2014 Transition to Teaching Survey

Which communication method most prompted you to complete this survey today? *(Select one only.)*
- ○ Email message(s) from Hezel Associates
- ○ Mailed letter from Hezel Associates
- ○ Message from my university/college
- ○ Other (please describe): ____________________________________________

Part A: Your licensure and job status

LICENSURE

1. Have you applied for a professional teaching license?
   - ○ Yes
   - ○ No

1a. If no, why did you not apply for a teaching license? *Mark ALL that apply and then go to Question 4.*
   - ○ I have not yet taken the state licensure exams.
   - ○ I have not yet passed the state licensure exams.
   - ○ I plan to teach in an organization that doesn’t require a license.
   - ○ I enrolled (or plan to enroll) in graduate school to pursue an additional teaching certification or endorsement.
   - ○ I enrolled (or plan to enroll) in graduate school to pursue a non-teaching career.
   - ○ I am not planning to pursue a career in teaching.
   - ○ Other (please describe): ____________________________________________

2. Please identify the state(s) in which you applied for a teaching license. *Mark ALL that apply.*
   - ○ Minnesota  ○ Iowa  ○ North Dakota  ○ Wyoming
   - ○ Wisconsin  ○ Illinois  ○ South Dakota  ○ Nebraska
   - ○ Other (please list): ____________________________________________

3. In which states do you hold a teaching license? *Mark ALL that apply.*
   - ○ Minnesota  ○ Iowa  ○ North Dakota  ○ Wyoming
   - ○ Wisconsin  ○ Illinois  ○ South Dakota  ○ Nebraska
   - ○ Other (please list): ____________________________________________
**JOB MARKET ACTIVITY**

4. Did you apply for a job outside of teaching?
   - Yes
   - No

4a. If yes, why did you apply for a job outside of teaching? *Mark ALL that apply.*
   - No teaching positions available in my field
   - A limited number of teaching positions available in my field
   - Ensure earnings until a teaching position is obtained
   - Family or personal reasons
   - More future prospects outside of teaching
   - Better location of jobs outside of teaching
   - Preferred work environment of jobs outside of teaching
   - Better salary or pay for jobs outside of teaching
   - Better benefits packages for jobs outside of teaching
   - Able to find adequate employment (full-time or part-time) outside of teaching
   - More certainty of job security for jobs outside of teaching
   - Better evaluation and accountability policies outside of teaching
   - Other (please describe): ____________________________________________

5. Did you seek employment as a licensed teacher?
   - Yes
   - No; why not? *Then skip to Question 9.*

   ____________________________________________
   ____________________________________________
   ____________________________________________

5a. How many teaching job applications did you submit?
   - 1-5
   - 6-10
   - 11-15
   - 16-20
   - More than 20

5b. Where did you apply for teaching positions? *Mark ALL that apply.*

<table>
<thead>
<tr>
<th>Minneapolis or St. Paul</th>
<th>Other urban area in the U.S.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other city in Minnesota</td>
<td>Other suburban area in the U.S.</td>
</tr>
<tr>
<td>Suburban area in Minnesota</td>
<td>Other rural area in the U.S.</td>
</tr>
<tr>
<td>Rural area in Minnesota</td>
<td>Outside the U.S.</td>
</tr>
<tr>
<td>City in North Dakota</td>
<td>American Indian Reservation</td>
</tr>
<tr>
<td>Suburban area in North Dakota</td>
<td>Other:</td>
</tr>
<tr>
<td>Rural area in North Dakota</td>
<td></td>
</tr>
<tr>
<td>City in South Dakota</td>
<td></td>
</tr>
<tr>
<td>Suburban area in South Dakota</td>
<td></td>
</tr>
<tr>
<td>Rural area in South Dakota</td>
<td></td>
</tr>
</tbody>
</table>
5c. How many requests for teaching job interviews did you receive?
   - None; **if none, go to Question 9.**
   - 1
   - 2-3
   - 4-5
   - 6-10
   - More than 10

