

TM_L01. 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) and who haven't answered these questions previously for their current school will take the following questions.

TM_L02. Which of the following steps were part of the hiring process for the job you accepted at your current school? [RANDOMIZE] (Select all that apply)

- a. Interview with someone in the district's central office
- b. Phone or remote (e.g., over Zoom) interview with the principal
- c. In-person interview with the principal
- d. Interview with current teachers in the school
- e. Teaching a demonstration lesson
- f. Supplying my prior evaluation scores or other prior evidence of my effectiveness
- g. Check of my references
- h. I was assigned to a school without going through a hiring process (Skip to TM_L08)
- i. A residency of apprenticeship
- j. Other (please specify): _____

TM_L03. Where did you first hear of the open position? (Select one option)

- a. The district's or school's website
- b. An online job board (e.g., Indeed, Monster)
- c. From a colleague or friend
- d. A job fair
- e. From a professional mentor (e.g., a college professor, the individual with whom you completed your student teaching)
- f. A pre-apprenticeship or work-based learning experience
- g. Other: _____

TM_L04. Think about the other districts you applied to teach in during your most recent application process. Other than your current district, how many districts....

- a. ...did you apply to teach in? _____
- b. ...offered you employment? _____

Individuals who are new to education (Less than or equal to 3 total years in education) who have not previously taken these questions will take the following two questions.

TM_L05. 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. I previously worked in the district as a substitute, paraprofessional, or other similar role other than student teaching
- g. Individuals from my personal or professional network teach there
- h. The geographic location worked best for me
- i. I attended school in this school or district
- j. I have a similar background to the school’s community, staff, and/or students.
- k. Other (please specify): _____

Individuals who have more than three years of experience in education but have been at their school for three years or less, and have not previously answered these questions, will take the following questions.

TM_L06. 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): _____

TM_L07. [If TM_L06 = a] What were the main reason(s) you wanted to move from your former school to your current school? (Select up to three) [RANDOMIZE]

- a. Leadership
- b. Culture and climate among teachers and staff
- c. Workload
- d. Facilities/working conditions
- e. Location/commute
- f. Salary/benefits
- g. Teaching assignment (i.e., grade level, subject area)
- h. The types of students with whom I work
- i. Accountability
- j. Being encouraged to leave by administration and/or other faculty
- k. A lack of diversity in the staff at my school
- l. Other: _____

All TM_L respondents take the following questions.

TM_L08. 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 think about leaving the teaching profession. (Select one option)	1	2	3	4
c. I am satisfied with my teaching salary. (Select one option)	1	2	3	4
d. I have student debt that constrains the career decisions that I have open to me. (Select one option)	1	2	3	4

TM_L09. Approximately how many total school days have you missed so far in the 2024-25 school year due to:

- a. ___ Illness (you or a family member)
- b. ___ To attend a professional development (requiring a substitute)
- c. ___ Due to other reasons

TM_L10. Please review the career enhancement opportunities listed below. For each option, please select the most appropriate answer option.

	I am not currently interested in this role.	I am interested in serving in this role but do not currently do so.	I currently serve in this role.
a. Serve as a mentor teacher (Select one option)	1	2	3
b. Serve as a department chair/PLC lead (Select one option)	1	2	3
c. Conduct peer observation and feedback cycles (Select one option)	1	2	3
d. Have a half-time release: teach half the day and coach peers half the day (Select one option)	1	2	3
e. Support small-group instruction within an advanced teacher's larger classroom (Select one option)	1	2	3
f. Supervise a full-time, all-year teacher resident in your classroom (Select one option)	1	2	3

TM_L11. Please indicate the extent to which you agree or disagree with the following statements concerning cell phone use at school.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. Cell phone use by students in my school disrupts students' academic achievement. (Select one option)	1	2	3	4
b. Cell phone use by teachers in my school subtracts from instructional time and/or quality. (Select one option)	1	2	3	4
c. Cell phone use by students in my school contributes to cheating during tests and examinations. (Select one option)	1	2	3	4
d. Students in my school having cell phones improves school safety. (Select one option)	1	2	3	4
e. Teachers in my school having cell phones improves school safety. (Select one option)	1	2	3	4

f. Cell phones should be banned on my school’s campus. (Select one option)	1	2	3	4
---	---	---	---	---

TM_L12. To what degree would you say each of the following is a strength of your principal’s leadership of your school? (Please think specifically about your principal rather than other members of the school’s leadership team.)

[RANDOMIZE WITHIN MATRIX]

	Not a strength	Somewhat of a strength	A moderate strength	Very much a strength
a. Giving helpful feedback on teacher instruction (Select one option)	1	2	3	4
b. Using data to help teachers improve instruction (Select one option)	1	2	3	4
c. Building a climate in the school that promotes instruction (Select one option)	1	2	3	4
d. Building a culture that encourages student learning (Select one option)	1	2	3	4
e. Creating opportunities for teachers to work together (Select one option)	1	2	3	4
f. Facilitating regular collaborative learning among teachers (Select one option)	1	2	3	4
g. Managing the school’s resources strategically (Select one option)	1	2	3	4
h. Allocating school time effectively to pursue school goals (Select one option)	1	2	3	4