

2020-21 PARTNERSHIP TURNAROUND EDUCATOR SURVEY INSTRUMENTS



Education Policy Innovation Collaborative

COLLEGE OF EDUCATION | MICHIGAN STATE UNIVERSITY

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Table of Contents

Principal Survey Instrument	2
Teacher Survey Instrument	23

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PRINCIPAL SURVEY INSTRUMENT

A Survey of Partnership Educators

A team of researchers from the Education Policy Innovation Collaborative (EPIC) at Michigan State University is conducting a study of how Michigan’s Partnership Model impacts students, teachers, and principals in Partnership Districts across the state. Your perspective is critical to helping us better understand how the Partnership Model is being implemented in different schools and districts and how it impacts educators like you.

You were selected to participate in this survey because you are an educator in a Partnership District. We know that this is a very busy time and that educators—who are always working as hard as they can to educate Michigan’s students—are working harder than ever to do so amidst a global pandemic. However, it is more important than ever to understand what is happening inside Michigan’s Partnership schools and districts, and your participation will provide critical feedback to stakeholders across the state. We have shortened the length of the survey such that it should take approximately 20 minutes to complete. In recognition of your time, **educators who complete this survey will receive 5 (five) State Continuing Education Clock Hours (SCECHs).**

Your responses will be kept strictly confidential. The Michigan Department of Education (MDE) supports this study; however, MDE will not have access to the individual data we collect. All responses will be summarized in a way such that no individuals can be identified. The findings the research team compiles will be used to produce reports to Michigan policymakers, policy briefs, journal articles, and presentations at academic conferences. You can view previous years’ reports from EPIC’s study of Michigan’s Partnership schools and districts, along with MDE’s response to this work, [here](#).

There are no major risks to taking this survey. You can complete this survey on any phone, tablet, or computer, but **a laptop or desktop computer is recommended to make responding easier.**

This survey is voluntary. If you decide to participate, you are free to stop at any time. You may also skip questions that you do not wish to answer. Your responses to this survey may also be used in future studies.

If you have any questions or concerns about this survey or the larger survey, please feel free to contact the EPIC Research Team at mipartnr@msu.edu. If you have any questions about your rights as a participant, you can contact MSU’s Human Research Protection Program at irb@msu.edu.

Thank you for your participation!

Screening Questions

- 1. **This survey is intended for principals and school leaders. Do your responsibilities include such activities as providing support and guidance for teachers, evaluating staff, communicating with parents, and/or leading school improvement efforts?**
 - a. Yes
 - b. No

- 2. **Were you a principal or other administrator at this school last year (2019-20)?**
 - a. Yes
 - b. No

- 3. **We are interested in learning more about your experience as an administrator in your current school and in schools targeted for improvement supports and/or accountability reforms (e.g., *Partnership, Comprehensive Support and Improvement [CSI], School Improvement Grant [SIG]*) including the current year. For the following question, please enter the number of years you have served in a given role, counting this school year. Please indicate the number of years you have served in any of the following positions.**

	Number of years:
Principal of your current school	
Principal of a school targeted for improvement supports and/or accountability reforms	
Assistant principal of a school targeted for improvement supports and/or accountability reforms	

School and District Improvement and Accountability

4. Please indicate the extent to which you agree or disagree with the following statement about your organization’s improvement goals. Please mark one option for each row.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I am aware of and understand our improvement goals.					
b. Our improvement goals are feasible to accomplish in a three-year timeframe.					
c. Our improvement goals are focused on the most important issues facing our school.					
d. Our improvement goals help meet the needs of students.					
e. Our improvement goals will help us improve our student outcomes.					
f. We have the resources we need to achieve our improvement goals.					
g. We focus on clear and concrete steps we can take to improve student outcomes.					
h. Our instructional efforts are aligned with our improvement goals.					

5. Please indicate the extent to which you have concerns about each of the following at your school. Please mark one option for each row.

