

Introduction

Survey of SFUSD Teachers

Welcome to the 2010 Stanford University Survey of SFUSD Teachers!

This online survey offers you the opportunity to confidentially share your views and insights about your experiences as a teacher in SFUSD. You will be asked questions about your teaching career and your opinions on district and school programs. Your responses will help inform future policy decisions in SFUSD.

CONFIDENTIALITY: Taking this survey is completely voluntary. Your responses are completely confidential. To protect confidentiality, survey results will be reported in aggregate form only and will never identify you.

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 the Administrative Panels Office, Stanford University, Stanford, CA (USA) 94305-5401, or by phone: (650) 723-2480 (you may call collect).

ABOUT THE RESEARCHERS: The Institute for Research on Education Policy and Practice at Stanford University (<http://irepp.stanford.edu>) works with school districts across the country. Our mission is to support high quality, multi-disciplinary empirical research that is informed by collaboration with stakeholders and practitioners and that, in turn, informs the improvement of education policy and practice.

Thanks for your participation!

Warm-Up

Teaching Career

We are interested in how you came to teach in your current school and what influences your career decisions.

Are you currently a classroom teacher in SFUSD?

- 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 SFUSD (not your current school)?	0	years
c. in schools outside of SFUSD?	0	years
Total	0	years

Teaching Placement

Why did you decide to teach in SFUSD? (Check all that apply.)

Geographic location

SFUSD gave me the earliest job offer.

Salary/benefits

I liked the particular school in SFUSD that offered me a job.

Professional reputation

Other (please specify):

Referral / Personal recommendation

When you applied to teach in SFUSD, did you also apply to any OTHER DISTRICTS?

Yes

No

To which of the following districts BESIDES SFUSD did you apply? (Check all that apply.)

Alameda

Jefferson

San Leandro

Albany

Madera

San Lorenzo

Berkeley

Mill Valley

San Mateo - Foster City

Brisbane

New Haven

San Rafael

Burlingame

Newark

Santa Clara

Cabrillo

Oakland

Sausalito / Marin City

Castro Valley

Palo Alto

South San Francisco

Emeryville

Reed Union

Sunnyvale

Fremont

San Bruno Park

West Contra Costa

Hayward

San Jose

Other (please specify):

Which of these DISTRICTS offered you a teaching position?

» Alameda

» Oakland

» Albany

» Palo Alto

» Berkeley

» Reed Union

» Brisbane

» San Bruno Park

» Burlingame

» San Jose

» Cabrillo

» San Leandro

» Castro Valley

» San Lorenzo

» Emeryville

» San Mateo - Foster City

» Fremont

» San Rafael

» Hayward

» Santa Clara

» Jefferson

» Sausalito / Marin City

» Madera

» South San Francisco

» Mill Valley

» Sunnyvale

» New Haven

» West Contra Costa

» Newark

» Other (please specify):

Teaching Placement: Consolidation

In the past three school years, have you changed (or will you change) schools in SFUSD due to CONSOLIDATION?

- Yes
 No

In which school year(s) did (or will) you change schools in SFUSD due to CONSOLIDATION? (Check all that apply.)

- I changed schools due to consolidation for SY 2007-08.
 I changed schools due to consolidation for SY 2008-09.
 I changed schools due to consolidation for SY 2009-10.
 I WILL change schools due to consolidation for SY 2010-11.

What was the CAUSE of your MOST RECENT consolidation? (Check only one.)

- There were position cuts at my school, and I volunteered to be consolidated.
 My position at my school was cut due to declining enrollment or program changes.
 My school closed or was restructured.
 I don't know.
 Other (please specify):

HOW did you ultimately obtain your new placement after your MOST RECENT consolidation? (Check only one.)

- I interviewed with my new site administrator and/or school hiring committee for a vacancy.
 I provided my placement preferences to HR and was placed at one of my preferred schools.
 I provided my placement preferences to HR but was placed at a school that was not one of my preferred schools.
 HR placed me at my new school without asking me for my preference.
 Other (please specify):

What CRITERIA did you use to decide which schools to consider or place on your priority list after your MOST RECENT consolidation? (Check all that apply.)

