



**Thank you in advance for your time and willingness to share your views on working conditions in your school.** Research has demonstrated that teaching conditions are critical to improved student achievement and teacher retention. Administrators, teachers and parents in Fairfax County Public Schools have expressed great interest in using your collective responses on this survey to help improve teaching and learning conditions in schools across the division.

## Introduction

**Please indicate your position:**

- Teacher
- Principal
- Assistant or associate principal
- Other administrator (guidance director, activities director, etc.)
- Other education professional (school counselor, school psychologist, social worker, etc.)

**Please know that your anonymity is guaranteed.** No one in your school or division will be able to view individual surveys, and reports on the results will not include data that could identify individuals. You are being asked demographic information ONLY to learn whether educators look at teaching conditions differently. You have been assigned an anonymous access code to ensure that we can identify the school in which you work and to ensure the survey is taken only once by each respondent. The code can only be used to identify a school, and NOT an individual. In order to protect your anonymity, all items asked of administrators will be shared at the district level only. The effectiveness of the survey is dependent upon your honest completion. School leadership may include an individual, group of individuals, or team within your school that focuses on management and decision making.

Additionally, the survey cannot be saved, and once you submit your survey you will not be able to use your code again to access your responses. Do not begin the survey unless you have about 20 minutes of uninterrupted time.

**Please indicate the grade level at your school.**

- Elementary
- Middle
- High
- Secondary
- Alternative/Center

**How many total years have you been employed as an educator?**

- First Year
- Second Year
- Third Year
- 4 - 6 Years
- 7 - 10 Years
- 11 - 20 Years
- 20+ Years

**How many total years have you been employed as a principal?**

- First Year
- Second Year
- Third Year
- 4 - 6 Years
- 7 - 10 Years
- 11 - 20 Years
- 20+ Years

**How many total years have you been employed in the school in which you are currently working?**

- First Year
- Second Year
- Third Year
- 4 - 6 Years
- 7 - 10 Years
- 11 - 20 Years
- 20+ Years

**How many total years have you been an administrator in the school in which you are currently working?**

- First Year
- Second Year
- Third Year
- 4 - 6 Years
- 7 - 10 Years
- 11 - 20 Years
- 20+ Years

**How many total years have you been employed in your current position?**

- First Year
- Second Year
- Third Year
- 4 - 6 Years
- 7 - 10 Years
- 11 - 20 Years
- 20+ Years

**How many total years have you been an administrator in the district in which you are currently working?**

- First Year
- Second Year
- Third Year
- 4 - 6 Years
- 7 - 10 Years
- 11 - 20 Years
- 20+ Years

# Time

Please rate how strongly you agree or disagree with the following statements about the use of time in your school.

	Strongly disagree	Somewhat disagree	Neither disagree nor agree	Somewhat agree	Strongly agree
a. <b>Teachers*</b> have reasonable class sizes, affording them time to meet the educational needs of all students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Teachers have time available to collaborate with their colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The <b>non-instructional time**</b> provided for teachers in my school is sufficient.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Teachers are protected from duties that interfere with their essential role of educating students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Efforts are made to reduce the amount of routine administrative <b>paperwork***</b> that teachers are required to do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*\*Teachers means a majority of teachers in your school.*

*\*\*Non-instructional time includes collaboration with colleagues, individual planning, meetings/conferences with students and parents, etc.*

*\*\*\*Paperwork means both electronic and paper forms and documentation that must be completed to comply with school, district, state and federal policies.*

Please rate how strongly you agree or disagree with the following statements about the use of time in your district.

	Strongly disagree	Somewhat disagree	Neither disagree nor agree	Somewhat agree	Strongly agree
a. Central office has streamlined procedures to minimize school leadership's time on non-instructional tasks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. School-based administrators are provided time to collaborate with other principals and district leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. School-based administrators are provided time for networking and collaboration outside of the district.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. School-based administrators have sufficient time to focus on instructional leadership issues (i.e., data analysis, professional development, etc.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In an average week, about how many hours do YOU spend on school-related activities outside the regular school work day (before or after school, and/or on the weekend)?