	Not a concern	Minimal concern	Moderate concern	Major concern	Primary concern
a. How student learning will be measured at the end of the 2020-21 school year					
b. My school's ability to improve test scores when typical schooling resume					
c. Whether <u>I</u> will be held responsible for the learning of students who did not attend school during the COVID-19 pandemic					
d. Whether <u>my school</u> will be held responsible for the learning of students who did not attend school during the COVID-19 pandemic					
e. The extent to which <u>I</u> will be held responsible for learning loss that occurs during the COVID-19 pandemic (e.g., low evaluation scores, dismissal)					
f. The extent to which <u>my school</u> will be held responsible for learning loss that occurs during the COVID-19 pandemic (e.g., sanctions, closure)					

6. We are interested in better understanding your experience with accountability toward school improvement goals (as outlined in the Partnership Agreement, School Improvement Plan, or District Improvement Plan) during the COVID-19 pandemic. To what extent do you agree with each of the following statements? Please mark one option for each row.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. My school has been closely monitoring goal attainment this school year.					
b. Progress monitoring toward goal attainment in this school year has been inhibited <u>by a lack of data</u> (e.g., accountability exam data, reliable benchmark assessment data, school climate data).					
c. The goals established in our Partnership Agreement and/or School/District Improvement Plan are no longer relevant under current schooling conditions (e.g., discipline-related goals under remote schooling, school climate related goals that assume in-person instruction, growth goals that assume state test scores [M-STEP, SAT]).					
d. It is not feasible to meet the goals established in our Partnership Agreement and/or School/District Improvement Plan given current schooling conditions.					
e. Progress monitoring toward goal attainment in this school year has been inhibited <u>by educator limitations related to the COVID-19 pandemic</u> (e.g., lost time to extra work responsibilities, lost time due to personal responsibilities).					

7. To what extent has student enrollment changed this school year?

- a. Substantially lower
- b. Somewhat lower
- c. The same as last year
- d. Somewhat higher
- e. Substantially higher
- f. Don't know

8. To what extent are you concerned about loss of funding related to lost enrollment?

- a. Not at all concerned
- b. Slightly concerned
- c. Moderately concerned
- d. Very concerned
- e. Extremely concerned

9. Think about teacher and staff absences over the last month. Approximately what proportion of teachers and other staff were absent from school (for all or part of the day) each day? Please mark one option for each row.

	<10%	10-25%	26-50%	51-75%	76-90%	>90%
a. Teachers						
b. Other school staff						

10. When teachers are absent, approximately what proportion of the time are...

	<10%	10-25%	26-50%	51-75%	76-90%	>90%
a. Substitute teachers available to teacher their classes						
b. High-quality substitute teachers available to teach their classes						

Focus of the School

11. We understand that foci, priorities, and context are unique this school year due to the COVID-19 pandemic. In this question, we would like to better understand what areas of focus your school is prioritizing in the current context. In the 2020-21 school year, to what extent are each of the following areas a focus in your school? Please mark one option for each row.

	Not a focus	A minor focus	A moderate focus	A major focus	A primary focus
a. Curriculum and instructional programs					
b. Assessments					
c. Teacher professional development programs					
d. Opportunities for teachers to meet and work together					
e. Extended school day or school year					
f. Salary/compensation for teachers					
g. Monetary incentives to recruit and/or retain teachers					
h. School climate and culture					
i. Family/community engagement strategies					
j. Teacher dismissal					
k. Teacher recruitment/hiring					
l. Teacher evaluation					
m. Administrator recruitment/hiring					
n. <u>Student</u> attendance interventions					
o. <u>Teacher</u> attendance interventions					
p. Behavioral interventions (e.g., PBIS, restorative justice, suspension reduction)					
q. After school programs (e.g., tutoring)					
r. Socio-emotional outcomes for students					

	Not a focus	A minor focus	A moderate focus	A major focus	A primary focus
s. Improving school-wide academic performance					
t. Academic improvement for <u>students on the cusp of state test levels</u> (e.g., from far below basic to basic or from basic to proficient)					
u. Academic improvement of <u>special populations of students</u> (e.g., English learners [ELs], special education [IEP/504 Plans])					
v. Instruction driven by student achievement data					
w. Management of financial resources					
x. Operational plan (e.g., facilities use plan, key operational leadership positions)					
y. Salary/compensation for administrators					

12. To what extent do you believe that your district or charter management organization would benefit from increased assistance in the following areas? Please mark one option for each row.

