

CC_01. *Do you currently hold a school administrator license (a license that would permit you to be a principal or assistant principal)? (Select one option)

- a. No – 0
- b. Yes – 1

CC_02. *Which grades are represented among the students assigned to your counseling caseload in 2024-25? (Select all the apply)

- a. Pre-K
- b. Kindergarten
- c. 1
- d. 2
- e. 3
- f. 4
- g. 5
- h. 6
- i. 7
- j. 8
- k. 9
- l. 10
- m. 11
- n. 12

CC_03. In this school year, how many students were assigned to your caseload? (Please enter a number) (Enter a value between 0 and 3000)

CC_04. Which of the following best describes a method in which students at this school are assigned to counselors? Select any method that is used within your school. (Select all that apply)

- a. I am the only counselor at my school (all students at this school are assigned to my caseload).
- b. Students are assigned to counselors alphabetically.
- c. Students are assigned to counselors based on their grade or grade band.
- d. Students are assigned to counselors by cohort, so they have the same counselor throughout their time at the school.
- e. Students are assigned to counselors based on certain pathway or program of study.
- f. Students are assigned randomly.
- g. Students are assigned or allowed to choose based on needs or fit.
- h. I am not sure.
- i. Other: _____

CC_05. Please report what percentage of your time is spent on each of the following in a typical week. (Number Entry, please make sure your answers sum to 100%) [RANDOMIZE]

- a. Direct student services (e.g., individual student planning, group instruction, responsive services)
- b. Student support services (e.g., referrals, consultation, collaboration)
- c. Program management and school support (e.g., planning and managing counseling program, assessing its effectiveness)
- d. Non-counseling activities

TOTAL:SUM: (Total must Sum to 100%)

CC_06. [Ask if non-counseling activities in previous question >0]. Which of the following non-counseling activities are you most often asked to complete or are considered part of your normal job responsibilities? [Randomize]
(Select up to three options)

- a. Coordinate state and/or district testing
- b. Provide academic interventions to students
- c. Maintain student records (e.g., updating documents, filing, etc.)
- d. Student scheduling
- e. Update student transcripts
- f. Register and/or withdraw students from courses
- g. Cover classrooms if teachers are absent
- h. Identify and work with students with high absenteeism rates
- i. Individualized services related to college/career applications (e.g., recommendation letters, transcript services)
- j. IEP and/or 504 meetings
- k. None of these
- l. Other (please specify): _____

CC_07. Please indicate the extent to which you agree or disagree with the following statements about your school.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. Counselors' roles and responsibilities are clearly defined at my school. (Select one option)	1	2	3	4
b. My administrator supports me in my role as a counselor. (Select one option)	1	2	3	4
c. My administrator(s) protect my time from non-counseling duties. (Select one option)	1	2	3	4
d. I routinely collaborate with teachers about student academic needs (e.g., course placement, accommodations). (Select one option)	1	2	3	4
e. I routinely collaborate with teachers about student non-academic needs (e.g., behavior, engagement). (Select one option)	1	2	3	4

CC_08. How familiar are you with trauma-informed practices in schools? (Select one option)

- a. Not at all familiar
- b. Somewhat familiar
- c. Familiar
- d. Very familiar

CC_09. Does your school implement a trauma-informed practices or Resilient School Communities program?
(Select one option)

- a. No – 0
- b. Yes, my school implements a Resilient School Communities program. – 1
- c. Yes, my school implements a different trauma-informed program. - 2
- d. I don't know. – 3

CC_10. [If previous = Yes] To what extent do you agree or disagree with each of the following statements about trauma-informed practices?

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. I understand how to use trauma-informed practices to support students' needs. (Select one option)	1	2	3	4
b. I receive support from my school or district's leadership in using trauma-informed practices. (Select one option)	1	2	3	4
c. I am interested in receiving more training about incorporating trauma-informed practices into my classroom. (Select one option)	1	2	3	4

CC_11. To what extent are restorative practices familiar to you and used within your school? (Select one option)

- I am not familiar with restorative practices.
- I am familiar with restorative practices, but they are not used within my school.
- Restorative practices are used in a few circumstances within my school.
- Restorative practices are in widespread use within my school.

CC_12. Which rubric was used for your professional evaluation this school year (2024-25)? (Select one option)

- School Services Personnel Rubric
- General Educator Rubric
- I don't know
- Other: _____

CC_13. Please indicate the extent to which you agree or disagree with the following statements regarding your evaluation process during this school year (2024-25).

