Introduction

Survey of Recent SFUSD Employees
Welcome to the 2015 Stanford University Survey of Recent SFUSD Employees!

This online survey offers you the opportunity to confidentially share your views and insights about your experiences as a recent employee of SFUSD. We are asking that you participate in this survey so we can hear about your experiences in SFUSD and what SFUSD can do to support staff members more effectively. We know you have a lot of demands on your time, but your feedback is invaluable as we strongly believe that this information will help SFUSD schools and students. You will be asked questions about your career in the district and your opinions on district and school programs, and your input is vital to SFUSD's continuous improvement efforts.

As a token of appreciation, you will receive a $5 gift certificate from Amazon, paid for by Stanford, when you complete the survey.

Thanks for your participation!

CONFIDENTIALITY: Taking this survey is voluntary and your responses are confidential. Researchers in the Center for Education Policy Analysis at Stanford University are administering this survey, including its confidentiality protections and the $5 gift card awarded to those who take the survey. As such, survey results will only be reported in aggregate form and will never identify you.

YOUR INDIVIDUAL RESULTS WILL NOT AT ANY TIME BE REPORTED BACK TO THE DISTRICT. Completing the survey indicates your consent to participate. This study’s confidentiality protections have been reviewed and approved by the Institutional Review Board (IRB) at Stanford University. If you have questions about your rights as a study participant, or are dissatisfied at any time with any aspect of this study, you may contact the Administrative Panels Office, Stanford University, Stanford, CA (USA) 94305-5401, or by phone: (650) 723-2480 (you may call collect).

ABOUT THE RESEARCHERS: The Center for Education Policy Analysis at Stanford University (http://cepa.stanford.edu) works with school districts across the country and has an ongoing research partnership with SFUSD. Our mission is to support high quality, multi-disciplinary empirical research that is informed by collaboration with stakeholders and practitioners and that, in turn, informs the improvement of education policy and practice.

Assignment & Experience

Most Recent Assignment and Experience
We are interested in the position you most recently held within SFUSD and your experience in that position.

Which category best describes the position(s) you most recently held in SFUSD? (Check all that apply.)

☐ Teacher
☐ Principal or Assistant Principal
☐ Other School Staff
☐ Central Office
☐ Other (please describe):

Which of the following best describes your most recent teaching position(s)? (Check all that apply.)

☐ Classroom teacher
☐ Teacher on Special Assignment (TSA)
☐ Special education teacher (pull-out or push-in), Resource specialist, or Intervention specialist
☐ Subject area coach
☐ Prep-time teacher
☐ Other (please describe):

Which of the following best describes your most recent administrative position(s)? (Check all that apply.)

☐ Principal
☐ Assistant Principal
☐ Early Ed or Small School Administrator

Which of the following best describes your most recent staff position(s)? (Check all that apply.)

☐ Instructional Coach
☐ Special education teacher (pull-out or push-in), Resource specialist, or Intervention specialist
☐ Para-professional
☐ Response to Intervention Specialist
☐ School nurse or health counselor
☐ Academic counselor
☐ Social Worker or Psychologist
☐ Occupational therapist, speech and language pathologist
☐ Security
☐ Health staff
☐ Food services staff
☐ Custodial, janitorial, or trades staff
Office administrative staff ☐ Librarian ☐ Other (please describe):
☐ Community liaison

Which of the following best describes your most recent central office position(s)? (Check all that apply.)

☐ Administrative support staff (e.g., clerks)
☐ Budget, Accounting, and Finance staff
☐ Food services staff
☐ Director, Executive Director, or Manager
☐ Human resources staff
☐ Health staff
☐ Teacher on Special Assignment (TSA)
☐ IT staff
☐ Security
☐ Program staff
☐ Custodial staff
☐ Other (please describe):
☐ Data, analysis, and evaluation staff

At which type of location did you most recently work? (Check all that apply.)

