

# OCB-Scale

**Directions:** Please indicate your level of agreement with each of the following statements about your school from **strongly disagree** to **strongly agree**. Your answers are confidential.

|   | Strongly Disagree | Disagree | Somewhat Disagree | Somewhat Agree | Agree | Strongly Agree |
|---|-------------------|----------|-------------------|----------------|-------|----------------|
| 1. Teachers help students on their own time   | ①                 | ②        | ③                 | ④              | ⑤     | ⑥              |
| 2. Teachers waste a lot of class time.  | ①                 | ②        | ③                 | ④              | ⑤     | ⑥              |
| 3. Teachers voluntarily help new teachers.  | ①                 | ②        | ③                 | ④              | ⑤     | ⑥              |
| 4. Teachers volunteer to serve on new committees.                                       | ①                 | ②        | ③                 | ④              | ⑤     | ⑥              |
| 5. Teachers volunteer to sponsor extracurricular activities.                            | ①                 | ②        | ③                 | ④              | ⑤     | ⑥              |
| 6. Teachers arrive to work and meetings on time.  | ①                 | ②        | ③                 | ④              | ⑤     | ⑥              |
| 7. Teachers take the initiative to introduce themselves to substitutes and assist them. | ①                 | ②        | ③                 | ④              | ⑤     | ⑥              |
| 8. Teachers begin class promptly and use class time effectively.                        | ①                 | ②        | ③                 | ④              | ⑤     | ⑥              |
| 9. Teachers give colleagues advanced notice of changes in schedule or routine.          | ①                 | ②        | ③                 | ④              | ⑤     | ⑥              |
| 10. Teachers give an excessive amount of busy work.                                     | ①                 | ②        | ③                 | ④              | ⑤     | ⑥              |
| 11. Teacher committees in this school work productively.                                | ①                 | ②        | ③                 | ④              | ⑤     | ⑥              |
| 12. Teachers make innovative suggestions to improve the overall quality of our school.  | ①                 | ②        | ③                 | ④              | ⑤     | ⑥              |

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