

**EXAMINING TEACHER PREPARATION:
DOES THE PATHWAY MAKE A DIFFERENCE?
*SURVEY OF FORMER NEW YORK CITY TEACHERS***

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

MARKING DIRECTIONS

This form is designed to be read by optical scanning equipment, so it is important that you follow these directions:

- Print legibly using a blue or black ink pen.
- Do not use pencil or felt tip markers.
- Please answer the questions by either filling in the square of the response that most closely represents your opinion or by writing your response in the lines provided.
- If you wish to change an answer, fill in the square for your preferred answer and circle that preferred square.
- When entering letters or numbers, enter one per box and stay within the box.

Correct Mark

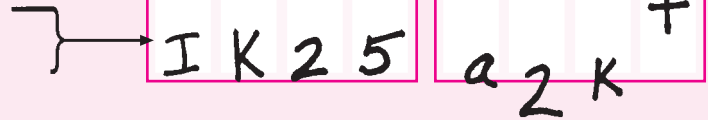


Correct

Incorrect Marks



Incorrect



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.

- | | | No |
|---|--------------------------|--------------------------|
| | | Yes |
| A teaching job in a New York City public school other than one in which you worked during the 2004-2005 school year . . . | <input type="checkbox"/> | <input type="checkbox"/> |
| A teaching job in a charter school in New York City | <input type="checkbox"/> | <input type="checkbox"/> |
| A teaching job in a public or charter school outside New York City | <input type="checkbox"/> | <input type="checkbox"/> |
| A teaching job in a private/parochial school | <input type="checkbox"/> | <input type="checkbox"/> |
| A job as a school-level administrator | <input type="checkbox"/> | <input type="checkbox"/> |
| A job in another education-related occupation If yes, which occupation(s)? _____ | <input type="checkbox"/> | <input type="checkbox"/> |
| A job in another occupation If yes, which occupation(s)? _____ | <input type="checkbox"/> | <input type="checkbox"/> |
| Graduate school | <input type="checkbox"/> | <input type="checkbox"/> |

A3. During the 2004-2005 school year or the summer of 2005, did you receive an offer from:
MARK ONE ANSWER IN EACH ROW.

- | | | No |
|---|--------------------------|--------------------------|
| | | Yes |
| A teaching job in a New York City public school other than one in which you worked during the 2004-2005 school year . . . | <input type="checkbox"/> | <input type="checkbox"/> |
| A teaching job in a charter school in New York City | <input type="checkbox"/> | <input type="checkbox"/> |
| A teaching job in a public or charter school outside New York City | <input type="checkbox"/> | <input type="checkbox"/> |
| A teaching job in a private/parochial school | <input type="checkbox"/> | <input type="checkbox"/> |
| A job as a school-level administrator | <input type="checkbox"/> | <input type="checkbox"/> |
| A job in another education-related occupation If yes, which occupation(s)? _____ | <input type="checkbox"/> | <input type="checkbox"/> |
| A job in another occupation If yes, which occupation(s)? _____ | <input type="checkbox"/> | <input type="checkbox"/> |
| Graduate school | <input type="checkbox"/> | <input type="checkbox"/> |

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 Secondary Science
 General Elementary Secondary English/History/Social Studies
 Other Elementary Other Secondary
 Secondary Math (middle or high school)

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)?

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Hours

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

	76% to 100%	51% to 75%	26% to 50%	10% to 25%	Less than 10%	None
a. Started the school year below grade level in reading	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Started the school year with limited English proficiency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Are identified as special education students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Enrolled in the school after the start of the school year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Were in your class on the first day of school but no longer attend the school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Are not in attendance on a typical day	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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.

	Extremely Important	Quite Important	Important	Somewhat Important	Not Important
a. Wanting to work closer to home	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. A desire to live in a different place	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Salary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Job prestige	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Benefits (health and retirement)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Job security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Pregnancy / child rearing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Other family or personal reasons	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. School staffing action (e.g., reduction-in-force, lay-off, school closing, school reorganization, reassignment)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Attractive job opportunity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Dissatisfaction with prior job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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.

Extremely Important
 Quite Important
 Important
 A Little Important
 Not Important

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.)

Exceptional
 Very Much
 Somewhat
 Slightly
 Not At All

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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I believe my students were capable of performing well on these assessments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. The assessments influenced the curriculum I taught	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. My students' knowledge and abilities were reflected accurately through their performance on assessments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Overall, I was satisfied with the assessments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Benefits (e.g., health insurance, retirement plan)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Opportunities for professional ADVANCEMENT or PROMOTION	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Opportunities for professional DEVELOPMENT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Opportunities for learning from colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Social relationships with colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Recognition and support from administrators/managers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Safety of environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Influence over workplace policies and practices	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Autonomy or control over your own work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Professional prestige	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Procedures for performance evaluation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Manageability of workload	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Ability to balance personal life and work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Availability of resources and materials/equipment for doing job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. General work conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q. Job security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
r. Intellectual challenge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
s. Sense of personal accomplishment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
t. Opportunities to make a difference in the lives of others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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 K-12 TEACHING POSITION
- 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
- Married
- Living with domestic partner
- Separated
- Divorced
- 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:

1	9		
---	---	--	--

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.

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

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

- | | | | |
|--------------------------------------|---|---------------------------------------|--------------------------------------|
| <input type="checkbox"/> Vocational | <input type="checkbox"/> Geometry | <input type="checkbox"/> Pre-calculus | <input type="checkbox"/> Other _____ |
| <input type="checkbox"/> Pre-algebra | <input type="checkbox"/> Advanced algebra | <input type="checkbox"/> Calculus | |

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.

- | | | |
|---|---|--|
| <input type="checkbox"/> University based undergraduate | ◆ | <input type="checkbox"/> Transcript Review |
| <input type="checkbox"/> University based graduate | | <input type="checkbox"/> Other _____ |
| <input type="checkbox"/> Alternate Routes (e.g., TOPS, TFA, Teaching Fellows) | | |

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: _____