Elementary/Early Education School ☐ Middle School ☐ K-8 School ☐ High School ☐ Continuation School ☐ Central Office ☐ Other (please describe):

For how many years (including the past one) were you employed...

in your most recent school/location? 0 years
in other schools/locations within SFUSD (not your most recent school/location)? 0 years
in schools/locations outside of SFUSD? 0 years
Total Years 0 years

Professional Growth and Support

How would you characterize the following aspects of your most recent job(s) in SFUSD?

<table>
<thead>
<tr>
<th></th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>SFUSD supported my development as a professional</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>I felt that there was room for professional growth in my position</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>I had clear goals in my position</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>
### Work Environment

**How would you characterize the following aspects of your most recent job(s) in SFUSD?**

<table>
<thead>
<tr>
<th>Strongly agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>My skills were put to use effectively in my position</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I was well compensated for the work I did while in the district</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My work environment was positive</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My colleagues and I worked collaboratively towards a common goal</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I felt that my workload was reasonable</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I was treated fairly by my supervisors</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I could express concerns or grievances about my school leadership without fear of retaliation</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I could express concerns or grievances about district leadership without fear of retaliation</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

### Leadership

**How would you characterize the following aspects of your most recent job(s) in SFUSD?**

<table>
<thead>
<tr>
<th>Strongly agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>I felt supported by school leadership</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I felt supported by district leadership</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>District leaders are taking SFUSD in a positive direction</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

### Determinants of Your Decision

Determinants of your decision

We are interested in learning more about why you decided to leave your position(s) in SFUSD.

Which of the following were reasons that you left your most recent position(s)? (Please check all that apply.)

- I believed I would be formally dismissed if I did not resign
- I no longer wished to be employed full-time
- I was dissatisfied with the salary
- I was offered a financial incentive to resign
- I relocated out of San Francisco
- I was dissatisfied with the benefits
- I felt my preparation/training program did not adequately prepare me to teach/work in my school
- I relocated out of the Bay Area
- There were too many student discipline problems at my school
- I felt I could not be an effective teacher/staff person
- I wanted a job closer to my home
- The lack of professional advancement opportunities
- I no longer wanted to meet the requirements necessary to maintain my credential
- I wanted to return to school
- The lack of teacher/employee influence on school policies
- I no longer wished to be a teacher
- I was laid off from SFUSD and accepted a position elsewhere before being recalled
- The lack of competence of my colleagues
- I no longer wished to be in my current position
- Medical reasons
- I didn't feel like I fit with the culture of my school or work site
- I accepted a non-teaching position in my district
- Personal reasons
- I was dissatisfied with my school's administration
- I accepted a position with the City and County of San Francisco (outside of SFUSD)
- To avoid a negative evaluation or being placed on a remediation plan
- I no longer wished to be in my current position
- Other (please specify):

Which is the SINGLE most important reason that you left your most recent position?

- I was dissatisfied with the salary
- I believed I would be formally dismissed if I did not resign
- I no longer wished to be employed full-time
- I relocated out of San Francisco
- I was dissatisfied with the benefits
- I was offered a financial incentive to resign
- I relocated out of the Bay Area
- There were too many student discipline problems at my school
- I felt my preparation/training program did not adequately prepare me to teach/work in my school
- I wanted a job closer to my home
- The lack of professional advancement opportunities
- I felt I could not be an effective teacher/staff person
- I wanted to return to school
- The lack of teacher/employee influence on school policies
- I no longer wanted to meet the requirements necessary to maintain my credential
- I was laid off from SFUSD and accepted a position elsewhere before being recalled
- The lack of competence of my colleagues
- I no longer wished to be a teacher
- Medical reasons
- I didn't feel like I fit with the culture
- I no longer wished to be in my current position
Which of the following were reasons that you decided to relocate out of San Francisco?

