

Unless otherwise indicated, when answering survey questions please consider your experiences during this current school year (2023-24). 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. School leadership 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 school’s leader(s). For these items, consider the leader (your principal or an assistant principal) who you consider most responsible for engaging with you around instruction.

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

e. My school's leader is knowledgeable about the non-academic needs of my students. (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

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 for student success.	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. 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

TC\_07. In a typical week, what percentage of instructional time do you spend managing student behavioral and disciplinary issues? (Select one option)

- 5 percent or less
- 6 percent to 10 percent
- 11 percent to 15 percent
- 16 percent to 25 percent

- e. More than 25 percent

TC\_08. In the following matrix, “professional learning” is defined as the instructional improvement activities in which you have participated this school year (e.g., coaching, PLCs, professional development sessions). 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
c. I have received specific professional learning suggestions that are tailored to my needs. (Select one option)	1	2	3	4
d. 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

TC\_09. How many total minutes of time are you SCHEDULED to receive over the course of a typical week?

\_\_\_\_\_ minutes

TC\_10. How many total minutes of time do you spend preparing to use your high-quality instructional materials over the course of a typical week?

\_\_\_\_\_ minutes

TC\_11. Which of the following challenges have you experienced with supporting students with disabilities? If you do not teach students with disabilities then please skip this question. **[RANDOMIZE]** (Select all that apply)

- Difficulty scaffolding instruction and providing access points
- Lack of assistive technology to serve varying needs (e.g., iPad, pencil grip, communication device, wiggle chair)
- Providing access to daily instruction
- Lack of training in instructional strategies for students with learning challenges
- Additional meetings
- The additional planning time it requires
- How to support students' behavioral success (i.e., implementing a behavior plan)
- Disruptions to the classroom environment and flow of teaching
- Requiring additional support from administration
- Lack of support personnel
- Other (please specify): \_\_\_\_\_

TC\_12. [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 am familiar with my students' postsecondary/career goals. (Select one option)	1	2	3	4
b. I am familiar with the college and career pathways available at high schools in my district. (Select one option)	1	2	3	4
c. I feel comfortable helping my students understand the college and career opportunities in the region.	1	2	3	4
d. [HS tchs only] I feel comfortable helping my students fill out the FAFSA. (Select one option)	1	2	3	4

TC\_13. During the current school year, feedback that I received from my evaluator was (Please select the most appropriate answer)

- ...focused more on helping me improve my teaching than making a judgment about my performance.
- ...focused more on making a judgment about my performance than helping me improve my teaching.
- ...equally focused on helping me improve my teaching and making a judgment about my performance.

TC\_14. Which of the following best describes your plans for next school year? (Select one option)

- Continue teaching in this school
- Continue teaching in my district but in a different school
- Move into an administrative position within this district
- Leave this district next year to work in a different district
- Leave next year to do something not in a K-12 district but in education (e.g., graduate work in education, work in an educational non-profit)
- Leave next year to work outside education, including work in the home (e.g., caring for family members)
- Retire
- Undecided

TC\_15. (If TC\_14= b, c, d, e, f) To what extent will your salary change with this move? (Select one option)

- I expect to make significantly less than my current salary.
- I expect to make somewhat less than my current salary.
- I expect to make about the same as my current salary.
- I expect to make somewhat more than my current salary.
- I expect to make significantly more than my current salary.
- I prefer not to say.

TC\_16. (If TC\_14= a) Which of the following factored into your decision for next year? (Select all that apply)  
[RANDOMIZE]

- a. Leadership
- b. Culture and climate among teachers and staff
- c. Workload
- d. Facilities/working conditions
- e. Commute
- f. Salary
- g. Employment benefits
- h. The types of students with whom I work
- i. Being encouraged to stay by administration and/or other faculty

TC\_17. (If TC\_14 = b, c, d, e, f, g) Which of the following most influenced your plans to not teach in your school next year? (Select up to three) [RANDOMIZE]

- a. Leadership
- b. Culture and climate among teachers and staff
- c. Workload
- d. Facilities/working conditions
- e. Commute
- f. Salary
- g. Employment benefits
- h. The types of students with whom I work
- i. Accountability
- j. Being encouraged to leave by administration and/or other faculty
- k. Broader economic considerations in my household
- l. A lack of diversity in the staff at my school
- m. Leaving on my own for other reasons

TC\_18. [Asked if TC\_14 = a, b, c, d, or h] How long do you plan to remain in education? (Select one option)

- a. As long as I am able
- b. Until I am eligible for retirement and/or social security benefits
- c. Until I am eligible for retirement benefits from a previous job
- d. Until a specific life event occurs (e.g., parenthood, marriage)
- e. Definitely plan to leave as soon as I can
- f. Undecided at this time

TC\_19. So far during the 2023-24 school year, how much of your own money have you spent on classroom supplies, without reimbursement?

\$\_\_\_\_\_

TC\_20. Please answer the following questions concerning school funding in your district.

	Strongly Disagree	Disagree	Agree	Strongly Agree	I'm not sure
a. I am aware of Tennessee's new funding formula, the <i>Tennessee Investment in Student Achievement (TISA)</i> Formula.	1	2	3	4	5
b. My district has communicated to staff about the new TISA formula.	1	2	3	4	5
c. I feel that my school is currently receiving sufficient funding for our needs.	1	2	3	4	5

TC\_21. What is your school's current letter grade?

- a. A
- b. B
- c. C
- d. D
- e. F
- f. My school is not eligible for a letter grade.
- g. I'm not sure.

TC\_22. [If above = a-e] My school's current letter grade accurately reflects its performance.

- a. Strongly Disagree
- b. Disagree
- c. Agree
- d. Strongly Agree

TC\_23. How many of your students' parents/guardians have discussed your school's letter grade with you?

- a. None
- b. A few
- c. About half
- d. More than half

TC\_24. 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

**REMAINDER ONLY GIVEN TO TEACHERS WHO HOLD ADMINISTRATIVE LICENSES (Q08)**

TC\_25. You indicated that you are licensed to be a school administrator in Tennessee 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. No, I am not currently pursuing a position in administration. - 1
- b. Yes, I have already applied or plan to apply in the coming months. – 2
- c. I do not hold a license to be a school administrator in TN. – 3

TC\_26. 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\_27. [If TC\_25 = a] 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\_28. [If TC\_25 = a & TC\_26 = b & TC\_27 <= 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\_29. [If TC\_25 = b] 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? (Select all that apply.)

- a. Principal
- b. Assistant principal
- c. Other: \_\_\_\_\_

TC\_30. [If TC\_25 = b] Which of the following are true about your search for school administrator positions this year? (Select 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\_31. [If TC\_25 = b] 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]