

Unless otherwise indicated, when answering survey questions please consider your experiences during this current school year (2020-21). Also, the terms “school leaders” and “school leadership” are used throughout this survey. When reflecting on questions that use these terms, please consider your principal and any assistant principals at your school.

TC_01. Please indicate the extent to which you agree or disagree with the following statements regarding your school.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. There is an atmosphere of trust and mutual respect within this school. (Select one option)	1	2	3	4
b. Teachers are encouraged to participate in school leadership roles. (Select one option)	1	2	3	4
c. I am generally satisfied with being a teacher in this school. (Select one option)	1	2	3	4
d. I would recommend this school to parents seeking a place for their child. (Select one option)	1	2	3	4
e. Our school staff is a learning community in which ideas and suggestions for improvement are encouraged. (Select one option)	1	2	3	4

TC_02. Please indicate the extent to which you agree or disagree with the following statements regarding school leadership in your school.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. The principal at my school communicates a clear vision for this school. (Select one option)	1	2	3	4
b. The staff feels comfortable raising issues and concerns that are important to them with school leaders. (Select one option)	1	2	3	4
c. I like the way things are run at this school. (Select one option)	1	2	3	4

TC_03. Please indicate the extent to which you agree or disagree with the following statements about your principal.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. My principal regularly models effective instruction. (Select one option)	1	2	3	4
b. My principal regularly gives feedback on my instruction. (Select one option)	1	2	3	4
c. My principal knows my instructional strengths and areas of growth. (Select one option)	1	2	3	4
d. My principal is knowledgeable about the curricula being used. (Select one option)	1	2	3	4

e. My principal is knowledgeable about the non-academic needs of my students. (Select one option)	1	2	3	4
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TC_04. Please indicate the extent to which you agree or disagree with the following statements regarding school safety.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. School leadership effectively handles student discipline and behavioral problems. (Select one option)	1	2	3	4
b. Students treat adults with respect at this school. (Select one option)	1	2	3	4
c. Students in my school are safe from bullying.	1	2	3	4
d. I feel prepared to respond to any type of emergency situation that may occur at my school. (Select one option)	1	2	3	4

TC_05. Please indicate the extent to which you agree or disagree with the following statements regarding the teachers at your school.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. Teachers at my school feel responsible when students fail. (Select one option)	1	2	3	4
b. Teachers at my school feel responsible to help each other do their best. (Select one option)	1	2	3	4
c. Teachers at my school help maintain discipline in the entire school, not just their classroom. (Select one option)	1	2	3	4
d. Teachers at my school take responsibility for improving their school. (Select one option)	1	2	3	4

TC_06. Please indicate the extent to which you agree or disagree with the following statements regarding your planning time this school year.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. My individual planning time is sufficient. (Select one option)	1	2	3	4
b. My collaborative planning time is sufficient. (Select one option)	1	2	3	4

TC_07. Please indicate the extent to which you agree or disagree with the following statements regarding your school.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. I seek out other teachers in my school for advice about my teaching challenges.	1	2	3	4

b. Other teachers in my school seek me out for advice about teaching challenges.	1	2	3	4
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TC_08. Please indicate the extent to which you agree or disagree with each of the following statements regarding teacher/parent relations at your school.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. This school regularly communicates with parents about how they can help their children learn. (Select one option)	1	2	3	4
b. I feel supported by the parents of my students. (Select one option)	1	2	3	4
c. This school offers an array of opportunities for families to participate in school planning, leadership, and volunteering. (Select one option)	1	2	3	4

TC_09. In a typical week, what percentage of instructional time do you spend managing student behavioral and disciplinary issues? (Select one option)

- a. 5 percent or less
- b. 6 percent to 10 percent
- c. 11 percent to 15 percent
- d. 16 percent to 25 percent
- e. More than 25 percent

TC_10. Please indicate the frequency with which the following instructional improvement statements have applied to you during this school year.

	Never	Rarely	Sometimes	Frequently
a. My professional learning has been closely aligned to the instructional materials that have been adopted by my district. (Select one option)	1	2	3	4
b. The professional learning I have received has led to improvements in my teaching. (Select one option)	1	2	3	4

TC_11. On average, how many hours per week do you spend creating or sourcing materials to use for classroom instruction including planning time during and outside of school hours? (Select one option)

- a. Less than 2 hours
- b. 2 to 4 hours
- c. 4 to 6 hours
- d. 6 to 10 hours
- e. More than 10 hours

TC_12. How many total minutes of planning time are you scheduled to receive over the course of a typical week?

TC_13. To what extent do you agree or disagree that your district provides you with the curricular materials necessary to be successful in meeting the needs of the following groups of students?

