

• Use a No. 2 pencil only  
 CORRECT: ● INCORRECT: ✓✗●○

**INSTRUCTIONS:**

We thank you for taking the time to complete this survey designed to assess the school learning environment from the teacher's point of view. Your opinions count toward building productive learning environments.

A few things you should know about the survey:

- All of your responses are completely confidential. No one in your school building or district will know how you respond. Survey data will be compiled into a report that provides results based on the average answers of all teachers.
- There are no right or wrong answers on the survey. Mark the response that best matches your situation.
- If you work at more than one school, answer the survey in the context of the school you work at the most. If you work at two or more schools an equal amount of time, answer the survey in the context of the school you like the most.
- You must use a No. 2 pencil to complete the questionnaire.

**I. DEMOGRAPHICS**

1. How would you classify your teaching position?

- Regular full-time teacher.
- Regular part-time teacher.
- Long-term substitute teacher.
- Short-term substitute teacher.

2. Do you regularly teach classes at more than one school in a week?

- Yes
- No

3. How old are you?

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

4. How many years have you been teaching at your current school?

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

5. How many years have you worked as a teacher, either full- or part-time, and as either a substitute or regular teacher? (Do not count time spent as a student teacher.)

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

6. In which grades are your students? (Mark as many as apply.)

- Prekindergarten
- Kindergarten
- 1st
- 2nd
- 3rd
- 4th
- 5th
- 6th
- 7th
- 8th
- 9th
- 10th
- 11th
- 12th
- Ungraded

7. Which statement best describes how YOUR classes at this school are organized?

- I instruct several classes of different students most or all of the day in one or more subjects.
- I am an elementary school teacher who teaches only one subject to different classes of students.
- I instruct the same group of students all or most of the day in multiple subjects.
- I am one of two or more teachers in the same class, at the same time; we are jointly responsible for teaching the same group of students all or most of the day.
- I instruct a small number of selected students in specific skills or to address specific needs.

8. Which of the following describes the teaching certification you currently hold in this state?

- Regular or standard state certificate or advanced professional certificate.
- Certificate issued after satisfying all requirements except the completion of a probationary period.
- Certificate that requires some additional coursework, student teaching, or passage of a test before regular certification can be obtained.
- Certificate issued to persons who must complete a certification program in order to continue teaching.
- I do not hold any of the above certifications in this state.

9. What is your highest academic level achieved?

- Bachelor's degree
- Master's degree
- Doctorate degree

10. For what grade ranges does your teaching certification apply? (Mark all that apply)

- Early childhood, preschool and any of grades K-5.
- Any of grades 6-8.
- Any of grades 9-12.

11. Are you male or female?

- Male
- Female

12. Are you of Hispanic or Latino origin?

- Yes
- No

13. What is your race/ethnicity?

- White
- Black or African-American
- Asian
- Native Hawaiian or Other Pacific Islander
- American Indian or Alaska Native

**II. YOUR CAREER IN EDUCATION**

1. What job do you expect to be doing next year?

- Regular classroom teacher.
- A different professional role in education (eg, counselor, school administrator).
- A different non-professional role (eg, school aide, office administrator) in education.
- A different professional role (eg, curriculum developer) in a commercial/business educational setting.
- A different job not related to education.
- Not working any job by choice.
- Not working any job out of necessity.
- Other.

2. Where do you expect to be working next year?

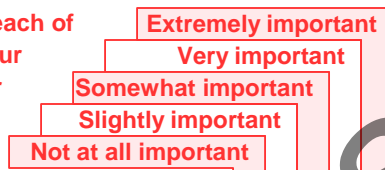
- At my current school.
- At a school in my current district.
- Within my district but not in a school setting (eg, district office).
- In another public school district.
- Working in a private school setting.
- Working in an educational setting but not in a school setting (eg, regional educational center).
- Working in a commercial/business educational setting.
- Working in a commercial/business setting not related to education.
- Not working in any setting.
- Other.

