

Project CLEAR Voice!



Thank you in advance for your time and willingness to share your views on working conditions in your school. Research has demonstrated that teacher working conditions are critical to increasing student achievement and retaining teachers. Mississippi policymakers and education stakeholders have expressed great interest in using your collective responses on this survey to help improve working conditions in schools and districts across the state.

Please know that your anonymity is guaranteed. No one in your school, the district or state 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 to learn whether teachers from different backgrounds and different characteristics look at working 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. The effectiveness of the survey is dependent upon your candid opinion.

Thank you for taking the time to complete this survey.

Please indicate your position:

- Teacher (including intervention specialist, vocational, literacy specialist, etc.)
- Principal
- Assistant Principal
- Other Education Professional (school counselor, school psychologist, social worker, etc.)

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

- First Year
- 2 - 3 Years
- 4 - 6 Years
- 7 - 10 Years
- 11 - 20 Years
- 20+ Years

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

- First Year
- 2 - 3 Years
- 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
- 2 - 3 Years
- 4 - 6 Years
- 7 - 10 Years
- 11 - 20 Years
- 20+ Years

Have you served as a mentor in Mississippi schools in the past three years?

- Yes
- No

Time

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

Please indicate your level of agreement with the following statements.

	Strongly Disagree	Disagree	Neither Disagree Nor Agree	Agree	Strongly Agree
a. <i>Teachers*</i> 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 <i>non-instructional time**</i> 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 minimize the amount of routine administrative <i>paperwork***</i> I am required to do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Teachers are allowed to focus on educating students with minimal interruption.	<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.*

Time

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

In an average week of teaching, how much non-instructional time do you have available (not including time spent outside of the normal school day)?

- None
- Less than 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

Of these hours, how many are typically spent on *supervisory duties?**

- None
- Less than 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

**Supervisory duties include hall monitoring, recess, bus and cafeteria coverage, etc.*

Time

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

In an average week of teaching, how much non-instructional time do teachers have available (not including time spent outside of the normal school day)?

- None
- Less than 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

Time

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

In an average week of teaching, 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 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

Time

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

Of these hours, how many are typically spent on school activities involving student interaction (such as coaching, field trips, tutoring, transporting students, club sponsorship, etc.)?

- None
- Less than 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

Of these hours, how many are typically spent on other school related activities such as preparation, grading, parent conferences, attending meetings?

- None
- Less than 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

Time

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

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

- None
- Less than 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

Facilities and Resources

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

Please indicate your level of agreement with the following statements.

	Strongly Disagree	Disagree	Neither Disagree Nor Agree	Agree	Strongly Agree
a. Teachers have sufficient access to appropriate <i>instructional materials</i> * and resources.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Teachers have sufficient access to 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 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"/>
d. 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"/>
e. 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"/>
f. Teachers have sufficient access to a broad range of <i>professional personnel</i> **.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Teachers have adequate professional space to work productively.	<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"/>

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

***Professional personnel includes positions such as school counselors, nurses, school psychologists, social workers, library media specialists, etc.*

Empowerment

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

Please indicate your level of agreement with the following statements.

	Strongly Disagree	Disagree	Neither Disagree Nor Agree	Agree	Strongly Agree
a. Teachers are respected as professionals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Opportunities for <i>advancement*</i> within the teaching profession (other than administration) are available to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Teachers are centrally involved in decision making about educational issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. 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"/>
e. In this school we take steps to solve problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. 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"/>
g. Professional development activities enhance teachers' skills as an instructional leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Advancement means positions that allow you to earn more money/assume more responsibilities without leaving teaching (i.e. mentor/coach, part-time curriculum design, professional development, etc.)*

Empowerment

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

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

	No role at all	Small 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. Setting grading and 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 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"/>
i. Education Enhancement Funds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Leadership

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

Which position BEST describes the person who most often provides instructional leadership at your school?

- a. principal or school head
- b. assistant or vice principal
- c. department chair or grade level chair
- d. school-based curriculum specialist
- e. director of curriculum and instruction or other central office based personnel
- f. other teachers
- g. none of the above

Leadership

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

Please indicate your level of agreement with the following statements.

