

AM_T01. Please indicate the extent to which you agree or disagree with the following statements regarding the teacher evaluation process.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. When conducting observations on my best teachers I feel that we are just “going through the motions”. (Select one option)	1	2	3	4
b. When conducting observations on my struggling teachers, I don't know where to focus.	1	2	3	4

AM_T02. Please indicate the extent to which results from teacher evaluation ratings as a whole in your school are used for the following purposes.

	Not at All	To a Small Extent	To a Moderate Extent	To a Large Extent	Do Not Know
a. To identify areas in which teachers need professional development (Select one option)	1	2	3	4	5
b. To identify which teachers need targeted coaching (Select one option)	1	2	3	4	5
c. To assign teachers to classes/students (within the school)	1	2	3	4	5
d. To determine whether teachers enter into some type of probationary status (e.g., employee improvement plan, etc.) (Select one option)	1	2	3	4	5
e. To identify teachers who are invited to assume leadership opportunities (Select one option)	1	2	3	4	5

AM_T03. Please report on your view of the overall burden on PRINCIPALS AND OTHER ADMINISTRATORS related to the implementation of the entire teacher evaluation process. (Select one option)

Low Burden 1	2	3	4	High Burden 5
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AM_T04. Please report on your view of the overall burden on TEACHERS related to the implementation of the entire teacher evaluation process. (Select one option)

Low Burden 1	2	3	4	High Burden 5
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AM_T05. Please select one item from the list below that you feel would be most useful to support your implementation of the teacher evaluation system. (Select one option) [Randomize Responses]

- a. Additional online training and examples regarding effective evaluation
- b. Opportunities that provide coaching support during observations and pre/post conferences

- c. Providing a district-wide observer that conducts some of the observation cycles for my teachers
- d. More flexibility on observation policies and procedures
- e. Other (Please specify) _____

Principals and APs are sent down two different but mirrored pathways.

Principal Section

AM_T06. How many assistant principals do you have in your school?

- a. None (Skip to AM_T13)
- b. One
- c. Two
- d. Three or more

AM_T07. To what extent do each of the following influence how you assign leadership activities to your assistant principal(s)? Do you assign leadership activities...

	No Influence	A Small Influence	A Moderate Influence	A Significant Influence
a. ... based on the needs of my school and the work that needs to be done.	1	2	3	4
b. ...based on the areas that they need to develop in order to be ready to move into a principalship position.	1	2	3	4
c. ...based on their own interests and skills.	1	2	3	4
d. ...to build their proficiency in their role.	1	2	3	4

AM_T08. Please indicate the extent to which you agree or disagree with the following statements regarding the evaluation of your assistant principal(s).

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. The purpose of the AP evaluation is to help my AP be prepared to become a principal. (Select one option)	1	2	3	4
b. The purpose of the AP evaluation is to provide feedback to my AP so he/she can be more effective AP. (Select one option)	1	2	3	4
c. The administrator evaluation rubric used in my district is aligned with the leadership activities of my assistant principal(s).	1	2	3	4

AM_T09. Please provide any additional feedback on the evaluation process for your assistant principal(s) below.

[Skip to AM_T13]



Assistant Principal Section

AM_T10. To what extent do each of the following influence how leadership activities are assigned to you by your principal(s)? Does your principal assign leadership activities to you...

	No Influence	A Small Influence	A Moderate Influence	A Significant Influence
a. ... based on the needs of my school and the work that needs to be done.	1	2	3	4
b. ...based on the areas that I need to develop in order to be ready to move into a principal position.	1	2	3	4
c. ...based on my own interests and skills.	1	2	3	4
d. ...to build my proficiency in my role.	1	2	3	4

AM_T11. Please indicate the extent to which you agree or disagree with the following statements regarding your evaluation.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. The purpose of my evaluation is to help me be prepared to become a principal. (Select one option)	1	2	3	4
b. The purpose of my evaluation is to provide feedback to me so that I can be more effective assistant principal. (Select one option)	1	2	3	4
c. The administrator evaluation rubric used in my district is aligned with my leadership activities. (Select one option)	1	2	3	4

AM_T12. Please provide any additional feedback on your evaluation process below.

Pathways converge, all Principals and APs take the following questions.

AM_T13. Are you generally aware of the process of nominating a Tennessee Teacher of the Year? (Select one option)

- a. Yes
- b. No

AM_T14. The Tennessee Department of Education released a new strategic plan, *Best for All*. Which of the following best describes your current level of familiarity with the three strategic priorities in *Best for All*. (Select one option)

- a. I have not heard of *Best for All*.



- b. I have heard of *Best for All*, but I am not familiar with the three priorities.
- c. I am familiar with the three priorities in *Best for All*, but I am not aware of any specific work being done in the priority areas.
- d. I am familiar with the three priorities in *Best for All*, and I am aware of specific work that TDOE is doing in the priority areas.
- e. I am familiar with the three priorities in *Best for All*, and I am involved in specific work being done in the priority areas.

AM_T15. [If previous = b-e] How did you hear about *Best for All*? (select all that apply)

- a. Twitter/social media
- b. News media
- c. TDOE website
- d. Presentation/communication from someone from my district
- e. Presentation/communication from someone from TDOE
- f. Word of mouth
- g. Other: _____

AM_T16. [If AM_T14 = d or e] What are your thoughts about the three priorities in *Best for All*? (open response)

AM_T17. Please indicate the extent to which you agree or disagree with the following statement regarding assessments in your school.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. Overall, information received from statewide standardized assessments is worth the investment of time and effort. (Select one option)	1	2	3	4
b. Formative assessments used in my school provide feedback on students' growth towards mastering standards.	1	2	3	4
c. Formative assessment data at this school is predictive of our school's performance on statewide or national standardized assessments (e.g., TNReady, ACT).	1	2	3	4

AM_T18. We are interested in learning more about barriers to professional growth. Which items from the list below are the most significant barriers to your professional growth? (Select up to Two)

- a. A lack of quality professional learning opportunities
- b. Insufficient support from my supervisor
- c. A resistance to change from school faculty
- d. A lack of time to devote to improvement efforts
- e. A lack of specificity in evaluation feedback
- f. A lack of resources such as release time to visit other schools
- g. Insufficient opportunities to network with other school leaders
- h. Other: _____

AM_T19. In each of the following areas please indicate if you have received professional learning and how applicable it was to making changes in your school.



	Did not receive any professional learning in this area.	Received professional learning in this area, but it was not applicable in my school.	Received professional learning in this area and applied it to concrete changes in my school.
a. Providing teachers with content-specific feedback	1	2	3
b. Effective use of time	1	2	3
c. Administrator evaluations	1	2	3
d. Data-driven instruction	1	2	3
e. Teacher recruitment and retention	1	2	3
f. School budgeting	1	2	3
g. Special education and alternative assessments	1	2	3
h. Change management/Leading leadership teams	1	2	3

AM_T20. From whom do you most frequently seek professional advice/mentorship about solving challenges you face in your school leadership role?

Most Frequently

a1) Name: _____ a2) Role: _____

Second Most Frequently

b1) Name: _____ b2) Role: _____

Third Most Frequently

c1) Name: _____ c2) Role: _____