5d. How well prepared do you think you were for your teaching job interview(s)?
   - Very well prepared
   - Somewhat prepared
   - Not prepared

6. Did you receive job offers for teaching positions?
   - Yes; **skip to Question 7.**
   - No

6a. If no, why do you think you did not receive any job offers? **Mark ALL that apply.**
   - Jobs in my licensure area are very competitive
   - My interview(s) did not go well
   - I have not passed the state licensure exams
   - I only applied for a limited number of positions
   - I limited my job search to a small geographic area
   - I started my job search late
   - My teaching portfolio did not reflect my abilities
   - Other (please describe): __________________________________________

7. How many offers for a teaching position did you receive?
   - 0; **if none, go to Question 9.**
   - 1
   - 2
   - 3
   - 4
   - 5
   - More than 5

8. Did you accept an offer for a teaching position?
   - Yes; **skip to Question 9.**
   - No
8a. If no, why did you turn down a teaching position offer? Mark ALL that apply.
- Family or personal reasons
- Other job offers
- Location of the teaching position(s)
- School environment of the teaching position(s) (i.e., school atmosphere, working relationships)
- Few future career prospects in teaching
- Salary or pay of the teaching position(s) inadequate
- Benefits package inadequate
- Percentage of appointment inadequate
- Uncertainty in job security
- Evaluation and accountability policies for teachers
- Other (please describe): _________________________________

8b. If no, do you plan to seek a licensed teaching position within the next 12 months?
- Yes
- No

EMPLOYMENT INFORMATION
9. Please describe your current employment situation by choosing the appropriate response.
- Employed full-time in an educational setting; skip to Question10.
- Employed part-time in an educational setting; skip to Question10.
  9a. If employed part-time in an educational setting, what percentage of time do you spend in that setting?
    - 20% or less
    - 21%--40%
    - 41%--60%
    - 61%--80%
    - 81% or more
- Employed full-time in a field other than education; skip to Question10.
- Employed part-time in a field other than education; skip to Question10.
- Unemployed and seeking employment; skip to Question10.
- Unemployed and not seeking employment; skip to Question10.

10. If you are currently employed in an educational setting, which of the following best describes the type of position?
- Full-time or part-time teacher
- Short-term substitute
- Long-term substitute
- Paraprofessional
- Other (please describe): _________________________________

* If you are NOT currently a full-time or part-time teacher, do NOT complete the remainder of the survey. Thank you for your responses.
11. Where are you currently teaching?

School: ________________________________
District: ________________________________
Street address (for school): ________________________
City: _________________________________
State (use two letter abbreviation): ____________
Zip Code: _______________________________
Country (if other than United States): ________________________________

12. Type of school in which you are employed
   ○ Traditional public school
   ○ Public charter school
   ○ Private school
   ○ Other (please describe): ________________________________

13. Is a formal mentoring/induction program available to you in your school or district?
   ○ Yes
   ○ No

14. How long do you plan on teaching?
   ○ 1-2 years
   ○ 3-5 years
   ○ 6-10 years
   ○ 11 or more years

15. What grade level(s) are you teaching? *Mark ALL that apply.*
   ○ Early Childhood
   ○ Elementary
   ○ Middle or Junior High
   ○ High School

16. Are you teaching any subject and/or grade level for which you are not licensed?
   ○ Yes
   ○ No
**Part B: Your teacher preparation (coursework and field/clinical experiences): What were you prepared to do?**

*Directions:* Please respond to the following statements based on recollections of your college or university pre-service teacher education program.

**B1. Preparation for Teaching: Instructional Practice**

To what extent do you agree or disagree that your teacher preparation program prepared you to do the following?

