Introduction

Survey of Recent SFUSD Employees
Welcome to the 2016 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.

CONFIDENTIALITY: Taking this survey is completely voluntary. Your responses are completely confidential. To protect confidentiality, survey results will be reported in aggregate form only 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. If you have any questions about the survey, please contact the researchers at sfusd-cepa-survey@stanford.edu.

Thanks for your participation!

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
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
- [ ] Office administrative staff
- [ ] Community liaison
- [ ] School nurse or health counselor
- [ ] Academic counselor
- [ ] Social Worker or Psychologist
- [ ] Occupational therapist, speech and language pathologist
- [ ] Librarian
- [ ] Other (please describe):

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

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?
- in other schools/locations within SFUSD (not your most recent school/location)?
- in schools/locations outside of SFUSD?

Total Years

Professional Growth and Support

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

<table>
<thead>
<tr>
<th>SFUSD supported my development as a professional</th>
<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 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>
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<tr>
<td>My supervisors had clear expectations for me</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I received feedback about my performance that helped me grow professionally</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?
My skills were put to use effectively in my position
I was well compensated for the work I did while in the district
My work environment was positive
My colleagues and I worked collaboratively towards a common goal
I felt that my workload was reasonable
I was treated fairly by my supervisors
I could express concerns or grievances about my school leadership without fear of retaliation
I could express concerns or grievances about district leadership without fear of retaliation

Leadership

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

I felt supported by school leadership
I felt supported by district leadership
District leaders are taking SFUSD in a positive direction

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 was dissatisfied with the salary  ☐ I believed I would be formally  ☐ I no longer wished to be employed
I was offered a financial incentive to relocate out of San Francisco

Full-time

I relocated out of San Francisco

I relocated out of the Bay Area

I wanted a job closer to my home

I wanted to return to school

I was laid off from SFUSD and accepted a position elsewhere before being recalled

Medical reasons

Personal reasons

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 relocated out of the Bay Area

I wanted a job closer to my home

I wanted to return to school

I was laid off from SFUSD and accepted a position elsewhere before being recalled

Medical reasons

Personal reasons

Other (please specify):

Which of the following were reasons that you decided to relocate out of San Francisco?

Return to home city/state

Cost of living in San Francisco was too high

Desire to be closer to family

Desire to live/work in a less urban environment

I wanted to return to school

I was laid off from SFUSD and accepted a position elsewhere before being recalled

Medical reasons

Personal reasons

Other (please specify):
Desire to purchase property in more affordable housing market

Desire to teach/work in a different public school district

Difficulty finding affordable housing

Desire to teach/work in a public charter school outside of San Francisco

Desire for different schooling options for child(ren)

Desire to teach/work in a private school outside of San Francisco

Pursuing higher education in another part of the state/country

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 in graduate school

I am employed in the education field, but not as a teacher

I have not decided what I want to do next

I am employed in a field/industry outside of education

I am unemployed and seeking employment with another school district

I am unemployed and not seeking employment

Other (please specify): 

I am seeking employment in a new career, field, or industry
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 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):

Background

This final set of questions asks about your own background and home life. As with other questions, your answers to these questions are only used in aggregate and are OPTIONAL. They help us to understand the lives of SFUSD staff more generally.
When you worked for SFUSD, how did you normally commute to work? (Check all that apply.)

- Car
- Walk
- Bike
- Motorcycle/scooter
- Public transportation
- Carpool/rideshare
- Other (please describe):
  
How long did your daily commute take?

For the questions below, please write in the number of minutes your commute typically took. For example, if it took you an hour and 10 minutes, please enter 70. Please answer both questions, even if it took the same amount of time in both directions.

How long did it take you to get to work in the morning?

How long did it take you to get home at the end of the day?

Do you identify as LGBTQIA?

- Yes
- No
- Prefer not to answer

As a child/student, was a significant portion of your schooling in (check all that apply)...

- An SFUSD school?
- A non-SFUSD school in the Bay Area?
- A school in other parts of CA?
- A school in another country?
- None of the above
At any point in your K-12 experience, did you qualify for free and reduced-price lunch?

- Yes
- No
- Don't know

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

LAST BLOCK (NEXT BECOMES FINISH)

THANK YOU!

We appreciate your feedback! Your participation in this survey is a great help to SFUSD as it moves forward with district improvement and efforts to support schools, staff, and students better. 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.

If you do not have additional comments, please press FINISH at the bottom of the page to submit your survey.

Would you be willing to be contacted about your responses? If so, please enter the best email or phone number with which to contact you. (If not, please leave blank.)