



PART II: INSTRUMENT & FINDINGS

Teacher Voices Survey
Section I: Background Information

Name _____

A. Teacher of the Year in _____ for the state of _____

B. National Teacher of the Year? _____ No _____ Yes Year _____

C. Gender: _____ female _____ male

D. Race/Ethnicity: _____ American Indian/Alaskan Native
_____ Asian/Pacific Islander
_____ Black
_____ Hispanic
_____ White
_____ Other (Please specify) _____

E. Please indicate which of the following best describes your current position.

_____ Classroom Teacher _____ Non-classroom Teacher
_____ School/District Administrator _____ Other within the Education Field
_____ Employed in non-education field _____ Retired

F. Total number of years taught at the following level(s). (Please include the present year, if teaching.)

Elementary (K-8): _____ years Secondary (9-12): _____ years

G. Total number of years taught in the following types of communities.

Urban: _____ years Suburban: _____ years Rural: _____ years

H. Total number of years taught in the following size school(s).

Small (100 or less students): _____ years
Medium (101 to 500 students): _____ years
Large (more than 500 students): _____ years

I. Please list the major area(s) taught:

Section II: Professional Entry Factors

A. Please indicate how important EACH of these factors was in making your ORIGINAL decision to become a teacher.

	Very Important	Somewhat Important	Not Important
Desire to work with children	_____	_____	_____
Influence of one of my teachers	_____	_____	_____
Love of subject matter	_____	_____	_____
Family influence	_____	_____	_____
Importance of teaching	_____	_____	_____
Status of teachers	_____	_____	_____
Beginning teacher salary	_____	_____	_____
Salary potential	_____	_____	_____
Advancement opportunities	_____	_____	_____
Lack of other career options	_____	_____	_____
Cost of preparation	_____	_____	_____
Job security	_____	_____	_____
School year	_____	_____	_____
Work hours	_____	_____	_____

B. Please indicate how important YOU feel EACH of these factors is TODAY in making the decision to become a teacher.

	Very Important	Somewhat Important	Not Important
Desire to work with children	_____	_____	_____
Influence of one of my teachers	_____	_____	_____
Love of subject matter	_____	_____	_____
Family influence	_____	_____	_____
Importance of teaching	_____	_____	_____
Status of teachers	_____	_____	_____
Beginning teacher salary	_____	_____	_____
Salary potential	_____	_____	_____
Advancement opportunities	_____	_____	_____
Lack of other career options	_____	_____	_____
Cost of preparation	_____	_____	_____
Job security	_____	_____	_____
School year	_____	_____	_____
Work hours	_____	_____	_____

C. Please indicate your response to the following questions.

Would YOU choose to become
a teacher TODAY? _____ Yes _____ No _____ Unsure

Would YOU encourage students to
become teachers TODAY? _____ Yes _____ No _____ Unsure

Would YOU encourage family members
to become teachers TODAY? _____ Yes _____ No _____ Unsure

D. Please indicate at what point in your life you decided to become a teacher.

_____ Elementary school _____ College
 _____ Junior high school _____ Mid-career
 _____ High school _____ After children were grown
 _____ Other (Please specify) _____

Section III: Recruitment Factors

A. Please indicate if there has been a shortage of qualified teachers in each of the following.

	Yes	No	Unsure
My school	_____	_____	_____
Other schools in my district	_____	_____	_____
Neighboring school district(s)	_____	_____	_____
Other districts in my state	_____	_____	_____
Neighboring states	_____	_____	_____
Other states	_____	_____	_____

B. Based on your personal experience, what has been the effect of a shortage of qualified teachers?
Please check ALL that you have personally observed or experienced.

_____ Larger class sizes	_____ Increased teaching periods
_____ Strain on staff morale	_____ More teaching by teacher-aides
_____ Less ability grouping of students	_____ Hiring of non-certified teachers
_____ Less individualizing of instruction	_____ More traditional methods used
_____ Loss of planning period(s)	_____ Teaching outside of expertise
_____ Other (Please specify)	_____
_____	_____
_____	_____

C. Who should be responsible for recruiting qualified individuals into the teaching profession? Please indicate the level of responsibility you feel each of the following has for recruiting qualified individuals.

