

This survey section asks teachers with three or fewer years' experience to reflect on their teacher preparation program. Please think about the college/university or other program that prepared you or is preparing you for your initial teaching license and answer the following.

TB_E01. What option below best captures the type of preparation program you most recently attended in order to become a teacher? (Select one option)

- a. An undergraduate program at an Institution of Higher Education (e.g., university/college)
- b. Post-baccalaureate Program at an Institution of Higher Education (e.g., university/college)
- c. Education-Related Organization (e.g., TFA, Nashville Teacher Residency)
- d. Local Education Agency (e.g., district/LEA)
- e. I did not attend a preparation program to become a teacher (Skip to TB_E09)
- f. Other: _____

TB_E02. What clinical practice pathway did you complete? (Select one option)

- a. Student teaching/clinical
- b. Internship
- c. Job embedded
- d. Other: _____

TB_E03. Where is this program geographically located? (Select one option)

- a. The state of Tennessee
- b. A US state other than Tennessee
- c. Outside the United States
- d. 100% virtual

TB_E04. Please indicate the extent to which you agree or disagree that each of the following aspects of your educator preparation program prepared you for your current role.

	Strongly Disagree	Disagree	Agree	Strongly Agree	Not Applicable
a. Coursework and program content (e.g., readings, lectures, projects) (Select one option)	1	2	3	4	5
b. Clinical experience/practice (e.g., student teaching, classroom observations, residency) (Select one option)	1	2	3	4	5

TB_E05. Please indicate the extent to which you agree or disagree that your educator preparation program prepared you for each of the following teaching competencies.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. Support all students' academic development (Select one option)	1	2	3	4
b. Address students' learning difficulties (Select one option)	1	2	3	4

c. Foster collaboration with families and colleagues (Select one option)	1	2	3	4
d. Implement effective classroom management practices (Select one option)	1	2	3	4
e. Demonstrate in-depth knowledge of content for the subject(s) I teach (Select one option)	1	2	3	4
f. Practice content-specific pedagogy (Select one option)	1	2	3	4

TB_E06. [PK-5 Tchrs Only] Please indicate the extent to which you agree or disagree that your educator preparation program prepared you to effectively teach students how to read. (Select one option)

- a. Strongly Disagree
- b. Disagree
- c. Agree
- d. Strongly Agree

TB_E07. Please indicate the extent to which you agree or disagree that your educator preparation program prepared you for each of the following teaching competencies.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. Engage students in critical thinking (Select one option)	1	2	3	4
b. Plan instruction that supports all students in meeting rigorous learning goals (Select one option)	1	2	3	4
c. Differentiate instruction to support all students in meeting rigorous goals (Select one option)	1	2	3	4
d. Use multiple assessment results to guide instructional decision making (Select one option)	1	2	3	4
e. Engage students in using available technology in the learning process (Select one option)	1	2	3	4
f. Adhere to the professional educator code of ethics (Select one option)	1	2	3	4
g. Advocate for the needs of all my students (Select one option)	1	2	3	4
h. Engage in ongoing professional learning (Select one option)	1	2	3	4
i. Use trauma-informed practices to support students' needs (Select one option)	1	2	3	4

TB_E08. To what extent do you agree that you would recommend your educator preparation program to someone who was considering entering teaching? (Select one option)

- a. Strongly Disagree
- b. Disagree
- c. Agree
- d. Strongly Agree

TB_E09. Are you currently teaching under one of the following emergency credentials? (Select one option)

- a. Academic Permit
- b. Occupational Permit
- c. Clinical Practice Permit
- d. None of the Above

TB_E10. [If previous not = d] Did you receive or are you receiving any of the following assistance from your district to help you convert your permit to a full license? (Select all that apply)

- a. A specific HR license coordinator/advisor focused on the goal of license conversion
- b. Help from my mentor/coach
- c. PRAXIS coaching or practice sessions
- d. Financial support to help with the fees associated with licensure
- e. Other: _____

TB_E11. Which of the following did you have in the first year of teaching? [RANDOMIZE] (Select all that apply)

- a. Formal teacher mentor assigned by school or district leadership
- b. Educator preparation program-based clinical supervisor/mentor
- c. New teacher peer/reflection group
- d. Assistance in preparing for my observations
- e. Instructional coaching or professional development targeted to my needs
- f. Tuition support for ongoing education
- g. Financial support for teaching in a high needs area (e.g., science, math, special education)
- h. Pathways to licensure guidance/counseling
- i. Release time for observing expert teachers
- j. None of the above

TB_E12. Think about the hiring process within your district. To what extent were you satisfied with the following processes?

	Mostly Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Mostly Satisfied
a. HR processing (e.g., payroll sign-up) (Select one option)	1	2	3	4
b. Communication throughout the process (Select one option)	1	2	3	4

TB_E13. Which of the following best describes your path to becoming a teacher? (Select one option)

- a. I have wanted to be a teacher since I was young (before high school).
- b. I started thinking about becoming a teacher while in high school.
- c. I decided to enter an educator preparation program after starting college.
- d. I decided to enroll in a teaching certification program after receiving a degree in another field of study.
- e. I previously worked in another field; teaching was a career change for me.

TB_E14. Did you participate in any of the following programs during your path to becoming a teacher? (Select all that apply)

- a. Occupational Scholarship Program – Tennessee
- b. TN Future Teacher Scholarship – Tennessee
- c. Grow Your Own/Registered Teacher Apprenticeship – Tennessee
- d. MTSU Tennessee Teach Back Initiative – MTSU
- e. TEACH Grant – Federal
- f. Teacher Loan Forgiveness Program – Federal
- g. None of the Above

TB_E15. Did you do any portion of your clinical practice, residency, or apprenticeship experience in the district in which you currently work? (Select one option)

- a. No – 0
- b. Yes, some of my clinical practice experience – 1
- c. Yes, all of my clinical practice experience – 2
- d. I did not complete a clinical practice experience. – 3

TB_E16. Think back to the reason(s) that you selected your certification program. Of the list below, what were the most important factors for why you chose your certification program? [Randomize] (Select up to two)

- a. Grade and subject certification options
- b. The time to complete the program
- c. The cost of the program
- d. The program's location
- e. Recommendations or reviews from others
- f. Job placement opportunities
- g. Fully remote coursework
- h. Paid student teaching/internship/residency
- i. A program tied to a specific teaching job