- None
- Less than or equal to 3 hours
- More than 3 hours but less than or equal to 5 hours
- More than 5 hours but less than or equal to 10 hours
- More than 10 hours

**In an average week, how much time do YOU devote to the following activities (not including time spent outside of the normal school day)?**

	None	Less than or equal to 1 hour	More than 1 hour but less than or equal to 3 hours	More than 3 hours but less than or equal to 5 hours	More than 5 hours but less than or equal to 10 hours	More than 10 hours
a. Instructional planning with teachers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Observing and coaching teachers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Covering classes for certified or non-certified absences on-site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Meetings with or sponsored by central office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. <b>Personnel issues*</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. <b>Administrative duties**</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Meetings with parents and the community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Student discipline issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Working directly with students (i.e. teaching, tutoring, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*\*Personnel issues includes time hiring, supervising and remediating all staff on issues not directly related to instructional planning and improvement.*

*\*\*Administrative duties include tasks related directly to the operations of your school including, but not limited to: transportation, paperwork or other documentation of compliance with district, state or federal requirements, etc.*

**How many days are you contracted to work?**

- 194
- 198
- 203
- 208
- 218
- 260 (12-month)
- other

# Facilities and Resources

Please rate how strongly you agree or disagree with the following statements about your school facilities and resources.

	Strongly disagree	Somewhat disagree	Neither disagree nor agree	Somewhat agree	Strongly agree
a. Teachers have sufficient access to appropriate <b>instructional materials*</b> and resources.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Teachers have sufficient access to functional instructional technology, including computers, printers, software and internet access.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Teachers have access to the specialized instructional technology necessary to support the programs taught in this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Teachers have sufficient training and support to fully utilize the available instructional technology.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Teachers have access to reliable communication technology, including phones, faxes and email.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Teachers have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Teachers have sufficient access to a broad range of <b>professional personnel.**</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Teachers have adequate space to work productively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Teachers and staff work in a school environment that is clean and well-maintained.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. The physical environment of classrooms in this school supports teaching and learning.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. The atmosphere of the school climate makes students feel safe.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Students' learning is affected by students' perceptions of safety at this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*\*Instructional materials include items such as textbooks, curriculum materials, content references, etc.*

*\*\*Professional personnel includes positions such as school counselors, nurses, school psychologists and social workers.*

Please rate how strongly you agree or disagree with the following statements about your school facilities and resources.

	Strongly disagree	Somewhat disagree	Neither disagree nor agree	Somewhat agree	Strongly agree
a. My school has a sufficient number of licensed staff to meet the educational needs of our students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My school has a sufficient number of <b>non-licensed staff*</b> to operate efficiently and effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. My school is provided sufficient data and information to make informed decisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My school receives instructional resources commensurate with other schools in the district.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*\*Non-licensed staff includes paraprofessionals, other instructional assistants, custodial staff and office personnel.*

# Student Conduct and Safety

Please rate how strongly you agree or disagree with the following statements about student conduct and safety in your school.

	Strongl y disag ree	Somew hat dis agree	Neither disagre e nor agree	Somew hat agree	Strongl y agree
a. Students at this school understand expectations for their conduct.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Students are caring toward one another.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Students make efforts to stop bullying in this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The faculty make efforts to stop bullying in this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Policies and procedures about student conduct are clearly understood by the faculty.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The rules for student conduct are enforced consistently.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Teachers' efforts to maintain discipline in the classroom are supported.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Teachers and staff work in a school environment that is safe.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. The physical plant of the school makes students feel safe.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. The rules for student conduct are clearly laid out for faculty.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

# Empowerment

Please rate how strongly you agree or disagree with the following statements about empowerment in your school.