	Level of Responsibility		
	None	Some	High
College schools or departments of education	_____	_____	_____
School districts	_____	_____	_____
Local government programs	_____	_____	_____
State government programs	_____	_____	_____
Federal government programs	_____	_____	_____
Community-based programs	_____	_____	_____
Parent organizations	_____	_____	_____
Business & industry education support programs	_____	_____	_____
Professional teacher education organizations (e.g., NEA, AFT, state affiliates)	_____	_____	_____
Professional subject-matter organizations (e.g., NCTM, NCTE, IRA, NCSS, state affiliates)	_____	_____	_____
Individual teachers	_____	_____	_____
Individual school or district administrators	_____	_____	_____
Other (Please specify) _____	_____	_____	_____

D. Government officials, education policymakers, union leaders, business groups, and others are proposing a wide range of solutions to address the need to encourage more qualified individuals to become teachers, particularly for certain subjects (e.g., mathematics, science, special education) and areas of the country (e.g., urban and rural). How much effect do YOU think each of these strategies will have? Please indicate your opinion below.

	Little or No Effect	Some Effect	Great Effect
High school future teacher programs	_____	_____	_____
Junior high school future teacher programs	_____	_____	_____
Media campaigns (TV, radio, magazine, newspaper)	_____	_____	_____
Alternative routes for teacher certification	_____	_____	_____
“Teacher Corps” program (similar to Peace Corps)	_____	_____	_____
Student loan “forgiveness” programs	_____	_____	_____
Scholarship programs for education students	_____	_____	_____
“Signing” bonuses for urban or rural teachers	_____	_____	_____
Eleven (11) month contract for teachers	_____	_____	_____
Housing and moving assistance programs	_____	_____	_____
Differentiated salaries for teachers in certain subjects	_____	_____	_____
Performance or merit pay for new teachers	_____	_____	_____
Higher beginning salaries for new teachers	_____	_____	_____
Other (Please specify) _____	_____	_____	_____

E. What are the obstacles discouraging qualified individuals from entering the teaching profession? Please indicate how much of an obstacle you feel EACH of the following is TODAY.

	Not an Obstacle	Small Obstacle	Medium Obstacle	Large Obstacle
Status of teachers	_____	_____	_____	_____
Teacher salaries	_____	_____	_____	_____
Career potential	_____	_____	_____	_____
Teacher preparation programs	_____	_____	_____	_____
Working conditions	_____	_____	_____	_____
Teacher licensure tests	_____	_____	_____	_____
School violence	_____	_____	_____	_____
Student attitudes	_____	_____	_____	_____
Lack of parental involvement	_____	_____	_____	_____
Level of education funding	_____	_____	_____	_____

Section IV: Teacher Retention

A. What professional challenges did you have to overcome in your FIRST FEW YEARS of teaching? Please indicate how much of a challenge each of the following was for YOU as a NEW TEACHER.

	Not a Challenge	Small Challenge	Medium Challenge	Large Challenge
Support from principal	_____	_____	_____	_____
Peer collegial support	_____	_____	_____	_____
Staff morale	_____	_____	_____	_____
Sense of isolation	_____	_____	_____	_____
Condition of the school	_____	_____	_____	_____
Classroom management skills	_____	_____	_____	_____
Subject matter preparation	_____	_____	_____	_____
Adequate teaching supplies	_____	_____	_____	_____
Class size	_____	_____	_____	_____
Range of student abilities	_____	_____	_____	_____
Diverse students	_____	_____	_____	_____
School violence	_____	_____	_____	_____
Paperwork	_____	_____	_____	_____
Non-teaching responsibilities	_____	_____	_____	_____
Instructional techniques	_____	_____	_____	_____
Parental involvement	_____	_____	_____	_____
Parental support	_____	_____	_____	_____
Other (Please specify)	_____	_____	_____	_____
_____	_____	_____	_____	_____

B. What are the great challenges that you face or faced on your most recent classroom experience? Please indicate how much of a challenge each of the following has been in your most recent classroom experience.