- | | |
|--|---|
| <input type="checkbox"/> Student demographics | <input type="checkbox"/> Opportunity for different assignment |
| <input type="checkbox"/> Geographic location | <input type="checkbox"/> Quality of facility |
| <input type="checkbox"/> The principal | <input type="checkbox"/> School reputation |
| <input type="checkbox"/> Other teachers at that school | <input type="checkbox"/> Student academic performance |
| <input type="checkbox"/> School program | <input type="checkbox"/> Other (please specify): _____ |

Salary or bonuses

Which of these CRITERIA was the MOST IMPORTANT in deciding which schools to consider or place on your priority list after your most recent consolidation? (Check only one.)

- | | |
|---|--|
| <input type="radio"/> » Student demographics | <input type="radio"/> » Opportunity for different assignment |
| <input type="radio"/> » Geographic location | <input type="radio"/> » Quality of facility |
| <input type="radio"/> » The principal | <input type="radio"/> » School reputation |
| <input type="radio"/> » Other teachers at that school | <input type="radio"/> » Student academic performance |
| <input type="radio"/> » School program | <input type="radio"/> » Other (please specify): |
| <input type="radio"/> » Salary or bonuses | |

Teaching Placement: Voluntary Transfer

In the past three years, have you ever APPLIED for a VOLUNTARY TRANSFER?

- Yes
 No

In the past three years, have you ever CHANGED SCHOOLS due to VOLUNTARY TRANSFER?

- Yes
 No

In which school year(s) did (or will) you change schools in SFUSD due to VOLUNTARY TRANSFER? (Check all that apply.)

- I changed schools due to voluntary transfer for SY 2007-08.
 I changed schools due to voluntary transfer for SY 2008-09.
 I changed schools due to voluntary transfer for SY 2009-10.
 I WILL change schools due to voluntary transfer for SY 2010-11.

Would you ever CONSIDER applying for a VOLUNTARY TRANSFER?

- Yes
 Maybe
 No

What CRITERIA did you use to decide which schools to apply to in your MOST RECENT application for voluntary transfer? (Check all that apply.)

- Student demographics Opportunity for different assignment

To what extent do you AGREE/DISAGREE with following statements about the VOLUNTARY TRANSFER process?

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
a. Information about open vacancies was readily available during the voluntary transfer process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I believe that the voluntary transfer process was fair.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. During the voluntary transfer process, I was able to develop an accurate picture of my new school before accepting my placement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Why would you NOT CONSIDER applying for a voluntary transfer? (Check all that apply.)

- I am happy in my current position.
- I do not want to change schools.
- I do not want to work with a different student population.
- I do not want to change geographic location.
- Other (please specify):

Teacher Compensation

Teacher Compensation

We are interested in your thoughts on teacher compensation in SFUSD.

How competitive do you think SFUSD teacher SALARIES are now compared to the past?

- More competitive now than in the past
- Less competitive now than in the past
- As competitive now as in the past
- I don't know

This year, some teachers' SALARIES INCREASED as a result of Prop A. How FAMILIAR are you with these changes?

- Familiar
- Somewhat familiar
- Not at all familiar

This year, some teachers are receiving special salary bonuses as a result of Prop A. Are you receiving any of the following SALARY BONUSES this year?

How important was salary and bonus in your decision to STAY AT this school this year?

Not at all Important

Somewhat Unimportant

Important

Very Important

As you may know, teachers now receive a bonus for working in a "hard-to-staff" school. Would you consider MOVING to a hard-to-staff school?

- Yes, in part because of the salary bonus
- Yes, but not because of the salary bonus
- No
- Maybe

Why would you NOT CONSIDER moving to a hard-to-staff school? (Check all that apply.)

- I am happy in my current position.
- I do not want to change schools.
- I do not want to work with a different student population.
- I do not feel confident that the bonus will persist throughout my career.
- The bonus amount is not enough for me to change from my current school.
- I do not want to change geographic location.
- Other (please specify):

What CRITERIA would you use to decide which schools to apply to if you were to transfer to a hard-to-staff school? (Check all that apply.)

- | | |
|--|---|
| <input type="checkbox"/> Student demographics | <input type="checkbox"/> Opportunity for different assignment |
| <input type="checkbox"/> Geographic location | <input type="checkbox"/> Quality of facility |
| <input type="checkbox"/> The principal | <input type="checkbox"/> School reputation |
| <input type="checkbox"/> Other teachers at that school | <input type="checkbox"/> Student academic performance |
| <input type="checkbox"/> School program | <input type="checkbox"/> Other (please specify): |
| <input type="checkbox"/> Salary or bonuses | |

Which of these CRITERIA would be MOST IMPORTANT in deciding which schools to apply to if you were to transfer? (Check only one.)