	No benefit	Slight benefit	Moderate benefit	Significant benefit	Immense benefit
a. Curriculum and instructional programs					
b. Assessments					
c. Teach professional development programs					
d. Opportunities for teachers to meet and work together					
e. Extended school day or school year					
f. Salary/compensation for teachers					

	No benefit	Slight benefit	Moderate benefit	Significant benefit	Immense benefit
g. Monetary incentives to recruit and/or retain teachers					
h. School climate and culture					
i. Family/community engagement strategies					
j. Teacher dismissal					
k. Teacher recruitment/hiring					
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m. Administrator recruitment/hiring					
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r. Socio-emotional outcomes for students					
s. Improving school-wide academic performance					
t. Academic improvement for students on the cusp of state test levels (e.g., from far below basic to basic or from basic to proficient)					
u. Academic improvement of special populations of students (e.g., EL, special education)					
v. Instruction driven by student achievement data					
w. Management of financial resources					
x. Operational plan (e.g., facilities use plan, key operational leadership positions)					
y. Salary/compensation for administrators					

Receipt/Utility of Supports

13. During the current school year (2020-21), has your school received assistance or support from the following groups, and if so, how would you rate the quality of that assistance or support? Please mark one option in each row of column A and column B. If the row is not applicable to you, please leave it blank.

	A. <i>Has your school received assistance or support from the following sources this year (2020-21)?</i>			B. <i>If yes, how would you rate the quality of the assistance or support your school received this year (2020-21)?</i>		
	Yes	No	Don't know	Low quality	Moderate quality	High quality
Michigan Department of Education (MDE)						
ISD/RESA (Intermediate school district/Regional educational service agency)						
Educational services provider (ESP), charter management organization (CMO), or educational management organization (EMO)						
My district's superintendent/central office						
The local school board, if applicable						
The local teachers' union, if applicable						
One or more community partners						
Your principal association (e.g., MASSP, MEMSPA)						
Other (Please specify:) <u> </u>						

RGA Process

14. As a part of the Partnership Model, progress in Partnership schools is evaluated by the Office of Partnership District at MDE 18 months after schools enter Partnership. This evaluation process is called the Review of Goal Attainment (RGA). Has your school or district gone through the RGA process since fall 2019?

- a. Yes
- b. No
- c. I don't know.

15. Please share your thoughts on the Review of Goal Attainment (RGA) process by indicating your level of agreement or disagreement with the following statements. Please mark one option for each row.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I had an opportunity to be involved in my RGA process.					
b. I believe that the RGA process was fair.					
c. I believe that the RGA process was useful.					
d. I believe that the RGA process was transparent.					
e. The RGA process provided helpful feedback for the ongoing improvement work in my school or district.					
f. The RGA process allowed us to have an honest conversation with MDE/OPD about my district's challenges.					
g. The RGA process allowed us to have an honest conversation with MDE/OPD about my district's strengths.					

Supports for Students

16. Think about student absences over the last month. Approximately what percentage of your students were absent from school (for all or part of the day) each day?

- a. <10%
- b. 10-25%
- c. 26-50%
- d. 51-75%
- e. 76-90%
- f. >90%

17. We are interested in learning about the types of services that are offered to students in the 2020-21 school year. From the following list, please identify the programs and services that are currently made available to your students by your school/district. Please mark all that apply.

- a. Healthcare services/health clinic
- b. Mental health services
- c. A social worker
- d. A counselor who focuses on students' academics
- e. A counselor who provides socio-emotional supports (e.g., mental health counseling, grief Counseling)
- f. Family counseling
- g. A food pantry
- h. Meal provision
- i. External support services (e.g., foster care, supplemental nutrition assistance [SNAP, WIC], eviction assistance)
- j. Laundry facilities
- k. Clothing distribution (e.g., winter coats, boots, gloves)
- l. Peer-to-peer tutoring
- m. Peer-to-peer mentoring
- n. Supports/training for parents
- o. A restorative justice program
- p. Student tutoring by adults
- q. Student mentoring by adults
- r. Technology support (e.g., for internet, devices)
- s. Assistance for students providing care for younger family members

18. What, if any, external organizations have been working to support students in your district with COVID-19 related challenges (e.g., to help with childcare responsibilities when parents or guardians are ill or have other responsibilities, to provide meals or clothes, to provide other needed resources)? Please select all that apply.

- a. Church or other religious institutions
- b. Red Cross
- c. Other non-profit organizations (e.g., United Way, food pantries, YMCA)
- d. Other (Please specify:) _____

19. In this school year, approximately what proportion of your students have experienced each of the following as a result of COVID-19?

	>10%	10-25%	26-50%	51-75%	76-90%	>90%
a. Immediate family members have contracted COVID-19						
b. Other family members have contracted COVID-19						
c. Students have contracted COVID-19						
d. Students have suffered from continued symptoms of COVID-19						
e. Learning loss due to health issues related to COVID-19						
f. Socio-emotional trauma as a result of COVID-19						
g. Students with special needs have not received full services laid out in their IEP due to COVID-19						

20. To what extent do you agree with each of the following statements?

Please mark one option for each row in Column A and Column B.

