ABOUT THE SURVEY

This survey of former New York City teachers is being conducted by a team of researchers from the University at Albany and Stanford University. Please complete this questionnaire even if you are no longer a teacher or are no longer living in the New York City area. The questionnaire asks for your teaching experiences and your views concerning those experiences and your future plans. This multi-year study is seeking to better understand what features of teacher preparation and induction are most effective at improving student outcomes and how the attributes of teachers and their pathways into teaching relate to teacher retention and teaching practice. Your participation is vitally important and will help us better understand how to improve the work-lives of teachers. As a token of appreciation, we will send you a $25 check for returning your questionnaire.

PROTECTING YOUR PRIVACY

Filling out this questionnaire will take about 20 minutes and is completely voluntary. If you choose to help us by filling out the survey, you can leave blank any questions you do not wish to answer. Completing the survey indicates your consent to participate. All the information you provide will be kept strictly confidential, used only for the purposes of this study, and will be reported in summary form only. The information will be used to improve teacher preparation and induction. At no time will this information be used to evaluate any individual. This study’s confidentiality protections have been reviewed and approved by the Institutional Review Board at the University at Albany and have been issued a federal Certificate of Confidentiality.

IRB Number: 06-020
Expiration Date: February 2, 2007
A. YOUR JOB

A1. Do you currently teach in the New York City public school system (not including charter schools)?

☐ No  ☐ Yes ➞ SKIP TO SECTION E ON PAGE 7.

A2. During the 2004-2005 school year or the summer of 2005, did you apply for:

MARK ONE ANSWER IN EACH ROW.

☐ A teaching job in a New York City public school other than one in which you worked during the 2004-2005 school year

☐ A teaching job in a charter school in New York City

☐ A teaching job in a public or charter school outside New York City

☐ A teaching job in a private/parochial school

☐ A job as a school-level administrator

☐ A job in another education-related occupation  If yes, which occupation(s)?

☐ A job in another occupation  If yes, which occupation(s)?

☐ Graduate school

A3. During the 2004-2005 school year or the summer of 2005, did you receive an offer from:

MARK ONE ANSWER IN EACH ROW.

☐ A teaching job in a New York City public school other than one in which you worked during the 2004-2005 school year

☐ A teaching job in a charter school in New York City

☐ A teaching job in a public or charter school outside New York City

☐ A teaching job in a private/parochial school

☐ A job as a school-level administrator

☐ A job in another education-related occupation  If yes, which occupation(s)?

☐ A job in another occupation  If yes, which occupation(s)?

☐ Graduate school

A4. Currently, what is your MAIN occupational status? MARK ONLY ONE.

☐ Student at a college or university

☐ Caring for family members

☐ Unemployed and seeking work

☐ Self-employed in your own business, professional practice, or farm

☐ Working as a regular K–12 classroom teacher

☐ Working in a position in the field of education, but not as a regular K–12 classroom teacher  

If so, what is that position?

☐ Working in an occupation outside of the field of education  If so, what is that occupation?

☐ Other
A5. How many **hours per week** do you usually work in all jobs for which you receive pay? (Please include preparation time if your job/jobs require this.) **MARK ONLY ONE.**
- □ 0
- □ 1-9
- □ 10-19
- □ 20-29
- □ 30-39
- □ 40-49
- □ 50+

A6. How many **weeks per year** do you usually work in all jobs for which you receive pay? **MARK ONLY ONE.**
- □ 0
- □ 1-9
- □ 10-19
- □ 20-29
- □ 30-39
- □ 40-49
- □ 50+

A7. What are your estimated annual before-tax earnings in your job(s)? (If you do not know the exact number, an estimate is fine.)

$[ ][
, [ ]
] per year

A8. Are you currently teaching?
- □ Yes
- □ No → **SKIP TO SECTION C ON PAGE 4.**

---

**B. FOR CURRENT TEACHERS (2005-2006 SCHOOL YEAR)**

B1. How do you classify your position at your CURRENT school, that is, the activity at which you spend most of your time during this school year? **MARK ALL THAT APPLY.**
- □ Regular teacher (full-time or part-time)
- □ Itinerant teacher (i.e., your assignment requires you to provide instruction at more than one school)
- □ Long-term substitute (i.e., your assignment requires that you fill the role of a regular teacher on a long-term basis, but you are still considered a substitute)
- □ Administrator (e.g., principal, assistant principal, director, school head)
- □ Library media specialist or librarian
- □ Other professional staff (e.g., counselor, curriculum coordinator, social worker)
- □ Support staff (e.g., secretary)
- □ Short-term substitute
- □ Student teacher
- □ Teacher aide

