

TM_L01. On a typical day, how many minutes is your commute (one-way) to work? (Enter value between 0 and 150)

Individuals who are new to their school (Less than or equal to 3 total years in their current school) and who haven't answered these questions previously for their current school will take the following questions.

TM_L02. Which of the following steps were part of the hiring process for the job you accepted at your current school? [RANDOMIZE] (Select all that apply)

- a. Interview with someone in the district's central office
- b. Phone or remote (e.g., over Skype) interview with the principal
- c. In-person interview with the principal
- d. Interview with current teachers in the school
- e. Interview with parents or other members of the school community
- f. Teaching a demonstration lesson
- g. Supplying my prior evaluation scores or other prior evidence of my effectiveness
- h. Activity involving use of student data
- i. Check of my references
- j. I was assigned to a school without going through a hiring process (Skip to TM_L11)
- k. Other (please specify): _____

TM_L03. Where did you first hear of the open position? (Select one option)

- a. The district's or school's website
- b. An online job board (e.g., Indeed, Monster)
- c. From a colleague or friend
- d. A job fair
- e. From a professional mentor (e.g., a college professor, the individual with whom you completed your student teaching)
- f. Other: _____

TM_L04. Think again about your most recent application process. Other than your current district, how many other districts did you apply to teach in? _____

TM_L05. To how many schools did you apply?

- a. Within your current district _____
- b. Within another district _____

TM_L06. From how many schools did you receive an offer of employment?

- a. Within your current district _____
- b. Within another district _____

Individuals who are new to education (Less than or equal to 3 total years in education) who have not previously taken these questions will take the following two questions.

TM_L07. Out of the items listed below, which had the greatest influence on your decision to apply to your current school /district. **[RANDOMIZE]** (Select up to two options):

- a. User-friendliness and quality of the district’s website or application process
- b. Met recruitment staff at a job fair or other recruitment event
- c. The district’s pay scale is higher than other alternatives
- d. A conversation/relationship with the school leader
- e. I completed my student teaching/clinical practice within the district
- f. Individuals from my personal or professional network teach there
- g. The geographic location worked best for me
- h. I attended school in this school or district
- i. I have a similar background with the school’s community, staff, and/or students.
- j. Other (please specify): _____

TM_L08. Think about the on-boarding process within your district. To what extent were you satisfied with the following processes?

	Mostly Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Mostly Satisfied
a. The overall application process (Select one option)	1	2	3	4
b. The interview process (Select one option)	1	2	3	4
c. HR processing (e.g., payroll sign-up) (Select one option)	1	2	3	4
d. Communication throughout the process (Select one option)	1	2	3	4

Individuals who have more than three years of experience in education but have been at their school for three years or less, and have not previously answered these questions, will take the following questions.

TM_L09. Earlier in this survey you indicated that you have been at your current school for three years or less. Which of the answer options best represents the primary reason that you switched schools? (Select one option)

- a. I wanted to move to my current school.
- b. My district required that I move to my current school
- c. My previous school closed/was restructured.
- d. Other (please specify): _____

TM_L10. **[If TM_L09 = a]** What were the main reasons you wanted to move from your former school to your current school? (open-ended)

All TM_L respondents take the following questions.

TM_L11. 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 feel like I belong at this school.	1	2	3	4
b. I am treated with respect at this school.	1	2	3	4
c. I feel like other teachers at this school care about me.	1	2	3	4

TM_L12. To what extent do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. I think about transferring to another school. (Select one option)	1	2	3	4
b. I think about leaving the teaching profession. (Select one option)	1	2	3	4
c. I am satisfied with my teaching salary. (Select one option)	1	2	3	4
d. I have student debt that constrains the career decisions that I have open to me. (Select one option)	1	2	3	4

TM_L13. Approximately how many total school days have you missed so far in the 2022-23 school year due to:?

- a. ___ Illness (you or a family member)
- b. ___ To attend a professional development (requiring a substitute)

TM_L14. Were you the first member of your immediate family to attend college (a first-generation college student)?

- a. No
- b. Yes

TM_L15. [Asked if TC_19 = 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 a specific life event occurs (e.g., parenthood, marriage)
- d. Definitely plan to leave as soon as I can
- e. Undecided at this time

Earlier in the survey you indicated that you plan to do the following next year:

[Pipe in answer to TC_18]

Please answer the following about your decision.

TM_L16. (If TC_19= b, c, d, e, f) To what extent will your salary change with this move? (Select one option)

- a. I expect to make significantly less than my current salary.
- b. I expect to make somewhat less than my current salary.
- c. I expect to make about the same as my current salary.
- d. I expect to make somewhat more than my current salary.
- e. I expect to make significantly more than my current salary.
- f. I prefer not to say.

TM_L17. (If TC_19= 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

TM_L18. (If TC_19= b, c, d, e, f) 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