

2019 Tennessee Educator Survey Administrator Core

Please indicate the extent to which you agree or disagree with the following statements regarding the culture of 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. Staff at this school have an effective process for solving problems. (Select one option)	1	2	3	4
c. Teachers at my school have high expectations for all students. (Select one option)	1	2	3	4

AC_01. Please indicate the extent to which you agree or disagree with the following statements about your school.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. I am generally satisfied with being an administrator in this school. (Select one option)	1	2	3	4
b. I feel appreciated for the job that I am doing. (Select one option)	1	2	3	4
c. This school administration effectively handles student discipline and behavioral problems. (Select one option)	1	2	3	4
d. Students in my school are often threatened and bullied. (Select one option)	1	2	3	4
e. I feel safe at my school. (Select one option)	1	2	3	4
f. I feel prepared to respond to any type of emergency situation that may occur at my school. (Select one option)	1	2	3	4

AC_02. Please indicate the extent to which you agree or disagree with each of the following statements about regarding teacher/parent relations at your school.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. My school provides meaningful opportunities for parents to partner with staff in the school to support student learning. (Select one option)	1	2	3	4
b. Parents respond to my teachers' suggestions for helping their child. (Select one option)	1	2	3	4

AC_03. Please indicate the extent to which you agree or disagree with the following statements regarding central office leadership in your district.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. The director of schools/superintendent in my district communicates a clear vision for this district. (Select one option)	1	2	3	4
b. I like the way things are run in this district. (Select one option)	1	2	3	4

c. I receive adequate support from district leadership in my role as a school leader. (Select one option)	1	2	3	4
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AC_04. Including hours spent during the school day, before and after school, and on the weekends, how many hours do you spend on ALL school-related activities during a typical FULL WEEK at this school? [Answer must be between 0 and 100, inclusive]

AC_05. In an AVERAGE WEEK, what percentage of your work time do you devote to each of the following activities? (Please make sure your answers sum to 100%)

- a. General school management duties (e.g., scheduling, budgeting)
- b. Tasks related to teacher evaluation (e.g., formal observations, post-conferences)
- c. Other instructional leadership (e.g., informal classroom visits, teacher support/professional development, curriculum)
- d. Personnel matters (e.g., hiring)
- e. Student discipline
- f. Other student-related meetings (e.g., IEP meetings, RTI2 meetings)
- g. Supervisory roles (e.g., lunch/hall/bus duty, extracurricular events)
- h. Parent and community interactions (e.g., parent conferences, meetings)
- i. Interacting with district leaders/central office
- j. Other (please specify)

AC_06. Please select the response that best corresponds with the amount of influence you have within each of the following areas.

	No Influence	Minor Influence	Moderate Influence	Major Influence
a. Setting performance standards for students of this school (Select one option)	1	2	3	4
b. Establishing curriculum at this school (Select one option)	1	2	3	4
c. Determining the content of in-service professional development programs for teachers of this school (Select one option)	1	2	3	4
d. Evaluating teachers at this school (Select one option)	1	2	3	4
e. Hiring new full-time teachers at this school (Select one option)	1	2	3	4
f. Setting discipline policy at this school (Select one option)	1	2	3	4
g. Deciding how our school budget will be spent (Select one option)	1	2	3	4

AC_07. In which subjects or grades do you have the most trouble filling positions with effective teachers? (Select up to three options)

- a. Elementary
- b. Grades 7-12 math (e.g. grades 7-12)

- c. Grades 7-12 science
- d. Grades 7-12 social studies
- e. Grades 7-12 English
- f. Special Education
- g. English as a Second Language
- h. World Languages
- i. Interventionists
- j. College-focused counselors
- k. Social workers/counselors
- l. Physical Education
- m. Instructional coaches
- n. Other (Please specify): _____

AC_08. Please indicate the extent to which you agree or disagree with the following statements regarding the administrator evaluation process during this school year (2018-2019).

	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 received useful feedback as a result of the administrator evaluation process. (Select one option)	1	2	3	4
c. The Tennessee Instructional Leadership Standards (TILS) and corresponding rubric clearly define what is expected of me as an administrator. (Select one option)	1	2	3	4
d. I have made changes in my leadership practice as a result of the evaluation. (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

AC_10. Think about your faculty. If you were to make a list of teachers from your most effective teacher to your least effective teacher, how would your rating of their day to day performance match the Level of Effectiveness (LOE) score they receive on their summative evaluation? (Select one option)

- a. My list of ratings would match teachers' LOE scores very closely.
- b. My list of ratings would match teachers' LOE scores closely.
- c. My list of ratings would match teachers' LOE scores somewhat.
- d. My list of ratings would NOT match teachers' LOE scores at all.

AC_11. Please indicate the extent to which you agree or disagree with the following statement regarding statewide standardized exams.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. Overall, information received from statewide standardized exams is worth the investment of time and effort. (Select one option)	1	2	3	4

AC_12. Which of the following statements best describe your perception of Response to Intervention (RTI2) effectiveness in your school. (Select one option)



- a. As of now, I am not convinced that RTI2 will improve student learning in my school.
- b. I have seen evidence that RTI2 can improve my students’ learning, but the program needs significant improvement in my school.
- c. I strongly believe that RTI2 has and will continue to improve student learning in my school.

AC_13. Thinking about the current school year (2018-2019), how often do you engage in each of the following practices?