B2. Where do you teach? **MARK ALL THAT APPLY.**
- □ I teach in a charter school in New York City.
  - If so, which school(s)? __________________________
- □ I teach in a public school outside of New York City. If yes, where?
  - school(s): __________________________
  - district: __________________________
  - state: __________
- □ I teach in a charter school outside of New York City. If yes, where?
  - school(s): __________________________
  - district: __________________________
  - state: __________
- □ I teach in a private/parochial school. If so, where?
  - school(s): __________________________
  - district: __________________________
  - state: __________

B3. What grade(s) do you teach? **MARK ALL THAT APPLY.**
- □ K □ 1 □ 2 □ 3 □ 4 □ 5 □ 6 □ 7 □ 8 □ 9 □ 10 □ 11 □ 12

B4. What subject(s) do you teach? **MARK ALL THAT APPLY.**
- □ Special Education
- □ General Elementary
- □ Other Elementary
- □ Secondary Math (middle or high school)
- □ Secondary Science
- □ Secondary English/History/Social Studies
- □ Other Secondary

---

- 3 -
B5. How many total hours do you spend on ALL teaching and other school-related activities during a typical FULL WEEK at this school (include work that you do both in school and elsewhere)?

B6. Considering the students that you teach, approximately what percent . . . MARK ONE ANSWER IN EACH ROW.

- a. Started the school year below grade level in reading ............................................
- b. Started the school year with limited English proficiency ........................................
- c. Are identified as special education students ..........................................................
- d. Enrolled in the school after the start of the school year ........................................
- e. Were in your class on the first day of school but no longer attend the school ...............
- f. Are not in attendance on a typical day .....................................................................

C. LEAVING NYC TEACHING

C1. How important were the following factors in your decision to leave your
2004-2005 NYC public school teaching position? (If you taught in more than one
NYC school in 2004-2005, answer for the school in which you taught in April of 2005.)
MARK ONE ANSWER IN EACH ROW.

- a. Wanting to work closer to home ...........................................................................
- b. A desire to live in a different place ........................................................................
- c. Salary ....................................................................................................................
- d. Job prestige .........................................................................................................
- e. Benefits (health and retirement) ...........................................................................
- f. Job security .........................................................................................................
- g. Pregnancy / child rearing ....................................................................................
- h. Health ...................................................................................................................
- i. Other family or personal reasons ........................................................................
- j. School staffing action (e.g., reduction-in-force, lay-off, school closing, school
classroom, reorganization, reassignment) ..............................................................
- k. Attractive job opportunity ...................................................................................
- l. Dissatisfaction with prior job ................................................................................

C2. Which of the factors in C1 above do you consider the MOST IMPORTANT in your decision to leave that teaching position? MARK ONLY ONE.

- a
- b
- c
- d
- e
- f
- g
- h
- i
- j
- k
- l
C3. In deciding to leave the NYC school where you taught during the 2004-2005 school year, how important was your dissatisfaction with respect to each of the following? (If you taught in more than one NYC school in 2004-2005, answer for the school in which you taught in April of 2005.)

**MARK ONE ANSWER IN EACH ROW.**

**Dissatisfaction with . . .**

a. my teaching assignment (subject area or grade) ................................................... 

b. school facilities ................................................................. 

c. school safety ................................................................. 

d. support from administrators .................................................. 

e. student behavior ............................................................ 

f. my colleagues ............................................................... 

g. the philosophy about teaching at my school ...................................................... 

h. the autonomy I had over my classroom ............................................................. 

i. the emphasis on student testing ................................................................. 

j. district policy ................................................................. 

k. the respect I got from students and/or parents .............................................. 

l. my own ability to help students ............................................................... 

C4. Which of the factors in C3 above do you consider the MOST IMPORTANT in your decision to leave that teaching position? MARK ONLY ONE.

☐ a ☐ b ☐ c ☐ d ☐ e ☐ f ☐ g ☐ h ☐ i ☐ j ☐ k ☐ l

C5. Indicate the extent to which your principal or school head performed each of the following at the school in which you taught in NYC during the 2004-2005 school year. (If you taught in more than one school in 2004-2005, answer for the school in which you taught in April of 2005.)