- | | |
|---|--|
| <input type="radio"/> » Student demographics | <input type="radio"/> » Opportunity for different assignment |
| <input type="radio"/> » Geographic location | <input type="radio"/> » Quality of facility |
| <input type="radio"/> » The principal | <input type="radio"/> » School reputation |
| <input type="radio"/> » Other teachers at that school | <input type="radio"/> » Student academic performance |
| <input type="radio"/> » School program | <input type="radio"/> » Other (please specify): |
| <input type="radio"/> » Salary or bonuses | |

There are currently 25 schools in the district that are eligible for teacher salary bonuses because they are considered hard-to-staff. How many HARD-TO-STAFF schools in SFUSD could you NAME right now?

(If you currently teach in a hard-to-staff school, please include it in the count.)

Elementary Schools	Middle Schools	Alternative Grade Span Schools	High Schools
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Support

Teacher Support and Professional Development

We are interested in learning more about the sources of support in your current school.

Please think of the PEOPLE you are most likely turn to when you need HELP with an issue of instruction. Who are these people? (Check all that apply.)

- Teacher at your school
- Teacher at another SFUSD 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):

Of these people, who are you the MOST likely to turn to when you need HELP with an issue of instruction?

- » Teacher at your school
- » Teacher at another SFUSD 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.

Person's School, Department or Company:

WHY is this person particularly helpful to you? (e.g., What personal qualities, experience, resources or knowledge does s/he possess which you value?)

This school year, how OFTEN did you do each of the following?

	Never	Once	Twice	3-4 Times	5-9 Times	10 or More Times
a. Visit another teacher's classroom to watch him or her teach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Have a colleague observe your classroom	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Invite someone in to help your class	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Go to a colleague to get advice about an instructional challenge you faced	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Receive useful suggestions for curriculum material from colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Receive meaningful feedback on your teaching practice from colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Receive meaningful feedback on your teaching practice from your principal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Receive meaningful feedback on your teaching practice from another school leader (e.g., AP, instructional coach)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Prop A PD Hours

This year, some teachers are receiving an additional 18 hours of PROFESSIONAL DEVELOPMENT through Prop A. Are these hours available to you?

- Yes
- No
- I don't know

Approximately HOW MANY of the 18 hours of additional professional development have you used in this academic year? (Check only one.)

- None
- 1-6 hours
- 7-12 hours
- 13-18 hours

WHY have you not used all of the additional professional development hours provided through Prop A? (Check all that apply.)

- I don't have time.
- I don't feel that I need additional professional development.
- I don't like the options available for using the hours.
- The amount of money provided for doing the professional development hours is not enough.
- I have enough professional development opportunities.
- Other (please specify):

Master Teacher Program

This year, the district implemented a Master Teacher program. In your school, \${e://Field/masterteacher} is the Master Teacher. Have you ever WORKED WITH this person in his/her role as a Master Teacher?

- Yes
- No

This year, the district implemented a Master Teacher program. In your school, \${e://Field/masterteacher} are the Master Teachers. Have you ever WORKED WITH either of these people in their role as a Master Teacher?

- Yes
- No

What do you DO with the Master Teacher? (Check all that apply.)

- The Master Teacher observes my lessons and gives feedback.
- I observe the Master Teacher's lessons and give feedback.
- We plan together.
- I go to the Master Teacher with questions about instruction.
- I go to the Master Teacher with questions about student behavior.
- We discuss the performance of particular students.
- I attend professional development or workshops that s/he provides.
- We plan curriculum or programs together in a working group.
-

What do you DO with the Master Teacher? If you work with multiple Master Teachers, please consider the Master Teacher you work with MOST FREQUENTLY. (Check all that apply.)

- The Master Teacher observes my lessons and gives feedback.
- I observe the Master Teacher's lessons and give feedback.
- We plan together.
- I go to the Master Teacher with questions about instruction.
- I go to the Master Teacher with questions about student behavior.
- We discuss the performance of particular students.
- I attend professional development or workshops that s/he provides.
- We plan curriculum or programs together in a working group.
-

Why do you NOT work with the Master Teacher(s) working in your school? (Check all that apply.)