	Strongly Disagree	Disagree	Neither Disagree Nor Agree	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 school leadership 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 is 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 consistently enforces rules for student conduct.	<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 faculty and staff have a shared vision.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Opportunities are available for members of the community to contribute actively to this school's success.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. 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"/>
j. Teacher performance evaluations are handled in an appropriate manner.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. The procedures for teacher performance evaluations are consistent.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Teachers receive feedback that can help them improve instruction.	<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"/>

Leadership

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

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

	Strongly Disagree	Disagree	Neither Disagree Nor Agree	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. Classroom management of today's students	<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
- Disagree
- Neither Disagree Nor Agree
- Agree
- Strongly Agree

Professional Development

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

Please indicate your level of agreement with the following statements.

	Strongly Disagree	Disagree	Neither Disagree Nor Agree	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 have multiple opportunities to learn from one another.	<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 your professional development and professional development *in your school*.

In which of the following areas (if any) do you need additional support to effectively teach your students? (Check all that apply.)

- a. Special education (students with disabilities)
- b. Special education (academically gifted students)
- c. LEP
- d. Closing the achievement gap
- e. Your content area
- f. Methods of teaching
- g. Student assessment
- h. Classroom management techniques
- i. Reading strategies

Professional Development

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

In which of the following areas (if any) do you believe teachers need additional support to effectively teach students? (Check all that apply.)

- a. Special education (students with disabilities)
- b. Special education (academically gifted students)
- c. LEP
- d. Closing the achievement gap
- e. Content area(s)
- f. Methods of teaching
- g. Student assessment
- h. Classroom management techniques
- i. Reading strategies

Professional Development

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

In the past 2 years have you had at least 10 clock hours or more of professional development in each of the following areas? (Check all that apply.)

- a. Special education (students with disabilities)
- b. Special education (academically gifted students)
- c. LEP
- d. Closing the achievement gap
- e. Your content area
- f. Methods of teaching
- g. Student assessment
- h. Classroom management techniques
- i. Reading strategies

Did the professional development you received in *special education for students with disabilities* provide you with strategies that *incorporated into your instructional delivery methods*?

- Yes
- No

Did the professional development you received in *special education for academically gifted students* provide you with strategies that you have *incorporated into your instructional delivery methods*?

- Yes
- No

Did the professional development you received in *LEP* provide you with strategies that you have *incorporated into your instructional delivery methods*?

- Yes
- No

Did the professional development you received in *closing the achievement gap* provide you with strategies that you have *incorporated into your instructional delivery methods*?

- Yes
- No

Did the professional development you received in *your content area* provide you with strategies that you have *incorporated into your instructional delivery methods*?

- Yes
- No

Did the professional development you received in *methods of teaching* provide you with strategies that you have *incorporated into your instructional delivery methods*?

- Yes
- No

Did the professional development you received in *student assessment* provide you with strategies that you have *incorporated into your instructional delivery methods*?

- Yes
- No

Did the professional development you received in *classroom management techniques* provide you with strategies that you have *incorporated into your instructional delivery methods*?

- Yes
- No

Did the professional development you received in *reading strategies* provide you with strategies that you have *incorporated into your instructional delivery methods*?

- Yes
- No

Were these strategies you learned in your professional development in *special education for students with disabilities* useful for your efforts to *improve student achievement*?

- Yes
- No

Were these strategies you learned in your professional development in *special education for academically gifted* useful for your efforts to *improve student achievement*?

- Yes
- No

Were these strategies you learned in your professional development in *LEP* useful for your efforts to *improve student achievement*?

- Yes
- No

Were these strategies you learned in your professional development in *closing the achievement gap* useful for your efforts to *improve student achievement*?

- Yes
- No

Were these strategies you learned in your professional development in *your content area* useful for your efforts to *improve student achievement*?

- Yes
- No

Were these strategies you learned in your professional development in *methods of teaching* useful for your efforts to *improve student achievement*?

- Yes
- No

Were these strategies you learned in your professional development in *student assessment* useful for your efforts to *improve student achievement*?

- Yes
- No

Were these strategies you learned in your professional development in *classroom management techniques* useful for your efforts to *improve student achievement*?

- Yes
- No

Were these strategies you learned in your professional development in *reading strategies* useful for your efforts to *improve student achievement*?

- Yes
- No

Overall Conditions

Which BEST DESCRIBES your future intentions for your professional career? (Select one.)

- Continue working at my current school as long as I am able
- Continue working at my current school until a better opportunity comes along
- Continue working in education, but leave this school as soon as I can
- Continue working in education, but leave this district as soon as I can
- Leave education all together

Overall Conditions

In considering your future plans, please indicate the importance of the following in influencing your decision.