**MARK ONE ANSWER IN EACH ROW.**

◆

a. Communicated respect and appreciation for teachers ........................................ 

b. Encouraged teachers to change teaching methods if students were not doing well . 

c. Worked with staff to meet curriculum standards ........................................... 

d. Encouraged professional collaboration among teachers .................................... 

e. Worked with teaching staff to solve school or department problems .................. 

f. Encouraged the teaching staff to use student assessment results in planning curriculum and instruction . 

g. Worked to develop broad agreement among the teaching staff about the school’s mission . . 

h. Facilitated and encouraged professional development activities of teachers ..........
C6. During the 2004-2005 school year, did any of your NYC students participate in a REQUIRED state or district assessment (i.e., test) in a subject that you taught? (If you taught in more than one school in 2004-2005, answer for the school in which you taught in April of 2005.)

☐ Yes  ☐ No  → SKIP TO C8 BELOW.

C7. To what extent do you agree or disagree with each of the following statements about the state or district assessment program at that school?

MARK ONE ANSWER IN EACH ROW.

- Strongly Agree
- Agree
- Neither Agree Nor Disagree
- Disagree
- Strongly Disagree

a. I did not receive adequate support in preparing my students for these assessments..........................☐  ☐  ☐  ☐  ☐

b. I believe my students were capable of performing well on these assessments ..........................☐  ☐  ☐  ☐  ☐

c. The assessments influenced the curriculum I taught .................................................................☐  ☐  ☐  ☐  ☐

d. My students’ knowledge and abilities were reflected accurately through their performance on assessments .☐  ☐  ☐  ☐  ☐

e. Overall, I was satisfied with the assessments .................................................................☐  ☐  ☐  ☐  ☐

C8. How would you compare your current position to your NYC teaching position during the 2004-2005 school year? (If you taught in more than one school in 2004-2005, answer for the school in which you taught in April of 2005.)

MARK ONE ANSWER IN EACH ROW.

- Better in Current Position
- Not Better or Worse
- Better in NYC Teaching Job

a. Salary..........................................................................................................................☐  ☐  ☐  ☐  ☐

b. Benefits (e.g., health insurance, retirement plan) .................................................................☐  ☐  ☐  ☐  ☐

c. Opportunities for professional ADVANCEMENT or PROMOTION ........................................☐  ☐  ☐  ☐  ☐

d. Opportunities for professional DEVELOPMENT .................................................................☐  ☐  ☐  ☐  ☐

e. Opportunities for learning from colleagues .............................................................................☐  ☐  ☐  ☐  ☐

f. Social relationships with colleagues .........................................................................................☐  ☐  ☐  ☐  ☐

g. Recognition and support from administrators/managers .........................................................☐  ☐  ☐  ☐  ☐

h. Safety of environment ...........................................................................................................☐  ☐  ☐  ☐  ☐

i. Influence over workplace policies and practices ........................................................................☐  ☐  ☐  ☐  ☐

j. Autonomy or control over your own work ..................................................................................☐  ☐  ☐  ☐  ☐

k. Professional prestige ............................................................................................................☐  ☐  ☐  ☐  ☐

l. Procedures for performance evaluation .................................................................................☐  ☐  ☐  ☐  ☐

m. Manageability of workload .................................................................................................☐  ☐  ☐  ☐  ☐

n. Ability to balance personal life and work ..............................................................................☐  ☐  ☐  ☐  ☐

o. Availability of resources and materials/equipment for doing job ...........................................☐  ☐  ☐  ☐  ☐

p. General work conditions .......................................................................................................☐  ☐  ☐  ☐  ☐

q. Job security ...........................................................................................................................☐  ☐  ☐  ☐  ☐

r. Intellectual challenge ..............................................................................................................☐  ☐  ☐  ☐  ☐

s. Sense of personal accomplishment ..........................................................................................☐  ☐  ☐  ☐  ☐

t. Opportunities to make a difference in the lives of others .........................................................☐  ☐  ☐  ☐  ☐

C9. Thinking about all the factors that influence your job satisfaction, overall, how satisfied are you with your current position compared to the position of a K–12 teacher in NYC public schools? MARK ONLY ONE.