	Almost Never	About Once per Semester	About Once per Month	Several Times per Month	N/A
a. Take steps to learn more about the cultures and backgrounds that students in my school represent.	1	2	3	4	5
b. Examine my school’s data for evidence that my school treats students from different groups equitably.	1	2	3	4	5
c. Work with my instructional staff on teaching approaches that respond to the needs of a diverse range of students.	1	2	3	4	5
d. Create or promote professional learning opportunities for my teachers on cultural responsiveness.	1	2	3	4	5
e. Talk about inclusivity or social justice with my staff or students.	1	2	3	4	5
f. Examine my school’s disciplinary strategies to ensure they produce good outcomes for students from different backgrounds.	1	2	3	4	5
g. Personally connect with families of different backgrounds from my own.	1	2	3	4	5
h. Take steps aimed specifically at ensuring that my school communicates effectively with parents from diverse groups.	1	2	3	4	5

AC_14. In what ways did you use the results from the 2018 Tennessee Educator Survey? (Mark all that apply)

- a. I have not received results from the 2018 Tennessee Educator Survey.
- b. I received results from the 2018 Tennessee Educator Survey but have not used them for any purpose.
- c. As part of the school and/or district improvement planning
- d. When discussing areas for improvement with teachers in my school
- e. As part of my evaluation process
- f. To communicate to parents or other external stakeholders
- g. To compare results from my district/school(s) to other district(s)/school(s)

AC_15. Please indicate the extent to which you agree or disagree with the following statements regarding Tennessee’s grade-level standards.



	Strongly Disagree	Disagree	Agree	Strongly Agree
a. The teachers at my school understand what Tennessee’s grade-level standards expect of them and their students. (Select one option)	1	2	3	4
b. Tennessee’s grade-level standards are appropriate for the learning needs of students in my school. (Select one option)	1	2	3	4
c. The instructional materials our teachers have access to are well-suited to teaching the standards. (Select one option)	1	2	3	4
d. My district has the resources it needs to provide training and materials well-suited to teaching the standards. (Select one option)	1	2	3	4

AC_16 to AC_27 only go to individuals who did NOT answer the admin-admin branch last year (which included labor market questions).

An important policy interest nationally and within Tennessee is understanding decisions administrators make regarding where they work. The following section asks you to provide feedback on your personal choices concerning your workplace. Results from this section will NOT be included in district-level reports. District leaders will never see results from these questions. We appreciate your thoughtfulness and candor.

AC_16. Before you became a principal, did you ever have a career outside of the field of education?

- a. No - 1 (Skip the next four questions)
- b. Yes, in a full-time career other than education - 2 (Continue to next question)
- c. Yes, in a part-time career other than education – 3 (Continue to next question)

AC_17. In what fields or areas did you work? (List more than one if applicable.) [Open-ended]

AC_18. How many total years of experience do you have in a career outside education, including both part-time and full-time work?

_____ Total years

AC_19. In this career (or careers) outside education, how many years did you spend in a management position? (If none, fill in “0”.)

_____ Total years

AC_20. In this career (or careers) outside education, did you have responsibility for any of the following? (Select all that apply.)

- a. Budgeting
- b. Managing others
- c. Hiring personnel
- d. Training or development of others



- e. Motivating others
- f. Maintaining facilities
- g. Maintaining interpersonal relationships
- h. Engaging external stakeholders

AC_21. What was the zip code of your residence in the year that you graduated from high school? (If you don't know or would prefer not to answer, please note the city and state.)

AC_22. What do you anticipate will be your role in the next academic year (i.e., in 2019-2020)?

- a. Still working as an administrator in this school
- b. Still working as an administrator, but at another school in this district
- c. Still working as an administrator, but at a school in another district in Tennessee
- d. Still working in a Tennessee public school, but not as an administrator
- e. Still working in Tennessee schools, but in a central or district administrative or leadership role
- f. Still working in K-12 education, but not in Tennessee public schools
- g. Working at a job outside of K-12 education
- h. Retired
- i. Other (please specify:) _____

AC_23. (If AM_A22=b) Would you say that your move to a different school next year was...? (Select one option)

- a. Mostly my decision
- b. Mostly the decision of my district's leadership
- c. Mostly the decision of others (please specify:) _____

AC_24. (If AM_A22 = b or c) To what extent do you agree or disagree with each of the following statements about your move for next year?

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. In the decision process, staying in my current school was an option that was open to me. (Select one option)	1	2	3	4
b. I actively sought a move from my current school. (Select one option)	1	2	3	4
c. Politics played a role in my move. (Select one option)	1	2	3	4
d. District leaders told me where I would move with little input from me. (Select one option)	1	2	3	4
e. My new school will be a better fit for my skills. (Select one option)	1	2	3	4
f. I am likely to be more effective in my new school. (Select one option)	1	2	3	4

AC_25. (If AM_A22 = b or c) Why are you moving to a different school for next year? (Open-ended)

AC_26. (If AM_A22 = d) Why are you leaving school administration next year?

AC_27. (If AM_A22 = f or g) Why are you leaving Tennessee schools next year? (Open-ended)

All administrators take the remainder of the questions on the admin core.

AC_28. Please indicate the extent to which you agree or disagree with each of the following statements about your work.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. I plan to remain in school leadership as long as I am able. (Select one option)	1	2	3	4
b. I think about transferring to another school. (Select one option)	1	2	3	4
c. The stress and disappointments involved in serving as an administrator in this school are not really worth it. (Select one option)	1	2	3	4
d. If I could get a higher paying job, I would leave education as soon as possible. (Select one option)	1	2	3	4
e. I plan to work in public education until I retire. (Select one option)	1	2	3	4

AC_29. What is your best guess regarding how many more years you will serve in each of the following roles?

- a. _____ An administrator in your current school
- b. _____ An administrator in any school in your district (including your current school)
- c. _____ An administrator in any school in Tennessee (including your current school)