

## 2018 Tennessee Educator Survey

### The Administrator Evaluation and Professional Learning Process Administrator Module

AM\_A01. Please indicate the extent to which you agree or disagree with the following statements regarding the ADMINISTRATOR evaluation system used in your school district.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. I believe I am held to a similar standard to other administrators in my district in the administrator evaluation process. (Select one option)	1	2	3	4
b. The system is effective in identifying outstanding administrators. (Select one option)	1	2	3	4
c. The system is effective in identifying administrators who are struggling. (Select one option)	1	2	3	4
d. I receive specific suggestions for professional learning that are tailored to my needs. (Select one option)	1	2	3	4
e. Feedback from my evaluation influences the professional learning activities in which I participate. (Select one option)	1	2	3	4

AM\_A02. Please indicate the quality of the feedback your evaluator provides to you for each of the following standards?

	Not Useful	Somewhat Useful	Useful	Very Useful
a. Instructional Leadership for Continuous Improvement (Select one option)	1	2	3	4
b. Culture for Teaching and Learning (Select one option)	1	2	3	4
c. Professional Learning & Growth (Select one option)	1	2	3	4
d. Resource Management (Select one option)	1	2	3	4

AM\_A03. During the current school year (including summer 2017), what were your top three personal priorities for your own individual professional growth? (Select up to Three) [Randomize Responses]

- a. Building instructional capacity in staff
- b. Improving my own knowledge of teaching and learning
- c. Preparing teachers for state assessments (e.g., TNReady, TCAP Social Studies/U.S. History)
- d. Analyzing and interpreting student formative assessment results
- e. Analyzing and interpreting student summative assessment results
- f. Creating a positive school culture (e.g., establishing respectful culture and managing student behavior)
- g. Meeting the needs of all learners (e.g., English learners and students with disabilities)
- h. Addressing students' non-academic needs (e.g., social emotional development)

- i. Aligning standards, curriculum, and student learning outcomes
- j. Teacher evaluation

AM\_A04. Did you use any of the following supports for your professional learning this year?

	No, this support is not available	No, but this support is available	Yes, I used this support
a. Release time (such as regular responsibilities temporarily assigned to someone else) (Select one option)	1	2	3
b. Scheduled time during the contract year for professional learning (in addition to state-required days) (Select one option)	1	2	3
c. Stipend for professional learning activities that take place outside regular work hours (Select one option)	1	2	3
d. Stipend for providing professional learning to my colleagues (Select one option)	1	2	3
e. Full or partial reimbursement of college tuition (Select one option)	1	2	3
f. Coverage or reimbursement for conference or workshop fees/travel (Select one option)	1	2	3
g. Personalized coaching support following professional learning (Select one option)	1	2	3
h. Online educator forums offered by or through my school or district to share experiences following professional learning (Select one option)	1	2	3

AM\_A05. In my district, professional learning experiences for administrators are primarily.... (Select one option)

- a. Prescribed by the school.
- b. Collaboratively chosen between district leaders and administrators.
- c. Autonomously selected by the administrator.
- d. Based on feedback from the administrator’s evaluation.

**Principal Labor Market – New Subsection**

An important policy interest nationally and within Tennessee is understanding administrators’ decisions concerning where they work. The following section asks you to provide feedback on your personal decisions 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.

AM\_A06. 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)



AM\_A07. In what fields or areas did you work? (List more than one if applicable.) [Open-ended]

AM\_A08. How many total years of experience do you have in a career outside education, including both part-time and full-time work?

\_\_\_\_\_ Total years

AM\_A09. In this career (or careers) outside education, how many years did you spend in a management position? (If none, fill in "0".)

\_\_\_\_\_ Total years

AM\_A10. In this career (or careers) outside education, did you have responsibility for any of the following? (Check 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

AM\_A11. What do you anticipate will be your role in the next academic year (i.e., in 2018-19)?

- 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:) \_\_\_\_\_

AM\_A12. (If AM\_A11=b) Would you say that your move to a different school next year was...? (Check one)

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

AM\_A13. (If AM\_A11 = 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	1	2	3	4
b. I actively sought a move from my current school.	1	2	3	4
c. Politics played a role in my move.	1	2	3	4
d. District leaders told me where I would move with little input from me.	1	2	3	4
e. My new school will be a better fit for my skills.	1	2	3	4
f. I am likely to be more effective in my new school.	1	2	3	4

AM\_A14. (If AM\_A11 = b or c) Why are you moving to a different school for next year? [Open-ended]

AM\_A15. (If AM\_A11 = d) Why are you leaving school administration next year?

AM\_A16. (If AM\_A11 = f) Why are you leaving Tennessee schools next year? [Open-ended]

AM\_A17. 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

AM\_A18. What is your best guess regarding how many more years you will serve in each of the following roles?

- \_\_\_\_\_ An administrator in your current school
- \_\_\_\_\_ An administrator in any school in your district (including your current school)
- \_\_\_\_\_ An administrator in any school in Tennessee (including your current school)