

# 2021-22 PARTNERSHIP TURNAROUND EDUCATOR SURVEY INSTRUMENTS



**Education Policy Innovation Collaborative**

COLLEGE OF EDUCATION | MICHIGAN STATE UNIVERSITY

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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 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 kept the survey brief 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](mailto: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](mailto: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 (2020-21)?**
  - 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.**

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

**2021-22 Policies and Strategies**

4. To what extent is your school using each of the following strategies to accelerate learning and/or address student needs in the 2021-22 school year? Please mark one option for each row.

	Not at all	To a minimal extent	To a moderate extent	To a great extent	This is a top priority in our school
a. One-on-one tutoring					
b. Extra instructional time on core subject areas					
c. Focus on essential skills ( <i>e.g., math essentials, literacy essentials</i> )					
d. Provide social and emotional learning interventions ( <i>e.g., socioemotional learning, positive behavioral supports</i> )					
e. Data-driven instruction ( <i>e.g., formative assessment to provide data to target instruction</i> )					
f. Culturally responsive teaching					
g. Trauma-informed instruction					
h. Extended learning time ( <i>e.g., summer enrichment, weekend academies, vacation academies, extended school days</i> )					
i. Virtual learning ( <i>e.g., remediation, tutoring, credit recovery</i> )					

5. Please select the option that best describes your school or district’s policy with respect to COVID-19 exposure. A student or faculty/staff who has been exposed to COVID-19...

	Students		Faculty/Staff	
	Vaccinated	Unvaccinated	Vaccinated	Unvaccinated
a. Can test to stay (e.g., remain in classroom as long as testing negative and no symptoms)				
b. Must quarantine for a specified period of time (e.g., 7-10 days) regardless of test result or symptoms				
c. Required to quarantine <u>only</u> in event of positive test.				
d. Not required to take precautions (e.g., testing or quarantine may be recommended but not required)				
e. Other (Please specify:) _____				

6. **What is your school’s masking policy?** Please select one option in each column to indicate the contexts in which students are required to wear a mask and the contexts in which faculty/staff are required to wear a mask.

	Students	Faculty/staff
a. Everywhere on school grounds and school buses		
b. Only in some locations		
c. Not at all		
d. Other (Please specify:) _____		

7. In the 2021-22 school year, has your school or at least one classroom in your school closed for in-person instruction (*i.e., provided no instruction or only remote instruction*) due to any of the following. Please mark all that apply.

	School	At least one classroom but not the whole school
a. Insufficient instructional staff due to quarantine-related COVID-19 protocol ( <i>e.g., staff are quarantining due to exposure or illness</i> )		
b. Insufficient non-instructional staff due to quarantine-related COVID-19 protocol ( <i>e.g., staff are quarantining due to exposure or illness</i> )		
c. Insufficient instructional staff due to non-quarantine-related absences ( <i>e.g., not enough substitutes to cover staff absences</i> )		
d. Insufficient non-instructional staff due to absences or vacancies ( <i>e.g., bus drivers, cafeteria workers</i> )		
e. School or classwide COVID-19 outbreaks among students		
f. School or classwide COVID-19 outbreaks among staff		
g. For other reasons not including snow days ( <i>e.g., mental health day, COVID-19 vaccination clinics, remote learning days, threats to student safety</i> )		

8. If your school has closed, please estimate the total number of days it has closed due to each of the following (please add up all days over the course of the school year). If you cannot remember the exact number, please use your best estimate.

**School and District Improvement and Accountability**

9. 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.					



10. In your opinion, how likely is it that your organization’s improvement goals will improve student outcomes? Please mark one option for each row.

	Very unlikely	Somewhat unlikely	Neither unlikely nor likely	Somewhat likely	Very likely
a. In this school year (2021-22)					
b. Over the next three years					

**Teacher and Staff Absenteeism**

11. 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						

12. 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 teach their classes						
b. High-quality substitute teachers available to teach their classes						

**Focus of the School**

13. In the 2021-22 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. Literacy					
d. Teacher professional development programs					
e. Salary/compensation for teachers					
f. Monetary incentives to recruit and/or retain teachers					
g. School climate and culture					
h. Family/community engagement strategies					
i. Administrator recruitment/hiring					
j. <u>Student</u> attendance interventions					
k. <u>Teacher</u> attendance interventions					
l. Behavioral interventions (e.g., PBIS, restorative justice, suspension reduction)					
m. Socio-emotional outcomes for students					
n. Improving school-wide academic performance					
o. Student mental health					
p. Faculty/staff mental health					

**Receipt/Utility of Supports**

14. During the current school year (2021-22), 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.

	<i>A. Has your school received assistance or support from the following sources this year (2021-22)?</i>			<i>B. If yes, how would you rate the quality of the assistance or support your school received this year (2021-22)?</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)						