	Not a Challenge	Small Challenge	Medium Challenge	Large Challenge
Changing student population	_____	_____	_____	_____
Non-teaching responsibilities	_____	_____	_____	_____
Paperwork	_____	_____	_____	_____
Subject-matter preparation	_____	_____	_____	_____
Instructional techniques	_____	_____	_____	_____
Diverse students	_____	_____	_____	_____
Range of student abilities	_____	_____	_____	_____
Student classroom behavior	_____	_____	_____	_____
School violence	_____	_____	_____	_____
School physical condition	_____	_____	_____	_____
Class size	_____	_____	_____	_____
Adequate teaching materials	_____	_____	_____	_____
Staff moral	_____	_____	_____	_____
Burned-out colleagues	_____	_____	_____	_____
Support from administration	_____	_____	_____	_____
Parental involvement	_____	_____	_____	_____
Parental support	_____	_____	_____	_____
Other (Please specify)	_____	_____	_____	_____
_____	_____	_____	_____	_____

C. Please indicate your response to the following questions.

As a beginning teacher, did you have a mentor?	_____Yes	_____No
Have you served as a mentor to a new teacher?	_____Yes	_____No
Does your district conduct a mentoring program?	_____Yes	_____No
Do mentor teachers receive additional pay?	_____Yes	_____No
Do mentor teachers receive release time?	_____Yes	_____No
Do mentor teachers receive special training?	_____Yes	_____No

D. Based on your experience, what type of professional development do NEW teachers most need? Please indicate the need for each type listed below.

	No Need	Some Need	Great Need
Classroom management skills	_____	_____	_____
Instructional techniques	_____	_____	_____
Subject-matter or content	_____	_____	_____
Student assessment or testing	_____	_____	_____
Teaching special-needs students	_____	_____	_____
Teaching to multiple learning styles	_____	_____	_____
Other (Please specify)	_____	_____	_____
_____	_____	_____	_____

E. Based on your teaching career and observation of other teachers, what type of professional development is needed by EXPERIENCED teachers?

	No Need	Some Need	Great Need
Classroom management skills	_____	_____	_____
Instructional techniques	_____	_____	_____
Technology	_____	_____	_____
Subject-matter or content	_____	_____	_____
Student assessment or testing	_____	_____	_____
Teaching special-needs students	_____	_____	_____
Teaching to multiple learning styles	_____	_____	_____
Other (Please specify)	_____	_____	_____
_____	_____	_____	_____

F. It has been estimated that 30% of all new teachers leave the classroom within five years. What support do beginning teachers need to keep them in the classroom? Please indicate which of the following things YOU feel that beginning teachers need.

	No Need	Some Need	Great Need
Informal peer support	_____	_____	_____
Formal peer support	_____	_____	_____
Formal mentoring programs	_____	_____	_____
School administrator support	_____	_____	_____
Systematic evaluation of their work	_____	_____	_____
Required professional development	_____	_____	_____
Teaching materials designed for new teachers	_____	_____	_____
Summer employment opportunities	_____	_____	_____
Parental support	_____	_____	_____
Lower class size	_____	_____	_____
Higher beginning salaries	_____	_____	_____
Other (Please specify)	_____	_____	_____
_____	_____	_____	_____

G. Many educators feel that professional development opportunities are a waste of time. Why do you think educators feel this way? Please indicate if each of the following is a reason for this feeling, based on your experience.

“One-shot” nature of many programs	_____Yes	_____No
Randomness of the offerings	_____Yes	_____No
Lack of follow-up in the classroom	_____Yes	_____No
Lack of follow-through at the school	_____Yes	_____No
Lack of adequate funding	_____Yes	_____No
Lack of school time for such programs	_____Yes	_____No
Lack of systematic planning for the program	_____Yes	_____No
Other (Please specify)_____	_____Yes	_____No

H. What do experienced teachers need to encourage them to remain in the classroom? Please indicate the need for each of the following to encourage qualified, experienced teachers to stay in the classroom.

	No Need	Some Need	Great Need
Better pay scales	_____	_____	_____
Merit pay or "pay for performance"	_____	_____	_____
More planning time with peers	_____	_____	_____
Additional pay for mentoring other teachers	_____	_____	_____
Career advancement opportunities	_____	_____	_____
Active role in school decision-making	_____	_____	_____
Ongoing professional development	_____	_____	_____
Teaching materials for experienced teachers	_____	_____	_____
Opportunities for summer employment	_____	_____	_____
Parental support and involvement	_____	_____	_____
Sabbaticals for professional growth	_____	_____	_____
Eleven (11) month contract for teachers	_____	_____	_____
School administrator support	_____	_____	_____
Other (Please specify)	_____	_____	_____
_____	_____	_____	_____

Section V: Teacher Voices

A. What do you think is the ONE most important thing that can be done to attract qualified individuals into the teaching profession?

