

Unless otherwise indicated, when answering survey questions please consider your experiences during this current school year (2024-25). Also, the terms “school leaders” and “school leadership” are used throughout this survey. When reflecting on questions that use these terms, please consider your principal and any assistant principals at your school.

TC_01. Please indicate the extent to which you agree or disagree with the following statements regarding your school.

| | Strongly Disagree | Disagree | Agree | Strongly Agree |
|--|-------------------|----------|-------|----------------|
| a. There is an atmosphere of trust and mutual respect within this school. (Select one option) | 1 | 2 | 3 | 4 |
| b. Teachers are encouraged to participate in school leadership roles. (Select one option) | 1 | 2 | 3 | 4 |
| c. I am generally satisfied with being a teacher in this school. (Select one option) | 1 | 2 | 3 | 4 |
| d. I would recommend this school to parents seeking a place for their child. (Select one option) | 1 | 2 | 3 | 4 |
| e. Our school staff is a learning community in which ideas and suggestions for improvement are encouraged. (Select one option) | 1 | 2 | 3 | 4 |
| f. Teachers in my school are allowed to focus on teaching students with minimal interruptions. (Select one option) | 1 | 2 | 3 | 4 |

TC_02. Please indicate the extent to which you agree or disagree with the following statements regarding school leadership in your school.

| | Strongly Disagree | Disagree | Agree | Strongly Agree |
|--|-------------------|----------|-------|----------------|
| a. School leadership communicates a clear vision for this school. (Select one option) | 1 | 2 | 3 | 4 |
| b. The staff feels comfortable raising issues and concerns that are important to them with school leaders. (Select one option) | 1 | 2 | 3 | 4 |
| c. I like the way things are run at this school. (Select one option) | 1 | 2 | 3 | 4 |

TC_03. Please indicate the extent to which you agree or disagree with the following statements about your school’s leader. For these items, consider the leader (your principal or an assistant principal) who you consider most responsible for engaging with you around instruction.

| | Strongly Disagree | Disagree | Agree | Strongly Agree |
|---|-------------------|----------|-------|----------------|
| a. My school’s leader regularly models effective instruction. (Select one option) | 1 | 2 | 3 | 4 |
| b. My school’s leader regularly gives feedback on my instruction. (Select one option) | 1 | 2 | 3 | 4 |
| c. My school’s leader knows my instructional strengths and areas of growth. (Select one option) | 1 | 2 | 3 | 4 |

| | | | | |
|---|---|---|---|---|
| d. My school's leader is knowledgeable about the curricula being used. (Select one option) | 1 | 2 | 3 | 4 |
| e. My school's leader is knowledgeable about the non-academic needs of my students. (Select one option) | 1 | 2 | 3 | 4 |

TC_04. Please indicate the extent to which you agree or disagree with the following statements regarding school safety.

| | Strongly Disagree | Disagree | Agree | Strongly Agree |
|--|-------------------|----------|-------|----------------|
| a. School leadership effectively handles student discipline and behavioral problems. (Select one option) | 1 | 2 | 3 | 4 |
| b. Students treat adults with respect at this school. (Select one option) | 1 | 2 | 3 | 4 |
| c. Students in my school are safe from bullying. (Select one option) | 1 | 2 | 3 | 4 |

TC_05. Please indicate the extent to which you agree or disagree with the following statements regarding the teachers at your school.

| | Strongly Disagree | Disagree | Agree | Strongly Agree |
|---|-------------------|----------|-------|----------------|
| a. Teachers at my school help maintain discipline in the entire school, not just their classroom. (Select one option) | 1 | 2 | 3 | 4 |
| b. Teachers at my school take responsibility for improving their school. (Select one option) | 1 | 2 | 3 | 4 |

TC_06. Please indicate the extent to which you agree or disagree with the following statements regarding your planning time this school year.

| | Strongly Disagree | Disagree | Agree | Strongly Agree |
|--|-------------------|----------|-------|----------------|
| a. My individual planning time is sufficient. (Select one option) | 1 | 2 | 3 | 4 |
| b. My collaborative planning time is sufficient. (Select one option) | 1 | 2 | 3 | 4 |

TC_07. In a typical week, what percentage of instructional time do you spend managing student behavioral and disciplinary issues? (Select one option)

- a. 5 percent or less
- b. 6 percent to 10 percent
- c. 11 percent to 15 percent
- d. 16 percent to 25 percent
- e. More than 25 percent

TC_08. In the following matrix, "professional learning" is defined as the instructional improvement activities in which you have participated this school year (e.g., coaching, PLCs, professional development sessions). Please

indicate the frequency with which the following instructional improvement statements have applied to you during this school year.

| | Never | Rarely | Sometimes | Frequently |
|--|-------|--------|-----------|------------|
| a. My professional learning has been closely aligned to the instructional materials that have been adopted by my district. (Select one option) | 1 | 2 | 3 | 4 |
| b. The professional learning I have received has led to improvements in my teaching. (Select one option) | 1 | 2 | 3 | 4 |
| c. I have received specific professional learning suggestions that are tailored to my needs. (Select one option) | 1 | 2 | 3 | 4 |
| d. My professional learning experiences this year have been closely aligned to the feedback I received on my evaluation. (Select one option) | 1 | 2 | 3 | 4 |

TC_09. During the current school year, feedback that I received from my evaluator was (Please select the most appropriate answer) (Select one option)

- ...focused more on helping me improve my teaching than making a judgment about my performance.
- ...focused more on making a judgment about my performance than helping me improve my teaching.
- ...equally focused on helping me improve my teaching and making a judgment about my performance.

