Introduction

Survey of M-DCPS Teachers

Welcome to the 2009-10 Stanford University Survey of M-DCPS Teachers!

This online survey offers you the opportunity to confidentially share your views and insights about your experiences as a teacher LAST YEAR. Please give your open and honest opinions on the survey.

PLEASE RESPOND TO THE QUESTIONS CONSIDERING YOUR EXPERIENCES DURING THE PAST SCHOOL YEAR (2009-10).

CONFIDENTIALITY: To protect confidentiality, survey results will be reported in aggregate form only. The comments you enter for the open-ended questions will be reported verbatim and will not identify you as the author.

YOUR INDIVIDUAL RESULTS WILL NOT AT ANY TIME BE REPORTED BACK TO THE DISTRICT.

Completing the survey indicates your consent to participate. This study’s confidentiality protections have been reviewed and approved by the Institutional Review Board (IRB) at Stanford University. If you have questions about your rights as a study participant, or are dissatisfied at any time with any aspect of this study, you may contact—anonynmously, if you wish—the Administrative Panels Office, Stanford University, Stanford, CA (USA) 94305-5401, or by phone: (650) 723-2480 (you may call collect).

Thanks for your participation!

Warm-Up

Are you currently a teacher in M-DCPS?

☐ Yes
☐ No

For how many years (including this one) have you been a TEACHER ...

a. in your current school? 0 years
b. in other schools within M-DCPS (not your current school)? 0 years
c. in schools outside M-DCPS? 0 years

Total 0 years
Which of the following best describes your CURRENT ROLE as a teacher? (Check all that apply.)

- Pre-K
- K-3
- 4-6
- Career Specialist
- Counselor
- Media Specialist
- School Psychologist
- Social Worker
- ESE
- ESOL
- Foreign Language
- Life Skills
- Reading (K-12)
- Secondary English
- Secondary Math
- Secondary Science
- Secondary Social Science
- Vocational
- Other (please specify): ____________________

What Is Good Administrative Support

How important are the following behaviors and attributes of a SCHOOL LEADER to you?

<table>
<thead>
<tr>
<th>MOST Important (Please mark only ONE in this column.)</th>
<th>Very Important</th>
<th>Somewhat Important</th>
<th>A Little Important</th>
<th>Not Important at All</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fairly determines classroom assignments for teachers</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Buffers you from district office</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Personally likeable and easy to approach</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Focuses on student achievement</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>A lot of experience in the classroom</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Provides resources you need for your classroom</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Has a strong vision and is able to motivate others</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Trusts your judgment as a teacher</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Encourages and provides time for teachers to collaborate</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Is able to get ineffective or disruptive teachers to leave</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Retains highly effective teachers</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Hires strong teachers</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Knowledgeable about curriculum and instructional practices</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
Other (please specify): [_____________]  ○  ○  ○  ○  ○  ○

Which of your current teacher colleagues do you think would make the BEST PRINCIPAL?

[Note that all responses on this survey are completely confidential.]

Teacher’s First and Last Name: [_____________]

To what extent do you agree with the following statements about this person?

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>This person has exceptional teaching skills (e.g., knowledgeable about instructional practices and curricula).</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>This person has strong interpersonal skills.</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I consider this person a friend.</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>This person has a lot of experience with school leadership responsibilities.</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>This person has the passion/drive to be a school leader.</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>This person has strong leadership skills (e.g., ability to motivate others).</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>This person gets along well with other teachers.</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>This person gets along well with students.</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>This person gets along well with my principal.</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>This person gets along well with me.</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>This person is one of the best teachers I have seen.</td>
<td>○</td>
<td>○</td>
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</table>

Support

Please think of whom you are MOST likely to turn to when you need HELP with a student or with an issue of instruction. Who is this person?

- ○ Teacher at your school
- ○ Teacher at another M-DCPS school
- ○ Your principal or school leader
- ○ Someone else at your school (e.g., coach)
- ○ Someone outside of your school (e.g., Central Office personnel, University staff, Vendor/Program specialists, teachers in other districts)
- ○ Other (please specify):
Please tell us more about this person who has been the MOST helpful to you.

[Note that all responses on this survey are completely confidential.]

Teacher's First and Last Name: ______________________________

To what extent do you agree with the following statements about this person?

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<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
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<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Instructional Team**

Do you consider yourself part of team or group of colleagues that works together on instruction?

