

Unless otherwise indicated, when answering survey questions please consider your experiences during this current school year (2021-22). 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. 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 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
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 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. 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 seek out other teachers in my school for advice about my teaching challenges.	1	2	3	4
b. Other teachers in my school seek me out for advice about teaching challenges.	1	2	3	4

TC_08. 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_09. 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_10. 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_11. 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_12. How many total minutes of planning time are you SCHEDULED to receive over the course of a typical week?

_____ minutes

TC_13. To what extent do you agree or disagree that your district provides you with the curricular materials necessary to be successful in meeting the needs of the following groups of students?

	Strongly Disagree	Disagree	Agree	Strongly Agree	Not Applicable
a. Students with mild or moderate disabilities	1	2	3	4	5
b. Students with severe disabilities	1	2	3	4	5
c. English language learners	1	2	3	4	5

TC_14. [If TC_13a is 1-4 or TC_13b is 1-4] Which of the following challenges have you experienced with supporting students with disabilities? (Select all that apply)

- a. Difficult with differentiating instruction
- b. Lack of resources to serve varying needs (e.g., iPad, pencil grip, communication device, wiggle chair)
- c. Unsure how to modify curriculum
- d. Lack of training in instructional strategies for students with learning differences
- e. Additional meetings
- f. The additional planning time it requires
- g. How to support students' behavioral success (i.e., implementing a behavior plan)
- h. Disruptions to the classroom environment and flow of teaching
- i. Administration or district not supportive
- j. Lack of support personnel
- k. Other (Please specify): _____

TC_15. [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_16. [MS & HS Tchs Only] How frequently do you explicitly connect your course content to college and career opportunities for my students?

- a. Never
- b. Rarely
- c. Sometimes
- d. Frequently
- e. Daily

TC_17. 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_18. Which of the following best describes your plans for next school year? (Select one option)

- a. Continue teaching in this school
- b. Continue teaching in my district but in a different school
- c. Move into an administrative position within this district
- d. Leave this district next year to work in a different district
- e. Leave next year to work outside education, including work in the home (e.g., caring for family members)
- f. Retire
- g. Undecided

TC_19.

TC_20. Please rate the extent that each of the issues below was a challenge while teaching this year (2021-22). Then, in the far right column, please check the one issue from the list that was the BIGGEST CHALLENGE you experienced while teaching this year.

	TC_19. Rate the challenge of each				TC_20 Your Two Biggest Challenges
	Not a Challenge	A Minor Challenge	A Moderate Challenge	A Major Challenge	
a. Adapting to staff and student quarantines	1	2	3	4	<input type="checkbox"/>
b. Accessing equipment to follow health and safety protocols	1	2	3	4	<input type="checkbox"/>
c. Managing student compliance to health and safety protocols	1	2	3	4	<input type="checkbox"/>
d. Student attendance	1	2	3	4	<input type="checkbox"/>

All teachers take the following questions

TC_21. Think about the formal curriculum you would have covered by this point in a typical school year (pre-COVID pandemic). Approximately what proportion of that content would you estimate you have covered this school year?

- a. None or almost none
- b. About 25 percent
- c. About 50 percent
- d. About 75 percent
- e. Nearly all or all
- f. I am a new teacher or teaching a subject/grade I did not teach last year.

TC_22.

TC_23. Please rate the extent that each of these issues related to COVID-19 and your students was a concern during the 2021-22 school year. Then, in the far-right column, please check the issue from the list that was the BIGGEST CONCERN you had this year.

	TC_22. Rate your level of concern for each issue				TC_23. Your Biggest Concern
	Not a Concern	A Minor Concern	A Moderate Concern	A Major Concern	
a. Students missing instructional time	1	2	3	4	<input type="checkbox"/>
b. Student grief and trauma related to COVID-19	1	2	3	4	<input type="checkbox"/>
c. Maintaining and building relationships with students	1	2	3	4	<input type="checkbox"/>
d. Students missing crucial services/supports (free/reduced meals, counseling, etc.)	1	2	3	4	<input type="checkbox"/>
e. The long-term economic impacts for me and my students	1	2	3	4	<input type="checkbox"/>

TC_24. Think about the typical Tier 1 instruction that you provide related to pandemic recovery. Which of the following options best represent the level of the material that you use during this Tier 1 instruction.

- a. The material I use is below grade-level material.
- b. The material I use is on grade-level material.
- c. The material I use is above grade-level material.
- d. I am not sure.

TC_25. What has been the biggest challenge for you during this school year?

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

TC_26. 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. - 0
- b. Yes, I have already applied or plan to apply in the coming months. – 1
- c. I do not hold a license to be a school administrator in TN.

TC_27. 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_28. [If TC_26 = 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_29. [If TC_26 = a & 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. Was having a school administration role ever of interest to you? Why would you say it is not of interest now?
[Open-ended]

TC_30. [If TC_26 = 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_31. [If TC_26 = 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_32. [If TC_26 = 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]