	Strongly disagree	Somewhat disagree	Neither disagree nor agree	Somewhat agree	Strongly agree
a. Teachers are involved centrally in decision making about educational issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Teachers are trusted to make sound professional decisions about instruction.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Teachers are respected as educational experts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Teachers in this school are confident they will be able to motivate their students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The faculty has an effective process for making group decisions and solving problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. In our school, we use data/evidence to inform our decisions and teaching practices.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. The school provides professional staff formal opportunities to take on leadership roles.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Teachers pursue opportunities to participate in school leadership roles.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Teachers are leaders in this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please rate how strongly you agree or disagree with the following statements about empowerment in your district.

	Strongly disagree	Somewhat disagree	Neither disagree nor agree	Somewhat agree	Strongly agree
a. School-based administrators are actively involved in district decision making about educational issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. School-based administrators are trusted to make sound professional decisions about instruction in this district.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. In this district we take steps to solve problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The district has an effective process for making group decisions and solving problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The district involves school-based administrators in decisions that directly impact the operations of my school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Please indicate how large a role teachers in your school have in each of the following areas.**

	No role at all	Minimal role	Moderate role	Large role	The primary role
a. Selecting instructional materials and resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Devising teaching techniques	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Developing student assessment practices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Determining the content of in-service professional development programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The selection of teachers new to this school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Establishing and implementing policies and student discipline	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Deciding on how the school budget will be spent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. School improvement planning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

# Leadership

Which BEST describes the position that most often provides instructional leadership at your school? (Select one.)

- Principal
- Assistant or associate principal
- Department director/chair or grade level chair
- Instructional or assessment coaches
- Central office curriculum and instruction personnel
- Other teachers
- None of the above

Please rate how strongly you agree or disagree with the following statements about leadership in your school. *\*School leadership may include an individual, group of individuals, or team within your school that focuses on management and decision making.*

	Strongly disagree	Somewhat disagree	Neither disagree nor agree	Somewhat agree	Strongly agree
a. There is an atmosphere of trust and mutual respect within the school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The <b>school leadership*</b> communicates clear expectations to students and parents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The faculty are committed to helping every student learn.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Teachers feel comfortable raising issues and concerns that are important to them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The school leadership shields teachers from disruptions, allowing them to focus on educating students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The school leadership consistently supports teachers when needed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. The school improvement team provides effective leadership at this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. The faculty and staff have a shared vision.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. The school leadership effectively communicates policies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Teachers are held to high professional standards for delivering instruction.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Teacher performance evaluations are handled fairly in my school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Teachers receive feedback that can help them improve teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Staff members are recognized for accomplishments.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Please rate how strongly you agree or disagree with statements about leadership support in your district.**

	Strongly disagree	Somewhat disagree	Neither disagree nor agree	Somewhat agree	Strongly agree
a. Central office supports school improvement decisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The district clearly defines expectations for schools.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The district provides constructive feedback to school leadership toward improving performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. There is an atmosphere of trust and mutual respect within this district.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Central office provides school leadership support when they need it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The district has a clearly defined mission and vision for all schools.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. The district encourages cooperation among schools.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The school leadership makes a sustained effort to address teacher concerns about:

	Strongly disagree	Somewhat disagree	Neither disagree nor agree	Somewhat agree	Strongly agree
a. Leadership issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Facilities and resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The use of time in my school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Empowering teachers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Student conduct and safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Community support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Overall, the school leadership in my school is effective.**

- Strongly disagree
- Somewhat disagree
- Neither disagree nor agree
- Somewhat agree
- Strongly agree

# Community Engagement

Please rate how strongly you agree or disagree with the following statements about community engagement and support in your school.

