
l. School learning climate	1	2	3	4	5

This section asks about the administration, co-workers and expectations in the work environment of the school in which you worked most often.

35. During previous month, how much would you have agreed or disagreed with the following statements relevant to the school in which you worked the most time? Check only one answer for each of the following (a-f).

a. Administration expected that assault was a possible consequence of the job.

- 1 Strongly agree
- 2 Agree
- 3 Disagree
- 4 Strongly disagree
- 8 Unsure

b. Administration took corrective/preventive measures against assault in the workplace.

- 1 Strongly agree
- 2 Agree
- 3 Disagree
- 4 Strongly disagree
- 8 Unsure

c. Coworkers expected that assault was a possible consequence of the job.

- 1 Strongly agree
- 2 Agree
- 3 Disagree
- 4 Strongly disagree
- 8 Unsure

d. Coworkers took corrective/preventive measures against assault in the workplace.

- 1 Strongly agree
- 2 Agree
- 3 Disagree
- 4 Strongly disagree
- 8 Unsure



e. I expected that assault was a possible consequence of the job.

- 1 Strongly agree
- 2 Agree
- 3 Disagree
- 4 Strongly disagree
- 8 Unsure

f. I took corrective/preventive measures against assault in the workplace.

- 1 Strongly agree
- 2 Agree
- 3 Disagree
- 4 Strongly disagree
- 8 Unsure

This section asks about policies in the work environment of the school in which you worked most often.

Please consider the following definitions when completing the next set of questions.

Work-related includes any activities associated with your job or events that occur in your work environment; work-related travel should be included.

Work-related violence is defined as the intentional use of physical force or emotional abuse, against an employee, that results in physical or emotional injury and consequences. This includes *physical assault, threat, sexual harassment, verbal abuse and bullying.*

Physical assault occurs when you are hit, slapped, kicked, pushed, choked, grabbed, sexually assaulted, or otherwise subjected to physical contact intended to injure or harm you.

A **threat** occurs when someone uses words, gestures, or actions with the intent of causing harm to you (physically or otherwise). Threats may also include theft or property damage.

Sexual harassment occurs when you experience any type of unwelcome sexual behavior (words or actions) that creates a hostile work environment.

Verbal abuse occurs when someone yells or swears at you, calls you names, or uses other words intended to control or hurt you.

Bullying is defined as repeated acts of intimidation or coercion.

36. Prior to target month, did your school have a written policy on violence that addressed. . .

Check only one answer for each of the following (a-g).

a. requirements for violence prevention training of employees?

- 1 Yes
- 2 No
- 8 Unsure

b. types of violent behaviors against employees (physical assault, threat, sexual harassment, or verbal abuse) that were prohibited?

- 1 Yes
- 2 No
- 8 Unsure

c. types of violent behaviors against students (physical assault, threat, sexual harassment, or verbal abuse) that were prohibited?

- 1 Yes
- 2 No
- 8 Unsure

d. how to report if someone sexually harassed, threatened, or verbally abused you?

- 1 Yes
- 2 No
- 8 Unsure

e. how to report if someone physically assaulted you?

- 1 Yes
- 2 No
- 8 Unsure

f. assurance that reporting of violent incidents would be kept confidential?

- 1 Yes
- 2 No
- 8 Unsure

g. consequences for those who used violence?

- 1 Yes, consequences for students
- 2 Yes, consequences for employees
- 3 Yes, consequences for students and employees
- 4 No
- 8 Unsure

37. Prior to target month, to what degree was this (were these) written policy(ies) enforced?

Check only one.

- 1 Always enforced
- 2 Almost always enforced
- 3 Sometimes enforced
- 4 Almost never enforced
- 5 Never enforced
- 6 No policy on any of the above
- 8 Unsure

38. Prior to target month, did your school have a "zero tolerance" policy for violence?

A zero tolerance policy for violence is one that does not tolerate violence at any level and has strict guidelines for the consequences of violating the policy. *Check only one.*

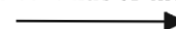
- 1 Yes
- 2 No Skip to Question 39.
- 8 Unsure Skip to Question 39.



123456-7



123456



a. **Prior to target month**, to what degree was this zero tolerance policy enforced? Check only one.

- 1 Always enforced Skip to item c, below.
- 2 Almost always enforced
- 3 Sometimes enforced
- 4 Almost never enforced
- 5 Never enforced
- 8 Unsure

b. If not "always enforced," why not? Check all that apply.