	A. Students in this school <u>begin</u> this school year on track with content standard for...						B. By the <u>end of this school year</u>, students in this school will be proficient in content standards for...					
	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know
Math												
English language arts												
Science												
Social studies												

21. We understand that school during the COVID-19 pandemic looks different than in a typical school year. We want to understand more about the hindrances your school has faced given the unique circumstances of the 2020-21 school year. To what extent is each of the following a hindrance to achieving your improvement goals? Please mark one option for each row.

	Not a hindrance	A slight hindrance	A Moderate hindrance	A great hindrance	The greatest hindrance
a. Insufficient access to technology					
b. Low student enrollment					
c. Low teacher attendance					
d. Low teacher retention					
e. Lack of availability of substitute teachers					
f. Low quality of substitute teachers					
g. Lack of student motivation to learn					
h. Teacher demoralization and/or mental health challenges related to the COVID-19 pandemic					
i. Lack of reliable personal transportation to school or resource center					
j. Lack of parent engagement					
k. Insufficient supply of certified teachers					

School Climate and Culture

22. We understand that school during the COVID-19 pandemic looks different than in a normal year. We want to understand more about the climate within your school given the difficult circumstances of the 2020-21 school year. Please indicate the extent to which you agree or disagree with the following statements about your school. Please mark one option for each row.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. This school does a great job of advising and supporting students to meet their socio-emotional needs (e.g., personal guidance, counseling, enrichment activities).					
b. This school does a great job of meeting students' academic needs.					
c. Teachers have a strong rapport with students.					
d. Teachers have high expectations for students.					
e. Students are enthusiastic and excited to learn.					
f. Teachers effectively engage students in learning.					
g. Most of my colleagues share my beliefs and values about what the central mission of the school should be.					

Educator Recruitment and Retention

23. The following questions address the recruiting and hiring new teachers in your school and district or charter management organization. To what extent did your school and district or charter management organization experience difficulties in recruiting and hiring teachers this school year (2020-21)? Please mark one option for each row.

	No difficulties	Minimal difficulties	Some difficulties	Moderate difficulties	Substantial difficulties
a. My <u>school</u> experienced _____ in recruiting and hiring teachers.					
b. My <u>school</u> experienced _____ in recruiting and hiring <u>certified</u> teachers.					
c. My <u>district or charter management organization</u> experienced _____ in recruiting and hiring teachers.					
d. My <u>district or charter management organization</u> experienced _____ in recruiting and hiring <u>certified</u> teachers.					

24. Approximately what proportion of teachers in your school are long-term substitutes?

- a. <10%
- b. 10-25%
- c. 26-50%
- d. 51-75%
- e. 76-90%

f. >90%

25. **To what extent do the following factors affect your ability to recruit and hire teachers in your school?** Please mark one option for each row.

	Very negatively impacts	Somewhat negatively impacts	Does not impact	Somewhat positively impacts	Very positively impacts
a. Teacher salaries					
b. Ability to offer professional development/support					
c. School climate and culture					
d. Student academic performance					
e. Student discipline					
f. Student attendance					
g. Student family background					
h. Socioeconomic status of the community					
i. School or district geographic location					
j. School or district/charter network Partnership status					
k. Hiring competition from nearby districts					
l. Hiring competition from nearby PSA/charter					
m. Health concerns related to COVID-19					

26. **Which of the following best describes your plans for next school year?**

I plan to...

- a. continue serving as principal in this school.
- b. serve in a different position next year, but in this same school.
- c. continue serving as principal in my district or charter network, but in a different school.
- d. leave this district next year to work in a different district or charter network.

- e. leave next year to pursue a job not in education.
- f. retire.

27. To what extent does each of the following factor into your plans to [piped language: answer option from Q29 above]?

	Not a factor	A minor factor	A moderate factor	A major factor	A primary factor
a. Leadership					
b. Culture and climate among teachers and staff					
c. Workload					
d. Commute					
e. Pay					
f. The types of students with whom I work					
g. My school's or district's accountability designation					
h. Instructional modality offered during the COVID-19 pandemic (<i>e.g., my current district is only offering fully in-person instruction and I prefer to teach remotely, my current district is only offering remote instruction and I prefer to teach in person</i>)					
i. The adequacy of the COVID-19-related safety precautions being implemented in my school					
j. The way district administration has treated educators during the COVID-19 pandemic					
k. The impact of COVID-19 on my or my family's health or well-being					

28. To what extent do you agree with the following statements? Please mark one option for each row.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I am satisfied with my job.					
b. I am satisfied with my salary.					
c. I feel supported by my district or charter management organization administration during the COVID-19 pandemic.					