3. What reasons best describe your choice for next year? (Mark all that apply)

- I'm satisfied with my current situation.
- I'd like a better teaching assignment.
- I'd like a better salary and/or benefits.
- School staffing action (eg, reduction-in-force, school closing) requires me to change.
- Dissatisfaction with current school setting.
- Working in a location that is more convenient.
- Other family or personal reasons.
- I'm retiring.
- Other.

If you are planning to leave your school because you are dissatisfied, answer question 4. Otherwise, go to question 5.

4. If you are dissatisfied with your current school, please indicate the level of importance each of the following plays in your dissatisfaction with your current school.



	Not at all important	Slightly important	Somewhat important	Very important	Extremely important
a. Because I do not have enough autonomy over my classroom.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Because I am dissatisfied with the large number of students I teach.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Because I do not feel prepared to mainstream special needs (eg, disabled) students in my regular classes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Because I feel that there are too many intrusions on my teaching time (eg, time spent with students).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Because I am dissatisfied with opportunities for professional development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Because I am dissatisfied with workplace conditions (eg, facilities, classroom resources, school safety).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Because student discipline problems are an issue.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Because I am dissatisfied with the administrator(s).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Because I am dissatisfied with the lack of support I receive from the administration.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Because I am dissatisfied with the lack of influence I have over school policies and practices.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Because I am dissatisfied with how student assessments and school accountability measures impacted my teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Because I am dissatisfied with having some of my compensation, benefits, or rewards tied to the performance of my students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Because I am dissatisfied with the support I received for preparing my students for student assessments.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Because I am dissatisfied with the influence student assessments had on the curriculum.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Because I am dissatisfied with other aspects of accountability measures not included above.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. What job do you expect to be doing five years from now?

- Regular classroom teacher.
- A different professional role in education (eg, counselor, school administrator).
- A different non-professional role (eg, school aide, office administrator) in education.
- A different professional role (eg, curriculum developer) in a commercial/business educational setting.
- A different job not related to education.
- Not working any job by choice.
- Not working any job out of necessity.
- Other.

**6. Where do you expect to be working five years from now?**

- At my current school.
- At a school in my current district.
- Within my district but not in a school setting (eg, district office).
- In another public school district.
- Working in a private school setting.
- Working in an educational setting but not in a school setting (eg, regional educational center).
- Working in a commercial/business educational setting.
- Working in a commercial/business setting not related to education.
- Not working in any setting.
- Other.

**7. What reasons best describe your choice for five years from now? (Mark all that apply)**

- I'm satisfied with my current situation.
- I'd like a better teaching assignment.
- I'd like a better salary and/or benefits.
- School staffing action (eg, reduction-in-force, school closing) requires me to change.
- Dissatisfaction with current school setting.
- Working in a location that is more convenient.
- Other family or personal reasons.
- I'm retiring.
- Other.

**8. How true are the following statements for you?**

Very true  
Somewhat true  
Somewhat not true  
Not true at all

- a. I have the same motivation now that I did when I started teaching.
- b. I question if teaching is right for me.
- c. If I had to do it over, I would still become a teacher.
- d. I'm still teaching because I truly enjoy my work.
- e. My current salary influences my intentions in maintaining a career as a teacher.
- f. My future salary expectations influence my intentions in maintaining a career as a teacher.

**III. SCHOOL LEADERSHIP**

**A. INSTRUCTIONAL LEADERSHIP**

*My principal or instructional supervisor:*

Strongly agree  
Agree  
Disagree  
Strongly disagree

- 1. Provides a high quality of leadership.
- 2. Understands how students learn.
- 3. Values teacher feedback.
- 4. Communicates clear expectations to faculty.
- 5. Is aware of what goes on in my classroom.

