

AB\_PR01. Please indicate the extent to which you agree or disagree with the following statements regarding the administrator evaluation process during this school year (2025-26).

|  | Strongly Disagree | Disagree | Agree | Strongly Agree |
|--|-------------------|----------|-------|----------------|
| a. Feedback from my evaluation influences the professional learning activities in which I participate. (Select one option) | 1                 | 2        | 3     | 4              |
| b. I received useful feedback as a result of the administrator evaluation process. (Select one option)                     | 1                 | 2        | 3     | 4              |

AB\_PR02. Please answer the following questions concerning school funding in your district.

|   | Strongly Disagree | Disagree | Agree | Strongly Agree | I'm not sure |
|---|-------------------|----------|-------|----------------|--------------|
| a. I feel that my school is currently receiving sufficient funding for our needs. (Select one option) | 1                 | 2        | 3     | 4              | 5            |

AB\_PR03. How much influence do you have over each of the following?

|  | No influence | Minor influence | Moderate influence | Major influence | Not applicable |
|--|--------------|-----------------|--------------------|-----------------|----------------|
| a. How my school budget is spent (Select one option)   | 1            | 2               | 3                  | 4               | 5              |
| b. Which faculty are hired into my school (Select one option)                                | 1            | 2               | 3                  | 4               | 5              |
| c. Which of my faculty are not retained the following year (Select one option)               | 1            | 2               | 3                  | 4               | 5              |
| d. Which members of my faculty receive a differential compensation award (Select one option) | 1            | 2               | 3                  | 4               | 5              |

AB\_PR04. Think about each of the activities that may have occurred in your school this year (2025-26). What percentage of eligible students had at least one parent or guardian participating in the following events?

|   | 25% or less | 26% to 49% | 50% to 76% | 76% to 100% | Not Applicable/I Don't Know |
|---|-------------|------------|------------|-------------|-----------------------------|
| a. Open house or back-to school night (Select one option)                         | 1           | 2          | 3          | 4           | 5                           |
| b. Regularly scheduled parent-teacher conferences (Select one option)             | 1           | 2          | 3          | 4           | 5                           |
| c. Special subject-area events (e.g., science fair, concerts) (Select one option) | 1           | 2          | 3          | 4           | 5                           |
| d. Volunteer in the school as needed or on a regular basis (Select one option)    | 1           | 2          | 3          | 4           | 5                           |

AB\_PR05. Think about all of the professional learning opportunities you have had over the last two years. To what extent do you agree that these have had each of the following characteristics? [RANDOMIZE ORDER WITHIN THE MATRIX]

|  | Strongly Disagree | Disagree | Agree | Strongly Agree |
|--|-------------------|----------|-------|----------------|
| a. Tightly connected to my day-to-day work (Select one option)                     | 1                 | 2        | 3     | 4              |
| b. Relevant to practices I implement at my school (Select one option)              | 1                 | 2        | 3     | 4              |
| c. Well aligned to my needs as a leader (Select one option)                        | 1                 | 2        | 3     | 4              |
| d. Differentiated to develop my specific leadership capacities (Select one option) | 1                 | 2        | 3     | 4              |
| e. Driven by my own choices about my learning (Select one option)                  | 1                 | 2        | 3     | 4              |
| f. Chosen by others (Select one option)  | 1                 | 2        | 3     | 4              |
| g. Coherent across different forms of learning (Select one option)                 | 1                 | 2        | 3     | 4              |
| h. Strategically chosen (Select one option)  | 1                 | 2        | 3     | 4              |
| i. Prioritized in my schedule (Select one option)                                  | 1                 | 2        | 3     | 4              |
| j. Continuous throughout the year (Select one option)                              | 1                 | 2        | 3     | 4              |
| k. A way to connect with other leaders (Select one option)                         | 1                 | 2        | 3     | 4              |
| l. Conducted with a consistent group of other leaders (Select one option)          | 1                 | 2        | 3     | 4              |

AB\_PR06. Over the last two years, how frequently did you participate in each of the following potential learning opportunities to help you grow as a leader?