	Strongl y disag ree	Somew hat dis agree	Neither disagre e nor agree	Somew hat agree	Strongl y agree
a. The community we serve is supportive of this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Parents/guardians are influential decision makers in this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. This school works directly with parents/guardians to improve the educational climate in students' homes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. This school maintains clear, two-way communication with parents and the community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. This school does a good job of encouraging parental involvement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Parents know what is going on in this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Teachers are supported by parents/guardians and the community in which they teach.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Parents/guardians and community members contribute to student success in this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

# Professional Development

Please rate how strongly you agree or disagree with the following statements about professional development in your school.

	Strongly disagree	Somewhat disagree	Neither disagree nor agree	Somewhat agree	Strongly agree
a. Sufficient resources are available to allow teachers to take advantage of professional development activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Professional development provides teachers with the knowledge and skills most needed to teach effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Teachers are provided opportunities to learn from one another.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Adequate time is provided for professional development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Enhancing teacher knowledge and skills receives priority as a strategy to improve student achievement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Selection of professional development offerings are based on available data.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Professional development opportunities are made available to school-based administrators in this district.**

- Strongly disagree
- Somewhat disagree
- Neither disagree nor agree
- Somewhat agree
- Strongly agree

**Professional development provides school-based administrators with the knowledge and skills most needed to be effective.**

- Strongly disagree
- Somewhat disagree
- Neither disagree nor agree
- Somewhat agree
- Strongly agree

**Do you need additional support in the following areas to lead your school more effectively?**

	Yes	No
a. Instructional leadership	<input type="radio"/>	<input type="radio"/>
b. Student assessment	<input type="radio"/>	<input type="radio"/>
c. Creating positive learning environments	<input type="radio"/>	<input type="radio"/>
d. School improvement planning	<input type="radio"/>	<input type="radio"/>
e. Budgeting	<input type="radio"/>	<input type="radio"/>
f. School scheduling	<input type="radio"/>	<input type="radio"/>
g. Staffing (hiring, etc.)	<input type="radio"/>	<input type="radio"/>
h. Teacher evaluation	<input type="radio"/>	<input type="radio"/>
i. Teacher remediation/coaching	<input type="radio"/>	<input type="radio"/>
j. Teachers working collaboratively	<input type="radio"/>	<input type="radio"/>
k. Teachers' leadership skills	<input type="radio"/>	<input type="radio"/>
l. Continuous improvement	<input type="radio"/>	<input type="radio"/>
m. Data-driven decision making	<input type="radio"/>	<input type="radio"/>
n. Working with parents and the community	<input type="radio"/>	<input type="radio"/>

**In the past 2 years have you had 10 clock hours or more of professional development in the following areas?**

	Yes	No
a. Instructional leadership	<input type="radio"/>	<input type="radio"/>
b. Student assessment	<input type="radio"/>	<input type="radio"/>
c. Creating positive learning environments	<input type="radio"/>	<input type="radio"/>
d. School improvement planning	<input type="radio"/>	<input type="radio"/>
e. Budgeting	<input type="radio"/>	<input type="radio"/>
f. School scheduling	<input type="radio"/>	<input type="radio"/>
g. Staffing (hiring, etc.)	<input type="radio"/>	<input type="radio"/>
h. Teacher evaluation	<input type="radio"/>	<input type="radio"/>
i. Teacher remediation/coaching	<input type="radio"/>	<input type="radio"/>
j. Teachers working collaboratively	<input type="radio"/>	<input type="radio"/>
k. Teachers' leadership skills	<input type="radio"/>	<input type="radio"/>
l. Continuous improvement	<input type="radio"/>	<input type="radio"/>
m. Data-driven decision making	<input type="radio"/>	<input type="radio"/>
n. Working with parents and the community	<input type="radio"/>	<input type="radio"/>

**School-based administrators' professional development is a priority in this district.**

- Strongly disagree
- Somewhat disagree
- Neither disagree nor agree
- Somewhat agree
- Strongly agree

**Sufficient resources are available to school-based administrators to participate in professional development opportunities.**

- Strongly disagree
- Somewhat disagree
- Neither disagree nor agree
- Somewhat agree
- Strongly agree