- 1 No actions result from enforcement
- 2 Causes problems with students
- 3 Causes problems with parents
- 4 Causes problems with staff
- 5 Not a priority for administration
- 6 Other, specify _____
- 8 Unsure

c. What consequence(s) was/were the most common for students who violated the zero tolerance policy? Check up to two most common consequences.

- 1 No consequences
- 2 Written up with reprimand
- 3 In-school suspension
- 4 Out-of-school suspension
- 5 Transfer to alternative school
- 6 Saturday detention
- 7 Expulsion recommended for less than one year
- 8 Expulsion recommended for one year or more
- 9 Other, specify _____

d. Are you aware of any instances in your work environment, prior to target month, of retaliation or backlash directed toward an educator following the enforcement of a zero tolerance policy? Check only one.

- 1 Yes
- 2 No
- 3 Unsure

→ If yes, by whom? Check all that apply.

- 4 Students
- 5 Parents/Guardians
- 6 Coworkers
- 8 Unsure

e. Do you believe this zero tolerance policy adequately protected you? Check only one.

- 1 Yes
- 2 No
- 8 Unsure

39. Do you believe a zero tolerance policy is necessary to reduce violent events in your work environment? Check only one.

- 1 Yes
- 2 No
- 8 Unsure

40. Prior to target month, did your school have a visitor policy? (May include a visitor sign-in sheet and/or a visitor identification badge.) Check only one.

- 1 Yes
- 2 No Skip to Question 42.
- 8 Unsure Skip to Question 42.
- 3 Not Applicable Skip to Question 42.

41. Prior to target month, to what degree was the visitor policy enforced? Check only one.

- 1 Always enforced
- 2 Almost always enforced
- 3 Sometimes enforced
- 4 Almost never enforced
- 5 Never enforced
- 8 Unsure

This section asks about training in the work environment of the school in which you worked most often.

42. Prior to target month, were you ever trained about... Check all that apply for each of the following (a-k).

a. work-related violence prevention policy?

- 1 Yes, by my current school/employer
- 2 Yes, by my previous school/employer
- 3 Yes, by my college
- 4 Yes, by another institution/agency
- 5 No
- 8 Unsure

b. operating safety alarms or other safety devices?

- 1 Yes, by my current school/employer
- 2 Yes, by my previous school/employer
- 3 Yes, by my college
- 4 Yes, by another institution/agency
- 5 No
- 8 Unsure

c. reporting work-related harassment?

- 1 Yes, by my current school/employer
- 2 Yes, by my previous school/employer
- 3 Yes, by my college
- 4 Yes, by another institution/agency
- 5 No
- 8 Unsure

d. reporting work-related physical assault?

- 1 Yes, by my current school/employer
- 2 Yes, by my previous school/employer
- 3 Yes, by my college
- 4 Yes, by another institution/agency
- 5 No
- 8 Unsure

e. managing threats or assaults?

- 1 Yes, by my current school/employer
- 2 Yes, by my previous school/employer
- 3 Yes, by my college
- 4 Yes, by another institution/agency
- 5 No
- 8 Unsure



f. recognizing risk factors for violence?

- 1 Yes, by my current school/employer
- 2 Yes, by my previous school/employer
- 3 Yes, by my college
- 4 Yes, by another institution/agency
- 5 No
- 8 Unsure

g. using appropriate restraining techniques?

- 1 Yes, by my current school/employer
- 2 Yes, by my previous school/employer
- 3 Yes, by my college
- 4 Yes, by another institution/agency
- 5 No
- 8 Unsure

h. using self defense?

- 1 Yes, by my current school/employer
- 2 Yes, by my previous school/employer
- 3 Yes, by my college
- 4 Yes, by another institution/agency
- 5 No
- 8 Unsure

i. preventing bullying?

- 1 Yes, by my current school/employer
- 2 Yes, by my previous school/employer
- 3 Yes, by my college
- 4 Yes, by another institution/agency
- 5 No
- 8 Unsure

j. resolving conflicts?

- 1 Yes, by my current school/employer
- 2 Yes, by my previous school/employer
- 3 Yes, by my college
- 4 Yes, by another institution/agency
- 5 No
- 8 Unsure

k. other violence prevention methods?

- 1 Yes Please specify: _____
- 2 No

43. In the 12 months prior to target month, how often did you have training related to violence prevention (violence prevention includes items such as those listed in the previous question)? Check only one.

- 1 Never
- 2 1-2 times
- 3 3-5 times
- 4 6-8 times
- 5 9-11 times
- 6 12 or more times

44. In the 12 months prior to target month, approximately how many total hours of violence prevention training did you have?

Check only one.