29. What zip code did you live in when you graduated from high school? If you are from outside the United States, please enter five zeros (00000).

30. We know you are very busy, and we greatly appreciate your taking the time to complete this survey. If you have any additional comments, please feel free to write them in the space provided below. Last year, more than 900 educators gave additional comments. We read all of these comments, and they have informed our research.

TEACHER SURVEY INSTRUMENT

A Survey of Partnership Educators

A team of researchers from the Education Policy Innovation Collaborative (EPIC) at Michigan State University is conducting a study of how Michigan's Partnership Model impacts students, teachers, and principals in Partnership Districts across the state. Your perspective is critical to helping us better understand how the Partnership Model is being implemented in different schools and districts and how it impacts educators like you.

You were selected to participate in this survey because you are an educator in a Partnership District. We know that this is a very busy time and that educators – who are always working as hard as they can to educate Michigan's students – are working harder than ever to do so amidst a global pandemic. However, it is more important than ever to understand what is happening inside Michigan's Partnership Schools and Districts, and your participation will provide critical feedback to stakeholders across the state. We have shortened the length of the survey such that it should take approximately 20 minutes to complete. In recognition of your time, **educators who complete this survey will receive 5 (five) State Continuing Education Clock Hours.**

Your responses will be kept strictly confidential. The Michigan Department of Education (MDE) supports this study; however, MDE will not have access to the individual data we collect. All responses will be summarized in a way such that no individuals can be identified. The findings the research team compiles will be used to produce reports to Michigan policymakers, policy briefs, journal articles, and presentations at academic conferences. You can view previous years' reports from EPIC's study of Michigan's Partnership Schools and Districts, along with MDE's response to this work, [here](#).

There are no major risks to taking this survey. You can complete this survey on any phone, tablet, or computer, but **a laptop or desktop computer is recommended to make responding easier.**

This survey is voluntary. If you decide to participate, you are free to stop at any time. You may also skip questions that you do not wish to answer. Your responses to this survey may also be used in future studies.

If you have any questions or concerns about this survey or the larger survey, please feel free to contact the EPIC Research Team at mipartnr@msu.edu. If you have any questions about your rights as a participant, you can contact MSU's Human Research Protection Program at irb@msu.edu.

Thank you for your participation!

Screening Questions

1. **This survey is intended for teachers. Do your responsibilities include providing instruction to students in a classroom or pull-out setting?**
 - a. Yes
 - b. No

2. **Consider your primary teaching assignment. Is your primary teaching assignment in:**
 - a. Grade 5 or below
 - b. Grade 6 or above

3. **Which subject area do you teach?**
 - a. English language arts
 - b. Math
 - c. Science
 - d. Social studies
 - e. Another subject (*e.g., foreign language, music, art, physical education*)

School and District Improvement and Accountability

4. Please indicate the extent to which you agree or disagree with the following statement about your organization’s improvement goals. Please mark one option for each row.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I am aware of and understand our improvement goals.					
b. Our improvement goals are feasible to accomplish in a three-year timeframe.					
c. Our improvement goals are focused on the most important issues facing our school.					
d. Our improvement goals help meet the needs of students.					
e. Our improvement goals will help us improve our student outcomes.					
f. We have the resources we need to achieve our improvement goals.					
g. We focus on clear and concrete steps we can take to improve student outcomes.					
h. Our instructional efforts are aligned with our improvement goals.					

5. Please indicate the extent to which you have concerns about each of the following at your school. Please mark one option for each row.

