

The terms “school leaders” and “school leadership” are used throughout this survey. When reflecting on questions that use this term, 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

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 teacher workload at your school.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. Teachers in my school are allowed to focus on teaching students with minimal interruptions. (Select one option)	1	2	3	4
b. My individual planning time is sufficient. (Select one option)	1	2	3	4
c. My collaborative planning time is sufficient. (Select one option)	1	2	3	4
d. Teachers have opportunities to lead professional development for their peers. (Select one option)	1	2	3	4

TC_07. 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_08. 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_09. With what frequency do the following characteristics describe discussions that occur in your class?

	Never	Once a Month or Less	A Few Times per Month	About Weekly	Multiple Times Weekly
a. Students have the opportunity to build on each other's learning during discussion. (Select one option)	1	2	3	4	5
b. Students use evidence and text references to support their ideas. (Select one option)	1	2	3	4	5

TC_10. Please indicate the extent to which you agree or disagree with the following statements about your school.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. In my school, I am known as one of the more academically rigorous teachers. (Select one option)	1	2	3	4

TC_11. Please indicate the frequency with which the following instructional improvement statements have applied to you during this school year.

	Never	Rarely	Sometimes	Frequently
a. I have received specific professional learning suggestions that are tailored to my needs. (Select one option)	1	2	3	4
b. My professional learning experiences this year have been closely aligned to the feedback I received on my evaluation. (Select one option)	1	2	3	4

c. 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
d. The professional learning I have received has led to improvements in my teaching. (Select one option)	1	2	3	4

TC_12. 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_13. Which of the options below best represents your experience with classroom walk-throughs this school year? Please only consider any walk-throughs NOT conducted as part of your teacher evaluation process. (Select one option)

- a. Walk-throughs were not conducted by my administrator(s) this year.
- b. Walk-throughs were conducted this year but feedback from them was not helpful.
- c. Walk-throughs were conducted this year and feedback from them was slightly helpful.
- d. Walk-throughs were conducted this year and feedback from them was moderately helpful.
- e. Walk-throughs were conducted this year and feedback from them was very helpful.

TC_14. Please indicate the extent to which you agree or disagree with the following statements regarding the teacher evaluation process used in your school.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. The processes used to conduct my teacher evaluation are fair to me. (Select one option)	1	2	3	4
b. In general, the teacher evaluation process used in my school has led to improvements in my teaching. (Select one option)	1	2	3	4

TC_15. During the current school year, feedback that I received from my evaluator was (Please select the most appropriate answer)

- a. Focused more on helping me improve my teaching than making a judgment about my performance.
- b. Focused more on making a judgment about my performance than helping me improve my teaching.
- c. Equally focused on helping me improve my teaching and making a judgment about my performance.

TC_16. Think about your most recent five-day, non-testing work week. How many total minutes of planning time were you SCHEDULED TO RECEIVE over the course of the week?

TC_17. What percentage of this total, scheduled planning time during the most recent, non-testing work week was used on mandatory responsibilities/meetings? Please estimate to the nearest 5%.

- Drop down from 0% to 100% in 5% increments

TC_18. Think about your time spent in mandatory responsibilities/meetings. What percentage of this time is spent planning instruction (versus other activities)? Please estimate to the nearest 5%.

- Drop down from 0% to 100% in 5% increments

TC_19. Think about the planning time that was NOT spent on mandatory responsibilities/meetings. What percentage of this time did you spend individually planning (versus collaborative planning with other educators). Please estimate to the nearest 5%.

- Drop down from 0% to 100% in 5% increments

TC_20. Please indicate the extent to which you agree or disagree with the following statements regarding Tennessee’s grade-level standards.

	Strongly Disagree	Disagree	Agree	Strongly Agree	Not Applicable
a. I understand what Tennessee’s grade-level standards expect of me as a teacher. (Select one option)	1	2	3	4	5
b. Tennessee’s grade-level standards are appropriate for the learning needs of students in my class. (Select one option)	1	2	3	4	5
c. The curriculum that has been adopted by my district is well-suited to teaching the standards. (Select one option)	1	2	3	4	5

TC_21. Which of these statements best captures the current context regarding teacher leadership in your school? (Select one option)

- a. At my school, we have formal, defined teacher leadership positions.
- b. We do not have formal, defined leadership positions but have a subset of our faculty who I think of as our school’s teacher leaders.
- c. We do not have formal, defined teacher leadership positions and there is no one on our faculty who I think of as our school’s teacher leaders.

TC_22. Think about the teacher leaders in your school. Please indicate the extent to which you agree or disagree with the following statements.

	Strongly Disagree	Disagree	Agree	Strongly Agree	Not Applicable
a. In my school, the responsibilities of teacher leaders are clearly defined. (Select one option)	1	2	3	4	5
b. In my school, teacher leaders and the administration are on the same page. (Select one option)	1	2	3	4	5

TC_23. Please indicate the extent to which you agree or disagree with the following statements about your district.



	Strongly Disagree	Disagree	Agree	Strongly Agree
a. My district provides me with the curricular materials (e.g., textbooks, workbooks, activities, assessments) necessary to be successful. (Select one option.)	1	2	3	4
b. My district provides me with the supplies (e.g., paper, pencils, stapler) necessary to be successful in my job. (Select one option.)	1	2	3	4

TC_24. We are interested in learning how “local” educator labor markets are in Tennessee. What was the zip code of your residence in the year that you graduated from high school? (If you don’t remember or would prefer not to answer, please note the city and state.) _____

TC_25. **[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_26. **[MS & HS Tchs Only]** Which one of the following resources would be most helpful regarding college and career opportunities for your students? (Select one option)

- A crosswalk of academic and college/career readiness standards
- Professional development on college and career options in the state or region
- Data on postsecondary outcomes for students from my school
- An online bank of resources to help integrate college and career standards into classroom lessons (i.e. Lesson plans, activities, texts, videos)
- Other: _____

NEXT THREE ONLY GIVEN TO TEACHERS WHO HOLD ADMINISTRATIVE LICENSES (Q07)

TC_27. 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). Which of the following best describes you? (Select one option)

- I have been a school administrator in the past but am not currently.
- I have never sought a job as a school administrator.

- c. I have sought a school administrator job(s) in the past, but have never been selected.
- d. Other: _____

TC_28. 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_29. [If TC_27 = b & TC_28 <= 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. Why not?

[Open-ended]