- Returning to home city/state
- Cost of living in San Francisco was too high
- Desire to purchase property in more affordable housing market
- Difficulty finding affordable housing
- Desire for different schooling options for child(ren)
- Pursuing higher education in another part of the state/country
- Desire to be closer to family
- Desire to live/work in a less urban environment
- Desire to teach/work in a different public school district
- Desire to teach/work in a public charter school outside of San Francisco
- Desire to teach/work in a private school outside of San Francisco
- Other (please specify): 

What actions can SFUSD take to build a better workplace? (Please list or describe).

What could the district have done (if anything) to better support you in your former position? (Please list or describe).

Current and Future Plans

*We are interested in your plans for work if you have accepted a new position.*
**What are you doing now or will you begin in the near future? (Check all that apply.)**

- I am employed as a teacher in another district, charter, or private school
- I am employed in the education field, but not as a teacher
- I am employed in a field/industry outside of education
- I am unemployed and not seeking employment
- I am seeking employment in a new career, field, or industry
- I am in graduate school
- I have not decided what I want to do next
- I am unemployed and seeking employment with another school district
- Other (please specify):

**In which district did you accept a position (or list name of school if private or charter school)?**


**What type of position do you currently hold in the education field?**


**Would you ever consider returning to work in SFUSD?**

- Yes
- No

**What factors would lead you to consider returning? (Check all that apply.)**

- If the salary were higher
- If my colleagues were more effective/supportive
- If my school leaders were more effective/supportive
- If district leadership were more effective/supportive
- If there were more opportunities for professional advancement
- If there were fewer student discipline problems
- If there were more affordable housing options available in San Francisco
- If I lived closer
- Other (please specify):

**What is the single most important reason that would lead you to consider returning?**

- If the salary were higher
- If my colleagues were more effective/supportive
- If my school leaders were more effective/supportive
- If district leadership were more effective/supportive
- If there were fewer student discipline problems
- If there were more affordable housing options available in San Francisco
- If I lived closer
- Other (please specify):
Background

The next questions ask about your own background and home life. As with other questions, these questions are completely voluntary and your answers to these questions are only used in aggregate. They help us to understand the lives of SFUSD employees more generally.

How did you normally commute to work for your most recent position in SFUSD?

- By car
- On foot
- By bike
- On public transportation
- Other (please describe):

How long was your daily commute to your most recent position in SFUSD? Please write in the number of minutes it took you to get to work.

With whom do you live? (Choose all that apply.)

- Alone
- With spouse/domestic/romantic partner
- With my children
- With roommates
- With other relatives

How many children do you have who are under the age of 5?

- 0
- 1
- 3
- 4 or more
How many children do you have who are between the ages of 5 and 18?

- 0
- 1
- 2
- 3
- 4 or more

What was the total income for your household (you and anyone you live with who you consider family) in 2014?

- Under $50,000
- $50,000-$74,999
- $75,000-$99,000
- $100,000-$124,999
- $125,000-$149,999
- $150,000-$250,000
- Over $250,000

Was or is either of your parents a teacher?

- Yes
- No

Did either of your parents complete a bachelor's degree (e.g., B.A., B.S.) or a higher level of education (e.g. J.D., M.A., Ph.D., M.D.)?

- Yes
- No

Your K-12 Experience

We are interested in learning more about the similarities between your experiences teaching in SFUSD and your experiences as a K-12 student.

Where did you graduate from high school?

School name

District
We are interested to know how similar your most recent school in SFUSD is to the school you attended when you were your students' age.

My childhood school was/had...

<table>
<thead>
<tr>
<th></th>
<th>Less</th>
<th>Similar</th>
<th>More</th>
</tr>
</thead>
<tbody>
<tr>
<td>Safety</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Resources</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Parent involvement</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Students of my race/ethnicity</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

THANK YOU for participating in this survey. We appreciate your feedback! Feel free to use the space below to share anything else you think we should know that will help us better understand your situation or experience at SFUSD.