- 1 None
- 2 Less than 5 hours
- 3 5 to less than 10 hours
- 4 10 to less than 15 hours
- 5 15 to less than 20 hours
- 6 20 to less than 25 hours
- 7 25 hours or more

45. In what year did you receive your most recent violence prevention training? Write in year.

19 ____ or 20 ____

- 1 I have never had violence prevention training.

46. Prior to target month, were any of the following violence prevention programs offered to train students in your school? Check only one for each of the following (a-e).

a. Reporting physical and non-physical violence?

- 1 Yes
- 2 No
- 8 Unsure

b. Peer counseling?

- 1 Yes
- 2 No
- 8 Unsure

c. Conflict Resolution?

- 1 Yes
- 2 No
- 8 Unsure

d. Diffusing assaultive or violent students or situations?

- 1 Yes
- 2 No
- 8 Unsure

e. Other violence prevention programs?

Please specify: _____

47. During previous month, were you aware of any students in your classroom (or other setting in which instruction occurred) who ever had training related to violence? Check only one.

- 1 Yes
- 2 No
- 3 I did not have a classroom/instructional setting
- 8 Unsure

This section asks about events in your work environment (of the school in which you worked most often) and your non-work environment.

48. Prior to target month, how often were you the target of physical assault? Check only one for each of the following (a-b).

a. Work-related physical assault?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times

b. Physical assault not related to work?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times



49. ***Prior to target month, how often were you the target of a threat, sexual harassment, verbal abuse, or bullying?*** Check only one for each of the following (a-h).

a. Work-related threat?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times

b. Work-related sexual harassment?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times

c. Work-related verbal abuse?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times

d. Work-related bullying?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times

e. Threat not related to work?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times

f. Sexual harassment not related to work?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times

g. Verbal abuse not related to work?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times

h. Bullying not related to work?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times

50. ***During previous month how often did you witness students involved in any of the following against anyone in your work environment?*** Check only one for each of the following (a-e).

a. Physical assault?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times

b. Threat?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times

c. Sexual harassment?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times

d. Verbal abuse?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times

e. Bullying?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times

51. ***During previous month, how often were you made aware of students involved in any of the following against anyone in your work environment that you did not witness?*** Check only one for each of the following (a-e).

a. Physical assault?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times

b. Threat?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times

c. Sexual harassment?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times

d. Verbal abuse?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times

e. Bullying?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times

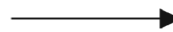
52. ***During previous month how often did you witness any person(s), other than a student, involved in any of the following against anyone in your work environment?*** Check only one for each of the following (a-e).

a. Physical assault?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times

b. Threat?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times



c. Sexual harassment?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times

d. Verbal abuse?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times

e. Bullying?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times

53. During previous month, how often were you made aware of any person(s) other than a student involved in any of the following against anyone in your work environment that you did not witness? Check only one for each of the following (a-e).

a. Physical assault?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times

b. Threat?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times

c. Sexual harassment?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times

d. Verbal abuse?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times

e. Bullying?

- 1 Never
- 2 1-3 times
- 3 4-10 times
- 4 More than 10 times

The next section asks about general demographic information.

54. What was your highest level of education prior to target month? Check only one.

- 1 Associate Degree
- 2 Bachelor's Degree
- 3 Master's Degree
- 4 Education Specialist Degree
- 5 Doctorate Degree

55. Prior to target month, how long had you worked as a licensed educator?

_____ Years _____ Months

56. Which of the following categories best describes your annual household income from all sources, before taxes, in the year prior to target month? Check only one.

- 1 Less than \$10,000
- 2 \$10,000 to less than \$20,000
- 3 \$20,000 to less than \$30,000
- 4 \$30,000 to less than \$40,000
- 5 \$40,000 to less than \$50,000
- 6 \$50,000 to less than \$60,000
- 7 \$60,000 to less than \$70,000
- 8 \$70,000 to less than \$80,000
- 9 \$80,000 to less than \$90,000
- 10 \$90,000 to less than \$100,000
- 11 \$100,000 and over
- 12 Prefer not to answer.

57. How many members were in your household (including yourself) in the year prior to target month?

_____ Number of Members

58. During previous month, what was your approximate weight?

_____ Pounds

59. What is your height in feet and inches?

_____ Feet _____ Inches

60. Do you have any additional comments about work-related violence? Please use extra paper if necessary.

61. We would greatly appreciate it if you could indicate the name of the school in which you worked the most time during previous month to enable an understanding of the geographic representation of schools and districts in this study.

School name: _____

Thank you for taking the time to participate in this important study! Please return this questionnaire in the enclosed envelope.