	Not Important		Important		Extremely Important
a. Adequate facilities and/or resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Adequate support from school leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Collegial atmosphere amongst the staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Teaching assignment (subject, students)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Time during the work day	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Empowerment to make decisions that affect my school and/or classroom	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Effectiveness with the students I teach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Cost of living of the community in which my school is located	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Student behavior	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Degree of testing and accountability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. The community environment where I live	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Retirement options	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Personal reasons (health, family, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Overall Conditions

Which aspect of your work environment most affects your willingness to keep teaching at your school? (Check one.)

- Time during the work day
- School facilities and resources
- School leadership
- Teacher empowerment
- Professional development

Which aspect of your work environment most affects teachers' willingness to keep teaching at your school? (Check one.)

- Time during the work day
- School facilities and resources
- School leadership
- Teacher empowerment
- Professional development

Which aspect of working conditions is most important to you in promoting student learning? (Check one.)

- Time during the work day
- School facilities and resources
- School leadership
- Teacher empowerment
- Professional development

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

- Strongly Disagree
- Disagree
- Neither Disagree Nor Agree
- Agree
- Strongly Agree

Mentoring

Have you been formally assigned a mentor within ALL of the years (up to three) you have been teaching in Mississippi?

Yes

No

Mentoring

Please answer the following questions for a formal mentor assigned at the school where you now work. If you had multiple years of formal mentors, answer questions for your most recent mentor experience.

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

	Of no help at all	Has helped a little	Has helped some	Has helped a lot	Help was critical
a. Instructional strategies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Curriculum and the subject content I teach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Classroom management/discipline strategies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. School and/or district policies and procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Completing products or documentation required of new teachers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Completing other school or district paperwork	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Social support and general encouragement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Other	<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 were in the same building (or school).	<input type="radio"/>	<input type="radio"/>
b. My mentor and I taught in the same content area.	<input type="radio"/>	<input type="radio"/>
c. My mentor and I taught the same grade level.	<input type="radio"/>	<input type="radio"/>

Mentoring

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

	Never	Less than once per month	Once a month	Several times a month	Once a week	Almost daily
a. Planning during the school day with my mentor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Being observed teaching 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 teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Planning instruction 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 my teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Meeting with my mentor outside of the school day	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How important has your mentoring experience been in your decision to continue teaching at this school?

- Made no difference at all
- Only slightly important
- Somewhat important
- Important
- Very important

Mentoring

Are you a full-time (release) mentor?

- Yes
- No

How many teachers do/did you mentor?

- 1
- 2
- 3
- 4 - 6
- 7 - 10
- 10+

Mentoring

On average, how often do/did you meet with your mentee(s)?

- Never
- Less than once per month
- Once a month
- Several times a month
- Once a week
- Almost daily

Please indicate whether each of the following are/were true for you and your mentee(s):

	None of them	Some of them	All of them
a. My mentee(s) and I are/were in the same building (or school).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My mentee(s) and I teach/taught in the same content area.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. My mentee(s) and I teach/taught the same grade level.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Mentoring

On average, how often did you engage in each of the following activities with your mentee(s)?

	Never	Less than once per month	Once a month	Several times a month	Once a week	Almost daily
a. Planning during the school day with my mentee(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Observing my mentee(s)' teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Being observed by my mentee(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Planning instruction with my mentee(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Having discussions with my mentee(s) about teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate which of the following kinds of support, if any, you received as a formally assigned mentor. (Check all that apply.)

- Release time to observe your mentee(s)
- Release time to observe other mentors
- Reduced teaching schedule
- Reduced number of preparations
- Common planning time with teachers you are mentoring
- Specific training to serve as a mentor (e.g. seminars or classes)
- Regular communication with principal, other administrator or department chair
- Other

Demographics

Please tell us about yourself. No demographic information will be shared or reported at the individual or school level. Your responses in this section provide important information for district and state level analyses; however, all items are optional.

Please indicate your ethnicity.

- American Indian or Alaska Native
- Asian or Pacific Islander
- Black or African American
- Hispanic
- White
- Mixed or multiple ethnicity
- Some other race or ethnicity

Please indicate your gender.

- Female
- Male

Demographics

How did you train to become a teacher?

- Bachelor's degree
- Master's degree
- Alternative route

What is the highest degree you have attained?

- Bachelor's degree
- Specialist
- Master's degree
- Doctorate
- Other

Are you certified by the National Board for Professional Teaching Standards (NBPTS)?

- Yes
- No

**Thank you for taking the time to complete this survey.
Please submit your responses now.**