**Student learning**

15. 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%

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

	My school or district provides or facilitates access to this service or resource.	My school or district is newly providing this service or resource this school year.
a. A social worker		
b. A counselor who focuses on students' academics		
c. A counselor who provides social or emotional supports (e.g., mental health counseling, grief counseling)		
d. Family counseling		
e. Supports/training for parents		
f. A restorative justice program		
g. Mental health services		
h. Peer-to-peer tutoring		
i. Peer-to-peer mentoring		
j. Student tutoring by adults		
k. Student mentoring by adults		
l. Extended day academic programming		
m. Health care services/health clinic		
n. A food pantry		
o. Meal provision		
p. Assistance for students providing care for younger family members		

17. 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%
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. Socio-emotional trauma as a result of COVID-19						
f. Students with special needs have not received full services laid out in their IEP due to COVID-19						

18. In the 2021-22 school year, approximately what proportion of your students have experienced interrupted learning due to each of the following? Please mark one option for each row.

	<10%	10-25%	26-50%	51-75%	76-90%	>90%	Not sure
a. Individual student quarantine as a result of COVID-19 exposure							
b. Whole class quarantine							
c. Illness due to COVID-19 or otherwise							
d. School closure days due to insufficient staff							
e. School closure days due to schoolwide outbreaks							

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

	<b>Strongly disagree</b>	<b>Disagree</b>	<b>Neither agree nor disagree</b>	<b>Agree</b>	<b>Strongly agree</b>
a. Students in this school began this school year on track with content standards.					
b. By the end of the school year, students in this school will be proficient in content standards.					

## School improvement

20. 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. Financial constraints					
b. Insufficient curriculum resources					
c. Insufficient supply of certified teachers					
d. Insufficient non-instructional personnel ( <i>e.g., bus drivers, cafeteria staff, etc.</i> )					
e. Student behavior					
f. Student attendance					
g. Lack of student motivation to learn					
h. Lack of parent engagement					
i. Not enough time to plan for this school year					
j. Lack of school capacity					
k. Insufficient access to technology					
l. Low student enrollment					
m. Lack of availability of substitute teachers					
n. Low teacher attendance					
o. Low teacher retention					
p. Teacher demoralization and/or mental health challenges related to the COVID-19 pandemic					
q. Other (Please specify:) _____					

## School Climate and Culture

21. 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. This school does a great job with literacy practice and instruction.					
d. Teachers effectively engage students in learning.					
e. Teachers have high expectations for students.					
f. Teachers have a strong rapport with students.					
g. Staff at this school work hard to build trusting relationships with parents.					
h. Students pay attention and listen to teachers and staff.					
i. There is a high degree of staff turnover.					
j. There is a high degree of student mobility.					
k. Our school has a safe and orderly environment.					
l. Teachers effectively manage student behavior in their classrooms.					
m. Teachers consistently enforce school-wide behavioral standards.					



	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
n. Administrators consistently enforce school-wide behavioral standards.					
o. Student fights are frequent at school.					
p. Students are enthusiastic and excited to come to school.					
q. Most of my colleagues share my beliefs and values about what the central mission of the school should be.					

**Educator Recruitment and Retention**

22. The following questions address the recruiting and hiring of 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 (2021-22)? 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.					

23. 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					

24. 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.

25. To what extent does each of the following factor into your plans to [piped language: answer option from Q25 above]? Please mark one option for each row.

	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. The adequacy of the COVID-19-related safety precautions being implemented in my school					
i. The way district administration has treated educators during the COVID-19 pandemic					
j. The impact of COVID-19 on my or my family's health or well-being					

26. 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.					

27. **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, nearly 800 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 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 kept the survey brief 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](#).

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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](mailto: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](mailto: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. **Think about your instruction this week. Are you teaching:**
  - a. All students in person
  - b. Some students in person and some students virtually
  - c. All students virtually

**School and District Improvement and Accountability**

**3. 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.					

**4. In your opinion, how likely is it that your organization’s improvement goals will improve student outcomes?** Please mark one option for each row.

	Very unlikely	Somewhat unlikely	Neither unlikely nor likely	Somewhat likely	Very likely
a. In this school year (2021-22)					
b. Over the next three years					

## Focus of the School

5. In the 2021-22 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. Literacy					
d. Teacher professional development programs					
e. Salary/compensation for teachers					
f. Monetary incentives to recruit and/or retain teachers					
g. School climate and culture					
h. Family/community engagement strategies					
i. Administrator recruitment/hiring					
j. <u>Student</u> attendance interventions					
k. <u>Teacher</u> attendance interventions					
l. Behavioral interventions ( <i>e.g., PBIS, restorative justice, suspension reduction</i> )					
m. Socio-emotional outcomes for students					
n. Improving school-wide academic performance					
o. Student mental health					
p. Faculty/staff mental health					



**School Leadership**

6. 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					

**Student Learning**

7. 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%

8. 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 (e.g., heightened anxiety, outbursts, depression, anger)						
c. Access to mental health care						
d. Food insecurity						
e. Homelessness or housing instability						
f. Parent or guardian job loss, unemployment, lost wages, furlough						
g. Students have taken on new childcare responsibilities for other children due to illness of the primary caregiver, closed daycares, or other reasons						
h. Inability of students to attend school consistently						
i. Other (Please specify:) <u>          </u>						

9. In the 2021-22 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. Socio-emotional trauma as a result of COVID-19							
f. Students with special needs have not received full services laid out in their IEP due to COVID-19							

10. In the 2021-22 school year, approximately what proportion of your students have experienced interrupted learning due to each of the following? Please mark one option for each row.