|   | Never | Once per year | 2-4 times per year | About once a month | 2-3 times per month | Once a week or more |
|---|-------|---------------|--------------------|--------------------|---------------------|---------------------|
| a. Stand-alone workshops, conferences, or trainings (that is, "one-off" rather than ongoing, cumulative learning opportunities) (Select one option)   | 1     | 2             | 3                  | 4                  | 5                   | 6                   |
| b. Ongoing workshops or trainings that are part of a series and build cumulatively on one another (Select one option)   | 1     | 2             | 3                  | 4                  | 5                   | 6                   |
| c. Participating in a principal network or community of practice organized around common learning goals (e.g., a group of principals organized by the district, an outside organization, or online) (Select one option) | 1     | 2             | 3                  | 4                  | 5                   | 6                   |

|   |   |   |   |   |   |   |
|---|---|---|---|---|---|---|
| d. Receiving coaching from a supervisor (e.g., engaging in observation and feedback as part of a supervisor's school visits or district evaluation processes) (Select one option)   | 1 | 2 | 3 | 4 | 5 | 6 |
| e. Receiving coaching from someone other than a supervisor (e.g., engaging in observation and feedback with a district or external expert, school rounds with district or external support personnel) (Select one option) | 1 | 2 | 3 | 4 | 5 | 6 |
| f. Receiving formal mentoring from a more experienced leader (not a supervisor) (Select one option)   | 1 | 2 | 3 | 4 | 5 | 6 |
| g. Informal conversations (e.g., in person, virtual, via text) with peers, informal mentors, or supervisors with a learning component (Select one option)   | 1 | 2 | 3 | 4 | 5 | 6 |
| h. Self-directed independent learning (e.g., via books, podcasts, YouTube) (Select one option)  | 1 | 2 | 3 | 4 | 5 | 6 |
| i. Learning by doing on-the-job (that is, trying a new practice or tool and assessing its efficacy) (Select one option)   | 1 | 2 | 3 | 4 | 5 | 6 |

AB\_PR07. Please indicate the extent to which you agree or disagree with the following statement regarding your teacher candidate pool.

|   | Strongly Disagree | Disagree | Agree | Strongly Agree | Not Applicable |
|---|-------------------|----------|-------|----------------|----------------|
| a. We have a sufficiently large pool of licensed applicants to choose a qualified candidate for open teaching positions at my school. (Select one option) | 1                 | 2        | 3     | 4              | 5              |

AB\_PR08. How often are you involved in the following ways with hiring teachers for your school?

|   | Never | Sometimes | Often | Always or nearly always |
|---|-------|-----------|-------|-------------------------|
| a. Recruiting teachers to apply   | 1     | 2         | 3     | 4                       |
| b. Reviewing applications   | 1     | 2         | 3     | 4                       |
| c. Interviewing applicants  | 1     | 2         | 3     | 4                       |
| d. Making final decisions about who to hire (or who should be recommended to the district for hire) | 1     | 2         | 3     | 4                       |

The next question is asked if previous a = 2, 3, or 4.

AB\_PR09. In the last year, how challenging was it for you to recruit the following kinds of teachers to your school?

|   | Not at all<br>challenging | Somewhat<br>challenging | Challenging | Very<br>challenging | Extremely<br>challenging | N/A |
|---|---------------------------|-------------------------|-------------|---------------------|--------------------------|-----|
| a. Instructionally effective teachers<br>(Select one option)                                  | 1                         | 2                       | 3           | 4                   | 5                        | 6   |
| b. Teachers with necessary qualifications<br>for my school's vacancies (Select one<br>option) | 1                         | 2                       | 3           | 4                   | 5                        | 6   |
| c. Teachers who I think will stay in my<br>school (Select one option)                         | 1                         | 2                       | 3           | 4                   | 5                        | 6   |

AB\_PR10. How challenging is it to RETAIN teachers who you want to keep at your school? (Select one option)

- a. Not at all challenging
- b. Somewhat challenging
- c. Challenging
- d. Very challenging
- e. Extremely challenging
- f. Not applicable

AB\_PR11. Think about the way your district supports the hiring of new staff into your building. To what extent are you satisfied with the following processes within your district?

|   | Mostly<br>Dissatisfied | Somewhat<br>Dissatisfied | Somewhat<br>Satisfied | Mostly<br>Satisfied |
|---|------------------------|--------------------------|-----------------------|---------------------|
| a. Providing an adequate number of high-quality<br>candidates (Select one option) | 1                      | 2                        | 3                     | 4                   |
| b. The hiring platform/process used by your district<br>(Select one option)       | 1                      | 2                        | 3                     | 4                   |
| c. The on-boarding of staff to your district (Select<br>one option)               | 1                      | 2                        | 3                     | 4                   |

AB\_PR12. How many of the following positions do you have at your school?

- a. \_\_\_ Assistant Principals (If >0) Yes/No Do these individuals serve on your leadership team?
- b. \_\_\_ Instructional Coaches (If >0) Yes/No Do these individuals serve on your leadership team?
- c. \_\_\_ Academic Deans (If >0) Yes/No Do these individuals serve on your leadership team?