

2018 Tennessee Educator Survey
Educator Workforce Teacher Module

TM_L01. We would like to ask you a few questions about the hiring process that brought you to this school. In what month and year did you apply for the job at your current school?

- a. Month, 1 = Jan....12=Dec
- b. Year, 1=2018, 2=2017, 3=2016, 4=2015, 5=2014, 6=Other

TM_L02. In what month and year were you offered the job at your current school?

- a. Month, 1 = Jan....12=Dec
- b. Year, 1=2018, 2=2017, 3=2016, 4=2015, 5=2014, 6=Other

TM_L03. In what month and year did you accept the job at your current school?

- a. Month, 1 = Jan....12=Dec
- b. Year, 1=2018, 2=2017, 3=2016, 4=2015, 5=2014, 6=Other

TM_L04. Which of the following steps were part of the hiring process for the job you accepted at your current school? [Check all that apply]

- a. Interview with someone in the district's central office
- b. Phone or remote (e.g., over Skype) interview with the principal
- c. In-person interview with the principal
- d. Interview with current teachers in the school
- e. Interview with parents or other members of the school community
- f. Teaching a demonstration lesson for the principal and/or a hiring committee
- g. Supplying my prior evaluation scores or other prior evidence of my effectiveness
- h. Activity involving use of student data
- i. Check of my references
- j. Other (please specify:) _____

TM_L05. Which statement below best describes your most recent application process?

- a. I applied to my district first and then the district provided my application to schools they selected.
- b. I applied to my district first and then choose the schools to which I wished to apply.
- c. I applied to my school directly.
- d. Other (Please Specify): _____

TM_L06. Think again about your most recent application process. Other than your current district, how many other districts did you apply to teach in? _____

TM_L07. To how many schools did you apply or choose to have consider your application?

- a. Within your current district _____
- b. Within another district _____

TM_L08. From how many schools did you receive an offer of employment?

- a. Within your current district _____
- b. Within another district _____

Individuals who are new to education (Less than or equal to 3 total years as a teacher) will take the following question.

TM_L09. Why did you choose to work in your current school rather than at one of these other schools? If you only considered one school then please describe why you choose to work at your current school. [Open-ended]

TM_L10. Out of the items listed below, which had the greatest influence on your decision to apply to your current school /district (Select Up to Two):

- a. User-friendliness and quality of the district's website or application process
- b. Met recruitment staff at a job fair or other recruitment event
- c. The district's pay scale is higher than other alternatives
- d. I completed my student teaching within the district
- e. Individuals from my personal or professional network teach there
- f. The geographic location worked best for me
- g. I attended school in this school or district
- h. Other (Please Specify) _____

Individuals who have more than three years of experience in education but have been at their school for three years or less will take the following questions.

TM_L11. Which of the answer options best represents the primary reason that you switched schools?

- a. I wanted to move to my current school. (Take the next question)
- b. My district required that I move to my current school
- c. My previous school closed/was restructured.
- d. Other (Please Specify) _____

TM_L12. (If TM_L11=a) Out of the answer options below, which are the one or two reasons that you wanted to move to your current school? (Select up to two) [Randomize Responses]

- a. I was offered the opportunity to earn a better salary or performance bonus by moving to my current school.
- b. I followed a leader with whom I enjoy working.
- c. I was offered an opportunity to switch into a different grade level and/or subject-area.
- d. The school has a good reputation as a place teachers enjoy working
- e. There are many fewer disciplinary issues at my current school.
- f. My current school is a better fit for my personal life (e.g. shorter commute, later/earlier start time.).
- g. Other (Please Specify): _____

All TM_L respondents take the following questions.

TM_L13. How much actual control do you have in your classroom over the following areas of your planning and teaching?

| | No control | Minor control | Moderate control | A great deal of control |
|---|------------|---------------|------------------|-------------------------|
| a. Selecting textbooks and other instructional materials. (Select one option) | 1 | 2 | 3 | 4 |
| b. Selecting content, topics, and skills to be taught. (Select one option) | 1 | 2 | 3 | 4 |
| c. Selecting teaching techniques. (Select one option) | 1 | 2 | 3 | 4 |
| d. Evaluating and grading students. (Select one option) | 1 | 2 | 3 | 4 |
| e. Disciplining students. (Select one option) | 1 | 2 | 3 | 4 |
| f. Determining the amount of homework to be assigned. (Select one option) | 1 | 2 | 3 | 4 |

TM_L14. Please indicate your current tenure status. (Select one option)

- a. I currently have tenure
- b. I have never had tenure and am currently in a probationary period
- c. I was tenured at one time but am currently in a probationary period
- d. I am not sure what my current tenure status is

TM_L15. On a typical day, how many minutes is your commute (one-way) to work? (Enter value between 0 and 150)

TM_L16. To what extent do you agree or disagree with the following statements?

| | Strongly Disagree | Disagree | Agree | Strongly Agree |
|--|-------------------|----------|-------|----------------|
| a. I think about transferring to another school. (Select one option) | 1 | 2 | 3 | 4 |
| b. I don't seem to have as much enthusiasm now as I did when I began in education. (Select one option) | 1 | 2 | 3 | 4 |
| c. If I could go back to my college days and start over again, I would choose to become an educator again. (Select one option) | 1 | 2 | 3 | 4 |

TM_L17. How long do you plan to remain in education? (Select one option)

- a. As long as I am able.
- b. Until I am eligible for retirement benefits from this job.
- c. Until I am eligible for retirement benefits from a previous job.
- d. Until I am eligible for Social Security benefits.
- e. Until a specific life event occurs (e.g., parenthood, marriage).
- f. Definitely plan to leave as soon as I can.
- g. Undecided at this time.

TM_L18. Please indicate the extent to which you agree or disagree with the following statements regarding your school.

| | Strongly Disagree | Disagree | Somewh at Disagree | Neither Agree Nor Disagree | Somewh at Agree | Agree | Strongly Agree |
|---|-------------------|----------|--------------------|----------------------------|-----------------|-------|----------------|
| a. The individual planning time provided for teachers in my school is sufficient. (Select one option) | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| b. I like the way things are run at this school. (Select one option) | 1 | 2 | 3 | 4 | 5 | 6 | 7 |