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. The processes used to conduct my evaluation are fair to me. (Select one option)	1	2	3	4
b. Feedback from my evaluation influences the professional learning activities in which I participate. (Select one option)	1	2	3	4
c. The evaluation process is appropriately designed to evaluate my role as counselor. (Select one option)	1	2	3	4
d. I received useful feedback as a result of the counselor evaluation process. (Select one option)	1	2	3	4
e. Overall, I am satisfied with Tennessee's evaluation process for counselors. (Select one option)	1	2	3	4

Subsection for HS Counselors Only

CC_14. Do students at your school generally have to opt out of advanced coursework? (Select one option)

- a. No
- b. Yes
- c. I don't know

CC_15. What resources do you find most helpful when helping students choose among the Early Postsecondary Opportunities available to them? [RANDOMIZE] (Select up to three)

- a. Recommendations from or discussions with teachers
- b. Course standards
- c. CTE course of study/pathway
- d. Student's college and career readiness assessments
- e. Student's expressed interests
- f. My knowledge about the appropriateness or fit for the student
- g. Parent input or feedback
- h. Trainings/professional development I have received about EPSOs
- i. Value/demand of credential
- j. Other: _____

CC_16. Please indicate the extent to which you agree or disagree with the following statements about your school.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. Students in this school are encouraged to identify a career plan that includes a seamless postsecondary transition. (Select one option)	1	2	3	4
b. Students are encouraged to take advanced coursework including EPSOs that they are interested in. (Select one option)	1	2	3	4
c. Students are encouraged to take advanced coursework to meet Ready Graduate benchmarks , regardless of interest or readiness. (Select one option)	1	2	3	4
d. There are established academic performance criteria (e.g., minimum GPA) for students to qualify to take certain EPSOs (Select one option)	1	2	3	4
e. I have received sufficient training and guidance on how to advise students on pursuing postsecondary education and/or training. (Select one option)	1	2	3	4
f. Our school has clear goals for increasing the number of students enrolling in EPSOs (Select one option)	1	2	3	4
g. Our school has clear goals for increasing the number of students who qualify as a Ready Graduate (Select one option)	1	2	3	4

CC_17. Which of the following Early Postsecondary Opportunities (EPSOs) are being offered by your school for the current school year? (Select all that apply)

- a. Advanced Placement (AP)
- b. Cambridge International Examinations (CIE)
- c. College Level Examination Program (CLEP)

- d. Dual Enrollment
- e. International Baccalaureate (IB)
- f. Local Dual Credit
- g. Statewide Dual Credit
- h. Industry certifications
- i. None of the Above

CC_18. [If previous not = i] Please indicate the extent to which you agree or disagree with each of the following statements about preparation for Early Postsecondary Opportunities (EPSOs), including dual credit, dual enrollment, AP, IB, CLEP, Cambridge, or industry certifications, at your school. (Select one option)

- a. All students in this school who are capable of engaging rigorous coursework receive proper placement in these courses throughout high school.
- b. Current placement practices ensure all EPSO-ready students in this school are enrolled into EPSOs.
- c. Students in this school are well-aware of support for the financial requirements of EPSOs (dual enrollment grant, testing waivers, discounts, etc.).
- d. All students who enroll in EPSOs take the aligned exam, if applicable.
- e. All students who participate in EPSOs earn college-credit bearing scores on the aligned exam, if applicable.

CC_19. [CC_16 = d "Dual Enrollment"] At which types of institutes of higher education can students take dual enrollment? (Select all that apply)

- a. Tennessee Colleges of Applied Technology (TCATs)
- b. Community college
- c. 4-year college/universities

CC_20. [If previous =a] Please indicate the extent to which you agree or disagree with the following statements regarding students in your school.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. Students have a good understanding of the programs of study available to them through TCAT Dual Enrollment. (Select one option)	1	2	3	4
b. Students have the necessary support for the required textbooks and travel to participate in their TCAT Dual Enrollment courses. (Select one option)	1	2	3	4
c. Enrolling students into TCAT Dual Enrollment courses is difficult because of scheduling or other logistical difficulties. (Select one option)	1	2	3	4
d. Students have the appropriate guidance to complete their TCAT Dual Enrollment courses. (Select one option)	1	2	3	4
e. Students understand who is eligible for state-funded grant programs that fund TCAT Dual Enrollment. (Select one option)	1	2	3	4

f. Students believe that TCAT Dual Enrollment will improve their earning potential in their future careers. (Select one option)	1	2	3	4
g. Students value the experience of taking TCAT Dual Enrollment classes. (Select one option)	1	2	3	4
h. Students who enroll in one TCAT Dual Enrollment course often persist with further courses in the same program of study. (Select one option)	1	2	3	4

CC_21. Please indicate the extent to which each of the following presents a barrier to offering EPSOs in your school.