<table>
<thead>
<tr>
<th></th>
<th>Agree</th>
<th>Tend to Agree</th>
<th>Tend to Disagree</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Effectively teach the subject matter in my licensure area.</td>
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<tr>
<td>b. Select instructional strategies to align with learning goals and standards.</td>
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<td>c. Design activities where students engage with subject matter from a variety of perspectives.</td>
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<td>d. Account for students’ prior knowledge or experiences in instructional planning.</td>
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<td>e. Design long-range instructional plans that meet curricular goals.</td>
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<td>f. Regularly adjust instructional plans to meet students’ needs.</td>
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<td>g. Plan lessons with clear learning objectives/goals in mind.</td>
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<td>h. Design and modify assessments to match learning objectives.</td>
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<td>i. Provide students with meaningful feedback to guide next steps in learning.</td>
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<td>k. Use formative and summative assessments to support student learning.</td>
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<td>l. Identify issues of reliability and validity in assessment.</td>
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<td>m. Use multiple and appropriate types of assessment data to identify student learning needs.</td>
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<td></td>
<td>Agree</td>
<td>Tend to Agree</td>
<td>Tend to Disagree</td>
<td>Disagree</td>
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<tr>
<td>n.</td>
<td>Use digital and interactive technologies to achieve specific learning goals.</td>
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<td>o.</td>
<td>Engage students in using a range of technology tools to access, interpret, evaluate, and apply information.</td>
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<td>p.</td>
<td>Help students develop critical thinking processes.</td>
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<td>q.</td>
<td>Help students develop skills to solve complex problems.</td>
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<td>r.</td>
<td>Make interdisciplinary connections among core subjects.</td>
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<td>s.</td>
<td>Know where and how to access resources to build global awareness and understanding.</td>
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<td>t.</td>
<td>Help students analyze multiple sources of evidence to draw sound conclusions.</td>
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</tbody>
</table>

**B2. Preparation for Teaching: Diverse Learners**

To what extent do you agree or disagree that your teacher preparation program prepared you to do the following?

<table>
<thead>
<tr>
<th></th>
<th>Agree</th>
<th>Tend to Agree</th>
<th>Tend to Disagree</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a.</td>
<td>Effectively teach students from culturally and ethnically diverse backgrounds and communities.</td>
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<tr>
<td>b.</td>
<td>Plan differentiated instruction for a variety of learning needs.</td>
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<td>c.</td>
<td>Use developmentally appropriate practices to support student learning.</td>
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<tr>
<td>d.</td>
<td>Address the needs of students from various socioeconomic backgrounds.</td>
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<td>e.</td>
<td>Design instruction for students with IEPs and 504 plans.</td>
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<td>f.</td>
<td>Design instruction for students with mental health needs.</td>
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<td>g.</td>
<td>Design instruction for gifted and talented students.</td>
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<td>h.</td>
<td>Design instruction for English-language learners.</td>
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<tr>
<td>i.</td>
<td>Access resources, programs, and other school personnel to foster student learning.</td>
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<td>j.</td>
<td>Develop fair and unbiased assessments for all learners.</td>
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</tbody>
</table>
B3. Preparation for Teaching: Learning Environment

To what extent do you agree or disagree that your teacher preparation program prepared you to do the following?

<table>
<thead>
<tr>
<th></th>
<th>Agree</th>
<th>Tend to Agree</th>
<th>Tend to Disagree</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Clearly communicate expectations for appropriate student behavior.</td>
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<tr>
<td>b. Use effective communication skills and strategies to convey ideas and information to students.</td>
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<tr>
<td>c. Design instruction and learning tasks that connect core content to real-life experiences for students.</td>
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<tr>
<td>d. Help students work cooperatively to achieve learning goals.</td>
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<tr>
<td>e. Develop and maintain a classroom environment that promotes student engagement.</td>
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<td>f. Respond appropriately to student behavior.</td>
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<td>g. Create a learning environment in which differences such as race, culture, gender, sexual orientation, and language are respected.</td>
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<tr>
<td>h. Use classroom management techniques that foster self-control and self-discipline among students.</td>
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<tr>
<td>i. Effectively organize the physical environment of the classroom for instruction.</td>
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</tbody>
</table>

B4. Preparation for Teaching: Professionalism

To what extent do you agree or disagree that your teacher preparation program prepared you to do the following?