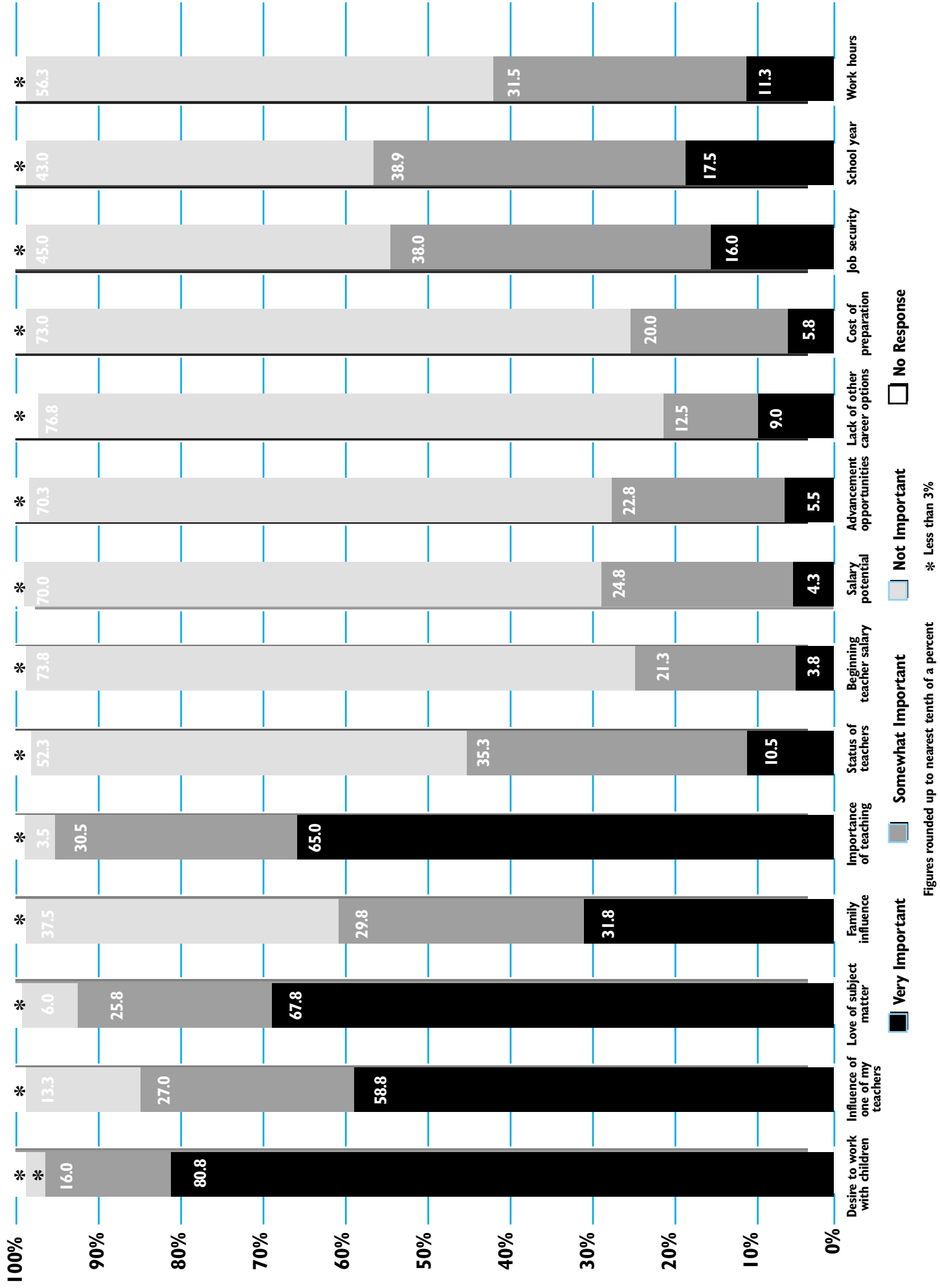
B. If you could change ONE single thing about today's teacher preparation programs, what would that be?

C. What do you think is the most important thing that could be done to convince qualified, experienced teachers to stay in the classroom?