	Not a barrier	Somewhat of a barrier	Moderate barrier	Extreme barrier	I don't know
a. Availability of qualified teachers. (Select one option)	1	2	3	4	5
b. Low student interest. (Select one option)	1	2	3	4	5
c. Inadequate student academic preparation. (Select one option)	1	2	3	4	5
d. Student ineligibility for participating in ESPOs. (Select one option)	1	2	3	4	5
e. Scheduling conflicts with other non-EPSO courses. (Select one option)	1	2	3	4	5
f. Cost of materials (e.g., textbooks, technology). (Select one option)	1	2	3	4	5
g. Cost of program or examination fees. (Select one option)	1	2	3	4	5

CC_22. Please estimate the percentage of each of the following groups that you believe are aware of all the EPSO options available at your school: (Numeric entry, 0-100)

- a. Students ___%
- b. Parents ___%
- c. Teachers ___%
- d. Administrators ___%
- e. Counselors ___%

CC_23. What percentage of your school's current seniors would you estimate are heading towards the following pathways? (Please make sure that your answers sum to 100%)

- a. 4-year college/university
- b. 2-year/technical college
- c. Joining the military
- d. Employment
- e. Other

CC_24. What percentage of the current 9th grade students in your school would you estimate are on track to be college-ready upon graduation?

____ (Numeric entry, 0 to 100)

Subsection for HS AND MS Counselors

CC_25. How familiar are you with the state's High School and Beyond Plan (HSBP)? (Select one option)

- a. Not at all familiar
- b. Somewhat familiar
- c. Familiar
- d. Very familiar

CC_26. In what ways are you involved with High School and Beyond Plans at your school? (Select all that apply)

- a. Creating plans with the students assigned to me
- b. Providing oversight to other counselors' responsibilities related to HSBPs
- c. Facilitating the career assessments that inform HSBPs
- d. Updating HSBP plans annually
- e. Meeting with parents about HSBPs
- f. Other: _____

CC_27. [Open Ended] What additional support do you need to effectively manage students' HSBPs?

All Counselors Take the Following

CC_28. To what extent do you collaborate with a district-employed social worker or mental health professional to address your students' mental health needs? (Select one option)

- a. Not at all
- b. A little
- c. Somewhat
- d. Significantly

CC_29. To what extent do you collaborate with an outside agency/partner social worker or mental health professional to address your students' mental health needs? (Select one option)

- a. Not at all
- b. A little
- c. Somewhat
- d. Significantly

CC_30. What is the greatest obstacle you face to implementing a comprehensive school counseling program? (Select one option)

- a. Not having enough time to meet with students
- b. Serving growing numbers of students with mental health needs
- c. Assigned too many ad-hoc/non-counseling tasks
- d. Other: _____

REMAINDER ONLY GIVEN TO COUNSELORS WHO HOLD ADMINISTRATIVE LICENSES

CC_31. You indicated that you are licensed to be a school administrator in Tennessee but are not currently working as a school administrator (e.g., as a principal or assistant principal). Are you currently actively pursuing a school administrator position? (Select one option)

- a. No, I am not currently pursuing a position in administration. - 1
- b. Yes, I have already applied or plan to apply in the coming months. – 2
- c. I do not hold a license to be a school administrator in TN. – 3

CC_32. Have you ever been a school administrator in the past? (Select one option)

- a. Yes, I have been a school administrator in the past, but am not currently.
- b. No, I have never sought a job as a school administrator.
- c. No, I have sought a school administrator job(s) in the past, but have never been selected/matched with a position.
- d. Other: _____

CC_33. [If CC_31 = a] How likely are you to seek a job as a school administrator in the future? (Select one option)

- a. Very unlikely
- b. Unlikely
- c. 50/50
- d. Likely
- e. Very likely

CC_34. [If CC_31 = a & CC_32 = b & CC_33 <= c] You indicated that you have never sought a job as a school administrator and don't think it's likely that you will seek one in the future, even though you hold a license. Was having a school administration role ever of interest to you? Why would you say it is not of interest now? [Open-ended]

CC_35. [If CC_31 = b] You indicated that you currently are pursuing (or are planning to pursue) a school administrator position. Which kind of school administrator positions are you pursuing? (Select all that apply.)

- a. Principal
- b. Assistant principal
- c. Other: _____

CC_36. [If CC_31 = b] Which of the following are true about your search for school administrator positions this year? (Select all that apply.)

- a. I am only pursuing positions in public schools.
- b. I am only pursuing positions in my current school district.
- c. If I am not hired as a school administrator this year, I am very likely to continue my search next year.

CC_37. [If CC_31 = b] We are interested in how prospective school administrators engage in a search for school administrator positions. Can you describe what this process has been like for you? What has been your approach or strategy? What factors have you considered in what positions to seek and where? [Open-ended]