- [ ] Yes  
- [ ] No

Which other teachers in your school are usually part of this team or group?
How helpful has this team been for improving your own instructional practices?

- Very helpful
- Helpful
- A little helpful
- Not helpful

How helpful has this team or group been for improving the instructional practices of other members of your team?

- Very helpful
- Helpful
- A little helpful
- Not helpful

Experiences with Being Tapped and Future Plans

Which (if any) of the following school-site LEADERSHIP positions have you held? (Check all that apply.)

- [ ] Grade level head or department head
- [ ] School-wide leadership team member
- [ ] Instructional coach
- [ ] Educational Excellence School Advisory Councils (EESACs) member
- [ ] Assistant principal
- [ ] Committee leader (e.g., Title I District Advisory Council)
- [ ] Principal
- [ ] None of the above
- [ ] Union representative
- [ ] Other (please specify): ______________________
- [ ] Professional development workshop leader/instructor
- [ ] None of the above

Who (if any) of the following people have approached you to suggest that you become a LEADER AT YOUR SCHOOL-SITE (e.g., department head, professional development liaison...)? (Check all that apply.)

- [ ] Your principal
- [ ] Someone in the Central Office
- [ ] Your assistant principal
- [ ] Parent at your school
- [ ] Another teacher at your school
- [ ] Community member who is not a parent
- [ ] Principal, AP, or teacher at another school
- [ ] None of the above
Who (if any) of the following people have approached you to suggest that you become a PRINCIPAL or ASSISTANT PRINCIPAL? (Check all that apply.)

- Your principal
- Your assistant principal
- Another teacher at your school
- Principal, AP, or teacher at another school
- Someone in the Regional Office
- Someone in the Central Office
- Parent at your school
- Community member who is not a parent
- None of the above
- Other (please specify): __________________________ 

Do you plan to do the following at some point in your FUTURE career?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Be a school-site leader (e.g., grade level head, department head)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Be a school assistant principal</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Be a school principal (or equivalent)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Work in a school in another role (e.g., curriculum specialist, instructional coach, counselor)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Work in the district (central or regional) office</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Work in education, outside of K-12 schools</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leave education temporarily (e.g., sabbatical, child-rearing)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pursue a career outside of education</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stay in education but not in M-DCPS</td>
<td></td>
<td></td>
</tr>
<tr>
<td>None of the above - I plan to remain a teacher until I retire.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Have you completed or are you completing a program to earn your Certification in Educational Leadership?

- Yes, I have completed an Educational Leadership program (please specify where):
  ____________________________ 

- Yes, I am in the process of completing an Educational Leadership program (please specify where):
  ____________________________

- No, but I plan to start an Educational Leadership program in the future.
- No, and I do not plan on ever enrolling in an Educational Leadership program.
Alternative Compensation Proposals

For the following four questions, imagine the following scenario:

Your district receives a grant to increase teacher salaries during this school year. They are considering different ways to distribute the extra funds and would like to have your feedback.

In the scenario above, if you had to choose among the following ways of distributing these additional funds, which would you prefer? (Check only one.)

- A small bonus for all teachers, regardless of their performance
- A medium bonus for teachers whose performance reaches a predefined level (for example, at least, satisfactory)
- A large bonus for the highest performing teachers in the district

In the same scenario presented above, here are three other possible ways of distributing the funds. Which of these do you prefer? (Check only one.)

- A large schoolwide bonus for all teachers in schools with the highest performance (for example, the highest achievement gains)
- A medium schoolwide bonus for all teachers in schools that reach a predefined level of school performance
- A small bonus for all teachers in the district, regardless of their school’s performance

In the same scenario presented above, if you only had the following two choices of how to distribute the funds, which would you prefer? (Check only one.)

- A medium schoolwide bonus for all teachers in schools that reach a predefined level of school performance
- A medium bonus for all teachers whose performance reaches a predefined level

In the same scenario presented above, if you only had the following two choices of how to distribute the funds, which would you prefer? (Check only one.)

- A large bonus for the highest performing teachers
- A large schoolwide bonus for all teachers in schools with the highest school performance
Preferences

If you could work at ANY SCHOOL IN THE DISTRICT other than the one you are currently in, what would be your top three choices (in order of preference)?

First Choice School: __________________________
Second Choice School: ________________________
Third Choice School: _________________________

Consider your FIRST choice school (not including your own) and describe what about that school is particularly appealing to you.