- S/he works in a different subject area.
- We have different teaching styles.
- I didn't know s/he was working in this role.

I don't have time to work with this teacher.

Other (please specify):

PD Matrix

To what extent are each of the following programs USEFUL in helping you meet your personal instructional goals?

	Not at all Useful	A little Useful	Useful	Very Useful
a. APD (i.e., district-sponsored) professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Prop A professional development hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Master Teacher program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent are each of the following programs USEFUL in helping you meet your personal instructional goals?

	Not at all Useful	A little Useful	Useful	Very Useful
a. APD (i.e., district-sponsored) professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Prop A professional development hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent are each of the following programs USEFUL in helping you meet your personal instructional goals?

	Not at all Useful	A little Useful	Useful	Very Useful
a. APD (i.e., district-sponsored) professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Master Teacher program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent is APD (i.e., district-sponsored) professional development USEFUL in helping you meet your personal instructional goals?

- Not at all Useful
- A little Useful
- Useful
- Very Useful

To what extent are each of the following programs ALIGNED with your school's improvement strategy?

	Not at all Aligned	A little Aligned	Aligned	Very Aligned
a. APD (i.e., district-sponsored) professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

b. Prop A professional development hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Master Teacher program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent are each of the following programs ALIGNED with your school's improvement strategy?

	Not at all Aligned	A little Aligned	Aligned	Very Aligned
a. APD (i.e., district-sponsored) professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Prop A professional development hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent are each of the following programs ALIGNED with your school's improvement strategy?

	Not at all Aligned	A little Aligned	Aligned	Very Aligned
a. APD (i.e., district-sponsored) professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Master Teacher program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent is APD (i.e., district-sponsored) professional development ALIGNED with your school's improvement strategy?

- Not at all Aligned
- A little Aligned
- Aligned
- Very Aligned

PAR

The Peer Assistance and Review (PAR) program provides peer support for teachers. How FAMILIAR are you with PAR in SFUSD?

- Familiar
- Somewhat familiar
- Not at all familiar

To what extent do you AGREE with the following statements about the PAR program in SFUSD?

	Strongly Disagree	Disagree	Agree	Strongly Agree	I don't know
a. PAR coaches are effective mentors.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Teachers can get the support they need through means other than PAR.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. There is a stigma associated with participating in PAR.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Participating in PAR is a good use of a teacher's time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

e. PAR helps teachers improve their classroom practice.

f. PAR is only useful for removing under-performing teachers.

Are you currently PARTICIPATING in PAR?

- Yes, I am participating voluntarily.
- Yes, I was referred by my administration.
- No, I am not currently participating.

This year, teachers are able to VOLUNTEER to participate in PAR. Is this something you would consider? (Check only one.)

- Yes (please specify why):
- No (please specify why not):
- I don't know

Are there teachers in your school who you think are NOT PERFORMING up to a high enough standard?

- Yes
- No
- I don't know

Now teachers are able to REFER their peers to PAR through the Union Building Committee representative. Would you refer another teacher to PAR?

- Yes (please specify why):
- No (please specify why not):
- I don't know

Preferences

Your Satisfaction and Future Plans

We are interested in hearing about your satisfaction and plans for the future.

If you could work at ANY SCHOOL IN THE DISTRICT other than the one you currently work 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 which district):
- No

Satisfaction and Future Plans

Will you be working in SFUSD next year?

- Yes
- No
- I don't know

Which of the following options best describes why YOU DON'T KNOW if you will be working in SFUSD next year?

- I received a pink slip and I am waiting to see if I will have a job next year.
- I am not sure if I want to come back.
- Uncertain personal circumstances.
- Other (please specify):

Why will you not be teaching in SFUSD after this school year? (Check only one.)

- I have been laid off or non-reelected.
- I have chosen to leave SFUSD.
- Other (please specify):

Which of the following best describes your PLANS for the 2010-11 school year?

- Teaching in another public school district (please specify):
- Teaching in a private, independent or charter school.
- Working in a school in SFUSD in a role other than a teacher (please specify):
- _____
- Working in K-12 education but not at a school site (please specify):
- Working outside K-12 education (please specify):
- Full time student
- Unemployed
- Other (please specify):

How long do you plan to CONTINUE teaching within SFUSD? (Check only one.)

- One more year
- 2-3 more years
- 4-5 more years
- 6-10 more years
- 10+ more years
- Until I retire

Why do you plan to LEAVE teaching in SFUSD within the next five years? (Check all that apply.)