	Not a concern	Minimal concern	Moderate concern	Major concern	Primary concern
a. How student learning will be measured at the end of the 2020-21 school year					
b. My school’s ability to improve test scores when typical schooling resumes					
c. Whether <u>I</u> will be held responsible for the learning of students who did not attend school during the COVID-19 pandemic					
d. Whether <u>my school</u> will be held responsible for the learning of students who did not attend school during the COVID-19 pandemic					
e. The extent to which <u>I</u> will be held responsible for any learning loss that occurs during the COVID-19 pandemic (e.g., low evaluation scores, dismissal)					
f. The extent to which <u>my school</u> will be held responsible for learning loss that occurs during the COVID-19 pandemic (e.g., sanctions, closure)					

6. We are interested in better understanding your experience with accountability toward school improvement goals (as outlined in the Partnership Agreement, School Improvement Plan, or District Improvement Plan) during the COVID-19 pandemic. To what extent do you agree with each of the following statements? Please mark one option for each row.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. My school has been closely monitoring goal attainment this school year.					
b. Progress monitoring toward goal attainment in this school year has been inhibited <u>by a lack of data</u> (e.g., accountability exam data, reliable benchmark assessment data, school climate data).					
c. The goals established in our Partnership Agreement and/or School/District Improvement Plan are no longer relevant under current schooling conditions (e.g., discipline-related goals under remote schooling, school climate related goals that assume in-person instruction, growth goals that assume state test scores [M-STEP, SAT]).					
d. It is not feasible to meet the goals established in our Partnership Agreement and/or School/District Improvement Plan given current schooling conditions.					
e. Progress monitoring toward goal attainment in this school year has been inhibited <u>by educator limitations related to the COVID-19 pandemic</u> (e.g., lost time to extra work responsibilities, lost time due to personal responsibilities).					

Focus of the School

7. We understand that foci, priorities, and context are unique this school year due to the COVID-19 pandemic. In this question, we would like to better understand what areas of focus your school is prioritizing in the current context. In the 2020-21 school year, to what extent are each of the following areas a focus in your school? Please mark one option for each row.

	Not a focus	A minor focus	A moderate focus	A major focus	A primary focus
a. Curriculum and instructional programs					
b. Assessments					
c. Teacher professional development programs					
d. Opportunities for teachers to meet and work together					
e. Extended school day or school year					
f. Salary/compensation for teachers					
g. Monetary incentives to recruit and/or retain teachers					
h. School climate and culture					
i. Family/community engagement strategies					
j. Teacher dismissal					
k. Teacher recruitment/hiring					
l. Teacher evaluation					
m. Administrator recruitment/hiring					
n. Student attendance interventions					
o. Teacher attendance interventions					
p. Behavioral interventions (e.g., PBIS, restorative justice, suspension reduction)					

	Not a focus	A minor focus	A moderate focus	A major focus	A primary focus
q. After school programs (e.g., tutoring)					
r. Socio-emotional outcomes for students					
s. Improving school-wide academic performance					
t. Academic improvement for students on the cusp of state test levels (e.g., from far below basic to basic or from basic to proficient)					
u. Academic improvement of special populations of students (e.g., English learners [ELs], special education [IEP/504 Plan])					
v. Instruction driven by student achievement data					
w. Management of financial resources					
x. Operational plan (e.g., facilities use plan, key operational leadership positions)					

8. **To what extent do you believe that your school would benefit from increased assistance in the following areas?** Please mark one option for each row.

	No benefit	Slight benefit	Moderate benefit	Significant benefit	Immense benefit
a. Curriculum and instructional programs					
b. Assessments					
c. Teacher professional development programs					
d. Opportunities for teachers to meet and work together					
e. Extended school day or school year					
f. Salary/compensation for teachers					

	No benefit	Slight benefit	Moderate benefit	Significant benefit	Immense benefit
g. Monetary incentives to recruit and/or retain teachers					
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l. Teacher evaluation					
m. Administrator recruitment/hiring					
n. Student attendance interventions					
o. Teacher attendance interventions					
p. Behavioral interventions (e.g., PBIS, restorative justice, suspension reduction)					
q. After school programs (e.g., tutoring)					
r. Socio-emotional outcomes for students					
s. Improving school-wide academic performance					
t. Academic improvement for students on the cusp of state test levels (e.g., from far below basic to basic or from basic to proficient)					
u. Academic improvement of special populations of students (e.g., English learners [ELs], special education [IEP/504 Plans])					
v. Instruction driven by student achievement data					
w. Management of financial resources					
x. Operational plan (e.g., facilities use plan, key operational leadership positions)					

School Leadership

9. Consider your school’s current principal or school leader. Please indicate how effectively your principals or school leader performed each of the following. Please mark one option for each row.

