

Dear Colleague,

Please take a few moments to answer the following questions. We value your opinions as a school leader, partner and participant in the school improvement process. Responses will be kept confidential and you will never be identified. We do need to ask you to identify your school; this will help us understand how to better apply federal funds for professional learning opportunities for you, your colleagues and your teachers.

The estimated time to complete the survey is between 5 to 10 minutes. Thank you for taking the time to help us.

1. I am an administrator at:

- An elementary school
- A middle or junior high school
- A high school
- The central office
- A RESA

2. What is the name of your school? \_\_\_\_\_

3. What is the name of your school system? \_\_\_\_\_

4. If any, which group(s) of students in your school (or system if you work for the central office) is (are) not performing to your expectation? (Please select all that apply).

- Economically disadvantaged
- ESOL
- Gifted and talented
- Migrant
- Minority
- Regular classroom
- Special education
- Other (Please specify) \_\_\_\_\_
- None of the above. All students are performing to expectations

5. Are there one or more academic content areas in which targeted professional learning for teachers in your school (or system) would increase student achievement? (Please select all that apply).

- English/Language arts
- Mathematics
- Reading
- Science
- Social Science
- Other (Please specify) \_\_\_\_\_
- Academic enhancement not needed

6. Which **three** areas of professional learning for your teachers would have the greatest positive impact on student achievement? (Please select **three** areas linked to your school or system improvement plan).

- Accommodating all learners
- Assessing student achievement
- Classroom management
- Differentiated instructional strategies
- Effective teaching practices
- Parent and community involvement
- Pyramid of intervention
- Standards-based classroom
- Technology for teachers
- Interpreting and using data
- Working effectively with paraprofessionals/volunteers
- Co-teaching and inclusion training
- Other (Please specify) \_\_\_\_\_
- Pedagogical enhancement not needed

7. If there are one or more areas of teacher professional learning NOT related to your school improvement plan that would increase student achievement, please tell us.

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8. Professional learning in which of the following areas would most enhance your skills as a school (or system) leader? (Please select all that apply).

- Assessing leaders
- Assessing student achievement
- Assessing teachers
- Classroom management
- Classroom use of technology
- Interpreting and using data
- Conflict resolution
- Designing, implementing, monitoring, and assessing the improvement plan
- Differentiated instructional strategies
- Effective communication with all stakeholders
- Effective co-teaching classrooms
- Effective school-wide behavioral plans
- Effective teaching practices
- Leadership skills enhancement not needed
- Parent and community involvement
- Pyramid of intervention
- Shared leadership and decision making
- Standards-based classroom
- Other (Please specify) \_\_\_\_\_

9. On a scale of 1 to 5, with 1 being unimportant and 5 being very important, please rate the importance of each of the following factors for the retention of highly qualified, effective teachers in your school (system).

<b>Factors</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Academic coaches at school level	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comprehensive induction and mentoring of new teachers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial incentives based on student academic success	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Increased funding for classroom supplies and equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Increased support from school administration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Improved working conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Job flexibility (part time/job share/etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Less paperwork	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
More time for assessment and planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Promote the prestige of the teaching profession	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (Please specify _____)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

10. On a scale of 1 to 5, with 1 being unimportant and 5 being very important, please rate the importance of each of the following factors for retention of effective school (system) leaders.

<b>Factors</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Adequate building level administrative personnel	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Central office (school board) support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comprehensive induction program for new administrators	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Continuous relevant professional learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Effective mentoring program for new administrators	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial incentives based on student academic success	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial incentives based on student academic success	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial supplement or benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Increased building level program funding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (Please specify _____)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

11. On a scale of 1 to 5, with 1 being strongly disagree and 5 being strongly agree, to what extent do you think any of the following factors may help increase your system’s capacity for recruiting highly qualified effective teachers?

<b>Factors</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Adding academic coach at school level	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Additional quality professional learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Additional resources for recruiting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Improved working conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Increased funding for instructional supplies and equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Increased planning time for teachers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Increased support (induction and mentoring) for new teachers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Increased teacher salary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Increased teacher supplement or benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (Please specify _____)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Thank you very much for your time. Your help is deeply appreciated.**