

TEACHER CAREER CHOICE SURVEY

Survey Design Features:

- The survey is intended to (1) generate data on teacher mobility and career choices, (2) track a sample of teachers who left their former teaching positions voluntarily and gather information about their motives for doing so, and (3) use the data collected to identify patterns and problems and to inform policy.
- In addition to tracking overall attrition patterns, the surveys is intended to identify factors that push people out of their former teaching positions as well as those factors that pull them into new positions, including both new positions in education as well as other career areas.
- The sample will include all teachers identified by districts as voluntarily leaving a full-time teaching position they held during the 2002-03 school year. We anticipate a sample of approximately 1,500 teachers.
- The survey will be administered to teachers in 20 districts included in SECTQ case study sample.
- PSA/SECTQ will work with districts to ensure that districts have and are willing to provide up-to-date contact information on teachers who leave their positions.
- The survey will be administered in early summer 2003 and again in late summer 2003. (The first round will focus on teachers who announce their decisions by the end of the school year. The second round will focus on teachers who announce a decision not to return prior to the beginning of the 2003-04 school year.)
- The survey will be administered by mail and there will be two rounds of follow-up with non-respondents.
- A report on survey data and findings will available by about February 1, 2005.

Cover Letter and Directions To Be Added Here

Cover letter will:

- Explain who is sponsoring the survey and the overall purposes
- Indicate who has endorsed the study and why it is important for respondents to complete the survey
- Explain that the survey is being sent to individuals identified by districts as having voluntarily left a full-time teaching position that they held during the 2002-2003 school year
- Direct individuals who did not voluntarily leave a full-time teaching position to return the survey to PSA
- Guarantee confidentiality of all respondents
- Introduce PSA and provide contact information, including a toll-free number, for questions about the survey.

1. What grade level did you teach in the 2002-03 school year? (If you taught more than one grade level, please indicate the primary grade level you taught.)
 - a. Elementary school
 - b. Middle school/Intermediate school/Junior high school
 - c. High school

2. What subject(s) did you teach in the 2002-03 school year?
 - a. Reading/language arts
 - b. Mathematics
 - c. Science
 - d. Social studies
 - e. Foreign language
 - f. Art (including visual and performance arts)
 - g. Health/physical education
 - h. Consumer science
 - i. Other (Specify)

3. Counting the 2002-03 school year, how many years were you a teacher in the school you taught in during the 2002-03 school year?
 - a. 1 year
 - b. 2-3 years
 - c. 4-5 years
 - d. 6-10 years
 - e. More than 10 years

4. Counting the 2002-03 school year, how many years of teaching experience do you have overall?
 - a. 1 year
 - b. 2-3 years
 - c. 4-5 years
 - d. 6-10 years
 - e. More than 10 years

5. Did you participate in a new teacher induction program as you began your teaching career?
 - a. Yes
 - b. No (Skip to question 7.)

How long did the program last?

- a. Less than six months
- b. Between six months and a year.
- c. Between one year and two years
- d. More than two years

6. Indicate the extent to which you agree or disagree with each of the following statements about the new teacher induction program.

Strongly agree/Somewhat agree/Neither agree nor disagree/Somewhat disagree/Strongly disagree

- a. The program helped me understand my role as teacher.
- b. The program helped me gain confidence as a teacher.
- c. The program helped me understand the curriculum.
- d. The program provided valuable opportunities to interact with colleagues.
- e. The program provided emotional support when I needed it.

7. Thinking about the school that you taught in during 2002-03, indicate the extent to which you agree or disagree with the following statements.

Strongly disagree/ Somewhat disagree/Neither agree nor disagree/Somewhat agree/Strongly agree

- a. I was satisfied with my salary and benefits.
- b. I was satisfied with the level of job security at the school (e.g., the possibility of being laid off).
- c. The school facility (buildings and grounds) was in need of significant repair.
- d. I felt safe at school.
- e. Student behavior was a problem.
- f. Most of the students in the school were motivated to learn.
- g. The school emphasized academic success.
- h. I received little support from parents.
- i. The procedures for teacher performance evaluation were satisfactory.
- j. Some of the classes or sections I taught were too large.
- k. I was satisfied with the grade(s) I was assigned to teach.
- l. I was satisfied with the subject(s) I was assigned to teach.
- m. I often felt that my teaching workload was too heavy.
- n. I did not have enough influence over the school's policies and practices
- o. Resources and materials/equipment for my classroom(s) were sufficiently available.
- p. Computers and other technology for my classroom(s) were sufficiently available.
- q. There was not enough time available for planning and preparation during a typical week at the school.
- r. The professional caliber of the faculty at the school was high.
- s. There was not enough uninterrupted class time available for instruction.
- t. Including (mainstreaming) special needs (e.g., disabled) students in regular classes made it difficult for me to teach.
- u. I was pleased with the opportunities for professional advancement offered to the teachers at the school.
- v. I was pleased with the opportunities for professional development offered to teachers at the school.
- w. The school administrators' behavior toward the staff was supportive and encouraging.

