

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 or 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 question.

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. 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 2025-26 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.

	This role is not available to me	This role is available to me but I am not currently interested in it.	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	4
b. Serve as a department chair/PLC lead (Select one option)	1	2	3	4
c. Conduct peer observation and feedback cycles (Select one option)	1	2	3	4
d. Have a half-time release: teach half the day and coach peers half the day (Select one option)	1	2	3	4
e. Support small-group instruction within an advanced teacher's larger classroom (Select one option)	1	2	3	4
f. Supervise a full-time, all-year teacher resident in your classroom (Select one option)	1	2	3	4

Think about your school's current official cell phone policy for students. In the following questions, "restricted" means: "with approved exceptions (e.g., teacher-directed academic activities, students with special needs)."

TM_L11. Officially, when is the personal use of phones (e.g., for texting, social media) restricted*? (Select one option)

- a. Bell-to-Bell (students are prohibited from using their phones during the entire school day)
- b. Schedule-based restriction (e.g., students can only use phones during lunch or between classes)
- c. No school-wide restriction (e.g., individual teachers and staff decide when students can use phones for their class)

TM_L12. Officially, where are students allowed to keep their phones? (Select one option)

- a. No phones in building or on campus (students must leave their phones at home)
- b. Centralized collection (students must deposit their phones in one place, like the main office, at the beginning of the school day)
- c. Yondr pouches or similar (students must keep their phones in a lockable pouch)
- d. Classroom collection by all or most teachers (students must deposit their phones at the beginning of every class)
- e. Lockers only (students must keep their phones in their lockers all day)
- f. 'No show' (students can keep their phones, but phones must be out of sight at all times)
- g. No school-wide collection policy (individual teachers and staff decide where students can keep phones).

TM_L13. Have there been any major changes in your school's *official* cell phone policy in the last 5 years? (Select one option)

- a. Yes, the policy has changed
- b. No, the policy has *not* changed [\[Go to TM_L17\]](#)
- c. Honestly, I recently joined this school and don't know [\[Go to TM_L17\]](#)

TM_L14. Approximately when did your school's cell phone policy change? (Select one option)

- a. Middle of the 2025-26 school year (winter/spring)
- b. Beginning of the 2025-26 school year (fall)
- c. Middle of the 2024-25 school year (winter/spring)
- d. Beginning of the 2024-25 school year (fall)
- e. Middle of the 2023-24 school year (winter/spring)
- f. Beginning of the 2023-24 school year (fall)
- g. Middle of the 2022-23 school year (winter/spring)
- h. Beginning of the 2022-23 school year (fall)
- i. Middle of the 2021-22 school year (winter/spring)
- j. Beginning of the 2021-22 school year (fall)
- k. Middle of the 2020-21 school year (winter/spring)
- l. Beginning of the 2020-21 school year (fall)
- m. Honestly, I recently joined this school and don't know

Now think about your school's official school phone policy before the change.

TM_L15. Before the change, when was the personal use of phones (e.g., for texting, social media) restricted? (Select one option)

- a. Bell-to-bell (i.e., students are prohibited from using their phones during the entire school day)
- b. Schedule-based restriction (e.g., students can only use phones during lunch or between classes)
- c. No school-wide restriction (e.g., individual teachers and staff decide when students can use phones for their class)
- d. Honestly, I recently joined this school and don't know

TM_L16. Before the change, where were students allowed to keep their phones?* (Select one option)

- a. No phones in building or on campus (students must leave their phones at home)

- b. Centralized collection (students must deposit their phones in one place, like the main office, at the beginning of the school day)
- c. Yondr pouches or similar (students must keep their phones in a lockable pouch)
- d. Classroom collection by all or most teachers (students must deposit their phones at the beginning of every class)
- e. Lockers only (students must keep their phones in their lockers all day)
- f. 'No show' (students can keep their phones, but phones must be out of sight at all times)
- g. No school-wide collection policy (individual teachers and staff decide where students can keep phones).
- h. Honestly, I recently joined this school and don't know

TM_L17. 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