**B. DISCIPLINE AND DECISION-MAKING**

Strongly agree  
Agree  
Disagree  
Strongly disagree

- 1. My principal backs up teachers when dealing with parents about disciplinary issues.
- 2. My principal supports me in matters of student discipline.
- 3. My principal follows through in addressing student discipline problems.
- 4. School administrators give teachers opportunities to be involved in school-wide decision-making.
- 5. My principal or immediate supervisor effectively collaborates with teachers in decision-making.

**C. TEACHER INVOLVEMENT IN DECISION-MAKING**

*I would like to be involved in decision-making about:*

Strongly agree  
Agree  
Disagree  
Strongly disagree

- 1. Selecting instructional materials and resources.
- 2. Devising teaching techniques.
- 3. Setting grading and student assessment practices.
- 4. Developing a school-wide student discipline plan.
- 5. Determining the content of in-service professional development programs.
- 6. Developing plans about how to close the achievement gap.
- 7. Developing plans to improve parental involvement.
- 8. The selection of new teachers for this school.
- 9. Deciding how the school budget will be spent.

*I am involved in decision-making about:*

A lot  
Some  
A little  
Not at all

- 10. Determining the content of in-service professional development programs.
- 11. School improvement planning.
- 12. Developing plans about how to close the achievement gap.
- 13. Developing plans to improve parental involvement.
- 14. Selecting instructional materials and resources.
- 15. Devising teaching techniques.
- 16. Setting grading and student assessment practices.

**IV. SCHOOL CLIMATE**

**A. MY SCHOOL**

Strongly agree  
Agree  
Disagree  
Strongly disagree

- 1. This school is a good place for me to work and learn.
- 2. I feel optimistic about the future of this school.
- 3. I believe this school is headed in the right direction.



**B. TEACHER EFFICACY (continued)***How true are the following statements for you?*

	Very true	Somewhat true	Somewhat not true	Not true at all
5. I use a number of effective strategies for motivating students to engage in their classwork.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Some students just cannot be motivated to do the work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. I give students an opportunity to make decisions about class activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**C. TEACHER EVALUATION***At my school:*

	Strongly agree	Agree	Disagree	Strongly disagree
1. Teachers receive feedback from teacher evaluations that help them improve teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Teacher performance evaluations are conducted consistently and fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Teacher evaluations accurately assess effective teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**D. TEACHER WORKLOAD***How true are the following statements for you?*

	Very true	Somewhat true	Somewhat not true	Not true at all
1. I find myself working late hours at home/school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. The amount of time I'm working feels unfair.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**E. TEACHER STRESS***At my school:*

1. I'm on the phone a lot dealing with my students' non-educational problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. I'm emotionally drained working with my students' personal problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. I spend a great deal of time dealing with students' social and emotional troubles.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. The level of social/emotional problems of my students often overwhelms me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**F. TEACHER ATTITUDE***How true are the following statements for you?*

1. I look forward to coming to school in the morning.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. I dread coming to work in the morning.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. I often wish I had chosen another profession.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. I like being a teacher.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**VII. TEACHER COMPENSATION**

	Very true	Somewhat true	Somewhat not true	Not true at all
1. I have to supplement my income from teaching in other ways (eg, second-job, summer job, etc.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. I need to work a part-time job in addition to teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**VIII. TEACHER RELATIONSHIPS AND COLLABORATION**

<b>A. INTERPERSONAL RELATIONSHIPS</b>		Strongly agree	Agree	Disagree	Strongly disagree
1. Colleagues give each other support when one of them is upset.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Teachers have close working relationships with each other.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Teachers have good relationships with each other outside of school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>B. STAFF COLLEGIALITY</b>					
<i>At my school:</i>					
1. The faculty collaborates effectively to make decisions and solve problems as a group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. There is an atmosphere of trust and mutual respect within the school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Everyone is treated as a member of the school family.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**IX. ADDITIONAL QUESTIONS**

1.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**THANK YOU FOR PARTICIPATING!**

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