- Amount of testing and accountability
- Class size
- Cost of living
- Curricular support tools
- District-level services and administration
- Empowerment to make decisions
- Facilities
- Involvement and culture of larger school community
- My subject area or grade-level assignment
- Pay / Benefits / Financial incentives
- Peer support - informal, mentoring, or coaching
- Planning or collaboration time
- Professional development
- Respect and acknowledgement from school leadership
- School climate and safety
- School-level administrative support for teachers
- Student behavior and motivation
- Other (please specify):

Which is the MOST IMPORTANT reason why you are planning to leave teaching in SFUSD within the next 5 years? (Check only one.)

- » Amount of testing and accountability
- » Class size
- » Cost of living
- » Curricular support tools
- » District-level services and administration
- » Empowerment to make decisions
- » Facilities
- » Involvement and culture of larger school community
- » My subject area or grade-level assignment
- » Pay / Benefits / Financial incentives
- » Peer support - informal, mentoring, or coaching
- » Planning or collaboration time
- » Professional development
- » Respect and acknowledgement from school leadership
- » School climate and safety
- » School-level administrative support for teachers
- » Student behavior and motivation
- _____

Why do you plan to CONTINUE teaching in SFUSD? (Check all that apply.)

- Amount of testing and accountability
- Class size
- Cost of living
- Curricular support tools
- District-level services and administration
- Empowerment to make decisions
- Facilities
- Involvement and culture of larger school community
- My subject area or grade-level assignment
- Pay / Benefits / Financial incentives
- Peer support - informal, mentoring, or coaching
- Planning or collaboration time
- Professional development
- Respect and acknowledgement from school leadership
- School climate and safety
- School-level administrative support for teachers
- Student behavior and motivation

Other (please specify):

What is the MOST IMPORTANT reason why you plan to continue teaching in SFUSD? (Check only one.)

- » Amount of testing and accountability
- » Class size
- » Cost of living
- » Curricular support tools
- » District-level services and administration
- » Empowerment to make decisions
- » Facilities
- » Involvement and culture of larger school community
- » My subject area or grade-level assignment
- » Pay / Benefits / Financial incentives
- » Peer support - informal, mentoring, or coaching
- » Planning or collaboration time
- » Professional development
- » Respect and acknowledgement from school leadership
- » School climate and safety
- » School-level administrative support for teachers
- » Student behavior and motivation
- » Other (please specify):

To what extent will availability or cost of HOUSING in San Francisco play a role in your plans for the future?

Definitely will not

Probably will not

Probably will

Definitely will

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

	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied
a. Being a teacher	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Being a teacher at your current school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Your performance as a teacher	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How likely is it that you will do the following at some point in your FUTURE career?

	Very Unlikely	Unlikely	Likely	Very Likely
a. Be a school assistant principal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Be a school principal (or equivalent)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Work in a school in another role (e.g., curriculum specialist,	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- | | | | | |
|---|-----------------------|-----------------------|-----------------------|-----------------------|
| instructional coach, counselor) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Work in the district office | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Work in education, outside of K-12 schools (e.g., educational entrepreneur, researcher, professor) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Leave education temporarily (e.g., sabbatical, child-rearing) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. Pursue a career outside of education | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. Stay in education but not in SFUSD | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Demographics

The next several questions ask about your demographic information. These questions will only be used for research purposes and are completely voluntary.

What is your current MARITAL STATUS? (Check only one.)

- | | |
|--|---------------------------------|
| <input type="radio"/> Never married, no domestic partner | <input type="radio"/> Separated |
| <input type="radio"/> Married | <input type="radio"/> Divorced |
| <input type="radio"/> Living with domestic partner | <input type="radio"/> Widowed |

How many CHILDREN do you have who are under the age of 5? (Select only one.)

- | | | | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 0 | 1 | 2 | 3 | 4 | 5 | 6 or more |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

How many CHILDREN do you have who are between the ages of 5 and 18? (Select only one.)

- | | | | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 0 | 1 | 2 | 3 | 4 | 5 | 6 or more |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

How long is your daily COMMUTE?

- 5-15 minutes
- 15-30 minutes
- 30-45 minutes
- 45-60 minutes
- 60-90 minutes
- Over 90 minutes

Is there anything else you would like to add?