8. Indicate the extent to which you agree or disagree with the following statement:

In thinking about all of the factors that influenced *my satisfaction with teaching in the school in which I taught during the 2002-03 school year*, overall, I was satisfied.

- a. Strongly disagree
- b. Somewhat disagree
- c. Neither agree nor disagree
- d. Somewhat agree
- e. Strongly agree

9. Indicate the extent to which you agree or disagree with the following statement:

In thinking about all of the factors that influenced *my satisfaction with teaching in general*, overall I was satisfied.

- a. Strongly disagree
- b. Somewhat disagree
- c. Neither agree nor disagree
- d. Somewhat agree
- e. Strongly agree

10. Indicate which of the following decisions you have made about your teaching position?

- a. I am transferring to a teaching position in a new school in the same district.
- b. I have accepted a position as an administrator in the same school district.
- c. I have accepted a position as a counselor or supervisor in the same school district.
I have accepted a teaching position in another school district.
- d. I have accepted a position as an administrator in another school district
- e. I have accepted a position as a counselor or supervisor in another district.
- f. I have accepted a job in a field outside of education.
- g. I have enrolled in a graduate program to advance my career in education.
- h. I have enrolled in a graduate program to advance my career in a field other than education.
- i. I have retired from teaching and do not intend to seek full-time employment.
- j. I have retired from teaching and I am seeking employment in a field other than education.

11. Reflecting on your decision to leave the teaching position that you held during the 2002-03 school, indicate how much each of the following individuals influenced your decision:

No influence/ Significant influence/Modest influence

- a. The school principal
- b. Other school administrator
- c. Colleagues
- d. Spouse
- e. Friends and relatives
- f. Employment counselor

12. In reflecting on your decision to leave the teaching position that you held during the 2002-03 school year, indicate the level of importance each of the following played in your decision.

Not at all important/Somewhat important/Very important

- a. Change in residence
- b. Pregnancy/Child rearing
- c. Health
- d. To take a sabbatical or other break from teaching
- e. To receive a better salary or benefits
- f. The school in which I taught during the 2002-03 school year received little support from the community.
- g. I was dissatisfied with my job description or responsibilities.
- h. I was dissatisfied with changes in my job description or responsibilities.
- i. I did not feel prepared to implement new reform measures.
- j. I did not agree with new reform measures.
- k. I did not receive adequate support from school leaders.
- l. I did not have adequate resources to be effective in my classroom.
- m. Other family or personal reasons.

If you have accepted a new teaching position for the 2003-2004 school year, please respond to Questions 13 and 14 and return the survey to Policy Studies Associates.

If you have accepted a position in a field outside of education, please skip to Questions 15 and 16 and return the survey to Policy Studies Associates.

If you are seeking employment, have enrolled in graduate school, have accepted a position in education but not as teacher, or have left your position for pregnancy, child rearing, or health or other personal reasons, PLEASE STOP HERE and return the survey to Policy Studies Associates.

13. Which of the following statements best describe your new teaching position compared to the one you held in 2002-03.
- a. I will be teaching the same subject(s) and the same grade level(s).
 - b. I will be teaching a different subject(s) and/or a different grade level(s).
 - c. I will be teaching students who are similar to the ones I taught in my previous position.
 - d. I will be teaching students who are different from the ones I taught in my previous position.
 - e. I do not yet know the details of my new position.
14. In reflecting on your decision to accept a new teaching position, indicate how important each of the following factors was in influencing the decision.

Not at all important/Somewhat important/Very important

- a. Higher salary and better benefits
- b. A strong school leader
- c. Good students
- d. Increased opportunities for collegiality
- e. Increased autonomy in my classroom
- f. Strong community support
- g. Increased instructional resources
- h. Opportunities for training and professional development
- i. School goals and priorities that are compatible with my personal philosophy
- j. Opportunities for leadership and advancement
- k. A safe and secure working environment
- l. The school is convenient to where I live



THANK YOU FOR THE TIME AND THOUGHT YOU INVESTED IN COMPLETING THIS SURVEY.

PLEASE PLACE THE COMPLETED SURVEY IN THE ENVELOPE THAT CAME WITH THE SURVEY AND RETURN IT TO POLICY STUDIES ASSOCIATES.
IF YOU'VE LOST THE ENVELOPE, PLEASE CONTACT POLICY STUDIES ASSOCIATES AT 1-800-XXX-XXXX FOR INSTRUCTIONS

15. Indicate the type of position that you have accepted in a field outside of education.
- a. Sales/marketing
 - b. Management
 - c. Consulting/technical support
 - d. Research/product development
 - e. Personnel/human resource development
 - f. Clerical
 - g. Other (Specify)
16. In reflecting on your decision to accept a position in a field other than education, indicate how important each of the following factors was in influencing the decision.
- Not at all important/Somewhat important/Very important
- a. Higher salary and better benefits
 - b. Opportunities for leadership and advancement
 - c. Opportunities for training and professional development
 - d. Increased autonomy
 - e. Increased opportunities for collegiality
 - f. Opportunities for leadership and advancement
 - g. A safe and secure work environment
 - h. The workplace is convenient to where I live

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