

Teacher Module: Educator Workforce

TM_L01. 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.

TM_L02. [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: _____

TM_L03. [If TM_L01 = d or e] What are your thoughts about the three priorities in *Best for All*? (open response)

TM_L04. To what extent do you agree or disagree with the following statements about the curriculum provided by your district?

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. The curriculum provided by my district provides me with useful information about how to teach particular skills, strategies, texts, or other topics. (Select one option)	1	2	3	4
b. The curriculum provided by my district is engaging for students. (Select one option)	1	2	3	4
c. The curriculum provided by my district is adaptable to different student levels. (Select one option)	1	2	3	4
d. The curriculum provided by my district supports student achievement of standards and success on assessments. (Select one option)	1	2	3	4

TM_L05. Which of the options below best represents your experiences observing other classrooms during this school year for the purpose of learning from a colleague's instructional approach? (Select one option)

- a. I have not observed another teacher's classroom during this school year.
- b. I have observed one other classroom during this school year.
- c. I have observed 2-3 other classrooms during this school year.

- d. I have observed more than 3 other classrooms during this school year.

TM_L06. 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. Evaluating and grading students (Select one option)	1	2	3	4
d. Disciplining students (Select one option)	1	2	3	4
e. How I use my time within my classroom (Select one option)	1	2	3	4

TM_L07. 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) will take the following questions.

TM_L08. Which of the following steps were part of the hiring process for the job you accepted at your current school? (Select all that apply)

- Interview with someone in the district's central office
- Phone or remote (e.g., over Skype) interview with the principal
- In-person interview with the principal
- Interview with current teachers in the school
- Interview with parents or other members of the school community
- Teaching a demonstration lesson
- Supplying my prior evaluation scores or other prior evidence of my effectiveness
- Activity involving use of student data
- Check of my references
- Other (please specify:) _____

TM_L09. Where did you first hear of the open position? (Select one option)

- The district's or school's website
- An online job board (e.g., Indeed, Monster)
- From a colleague or friend
- A job fair
- Other: _____

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 two questions.

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.
- b. My district required that I move to my current school



- c. My previous school closed/was restructured.
 d. Other (Please Specify) _____

All TM_L respondents take the following questions.

TM_L16. 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 am satisfied with my teaching salary. (Select one option)	1	2	3	4

TM_L17. Approximately how many total school days have you missed so far in the 2019-20 school year due to:?

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

TM_L18. Which of the following best describes your plans for next school year? (Select one option)

- a. Continue teaching in this school
 b. Serve in an administrative position in this school instead of teaching
 c. Continue teaching in my district but in a different school
 d. Leave this district next year to work in a different district
 e. Leave next year to pursue a job not in education
 f. Retire

TM_L19. (If previous = a or b) 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_L20. (If TM_L18= 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_L21. (If TM_L18= c, d, e, f) Which of the following most influenced your plans to not teach in your district 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. Leaving on my own for other reasons

TM_L22. Including summer, 2019, have you earned additional income from a source other than from your current school system? (Select one option)

- a. I have not earned additional income during summer 2019 or this school year.
- b. Yes, I earned additional income during the summer 2019 only.
- c. Yes, I earned additional income during the school year.
- d. Yes, I earned additional income BOTH during the summer and during the school year.

TM_L23. (If last question = b-d) Think about the additional income you made this year, and select the option that best captures the level of compensation that this provides. (Select one option)

- a. This additional income is less than 10% of my teaching salary.
- b. This additional income is 11%-25% of my teaching salary.
- c. This additional income is 26% - 50% of my teaching salary.
- d. This additional income is more than 50% of my teaching salary.
- e. I prefer not to say.

TM_L24. (If TM_L22 = b-d) Think about the second job you have that takes up the most time outside of teaching. What would it be best characterized as? (Select one option)

- a. Tutoring
- b. Gig economy (e.g., Ride sharing, DoorDash)
- c. Retail
- d. Waitstaff/food service
- e. Other: _____

TM_L25. Did you receive a bachelor's degree outside of education? (Select one option)

- a. No
- b. Yes (What was the field? _____)

TM_L26. What pathway did you follow to obtain your teaching license? (Select one option)

- a. A teacher education program in undergraduate
- b. A teacher education program in graduate school (e.g., Master of Arts in Teaching)
- c. An alternative educational certification
- d. Other: _____

TM_L27. Please select the most appropriate answer below regarding a master's degree. (Select one option)

- a. I do not currently have a master's degree and am not currently working towards one.
- b. I do have a master's degree but my district did not help pay at least a portion of my tuition.
- c. I do have a master's degree/am working towards a master's degree and my district did/is helping pay at least a portion of my tuition.