

2019 Tennessee Educator Survey

The Administrator Evaluation and Professional Learning Process

Administrator Module

AM_A01. Please indicate the extent to which you agree or disagree with the following statements regarding the administrator evaluation system used in your school district.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. I believe I am held to a similar standard to other administrators in my district in the administrator evaluation process. (Select one option)	1	2	3	4
b. I receive specific suggestions for professional learning that are tailored to my needs. (Select one option)	1	2	3	4
c. Feedback from my evaluation influences the professional learning activities in which I participate. (Select one option)	1	2	3	4

AM_A02. In your district, professional learning experiences for administrators are primarily... (Select one option)

- a. Prescribed by district leaders
- b. Collaboratively chosen between district leaders and administrators
- c. Autonomously selected by the administrator

The next set of questions asks you to reflect on your administrator evaluation process up to this point during the 2018-19 school year.

AM_A03. Please review the list below and indicate who has observed you so far during the 2018-19 school year as part of your evaluation process.

	Has not observed you	Observed you once	Observed you two or three times	Observed you more than three times
a. My superintendent	1	2	3	4
b. A member of the central office team other than my superintendent, such as a principal supervisor or associate superintendent	1	2	3	4
c. A school administrator from a school other than mine	1	2	3	4
d. A school administrator from my school	1	2	3	4

AM_A04. **(Given only to Principals)** As part of your evaluation this year, how many times have evaluator(s) observed your leadership practice in person?

- a. My leadership practice was not observed by an individual who was physically present (Skip the next question)
- b. 1-2 times
- c. 3-4 times
- d. 5 or more times

AM_A05. (Given only to Principals) Throughout this school year, in the aggregate, how long were you personally observed as part of your evaluation in each of the following contexts?

	I was not observed in this context	1 to 15 minutes	16 to 45 minutes	46 to 90 minutes	More than 90 minutes
a. A school leadership team meeting	1	2	3	4	5
b. A schoolwide faculty meeting	1	2	3	4	5
c. A schoolwide faculty professional learning	1	2	3	4	5
d. A meeting with a subset of faculty (e.g., PLC meeting)	1	2	3	4	5
e. During a teaching observation or pre/post conference I was conducting with one of my teachers	1	2	3	4	5
f. During my classroom walk-throughs	1	2	3	4	5
g. During parent/community engagement events	1	2	3	4	

AM_A06. (Given only to Principals) So far during the 2018-19 school year, how frequently have you received the following types of formal evaluation feedback from your supervisor? INTELLIMATRIX with next question

	Have not received	1-2 times	3-5 times	More than 5 times
a. Verbal feedback	1	2	3	4
b. Written feedback	1	2	3	4

AM_A07. (Given only to Principals) To what extent did this type of feedback provide specific examples to work on? INTELLIMATRIX with previous question

- a. Not at all
- b. To a small extent
- c. To some extent
- d. To a great extent

AM_A08. Which of the following pieces of evidence has been as part of your administrator evaluation process this school year? (Select all that apply) INTELLIMATRIX with next question

- a. Results from the Tennessee Educator Survey
- b. Results from another staff survey used at my school
- c. Results from a parent survey used at my school
- d. Results from standardized tests
- e. Student discipline data
- f. Student attendance data

- g. My school's budget
- h. General operations documents (e.g., staff meeting agendas, school newsletters)
- i. Teacher intervention plans
- j. Evidence of teacher performance at my school (e.g., teacher evaluation scores)

AM_A09. To what extent do you perceive this piece of evidence to be a valid input into your evaluation score?

INTELLIMATRIX with previous question

- a. Not at all
- b. To a small extent
- c. To some extent
- d. To a great extent

AM_A10. We are interested in the ways that the administrator evaluation process has been implemented in districts. Have any of the following occurred during your administrator evaluation process this year? (Mark all that Apply)

- a. I was observed by a team of individuals (more than one person).
- b. I was asked to engage/mentor another administrator in my district about a strength of mine.
- c. I was asked to present at a meeting of other administrators about an identified strength of mine.
- d. I was asked to reach out to another administrator in my district to mentor him or her in an area needing improvement.
- e. As part of my evaluation process, I completed a TEAM Administrator Evaluation Individual Action Plan.
- f. As part of my evaluation process, I completed a TEAM Administrator Evaluation Observation Self-Reflection Tool.
- g. I participated in a summative conference around the end of the 2017 -18 school year during which an evaluator discussed my final evaluation scores.

Administrators in districts who use COACH as their administrative evaluation system skip the next FOUR questions.

AM_A11. Which of the following areas of administrative practice from the administrator evaluation rubric did you invest the most effort into improving during this school year? (Select one one)

- a. A1: Capacity Building
- b. A2: Data Analysis & Use
- c. A3: Interventions
- d. A4: Progress Monitoring
- e. B1: Levering Educator Strengths
- f. B2: Environment
- g. B3: Family Involvement
- h. B4: Ownership
- i. B5: Recognition & Celebration
- j. C1: Evaluation
- k. C2: Differentiated Professional Learning

- l. C3: Induction, Support, Retention & Growth
- m. C4: Teacher Leaders
- n. C5: Self-Practice
- o. D1: Community Resources
- p. D2: Diversity
- q. D3: Employee & Fiscal Management
- r. Other: _____
- s. I did not attempt to improve on anything specific during this school year.

AM_A12. What were the motivating factor(s) for attempting improvement in this area during this school year?
[Randomize] (Select up to Two)

- a. Feedback from the administrator evaluation process indicated this as an area needing improvement.
- b. This is an area of focus for my school.
- c. This area was suggested by a peer or colleague of mine as one on which I should focus.
- d. Results from surveys or assessments indicated that this was an area that needed improvement.
- e. My professional judgement that this was an important area for my improvement.
- f. Other (Please specify): _____

AM_A13. Please select the activities below that you pursued to improve in this area. Then, for each selection, please indicate how much this activity contributed to your improvement in this area. (Select all that apply)

INTELLIMATRIX with next question

- a. Formal professional development opportunities from within my district
- b. Formal professional development opportunities from a source from outside my district
- c. Informal consulting with peers
- d. Self-directed reading/learning
- e. Observing other administrators
- f. Other

AM_A14. To what extent was this activity useful to improve in this area? INTELLIMATRIX with previous question

- a. Not Useful
- b. Somewhat Useful
- c. Useful
- d. Very Useful

AM_A15. We are interested in learning more about barriers to professional growth. Which items from the list below are the most significant barriers to your professional growth? (Select up to Two)

- a. A lack of quality professional learning opportunities
- b. Insufficient support from my supervisor
- c. A resistance to change from school faculty
- d. A lack of time to devote to improvement efforts
- e. A lack of specificity in evaluation feedback

- f. A lack of resources such as release time to visit other schools
- g. Insufficient opportunities to network with other school leaders
- h. Other: _____

AM_A16. From whom do you most frequently seek professional advice/mentorship about solving challenges you face in your school leadership role?

Most Frequently

a1) Name: _____ a2) Role: _____

Second Most Frequently

b1) Name: _____ b2) Role: _____

Third Most Frequently

c1) Name: _____ c2) Role: _____