	<10%	10-25%	26-50%	51-75%	76-90%	>90%	Not sure
a. Individual student quarantine as a result of COVID-19 exposure							
b. Whole class quarantine							
c. Illness due to COVID or otherwise							
d. School closure days due to insufficient staff							
e. School closure days due to schoolwide outbreaks							

11. 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	NA – I was not teaching prior to pandemic
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.						

12. 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
c. Students in this school began this school year on track with content standards.					
d. By the end of the school year, students in this school will be proficient in content standards.					
e. Students in this school are struggling with academic content given pandemic-related interruptions to learning.					
f. Students in this school are struggling to exhibit appropriate behavior given pandemic-related interruptions to schooling.					

**School Improvement**

13. 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. Financial constraints					
b. Insufficient curriculum resources					
c. Insufficient supply of certified teachers					
d. Insufficient non-instructional personnel (e.g., bus drivers, cafeteria staff, etc.)					
e. Student behavior					
f. Student attendance					
g. Lack of student motivation to learn					
h. Lack of parent engagement					
i. Not enough time to plan for this school year					
j. Lack of school capacity					
k. Insufficient access to technology					
l. Low student enrollment					
m. Lack of availability of substitute teachers					
n. Low teacher attendance					
o. Low teacher retention					
p. Teacher demoralization and/or mental health challenges related to the COVID-19 pandemic					
q. Other (Please specify:) _____					

14. 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. Classroom management					
d. 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> )					
e. Providing students with disabilities with appropriate instruction that meets their Individualized Education Plan (IEP) goals					
f. Educating students who do not consistently attend class					
g. Differentiating instruction for students with disparate academic needs stemming from the pandemic					

15. 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 2021-22 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 implement a specific learning management system or platform (*e.g., Google Classroom, Zoom, Seesaw*)
- e. Planning/preparation time for teachers
- f. A physical wellness program (*e.g., health challenge, pedometer*)
- g. A mental health program (*e.g., employee assistance hotline*)

- h. Adequate resources to implement my curriculum (*e.g., technology, classroom supplies*)
- i. An assigned mentor to assist me with my teaching
- j. An instructional coach to assist me with my teaching
- k. Useful feedback from my administrator on evaluations

**16. We are interested in learning about the types of programs and services that are offered to students in the 2021-22 school year. From the following list, please identify the services that are made available to your students by your school/district and which are new this year. Please select all that apply.**

	<b>My school/district provides or facilitates access to this service or resource</b>	<b>My school or district is newly providing this service or resource this school year</b>
1. A social worker		
2. A counselor who focuses on students' academics		
3. A counselor who provides social or emotional supports ( <i>e.g., mental health counseling, grief counseling</i> )		
4. Family counseling		
5. Supports/training for parents		
6. A restorative justice program		
7. Mental health services		
8. Peer-to-peer tutoring		
9. Peer-to-peer mentoring		
10. Student tutoring by adults		
11. Student mentoring by adults		
12. Extended day academic programming		
13. Health care services/health clinic		
14. A food pantry		
15. Meal provision		
16. Assistance for students providing care for younger family members		

## School Climate and Culture

17. 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. This school does a great job with literacy practice and instruction.					
d. Teachers effectively engage students in learning.					
e. Teachers have high expectations for students.					
f. Teachers have a strong rapport with students.					
g. Staff at this school work hard to build trusting relationships with parents.					
h. Students pay attention and listen to teachers and staff.					
i. There is a high degree of staff turnover.					
j. There is a high degree of student mobility.					
k. Our school has a safe and orderly environment.					
l. Teachers effectively manage student behavior in their classrooms.					
m. Teachers consistently enforce school-wide behavioral standards.					
n. Administrators consistently enforce school-wide behavioral standards.					
o. Student fights are frequent at school.					
p. Students are enthusiastic and excited to come to school.					
q. Most of my colleagues share my beliefs and values about what the central mission of the school should be.					



## Educator Recruitment and Retention

18. 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.

19. To what extent does each of the following factor into your plans to [piped language: answer option from Q18 above]? Please mark one option for each row.

	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. The adequacy of the COVID-19-related safety precautions being implemented in my school					
i. The way school or district administration has treated teachers during the COVID-19 pandemic					
j. The impact of COVID-19 on my or my family's health or well-being					

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

	<b>Strongly disagree</b>	<b>Disagree</b>	<b>Neither agree nor disagree</b>	<b>Agree</b>	<b>Strongly agree</b>
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.					

21. **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, nearly 800 educators gave additional comments. We read all of these comments, and they have informed our research.