	Not at all effectively	Slightly effectively	Somewhat effectively	Very effectively	Extremely effectively
a. Worked with staff to meet curriculum standards					
b. Communicated the central mission of the school					
c. Used evidence to make data-driven decisions					
d. Worked with community partners to provide support or resources for the school					
e. Facilitated and encouraged professional development activities of teachers					
f. Encouraged parental engagement					
g. Communicated improvement goals and strategies with teachers					

Supports for Students and Educators

10. Think about student absences over the last month. Approximately what percentage of your students were absent from school (for all or part of the day) each day?

- a. <10%
- b. 10-25%
- c. 26-50%
- d. 51-75%
- e. 76-90%
- f. >90%

11. To what extent have each of the following been a challenge for your students this school year?

Please mark one option for each row.

	Not a challenge	A minimal challenge	A moderate challenge	A major challenge	The greatest challenge	Not sure
a. Access to healthcare						
b. Mental health (<i>e.g., heightened anxiety, outbursts, depression, anger</i>)						
c. Access to mental health care						
d. Food insecurity						
e. Homelessness or housing instability						
f. Lost socialization opportunities with peers						
g. Parent or guardian job loss, unemployment, lost wages, furlough						
h. Students have a job or jobs as a front-line worker (<i>e.g., grocery store, restaurant</i>)						
i. Students' parents or guardians have jobs as a front-line worker (<i>e.g., grocery store, teacher, healthcare</i>)						

	Not a challenge	A minimal challenge	A moderate challenge	A major challenge	The greatest challenge	Not sure
j. Students have taken on new childcare responsibilities for other children due to illness of the primary caregiver, closed daycares, or other reasons						
k. Inability of students to attend school consistently						
l. Other (Please specify:)_____						

12. In this school year, approximately what proportion of your students have experienced each of the following as a result of COVID-19? Please mark one option for each row.

	<10%	10-25%	26-50%	51-75%	76-90%	>90%	Not sure
a. Immediate family members have contracted COVID-19							
b. Other family members have contracted COVID-19							
c. Students have contracted COVID-19							
d. Students have suffered from continued symptoms of COVID-19							
e. Learning loss due to health issues related to COVID-19							
f. Socio-emotional trauma as a result of COVID-19							
g. Students with special needs have not received full services laid out in their IEP due to COVID-19							

13. We are interested in understanding how the COVID-19 pandemic and shifts in schooling due to the pandemic have impacted instruction for you, your students, and your school. To what extent do you agree with each of the following statements? Please mark one option for each row.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I am able to educate my students at least as well as in prior years.					
b. I have the <u>data and information</u> I need to adequately target instruction to students.					
c. I have the <u>resources</u> I need to adequately serve my students.					
d. My students have reliable internet access.					
e. My students have <u>other technological resources</u> they need to learn (<i>e.g., computers, software</i>).					
f. My students have <u>other non-technology resources</u> they need to learn (<i>e.g., paper, pencils, subject-specific tools such as lab materials, musical instruments</i>).					
g. My students have parents or guardians who can assist with classwork, assignments, and comprehension as needed.					
h. My students have a quiet, well-appointed place to learn with reliable electricity and heat at home.					
i. My students have access to food for all meals daily.					

14. **A. To what extent do you agree with each of the following statements?**

Please mark one option for each row in Column A and Column B.

[NOTE: asked to teachers reporting primary teaching assignment in grade 5 or below]

	A. Students in this school began this school year on track with content standards for...						B. By the end of this school year, students in this school will be proficient in content standards for...					
	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know
Math												
English language arts												
Science												
Social studies												

B. To what extent do you agree with the following statements?

Please mark one option for each row.

[NOTE: asked to teachers reporting primary teaching assignment in grade 6 or above]

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Students in this school began this school year on track with content standards in the subject that I teach.					
b. By the end of the school year, students in this school will be proficient in content standards for the subject that I teach.					

15. We understand that school during the COVID-19 pandemic looks different than in a typical school year. We want to understand more about the hindrances your school has faced given the unique circumstances of the 2020-21 school year. To what extent is each of the following a hindrance to achieving your improvement goals? Please mark one option for each row.

	Not a hindrance	A slight hindrance	A Moderate hindrance	A great hindrance	The greatest hindrance
a. Insufficient access to technology					
b. Low student enrollment					
c. Low teacher attendance					
d. Low teacher retention					
e. Lack of availability of substitute teachers					
f. Low quality of substitute teachers					
g. Lack of student motivation to learn					
h. Teacher demoralization and/or mental health challenges related to the COVID-19 pandemic					
i. Lack of reliable personal transportation to school or resource center					
j. Lack of parent engagement					
k. Insufficient supply of certified teachers					

16. To what extent have each of the following been challenges for you in the classroom this school year? Please mark one option for each row.