	Strongly Disagree	Disagree	Agree	Strongly Agree	Not Applicable
a. Students with mild or moderate disabilities	1	2	3	4	5
b. Students with severe disabilities	1	2	3	4	5
c. English language learners	1	2	3	4	5

TC_14. [MS & HS Tchs Only] Please indicate the extent to which you agree or disagree with the following statements regarding college and career opportunities for your students.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. I explicitly connect my course content to college and career opportunities for my students. (Select one option)	1	2	3	4
b. I am familiar with my students' postsecondary/career goals. (Select one option)	1	2	3	4
c. I am familiar with the college and career pathways available at high schools in my district. (Select one option)	1	2	3	4
d. I feel comfortable helping my students understand the college and career opportunities in the region.	1	2	3	4
e. [HS tchs only] I feel comfortable helping my students fill out the FAFSA. (Select one option)	1	2	3	4

TC_15. Which of the following best describes your plans for next school year? (Select one option)

- a. Continue teaching in this school
- b. Continue teaching in my district but in a different school
- c. Move into an administrative position within this district
- d. Leave this district next year to work in a different district
- e. Leave next year to pursue a job not in education
- f. Retire
- g. Undecided

TC_16.

TC_17. Think about how you have taught daily lessons to your students during this (2020-21) school year. In the first two columns, please indicate ways that you have taught this year. Then, in the far right column, if appropriate, please check the one modality that has been the primary way you have taught this year.

	TC_16.		TC_17.
	I have not taught this way this year.	I have taught this way this year.	This is the primary way I have taught this year.
a. Fully in person: I taught lessons in person with all students physically in school	1	2	<input type="checkbox"/>
b. Fully virtual: I taught lessons virtually with all students participating remotely	1	2	<input type="checkbox"/>

c. In-person and Virtual: I taught lessons with both in-person and virtual students at the same time	1	2	<input type="checkbox"/>
d. Student-paced Distance learning: I taught students remotely by providing lesson materials for students to learn at their own pace.	1	2	<input type="checkbox"/>

Virtual teaching subsection (if TC_16b =2 or TC_16c =2 or TC_16d = 2)

TC_18. Think about the typical day for a student learning virtually. Where on the scale below best captures the time your students spend in synchronous virtual instruction versus asynchronous virtual instruction?

Synchronous instruction refers to live virtual classes that students access through an online platform (e.g., Zoom, Teams, Google Classroom) Asynchronous instruction refers to time in which students access assignments and work on their own remotely.

Totally synchronous All student time is live	About half synchronous and half asynchronous	Totally asynchronous, all student time is on their own
1 2	3 4 5 6	7

TC_19.

TC_20. Please rate the extent that each of the issues below was a challenge while teaching virtually. Then, in the far right column, please check the two issues from the list that were the BIGGEST CHALLENGES you experienced while teaching virtually.

	TC_19. Rate the challenge of each				TC_20. Your Two Biggest Challenges
	Not a Challenge	A Minor Challenge	A Moderate Challenge	A Major Challenge	
a. Finding instructional plans and materials that work well in a virtual classroom	1	2	3	4	<input type="checkbox"/>
b. Facilitating student participation in class activities	1	2	3	4	<input type="checkbox"/>
c. Facilitating student-to-student interaction	1	2	3	4	<input type="checkbox"/>
d. Lack of technology training for e-learning tools	1	2	3	4	<input type="checkbox"/>
e. Consistent internet access for me	1	2	3	4	<input type="checkbox"/>
f. Lack of technology training for students	1	2	3	4	<input type="checkbox"/>
g. Lack of internet access for students	1	2	3	4	<input type="checkbox"/>
h. Student attendance	1	2	3	4	<input type="checkbox"/>

TC_21. When learning virtually during this school year (2020-21), approximately what percentage of your students have completed all or almost all of your assignments?

ENTER A PERCENTAGE BETWEEN 0-100%.

TC_22. For the following questions, please think about your experiences teaching virtually this year.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. I have enough time during the school day to complete the work my school is asking me to do for virtual instruction. (Select one option)	1	2	3	4
b. I am collaborating with educators in my school around virtual instruction. (Select one option)	1	2	3	4
c. My district provides me with the curricular materials necessary to be successful while teaching virtually. (Select one option)	1	2	3	4
d. My district or school has provided me with sufficient professional development related to instruction in a virtual learning environment. (Select one option)	1	2	3	4

In-person teaching subsection (if TC_16a =2 or TC_16c =2)

TC_23.

TC_24. Please rate the extent that each of the issues below was a challenge while teaching in person. Then, in the far right column, please check the two issues from the list that were the BIGGEST CHALLENGES you experienced while teaching in person.

	TC_23. Rate the challenge of each				TC_24. Your Two Biggest Challenges
	Not a Challenge	A Minor Challenge	A Moderate Challenge	A Major Challenge	
a. Finding instructional plans and materials that work well in a socially distanced classroom	1	2	3	4	<input type="checkbox"/>
b. Facilitating student participation in class activities	1	2	3	4	<input type="checkbox"/>
c. Facilitating student-to-student interaction	1	2	3	4	<input type="checkbox"/>
d. Adapting to required staff and student quarantines	1	2	3	4	<input type="checkbox"/>
e. Accessing equipment to follow health and safety protocols	1	2	3	4	<input type="checkbox"/>
f. Managing student compliance to health and safety protocols	1	2	3	4	<input type="checkbox"/>
g. Incorporating students attending virtually into in-person instruction and class activities	1	2	3	4	<input type="checkbox"/>
h. Student attendance	1	2	3	4	<input type="checkbox"/>

TC_25. Please indicate the extent to which you agree or disagree with the following statements regarding in-person learning.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. I have enough time during the school day to complete the work my school is asking me to do for in-person instruction. (Select one option)	1	2	3	4
b. I am collaborating with educators in my school around in-person instruction. (Select one option)	1	2	3	4
c. My district provides me with the curricular materials necessary to be successful while teaching in-person. (Select one option)	1	2	3	4

TC_26. When learning in-person during this school year (2020-21), approximately what percentage of your students have completed all or almost all of their assignments?

