

2019 Tennessee Educator Survey Educator Workforce Teacher Module

TM_L01. How much actual control do you have in your classroom over the following areas of your planning and teaching?

	No control	Minor control	Moderate control	A great deal of control
a. Selecting textbooks and other instructional materials (Select one option)	1	2	3	4
b. Selecting content, topics, and skills to be taught (Select one option)	1	2	3	4
c. Selecting teaching techniques (Select one option)	1	2	3	4
d. Evaluating and grading students (Select one option)	1	2	3	4
e. Disciplining students. (Select one option)	1	2	3	4
f. Determining the amount of homework to be assigned. (Select one option)	1	2	3	4
g. How I use my time within my classroom. (Select one option)	1	2	3	4

TM_L02. On a typical day, how many minutes is your commute (one-way) to work? (Enter value between 0 and 150)

TM_L03. We are interested in learning how “local” educator labor markets are in Tennessee. What was the zip code of your residence in the year that you graduated from high school? (If you don’t remember or would prefer not to answer, please note the city and state.) _____

Individuals who are new to their school (Less than or equal to 3 total years in their current school) will take the following questions.

TM_L04. We would like to ask you a few questions about the hiring process that brought you to this school. In what month and year did you apply for the job at your current school?

- a. Month, 1 = Jan....12=Dec
- b. Year, 1=2018, 2=2017, 3=2016, 4=2015, 5=2014, 6=Other

TM_L05. In what month and year were you offered the job at your current school?

- a. Month, 1 = Jan....12=Dec
- b. Year, 1=2018, 2=2017, 3=2016, 4=2015, 5=2014, 6=Other

TM_L06. In what month and year did you accept the job at your current school?

- a. Month, 1 = Jan....12=Dec
- b. Year, 1=2018, 2=2017, 3=2016, 4=2015, 5=2014, 6=Other

TM_L07. Which of the following steps were part of the hiring process for the job you accepted at your current school? (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. Other (please specify): _____

TM_L08. 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. Other: _____

TM_L09. Which statement below best describes your most recent application process?

- a. I applied to my district first and then the district provided my application to schools they selected.
- b. I applied to my district first and then choose the schools to which I wished to apply.
- c. I applied to my school directly.
- d. Other (Please Specify): _____

TM_L10. Think again about your most recent application process. Other than your current district, how many other districts did you apply to teach in? _____

TM_L11. To how many schools did you apply?

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

TM_L12. 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 as a teacher) will take the following question.



TM_L13. 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. Other (Please Specify) _____

TM_L14. 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, W-2) (Select one option)	1	2	3	4
d. Communication throughout the process	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 will take the following questions.

TM_L15. 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. (Take the next question)
- b. My district required that I move to my current school
- c. My previous school closed/was restructured.
- d. Other (Please Specify) _____

TM_L16. (If TM_L15=a) Which one or two of the reasons below best capture why you wanted to move to your current school?? (Select up to two options) [Randomize Responses]

- a. I was offered the opportunity to earn a better salary or performance bonus by moving to my current school.
- b. I followed a leader with whom I enjoy working.
- c. I was offered an opportunity to switch into a different grade level and/or subject-area.
- d. The school has a good reputation as a place teachers enjoy working
- e. There are many fewer disciplinary issues at my current school.
- f. My current school is a better fit for my personal life (e.g., shorter commute, later/earlier start time).
- g. Other (Please Specify): _____



All TM_L respondents take the following questions.

TM_L17. 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 don't seem to have as much enthusiasm now as I did when I began in education. (Select one option)	1	2	3	4
c. If I could go back to my college days and start over again, I would choose to become an educator again. (Select one option)	1	2	3	4
d. I am satisfied with my teaching salary. (Select one option)	1	2	3	4
e. If I could get a higher paying job, I would leave teaching as soon as possible. (Select one option)	1	2	3	4

TM_L18. 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 benefits from this job
- c. Until I am eligible for retirement benefits from a previous job
- d. Until I am eligible for Social Security benefits
- e. Until a specific life event occurs (e.g., parenthood, marriage)
- f. Definitely plan to leave as soon as I can
- g. Undecided at this time

TM_L19. How likely is it that you will still be working in a Tennessee public school in three years?

- a. Very Unlikely
- b. Somewhat Unlikely
- c. Somewhat Likely
- d. Very Likely