

AB_AP01. Which of the following BEST describes the leadership role you play in your school this year? (Select one option)

- a. My primary responsibility is to oversee a specific set of grade levels in my school (e.g., K-3 or grade 9).
- b. My primary responsibility is to oversee a specific set of subjects in my school (e.g., math, reading).
- c. My primary responsibility is to oversee a specific area of administrative tasks (e.g., instruction, discipline).
- d. I have a general administrative role (i.e., I handle a broad set of tasks delegated to me by my principal).
- e. Other (please specify): _____

AB_AP02. How often do you have the following?

	Not this Year	Once or Twice a Semester	About Once a Month	Two or Three Times a Month	Once a Week or More
a. A formal, scheduled one-on-one meeting with your principal (Select one option)	1	2	3	4	5
b. A formal, scheduled meeting with your principal that includes other members of the school's leadership team (Select one option)	1	2	3	4	5

AB_AP03. On the average school day, how many times would you say you talk to or confer with your principal, either on a scheduled or unscheduled basis? (Select one option)

- a. None
- b. Once or twice
- c. 3-5
- d. 6-10
- e. 11-20
- f. More than 20

AB_AP04. Has your current principal encouraged you to become a principal in the future? (Select one option)

- a. No – 0
- b. Yes – 1

AB_AP05. What is your best guess regarding how many more years you will serve in each of the following roles?

- a. _____ An assistant principal in your current school
- b. _____ An assistant principal in another school (either in or outside your district)?

AB_AP06. Are you currently seeking, or do you plan to seek a principal role?

- a. Yes, I am currently seeking a principal role.
- b. Yes, I plan to seek a principal role in the future, though I am not yet doing so.
- c. No, I do not plan to pursue a principal role.

AB_AP07. [If AB_AP06 = b] In what year do you plan to begin actively seeking a principal role?

[Drop-Down]

2023
2024
....
2032
2033 or later

AB_AP08. [If AB_AP06 = c] [Open Ended] Why will you not be seeking a principal role?

AB_AP09. [If AB_AP06 = a] Which of the following are true about your current search for principal positions?
(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 principal this year, I am very likely to continue my search next year.

AB_AP10. [If AB_AP06 = a or b] Where would your ideal principal position be? (Select one option)

- a. In my school
- b. In a different school in my district
- c. In a different district in Tennessee
- d. Outside of Tennessee
- e. Other: _____

AB_AP11. [If AB_AP06 = a or b] Which of the statements below best represent your geographical flexibility when considering your search for a principal position?

- a. I am limiting my search to schools that are close to my current home (within thirty minutes).
- b. I am open to working in schools that are a longer commute from my current home (up to two hours away).
- c. I am geographically flexible and am willing to move anywhere where I find the job that fits me.

AB_AP12. [If AB_AP06 = a] [Open Ended] We are interested in how prospective principals engage in a search for principal 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?

AB_AP13. [Recruitment question given on its own page with TERA-only branding. Given to those who are NOT from select districts with separate recruitment processes AND [answer (a) to AB_AP06 OR (b) to AB_AP06 AND 2023, 2024, 2025, or 2026 to AB_AP07]

The Tennessee Education Research Alliance at Vanderbilt University is conducting a study of aspiring school principals in Tennessee. The goal of the research is to learn more about aspiring principals' skills and capacities. Participants will take a series of leadership assessments at their convenience. Participant data will be kept confidential. The research team can provide a small honorarium for participation. Based on your responses, you may be a good fit for participation in this study (your participation is voluntary). Are you interested in being contacted to learn more about this study and the possibility of participating?

AB_AP14. Please enter an e-mail address below for the research team to contact you about this study:

- a. No
- b. Yes. Please enter your email _____

AB_AP15. To what extent do you agree or disagree with each of the following?

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. I feel prepared to become a principal. (Select one option)	1	2	3	4
b. My current principal creates opportunities for me to build school leadership skills. (Select one option)	1	2	3	4
c. My current principal sees it as part of their role to prepare me to become a principal in the future.	1	2	3	4
d. I have learned a lot from my current principal that I could apply to a future principal role (if I moved into one).	1	2	3	4

AB_AP16. Please review the list below and indicate who has observed you so far during the 2022-23 school year as part of your evaluation process.

	Has not observed you	Observed you once	Observed you two or three times	Observed you more than three times
a. My Director of Schools	1	2	3	4
b. A member of the central office team other than my Director of Schools, such as a Principal supervisor or Associate Superintendent	1	2	3	4
c. A school administrator from a school other than mine	1	2	3	4
d. My school's principal	1	2	3	4
e. Another assistant principal	1	2	3	4

AB_AP17. Which teacher perception survey is used as part of your evaluation? [RANDOMIZE]

- a. The Teacher Perception Survey
- b. The Tennessee Educator Survey
- c. I am not sure.
- d. Other: _____

AB_AP18. We are interested in the ways that the administrator evaluation process has been implemented in districts. Have any of the following occurred during your administrator evaluation process this year? (Select all that apply)

- a. I was observed by a team of individuals (more than one person).
- b. I was asked to engage/mentor another administrator in my district about a strength of mine.
- c. I was asked to present at a meeting of other administrators about an identified strength of mine.
- d. I was asked to reach out to another administrator in my district to mentor him or her in an area needing improvement.
- e. As part of my evaluation process, I completed a TEAM Administrator Evaluation Individual Action Plan.
- f. As part of my evaluation process, I completed a TEAM Administrator Evaluation Observation Self-Reflection Tool.

AB_AP19. How would you characterize the way that your evaluation is approached within your district? Is it primarily an activity completed with compliance in mind, or is it approached as a genuine opportunity for reflection and improvement?

[Scale of 1 to 5, with 1 being “Approached from a Compliance Perspective” and 5 being “Approached as an Opportunity for Reflection/Improvement”]

AB_AP20. Please indicate the extent to which you agree or disagree with the following statements regarding the administrator evaluation process during this school year (2022-23).

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. The processes used to conduct my administrator evaluation are fair to me. (Select one option)	1	2	3	4
b. I receive specific suggestions for professional learning that are tailored to my needs. (Select one option)	1	2	3	4
c. Feedback from my evaluation influences the professional learning activities in which I participate. (Select one option)	1	2	3	4
d. The administrator evaluation process is appropriately designed to evaluate my role as an Assistant Principal. (Select one option)	1	2	3	4
e. I received useful feedback as a result of the administrator evaluation process. (Select one option)	1	2	3	4
f. Overall, I am satisfied with Tennessee’s administrator evaluation process. (Select one option)	1	2	3	4

AB_AP21. We are interested in the appropriateness of Tennessee's administrator evaluation procedures for assistant principals. Are there any elements that you believe are particularly useful for your role as an assistant principal? Are there any elements that you believe could be modified to make it more appropriate for your role as an assistant principal?