<table>
<thead>
<tr>
<th></th>
<th>Agree</th>
<th>Tend to Agree</th>
<th>Tend to Disagree</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Seek out learning opportunities that align with my professional development goals.</td>
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<tr>
<td>b. Access the professional literature to expand my knowledge about teaching and learning.</td>
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<tr>
<td>c. Actively engage with parent/guardian/advocate about issues affecting student learning.</td>
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<tr>
<td>d. Collaborate with teaching colleagues to improve student performance.</td>
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<tr>
<td>e. Use colleague feedback to support my development as a teacher.</td>
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<tr>
<td>f. Uphold my legal responsibilities as a professional educator and student advocate.</td>
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</tbody>
</table>
### Part C: Your school context: What is your school like?

_Directions:_ Please respond to the following items based on your teaching experiences at the school(s) where you currently teach. _Please note:_ These items are intended to help us understand your teaching practice. They are by no means intended as an evaluation of your school or its administration and teachers.

#### C1. School Climate

To what extent do you agree or disagree with the following statements?

<table>
<thead>
<tr>
<th>Statement</th>
<th>Agree</th>
<th>Tend to Agree</th>
<th>Tend to Disagree</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. The school is a physically safe and secure place.</td>
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<tr>
<td>b. Teachers respect the dignity and worth of all students.</td>
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<tr>
<td>c. The faculty and staff have positive relationships with students' parents/guardians.</td>
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</tbody>
</table>

#### C2. Professional Environment

To what extent do you agree or disagree with the following statements?

<table>
<thead>
<tr>
<th>Statement</th>
<th>Agree</th>
<th>Tend to Agree</th>
<th>Tend to Disagree</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. I receive valuable professional guidance from faculty mentors or colleagues.</td>
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<tr>
<td>b. The administration is responsive to the needs of teachers.</td>
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<tr>
<td>c. Teachers are continually learning and seeking new ideas to enhance their practice.</td>
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<tr>
<td>d. Teachers have influence over establishing the curriculum.</td>
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</tbody>
</table>

#### C3. Resources

To what extent do you agree or disagree with the following statements?

<table>
<thead>
<tr>
<th>Statement</th>
<th>Agree</th>
<th>Tend to Agree</th>
<th>Tend to Disagree</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Teachers have time in their schedules for planning with colleagues.</td>
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<tr>
<td>b. Teachers have the necessary technology resources.</td>
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<tr>
<td>c. Teachers have appropriate instructional space.</td>
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<tr>
<td>d. Teachers have curricular materials and supplies that are appropriate for students' developmental levels and learning needs.</td>
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</tbody>
</table>
Part D: Program Recommendation

1. To what extent do you agree or disagree with each of the following statements?

<table>
<thead>
<tr>
<th></th>
<th>Agree</th>
<th>Tend to Agree</th>
<th>Tend to Disagree</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a.</td>
<td>If I had to do it all over again, I would choose the same teacher preparation program.</td>
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<tr>
<td>b.</td>
<td>I would recommend my teacher preparation program to a prospective teacher.</td>
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<tr>
<td>c.</td>
<td>I am as happy about teaching as I thought I would be.</td>
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<tr>
<td>d.</td>
<td>I am committed to the teaching profession.</td>
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<td>e.</td>
<td>The rewards of teaching are worth the efforts I put into becoming a teacher.</td>
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<tr>
<td>f.</td>
<td>My teacher education program prepared me to be successful in my current teaching position.</td>
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</table>

2. In what area(s) do you most need professional development or support as a new teacher?

_____________________________________________________________________________________
_____________________________________________________________________________________
_____________________________________________________________________________________
_____________________________________________________________________________________
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3. Please provide additional comments about your teacher preparation program or your career in education.

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Thank you for your response to this survey. We appreciate your input!

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