	Not a challenge	A minimal challenge	A moderate challenge	A major challenge	The greatest challenge
a. Establishing emotional connections with students					
b. Building trust with students					
c. In-person classroom management					
d. Online class management					
e. Maintaining instructional continuity <i>(e.g., with planned and unplanned shifts between in-person and online, with some students virtual and others in person, with hybrid instruction)</i>					
f. Communicating with families					
g. Access to supplementary materials needed to support the curriculum					
h. Providing students with disabilities with appropriate instruction that meets their Individualized Education Plan (IEP) goals					
i. Educating students who transition into my classroom <u>from other districts or PSAs</u>					
j. Educating students who transition into my classroom <u>from other schools or modes of instruction within my district</u>					
k. Educating students who do not consistently attend class					

17. We are interested in learning about the types of supports that are offered to teachers in your school/district. From the following list, please identify the programs and services that are made available to you by your school/district during the 2020-21 school year. Please mark all that apply.

- a. Professional development on curriculum that is relevant to students' backgrounds and experiences
- b. Professional development on instructional practices that connect with students' background and experiences
- c. Professional development on addressing traumatic experiences in students' lives (*e.g., ACE training*)
- d. Professional development that helped me improve my in-person instruction
- e. Professional development that helped me improve my hybrid instruction
- f. Professional development that helped me improve my remote instruction
- g. Professional development that helped me implement a specific learning management system or platform (*e.g., Google Classroom, Zoom, Seesaw*)
- h. Planning/preparation time for teachers
- i. A physical wellness program (*e.g., health challenge, pedometer*)
- j. A mental health program (*e.g., employee assistance hotline*)
- k. Adequate resources to implement my curriculum (*e.g., technology, classroom supplies*)
- l. An assigned mentor to assist me with my teaching
- m. An instructional coach to assist me with my teaching
- n. Useful feedback from my administrator on evaluations

School Climate and Culture

18. We understand that school during the COVID-19 pandemic looks different than in a normal year. We want to understand more about the climate within your school given the difficult circumstances of the 2020-21 school year. Please indicate the extent to which you agree or disagree with the following statements about your school.

Please mark one option for each row.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. This school does a great job of advising and supporting students to meet their socio-emotional needs (<i>e.g., personal guidance, counseling, enrichment activities</i>).					
b. This school does a great job of meeting students' academic needs.					
c. Teachers have a strong rapport with students.					
d. Teachers have high expectations for students.					
e. Students are enthusiastic and excited to learn.					
f. Teachers effectively engage students in learning.					
g. Most of my colleagues share my beliefs and values about what the central mission of the school should be.					

Educator Recruitment and Retention

19. Which of the following best describes your plans for next school year?

I plan to...

- a. continue teaching in this school.
- b. serve in a different position next year, but in this same school.
- c. continue teaching in my district, but in a different school.
- d. leave this district next year to work in a different district or charter network.
- e. leave next year to pursue a job not in education.
- f. retire.

20. To what extent does each of the following factor into your plans to [piped language: answer option from Q13 above]?

	Not a factor	A minor factor	A moderate factor	A major factor	A primary factor
a. Leadership					
b. Culture and climate among teachers and staff					
c. Workload					
d. Commute					
e. Pay					
f. The types of students with whom I work					
g. My school's or district's accountability designation					
h. Instructional modality offered during the COVID-19 pandemic (<i>e.g., my current school is only offering fully in-person instruction and I prefer to teach remotely, my current school is only offering remote instruction and I prefer to teach in person</i>)					

	Not a factor	A minor factor	A moderate factor	A major factor	A primary factor
i. The adequacy of the COVID-19-related safety precautions being implemented in my school					
j. The way school or district administration has treated teachers during the COVID-19 pandemic					
k. The impact of COVID-19 on my or my family's health or well-being					

21. **To what extent do you agree with the following statements?** Please mark one option for each row.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I am satisfied with my job.					
b. I am satisfied with my salary.					
c. I feel supported by my school and district administration during the COVID-19 pandemic.					

22. **What zip code did you live in when you graduated from high school?** If you are from outside the United States, please enter five zeros (00000).

23. **We know you are very busy, and we greatly appreciate your taking the time to complete this survey. If you have any additional comments, please feel free to write them in the space provided below.** Last year, more than 900 educators gave additional comments. We read all of these comments, and they have informed our research.