

The next set of questions asks you to reflect on your administrator evaluation process up to this point during the 2021-22 school year.

AB_PR01. Please review the list below and indicate who has observed you so far during the 2021-22 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 Superintendent, 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. A school administrator from my school	1	2	3	4

AB_PR02. 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_PR03. 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_PR04. 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_PR05. As part of your evaluation this year, how many times have evaluator(s) observed your leadership practice IN PERSON? (Select one option)

- a. My leadership practice was not observed by an individual who was physically present
- b. 1-2 times
- c. 3-4 times
- d. 5 or more times

AB_PR06. As part of your evaluation this year, how many times have evaluator(s) observed your leadership practice via a VIRTUAL PLATFORM? (Select one option)

- a. My leadership practice was not observed by an individual who was present virtually
- b. 1-2 times
- c. 3-4 times
- d. 5 or more times

AB_PR07. Please indicate the extent to which you agree or disagree with the following statements regarding the administrator evaluation process during this school year (2021-22).

	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.	1	2	3	4
c. Feedback from my evaluation influences the professional learning activities in which I participate.	1	2	3	4
d. I received useful feedback as a result of the administrator evaluation process. (Select one option)	1	2	3	4
e. Overall, I am satisfied with Tennessee’s administrator evaluation process. (Select one option)	1	2	3	4

AB_PR08. To what extent do you agree or disagree that the administrator evaluation process is appropriately designed to evaluate the assistant principal(s) in your school?

- a. I do not have any assistant principals in my school.
- b. Strongly Disagree
- c. Disagree
- d. Agree
- e. Strongly Agree

AB_PR09. We are interested in the appropriateness of Tennessee’s administrator evaluation procedures for principals. Are there any elements that you believe are particularly useful for principals? Are there any elements that you believe could be modified to make it more appropriate for principals?

AB_PR10. [If AB_PR08 not a] We are also interested in the appropriateness of Tennessee's administrator evaluation procedures for assistant principals. Are there any elements that you believe are particularly useful for evaluating assistant principals? Are there any elements that you believe could be modified to make it more appropriate for evaluating assistant principals?