

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 2025-26? (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)

Counselors that serve any students grades 6-12 continue the survey, others exit.

Subsection for HS Counselors Only

In this section, “postsecondary” is defined as Tennessee Colleges of Applied Technology (TCATs), Community College, 4-year institutions, and military service.

CC_04. Do students at your school generally have to opt out of advanced coursework? (Select one option)

- a. No – 0
- b. Yes – 1
- c. I don’t know – 2

CC_05. 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_06. 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_07. Which of the following resources would most effectively prepare high school counselors to support student college and career readiness? (Select up to Three)

- a. Hands-on workshops with real-world case studies
- b. Ongoing mentorship or coaching programs for counselors
- c. Free access to online certification courses focused on college and career readiness
- d. Pre-planned programs and activities for students and parents
- e. Printable resources (i.e. admissions 101, scholarships 101, FAFSA 101, interviewing 101, etc.) regarding college and career readiness
- f. Web based toolkits on college enrollment and career readiness
- g. Other: _____

CC_08. 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_09. [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.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. Most students in this school who are capable of engaging in rigorous coursework receive proper placement in these courses throughout high school. (Select one option)	1	2	3	4
b. Students in this school are well-aware of support for the financial requirements of EPSOs (dual enrollment grant, testing waivers, discounts, etc.). (Select one option)	1	2	3	4
c. Most students who enroll in EPSOs take the aligned exam, if applicable. (Select one option)	1	2	3	4
d. Most students who participate in EPSOs earn college-credit bearing scores on the aligned exam, if applicable. (Select one option)	1	2	3	4

CC_10. [CC_08 = d "Dual Enrollment"] Through what models are Dual Enrollment courses offered to your students? (Select all that apply)

- a. Through a TCAT course taught by a credentialed high school teacher
- b. At a TCAT campus with TCAT instructors
- c. Online through a community college
- d. Through a course taught at the high school in partnership with a community college or university
- e. Other: _____

CC_11. 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-EP SO 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_12. Please estimate the percentage of each of the following groups that you believe are aware of all the EP SO options available at your school: (Numeric entry, 0-100)

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

CC_13. 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_14. 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_15. 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_16. 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_17. [Open Ended] What additional support do you need to effectively manage students' HSBPs?

REMAINDER ONLY GIVEN TO COUNSELORS WHO HOLD ADMINISTRATIVE LICENSES

CC_18. 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_19. 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_20. [If CC_18 =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_21. [If CC_18 = a & CC_19 = b & CC_20 <= 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_22. [If CC_18 = 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_23. 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_24. 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]