TC_10. Please indicate the extent to which you agree or disagree with the following statements regarding the teacher evaluation process used in your school.

| | Strongly Disagree | Disagree | Agree | Strongly Agree |
|---|-------------------|----------|-------|----------------|
| a. The processes used to conduct my teacher evaluation are fair to me. (Select one option) | 1 | 2 | 3 | 4 |
| b. The evaluation system helps me to identify areas where I can improve. (Select one option) | 1 | 2 | 3 | 4 |
| c. The individual who observes my classroom has the expertise to evaluate my teaching. (Select one option) | 1 | 2 | 3 | 4 |
| d. In general, the teacher evaluation process used in my school has led to improvements in my teaching. (Select one option) | 1 | 2 | 3 | 4 |

TC_11. Which of the options below best represents your experience with classroom walk-throughs this school year? Please only consider any walk-throughs NOT conducted as part of your teacher evaluation process. (Select one option)

- Walk-throughs were not conducted by my administrator(s) this year.
- Walk-throughs were conducted this year but feedback from them was not helpful.
- Walk-throughs were conducted this year and feedback from them was slightly helpful.
- Walk-throughs were conducted this year and feedback from them was moderately helpful.
- Walk-throughs were conducted this year and feedback from them was very helpful.

TC_12. Which of the following best describes your plans for next school year? (Select one option)

- a. Continue teaching in this school
- b. Continue teaching in my district but in a different school
- c. Move into an administrative/other support position within this district
- d. Leave this district next year to work in a different district
- e. Leave next year to do something not in a K-12 district but in education (e.g., graduate work in education, work in an educational non-profit)
- f. Leave next year to work outside education, including work in the home (e.g., caring for family members)
- g. Retire
- h. Undecided

TC_13. (If TC_12= b, c, d, e, f) To what extent will your salary change due to 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.

TC_14. (If TC_12= a) 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

TC_15. (If TC_12 = b, c, d, e, f, g) Which of the following most influenced your plans to not teach in your school 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/benefits
- g. The types of students with whom I work
- h. Teacher observation/evaluation practices
- i. Being encouraged to leave by administration and/or other faculty

- j. A lack of diversity in the staff at my school
- k. Other:

TC_16. [Asked if TC_12 = a, b, c, d, or h] What is your best estimate for the number of years you will continue to teach in Tennessee? _____

TC_17. Please indicate the extent to which you agree or disagree with the following statements regarding your own personal wellness.

| | Strongly Disagree | Disagree | Agree | Strongly Agree |
|--|-------------------|----------|-------|----------------|
| a. My school or district leadership has clearly communicated mental health resources available to me as a teacher. (Select one option) | 1 | 2 | 3 | 4 |
| b. I am able to prioritize my personal wellness. (Select one option) | 1 | 2 | 3 | 4 |
| c. My school's climate values my personal wellness. (Select one option) | 1 | 2 | 3 | 4 |

TC_18. Do you include financial literacy in your classroom instruction and/or student club support? (Select one option)

- a. No
- b. Yes

TC_19. [If previous = yes] [Open Ended] Please specify the grade level(s) and course(s) or club(s) where you incorporate instruction about financial literacy, and provide an estimate regarding the percentage of your overall instructional time in each class you spend on financial literacy.

TC_20. Which of the following statements best describes your perception of RTI2 effectiveness in your school? (Select one option)

- a. As of now, I am not convinced that RTI2 will improve student learning in my school.
- b. I have seen evidence that RTI2 can improve my students' learning, but the program needs improvement in my school.
- c. I strongly believe that RTI2 has and will continue to improve student learning in my school.

TC_21. Have you taught in a summer learning camp? (Select one option)

- a. No
- b. Yes

TC_22. Have you taught students during the regular academic year who have previously attended a summer learning camp? (Select one option)

- a. No
- b. Yes
- c. I'm not sure

TC_23. [If previous =Yes] To what extent do you agree or disagree with the following statements about summer learning camps in your district?

| | Strongly Disagree | Disagree | Agree | Strongly Agree |
|---|-------------------|----------|-------|----------------|
| a. The summer learning camp was well organized. (Select one option) | 1 | 2 | 3 | 4 |
| b. I felt prepared to effectively teach the summer learning camp curriculum. (Select one option) | 1 | 2 | 3 | 4 |
| c. I had access to the materials and technology needed to teach. (Select one option) | 1 | 2 | 3 | 4 |
| d. The planned pacing of the curriculum was reasonable. (Select one option) | 1 | 2 | 3 | 4 |
| e. The curriculum addressed gaps that many students had from last year. (Select one option) | 1 | 2 | 3 | 4 |
| f. I was provided ongoing assessments of student learning during summer camp. (Select one option) | 1 | 2 | 3 | 4 |

TC_24. [If TC_21 or TC_22 =Yes] To what extent do you agree or disagree with the following statements about the summer program?

| | Strongly Disagree | Disagree | Agree | Strongly Agree | I don't know |
|---|-------------------|----------|-------|----------------|--------------|
| a. Students enjoy the summer learning camp. (Select one option) | 1 | 2 | 3 | 4 | 5 |
| b. Students improved academically as a result of the summer learning camp. (Select one option) | 1 | 2 | 3 | 4 | 5 |
| c. I would recommend this summer learning camp to my students and their families. (Select one option) | 1 | 2 | 3 | 4 | 5 |

REMAINDER ONLY GIVEN TO TEACHERS WHO HOLD ADMINISTRATIVE LICENSES (Q10)

TC_25. 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)

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

TC_26. Have you ever been a school administrator in the past? (Select one option)

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

TC_27. [If TC_25=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

TC_28. [If TC_25 = a & TC_26 = b & TC_27 <= 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]

TC_29. [If TC_25 = 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: _____

TC_30. [If TC_25 = 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.

TC_31. [If TC_25 = 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]