☐ More satisfied as a NYC teacher  ☐ More satisfied in current position  ☐ No difference in satisfaction
D. EDUCATION AND FUTURE PLANS

D1. Have you enrolled in college or university courses since the end of the 2004-2005 school year?
   □ Yes  □ No  ——— SKIP TO D2 BELOW.

   a. Which of the following best describes your enrollment in these courses? MARK ALL THAT APPLY.
      □ Individual courses (not part of a program leading to a degree or certificate)
      □ Bachelor’s, Associate’s, or Vocational program
      □ Master’s program
      □ Education specialist or professional diploma program (at least one year beyond Master’s level)
      □ Doctorate or professional degree granting program
      □ Other

   b. Which of the following best describes the reason you enrolled in these courses? MARK ONLY ONE.
      □ To obtain, or for use in, a position in the FIELD OF EDUCATION, but NOT AS A K–12 TEACHER
      □ To obtain, or for use in, a position OUTSIDE THE FIELD OF EDUCATION
      □ For reasons unrelated to obtaining or using in a job (e.g., personal fulfillment)

D2. Do you plan to return to the position of a K–12 teacher in New York City Public Schools?
   □ Yes  □ No, but may consider it in the future  □ Definitely Not

E. BACKGROUND INFORMATION

E1. What is your current marital status? MARK ONLY ONE.
   □ Never married, no domestic partner  □ Living with domestic partner  □ Divorced
   □ Married  □ Separated  □ Widowed

E2. How many children are you legally responsible for? MARK ONLY ONE.
   □ 0  □ 1  □ 2  □ 3  □ 4  □ 5  □ 6 or more

E3. Have you or your spouse/partner had (or adopted) a child in the past year?  □ Yes  □ No

E4. What is your combined family annual income (you, your spouse or domestic partner and any dependents)?
   MARK ONLY ONE.
   □ $20,000 or less  □ $20,001 - $30,000  □ $30,001 - $40,000
   □ $40,001 - $50,000  □ $50,001 - $60,000  □ $60,001 - $80,000
   □ $80,001 - $100,000  □ $100,001 - $200,000  □ More than $200,000

E5. What is the zip code at your residence?

E6. What is your birthday?  month:  day:  year: 19

E7. In what year did you obtain your first undergraduate degree?

E8. What is your gender?
   □ Male  □ Female
E9. What was your undergraduate major? MARK ALL THAT APPLY.

- Education (including elementary ed., secondary ed., etc.)
- Ethnic or Global Studies (e.g., African-American or Latin-American Studies)
- Business or Professional studies (e.g., Agriculture, Architecture, Law)
- Arts (e.g., Fine Arts, Drama, Music, Design)
- English (e.g., English Literature or Composition, Communications or Journalism)
- Foreign Languages
- Mathematics (e.g., Mathematics or Statistics)
- Engineering or Computer Science
- Physics
- Biology
- Chemistry
- Geology or Earth Science
- Psychology
- Other Social Science (e.g., Economics, Sociology, Anthropology, Political Science, International Relations)
- Other Humanities (e.g., History, Philosophy, Religious Studies)
- General Studies or Other Interdisciplinary Studies (e.g., Liberal Studies)

E10. Which math courses did you complete in high school? MARK ALL THAT APPLY.

- Vocational
- Geometry
- Pre-calculus
- Pre-algebra
- Advanced algebra
- Calculus
- Other __________________________

E11. Thinking back to your preparation to become a teacher...

a. Which pathway best describes how you received certification to teach in New York State public schools? MARK ONLY ONE.

- University based undergraduate
- University based graduate
- Transcript Review
- Other __________________________

b. In fulfilling your requirements to become a teacher in New York State did you: MARK ONLY ONE.

- Attend only one teacher preparation program.
  If so, which program and institution? __________________________

- Attend mostly one teacher preparation program.
  If so, which program and institution? __________________________

- Attend courses at two or more programs such that no single program was primary.

- Attend an alternative certification program (e.g., TOPS, TFA, Teaching Fellows).
  If so, which program and institution? __________________________

E12. Date you completed this survey? month: ______ day: ______

GENERAL THOUGHTS

Please let us know what you think New York City could have done to improve your experience as a teacher. What could New York City do to better retain teachers?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

THANK YOU FOR YOUR HELP

Please print the name and address to which you would like your check sent. If this section is left blank, your check will be sent to the same name and address at which you received the questionnaire. Your check should arrive in 4 to 6 weeks.

NAME: __________________________

ADDRESS: _______________________