

III. COMMUNICATIONS/STAFF RELATIONS

1. Working Relationships:

- A. Harmonious professional relationships existed; level of staff cooperation was high
- B. Staff generally got along; however, occasional difficulties occurred
- C. Little cooperation among staff (Did supervisor appear to be aware of staff's unfavorable interaction?)
 Yes No

2. Departmental Communication:

- A. General effort made to keep staff informed
- B. Received most information, but not always timely
- C. Hardly ever received information, had to seek it out

3. Systemwide Communication,

- A. General effort made to keep employees informed
- B. Received information, but not always timely
- C. Hardly ever received information, had to seek it out

IV. DEGREE OF SUPERVISOR'S INVOLVEMENT

1. Supervisor's Role:

- A. Felt supervisor was instrumental in establishing a positive work environment
 - B. Supervisor's role was generally more positive than negative
 - C. Supervisor's influence was definitely detrimental to morale (Please explain) _____
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2. Supervision and Direction:

- A. Felt supervisor gave necessary guidance and information to operate efficiently
 - B. Guidance generally given, but sometimes had to teach yourself
 - C. Guidance seldom given, even when needed (How was your supervisor made aware of your concerns?) _____
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3. Treatment from Supervisor:

- A. Always treated fairly, with respect and dignity
- B. Sometimes treated fairly, with respect and dignity
- C. Seldom or never treated fairly, with respect and dignity

4. Recognition:

- A. Felt supervisor was aware of your work and gave recognition for achievements and a job well done
- B. Supervisor sometimes acknowledged achievements
- C. Supervisor generally failed to acknowledge achievements

5. Support and Encouragement:

- A. Always received excellent support in solving problems and frequent encouragement to offer suggestions
- B. Sometimes received support and encouragement
- C. Seldom or never received support and encouragement

V. NEW HIRE ORIENTATION

- Very thorough and complete; answered all of my questions regarding employment with Charlotte-Mecklenburg Schools
 - Adequate
 - Inadequate (Please explain) _____
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VI. TRAINING AND PROFESSIONAL DEVELOPMENT

- A. Excellent; classes, workshops, and other learning opportunities were provided on a regular basis
 - B. Sufficient; new opportunities for learning were provided on an as needed basis
 - C. Insufficient (Please explain) _____
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What other comments do you have about your former position or CMS that you feel would be helpful to us?

Would you like to have a confidential, personal interview with a member of the exit team to discuss any unresolved questions, conditions, or feelings related to your leaving?

- A. Yes
- B. No
- C. No, but would participate in a personal interview if asked.

If you checked yes, make sure that you have included a phone number where you can be contacted by an exit team member from the Employee Relations office.

***PLEASE RETURN THE QUESTIONNAIRE TO THE EMPLOYEE RELATIONS
OFFICE IN THE EDUCATION CENTER***

CMS
Attention: Employee Relations
701 East Martin Luther King, Jr. Blvd.
Charlotte, NC 28202

or
Attention: Employee Relations
Courier # 835