





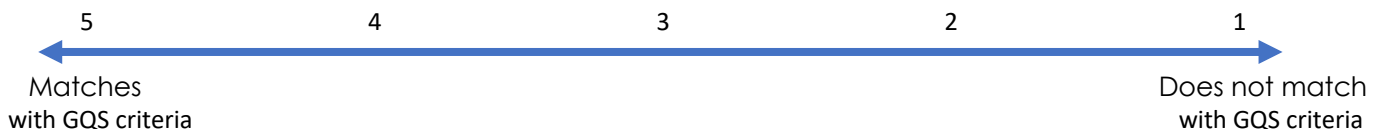


## STAFF PERCEPTION SURVEY

How closely does our current operation as a school match the criteria for a Glasser Quality School (GQS)?

**Criteria 4: Students and staff are taught to use Choice Theory in their lives and in their work in school. Parents are encouraged to participate in study groups to become familiar with Choice Theory topics.**

<p style="text-align: center;"><b>Staff, learners and parents at this school believe in the significance of internal control as opposed to external control.</b></p> <p style="text-align: center;"><b>All learners and staff know Choice Theory and have eliminated the need to control one another.</b></p>	<p>Many staff have participated in formal training with the William Glasser Institute with some completing Certification to become Choice Theory/Reality Therapy Certified.</p> <p>Learners and staff know and understand (are taught) the main concepts inherent in Choice Theory, in particular the difference between intrinsic motivation and extrinsic motivation.</p> <p>Staff and learners know how to evaluate themselves and improve what they do. This is self-evaluation that is undertaken when staff and learners compare their own work to standards, using information from others. This is based on the concept 'I can only control myself'.</p> <p>A needs satisfying classroom and school is experienced by all staff and learners, with evidence to quality relationships.</p> <p>Classroom meetings are a regular experience and many other group processes occur such as circle time, solving circles and cooperative learning opportunities.</p> <p>Teachers are constantly working on building quality relationships with their learners and empowering their learners towards excellence.</p> <p>Administrators actively assist staff to grow professionally and personally.</p>	<div style="text-align: center;"> <p>5 4 3 2 1</p> </div> <div style="text-align: center;"> <p>5 4 3 2 1</p> </div> <div style="text-align: center;"> <p>5 4 3 2 1</p> </div> <div style="text-align: center;"> <p>5 4 3 2 1</p> </div> <div style="text-align: center;"> <p>5 4 3 2 1</p> </div> <div style="text-align: center;"> <p>5 4 3 2 1</p> </div> <div style="text-align: center;"> <p>5 4 3 2 1</p> </div>	<p>An external control base (e.g. behaviourist) underpins the school and its operation.</p> <p>Few staff have any training in Choice theory</p> <p>Neither learners nor staff consider themselves responsible for their own actions.</p> <p>There is significant blaming, criticising and complaining occurring individually and collectively.</p> <p>Learners and staff are thinking in external control terms and feeling stuck and miserable.</p> <p>Class meetings and other opportunities for problem solving and personal growth are seen as a waste of time and 'not part of my job'.</p> <p>Relationships are not seen as important.</p>
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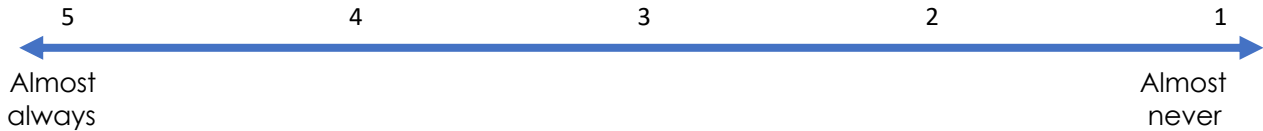




# is this school a needs-satisfying place?

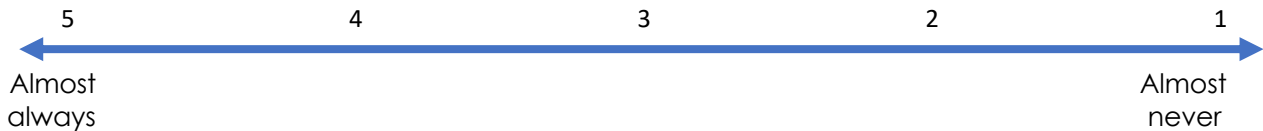
## **Survival-wellbeing, health and security.**

- I feel secure in my job and am not managed using fear and threats.
- I feel supported at this school.
- I feel my wellbeing is considered and supported.
- There is an emphasis on work-life balance.



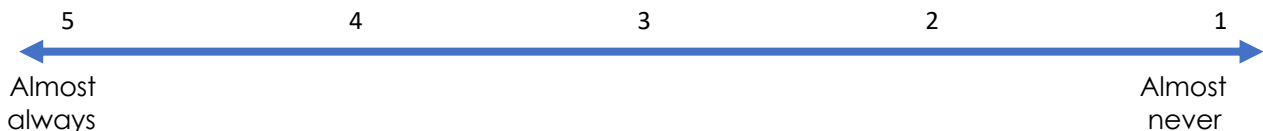
## **Love and belonging-relationships and connection**

- I have a strong sense of belonging in this school.
- There is a strong quality relationship between administrators, staff, learners and family/caregivers.
- Relationships and people come first in this school.



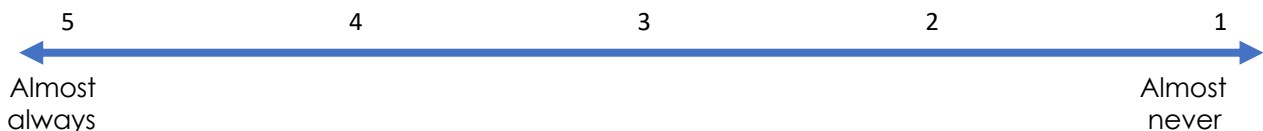
## **Power-achievement, significance, empowerment, esteem, respect.**

- I feel appreciated and valued as a competent professional.
- Achievement and quality is encouraged and supported.
- I feel respected and listened to.
- I have a voice in the operation of this school.
- Communication is open and honest (using the connecting habits-accepting, negotiating, trusting, listening, encouraging, respecting, supporting)



## **Freedom-independence, self-determination, choice.**

- I think I am treated as a professional with the freedom to make decisions regarding my teachers and learners.
- I don't feel coerced and controlled.
- Difference of opinion are negotiated (using Choice Theory principles)



## **Fun (joy, laughter, enjoyment)**

- There is an emphasis on making this school a fun and enjoyable place to work.
- People are frequently smiling and laughing at this school.
- This school is a joyful place to work.