Thank you for taking the time to respond – so that teacher voices might be heard!

II-A

Please indicate how important each of these factors was in making your ORIGINAL decision to become a teacher.

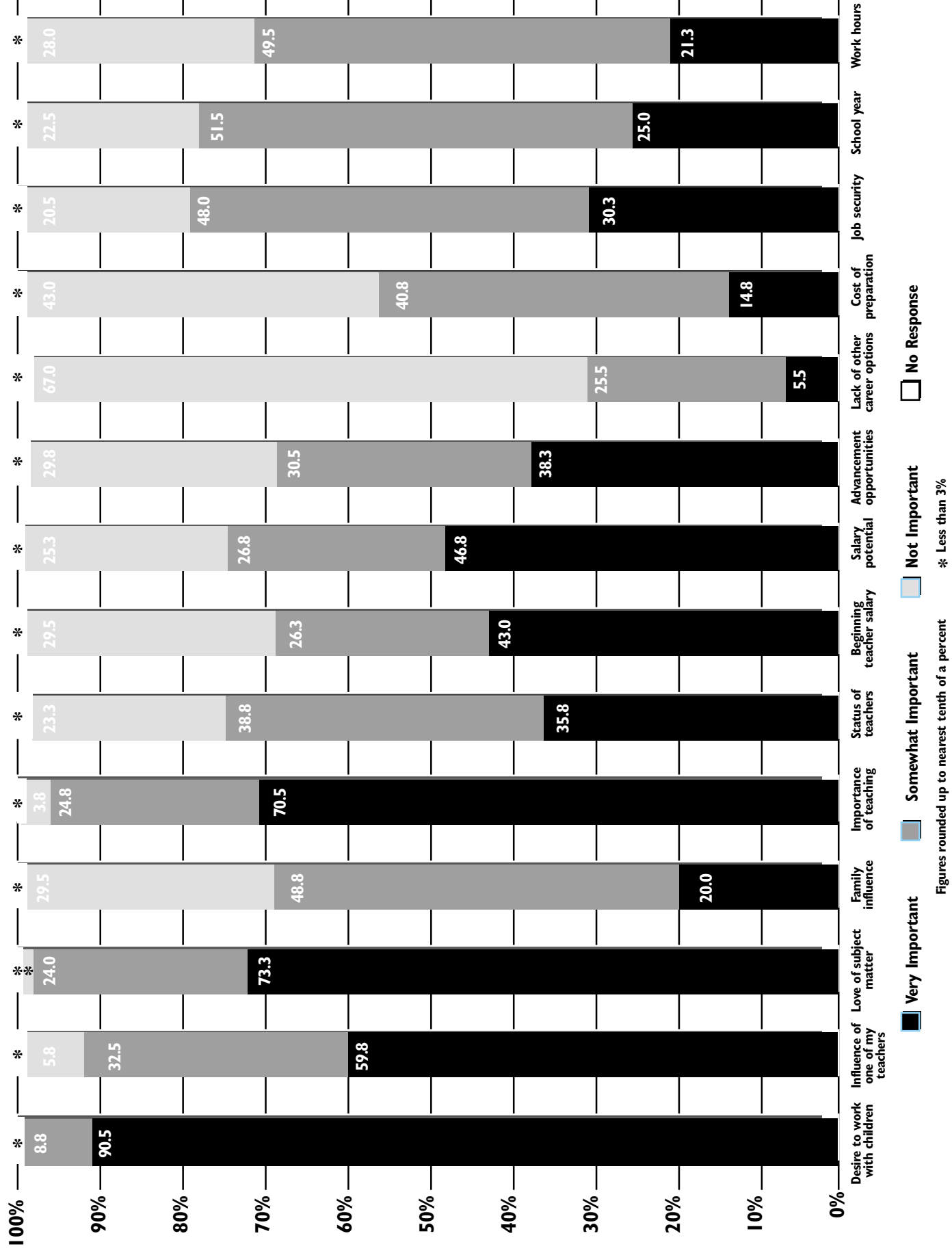


Very Important
 Somewhat Important
 Not Important
 No Response

Figures rounded up to nearest tenth of a percent

* Less than 3%

II-B Please indicate how important YOU feel EACH of these factors is TODAY in making the decision to become a teacher.



Figures rounded up to nearest tenth of a percent * Less than 3%