Is there another district that you would prefer to work in?

☐ Yes (please specify): ________________________  ☐ No

Teacher Preparation

From which program and institution did you complete your requirements for initial TEACHER CERTIFICATION?

[Note: If you attended more than one teacher preparation program, write down the program and institution at which you completed most of your requirements.]

Program Name: __________________________
Institution Name: ________________________
City/State: ______________________________
Year Began Program: ______________________
Year Received Teacher Certification: ________

During this program, in what AREA(S) did you become certified to teach? (Check all that apply.)

- Early Elementary or Elementary (Early Childhood or Childhood)
- Physical Education
- Secondary English Language Arts
- Special Education
- Secondary Math
- Foreign Language/Bilingual
- Secondary Science
- Arts/Fine Arts
- Secondary Social Studies/History
- Other (please specify): ________________

What was the DEGREE level of the program?

- Undergraduate
- Graduate
- Other (please specify): ________________

In which school did you have most of your FIELD EXPERIENCE as part of your teacher preparation prior to becoming a full-time classroom teacher (including summer experiences, pre-student teaching field experiences, and student teaching)?

School Name: ________________
District: ________________
State: ________________

Estimate the number of DAYS and HOURS PER DAY you spent at this field site.

Number of Days: ________________
Number of Hours Per Day: ________________

How would you characterize your PRIMARY ROLE during this field experience? (Check only one.)

- Observational: observing instruction and student learning
- Instruction or tutoring of individual students or small groups of students
- Co-teaching: You were responsible for a substantial amount of whole-class instruction, where students viewed you as one of the head teachers in the classroom
Head teacher: You were responsible for most or all of the whole-class instruction, where students viewed you as the head teacher in the classroom

How would you characterize HOW YOU WERE PLACED into this field experience? (Check only one.)

- My teacher preparation program arranged the placement with little or no input from me.
- My teacher preparation program and I worked together to arrange this placement.
- I arranged the placement with little or no input from my teacher preparation program.

Did you have a substantial amount (for example, 25% or more) of field experiences at a second school?

- Yes  
- No

In which school did you have this field experience?

School Name: 
District: 
State: 

Estimate the number of DAYS and HOURS PER DAY you spent at this field site.

Number of Days: 
Number of Hours Per Day: 

How would you characterize your PRIMARY ROLE during this field experience? (Check only one.)

- Observational: observing instruction and student learning
- Instruction or tutoring of individual students or small groups of students
- Co-teaching: You were responsible for a substantial amount of whole-class instruction, where students viewed you as one of the head teachers in the classroom
- Head teacher: You were responsible for most or all of the whole-class instruction, where students viewed you
as the head teacher in the classroom

Other (please specify):

How would you characterize HOW YOU WERE PLACED into this field experience? (Check only one.)

- My teacher preparation program arranged the placement with little or no input from me.
- My teacher preparation program and I worked together to arrange this placement.
- I arranged the placement with little or no input from my teacher preparation program.

Education

Describe your educational background.

<table>
<thead>
<tr>
<th>Major</th>
<th>College or University Name</th>
<th>Year Degree Conferred (YYYY)</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Undergraduate Degree</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Second Undergraduate Degree</td>
<td></td>
<td></td>
</tr>
<tr>
<td>First Masters Degree</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Second Masters Degree</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Doctorate</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Satisfaction and Background

To what extent are/were you generally SATISFIED with each of the following?

<table>
<thead>
<tr>
<th></th>
<th>Very Dissatisfied</th>
<th>Dissatisfied</th>
<th>Somewhat Dissatisfied</th>
<th>Somewhat Satisfied</th>
<th>Satisfied</th>
<th>Very Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Being a teacher</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. Being a teacher at your current school</td>
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<td></td>
</tr>
<tr>
<td>c. Your performance as a teacher</td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
What is your marital status?

<table>
<thead>
<tr>
<th>Never Married</th>
<th>Married</th>
<th>Divorced</th>
<th>Widowed</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Do you have children?

- [ ] Yes
- [ ] No

How many children do you have under the age of 5?

- [ ] 0
- [ ] 1
- [ ] 2
- [ ] 3
- [ ] 4+

How many children do you have ages 5 to 18?

- [ ] 0
- [ ] 1
- [ ] 2
- [ ] 3
- [ ] 4+