ENTER A PERCENTAGE BETWEEN 0-100%.

All teachers take the following questions

TC_27. Think about the formal curriculum you would have covered by this point in a typical year (pre-COVID pandemic). Approximately what proportion of that content would you estimate you have covered this school year?

- a. None or almost none
- b. About 25 percent
- c. About 50 percent
- d. About 75 percent
- e. Nearly all or all
- f. I am a new teacher or teaching a subject/grade I did not teach last year.

TC_28.

TC_29. Please rate the extent that each of these issues related to COVID-19 and your students was a concern during the 2020-21 school year. Then, in the far-right column, please check the three issues from the list that were the BIGGEST CONCERNS you had this year.

	TC_28. Rate your level of concern for each issue				TC_29. Your Three Biggest Concerns
	Not a Concern	A Minor Concern	A Moderate Concern	A Major Concern	
a. Students missing instructional time	1	2	3	4	<input type="checkbox"/>
b. Student grief and trauma related to COVID-19	1	2	3	4	<input type="checkbox"/>

c. Maintaining and building relationships with students in spite of distance and uncertainty	1	2	3	4	<input type="checkbox"/>
d. Students missing crucial services/supports (free/reduced meals, counseling, etc.)	1	2	3	4	<input type="checkbox"/>
e. Adapting my curriculum for at home or virtual learning	1	2	3	4	<input type="checkbox"/>
f. Barriers preventing my students from accessing virtual learning (e.g., lack of internet access, technology problems)	1	2	3	4	<input type="checkbox"/>
g. Barriers preventing me from providing virtual learning (e.g., lack of internet access, technology problems)	1	2	3	4	<input type="checkbox"/>
h. The long-term economic impacts for me and my students	1	2	3	4	<input type="checkbox"/>

TC_30. Please rate the extent that each of the issues below was a challenge while teaching during the 2020-21 school year.

	Not a Challenge	A Minor Challenge	A Moderate Challenge	A Major Challenge
a. Frequent changes to my course assignments	1	2	3	4
b. Frequent changes to my student rosters	1	2	3	4
c. A lack of appropriate learning devices for students (e.g., tablets, laptops)	1	2	3	4

TC_31. What are the most urgent needs to support student learning over the summer and fall of 2021?

Any feedback that you insert into the box below will be shared , unedited, with your Director of Schools. TERA does not link your response to any identifying information other than what you choose to write in your comment, nor do we share these comments with anyone other than your Director of Schools.

REMAINDER ONLY GIVEN TO TEACHERS WHO HOLD ADMINISTRATIVE LICENSES (Q07)

TC_32. You indicated that you are licensed to be a school administrator in TN but are not currently working as a school administrator (e.g., as a principal or assistant principal). Are you currently actively pursuing a school administrator position?

- a. Yes, I have already applied or plan to apply in the coming months.
- b. No, I am not currently pursuing a position in administration.

TC_33. Have you ever been a school administrator in the past? (Select one option)

- a. Yes, I have been a school administrator in the past, but am not currently.
- b. No, I have never sought a job as a school administrator.

- c. No, I have sought a school administrator job(s) in the past, but have never been selected.
- d. Other: _____

TC_34. [If TC_33 = a or b] How likely are you to seek a job as a school administrator in the future?

- a. Very unlikely
- b. Unlikely
- c. 50/50
- d. Likely
- e. Very likely

TC_35. [If TC_33 = b & TC_34 <= c] You indicated that you have never sought a job as a school administrator and don't think it's likely that you will seek one in the future, even though you hold a license. Was having a school administration role ever of interest to you? Why would you say it is not of interest now?
[Open-ended]

TC_36. [If TC_32 = a] You indicated that you currently are pursuing (or are planning to pursue) a school administrator position. Which kind of school administrator positions are you pursuing? (Check all that apply.)

- a. Principal
- b. Assistant principal
- c. Other: _____

TC_37. [If TC_32 = a] Which of the following are true about your search for school administrator positions this year? (Check all that apply.)

- a. I am only pursuing positions in public schools.
- b. I am only pursuing positions in my current school district.
- c. If I am not hired as a school administrator this year, I am very likely to continue my search next year.

TC_38. [If TC_32 = a] We are interested in how prospective school administrators engage in a search for school administrator positions. Can you describe what this process has been like for you? What has been your approach or strategy? What factors have you considered in what positions to seek and where? [Open-ended]