**I have received professional development appropriate for my current role and responsibilities.**

- Strongly disagree
- Somewhat disagree
- Neither disagree nor agree
- Somewhat agree
- Strongly agree

# Overall

**Which aspect of your work environment MOST affects YOUR willingness to keep working at your school? (Select one.)**

- Time during the work day (amount, quality and use)
- School facilities and resources
- District leadership
- School empowerment/site-based decision making
- Professional development
- Community engagement
- Student conduct and safety

**Which aspect of your work environment MOST affects TEACHERS' willingness to keep teaching at your school? (Select one.)**

- Time during the work day (amount, quality and use)
- School facilities and resources
- School leadership
- Teacher empowerment
- Professional development
- Community engagement
- Student conduct and safety

**Which aspect of working conditions is MOST important to you in promoting student learning? (Select one.)**

- Time during the work day (amount, quality and use)
- School facilities and resources
- District leadership
- School empowerment/site-based decision making
- Professional development
- Community engagement
- Student conduct and safety

**Overall, my school is a good place to work and learn.**

- Strongly disagree
- Somewhat disagree
- Neither disagree nor agree
- Somewhat agree
- Strongly agree

**Which BEST describes your professional plans in the next two years?**

- Continue as an administrator in my current position
- Continue as an administrator in this district but leave this school
- Continue as an administrator in this state but leave this district
- Leave my current position as an administrator for another administrative or teaching position
- Leave my current position as an administrator for personal reasons (e.g., health, family, etc.)
- Retire from my current position as an administrator
- Leave my current position as an administrator for another reason

**Which BEST describes your LONG TERM professional plans (i.e., beyond the next two years)?**

- Continue as an administrator in my current position
- Continue as an administrator in this district but leave this school
- Continue as an administrator in this state but leave this district
- Leave my current position as an administrator for another administrative or teaching position
- Leave my current position as an administrator for personal reasons (e.g., health, family, etc.)
- Retire from my current position as an administrator
- Leave my current position as an administrator for another reason

**I am satisfied working in my current school.**

- Strongly disagree
- Somewhat disagree
- Neither disagree nor agree
- Somewhat agree
- Strongly agree

# Principal Mentoring

Have you been **formally\*** assigned a mentor in the past three years?

Yes

No

*\*Formally means assigned by the superintendent or other central office staff to a mentor (another principal, administrator, etc.) to provide induction and additional support.*

**My mentor was effective in providing support in the following areas:**

	Strongly disagree	Somewhat disagree	Neither disagree nor agree	Somewhat agree	Strongly agree
a. Instructional leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. School improvement planning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Budgeting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Scheduling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Staffing (hiring, firing, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Teacher evaluation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Teacher remediation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Data-driven decision making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Working with parents and the community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Please indicate whether each of the following were true for you and your mentor.**

	Yes	No
a. My mentor and I work in schools at the same level. (i.e., elementary, middle, high, etc.).	<input type="radio"/>	<input type="radio"/>
b. My mentor and I work in the same district.	<input type="radio"/>	<input type="radio"/>
c. My mentor and I work in schools within 50 miles of each other.	<input type="radio"/>	<input type="radio"/>

**On average, how often did you engage in each of the following activities with your mentor?**

	Never	Less than once per month	Once per month	Several times per month	Once per week	Almost daily
a. Coaching conversations with my mentor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Being observed in my school by my mentor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Observing my mentor's school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. School improvement planning with my mentor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Having discussions with my mentor about leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Overall, my mentoring experience has been important in my decision to remain as principal in this school.**

- Strongly disagree
- Somewhat disagree
- Neither disagree nor agree
- Somewhat agree
- Strongly agree

**My mentoring experience has been important in my effectiveness as a school leader.**

- Strongly disagree
- Somewhat disagree
- Neither disagree nor agree
- Somewhat agree
- Strongly agree

**Thank you for time. Please submit your responses.**