Introduction

Survey of SFUSD Teachers

Welcome to the 2010 Stanford University Survey of SFUSD Teachers!

This online survey offers you the opportunity to confidentially share your views and insights about your experiences as a teacher in SFUSD. You will be asked questions about your teaching career and your opinions on district and school programs. Your responses will help inform future policy decisions in SFUSD.

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 Institute for Research on Education Policy and Practice at Stanford University (http://irepp.stanford.edu) works with stakeholders and practitioners and that, in turn, informs the improvement of education policy and practice.

Thanks for your participation!

Warm-Up

Teaching Career

We are interested in how you came to teach in your current school and what influences your career decisions.

Are you currently a classroom teacher in SFUSD?

☐ Yes
☐ No

For how many years (including this one) have you been a TEACHER ...

a. in your current school? 0 years
b. in other schools within SFUSD (not your current school)? 0 years
c. in schools outside of SFUSD? 0 years

Total Years as a Teacher 0 years

Teaching Placement

Why did you decide to teach in SFUSD? (Check all that apply.)

☐ Geographic location
☐ Salary/benefits
☐ Professional reputation
☐ Referral / Personal recommendation
☐ SFUSD gave me the earliest job offer.
☐ I liked the particular school in SFUSD that offered me a job.
☐ Other (please specify):
When you applied to teach in SFUSD, did you also apply to any OTHER DISTRICTS?

☐ Yes
☐ No

To which of the following districts BESIDES SFUSD did you apply? (Check all that apply.)

☐ Alameda ○ Jefferson ○ San Leandro
☐ Albany ○ Madera ○ San Lorenzo
☐ Berkeley ○ Mill Valley ○ San Mateo - Foster City
☐ Brisbane ○ New Haven ○ San Rafael
☐ Burlingame ○ Newark ○ Santa Clara
☐ Cabrillo ○ Oakland ○ Sausalito / Marin City
☐ Castro Valley ○ Palo Alto ○ South San Francisco
☐ Emeryville ○ Reed Union ○ Sunnyvale
☐ Fremont ○ San Bruno Park ○ West Contra Costa
☐ Hayward ○ San Jose ○ Other (please specify): ___________

Which of these DISTRICTS offered you a teaching position?

☐ » Alameda ○ » Oakland
☐ » Albany ○ » Palo Alto
☐ » Berkeley ○ » Reed Union
☐ » Brisbane ○ » San Bruno Park
☐ » Burlingame ○ » San Jose
☐ » Cabrillo ○ » San Leandro
☐ » Castro Valley ○ » San Lorenzo
☐ » Emeryville ○ » San Mateo - Foster City
☐ » Fremont ○ » San Rafael
☐ » Hayward ○ » Santa Clara
☐ » Jefferson ○ » Sausalito / Marin City
☐ » Madera ○ » South San Francisco
☐ » Mill Valley ○ » Sunnyvale
☐ » New Haven ○ » West Contra Costa
☐ » Newark ○ » Other (please specify): ___________

Teaching Placement: Consolidation

In the past three school years, have you changed (or will you change) schools in SFUSD due to CONSOLIDATION?

☐ Yes
☐ No
In which school year(s) did (or will) you change schools in SFUSD due to CONSOLIDATION? (Check all that apply.)

- I changed schools due to consolidation for SY 2007-08.
- I changed schools due to consolidation for SY 2008-09.
- I changed schools due to consolidation for SY 2009-10.
- I WILL change schools due to consolidation for SY 2010-11.

What was the CAUSE of your MOST RECENT consolidation? (Check only one.)

- There were position cuts at my school, and I volunteered to be consolidated.
- My position at my school was cut due to declining enrollment or program changes.
- My school closed or was restructured.
- I don’t know.
- Other (please specify):

HOW did you ultimately obtain your new placement after your MOST RECENT consolidation? (Check only one.)

- I interviewed with my new site administrator and/or school hiring committee for a vacancy.
- I provided my placement preferences to HR and was placed at one of my preferred schools.
- I provided my placement preferences to HR but was placed at a school that was not one of my preferred schools.
- HR placed me at my new school without asking me for my preference.
- Other (please specify):

What CRITERIA did you use to decide which schools to consider or place on your priority list after your MOST RECENT consolidation? (Check all that apply.)

- Student demographics
- Geographic location
- The principal
- Other teachers at that school
- School program
- Salary or bonuses
- Opportunity for different assignment
- Quality of facility
- School reputation
- Student academic performance
- Other (please specify):

Which of these CRITERIA was the MOST IMPORTANT in deciding which schools to consider or place on your priority list after your most recent consolidation? (Check only one.)

- Student demographics
- Geographic location
- The principal
- Other teachers at that school
- School program
- Salary or bonuses
- Opportunity for different assignment
- Quality of facility
- School reputation
- Student academic performance
- Other (please specify):

Teaching Placement: Voluntary Transfer
In the past three years, have you ever APPLIED for a VOLUNTARY TRANSFER?

☐ Yes
☐ No

In the past three years, have you ever CHANGED SCHOOLS due to VOLUNTARY TRANSFER?

☐ Yes
☐ No

In which school year(s) did (or will) you change schools in SFUSD due to VOLUNTARY TRANSFER? (Check all that apply.)

☐ I changed schools due to voluntary transfer for SY 2007-08.
☐ I changed schools due to voluntary transfer for SY 2008-09.
☐ I changed schools due to voluntary transfer for SY 2009-10.
☐ I WILL change schools due to voluntary transfer for SY 2010-11.

Would you ever CONSIDER applying for a VOLUNTARY TRANSFER?

☐ Yes
☐ Maybe
☐ No

What CRITERIA did you use to decide which schools to apply to in your MOST RECENT application for voluntary transfer? (Check all that apply.)

☐ Student demographics
☐ Geographic location
☐ The principal
☐ Other teachers at that school
☐ School program
☐ Salary or bonuses

☐ Opportunity for different assignment
☐ Quality of facility
☐ School reputation
☐ Student academic performance
☐ Other (please specify): [ ]

Which of these CRITERIA was the MOST IMPORTANT in deciding which schools to apply to in your most recent application for voluntary transfer? (Check only one.)

☐ » Student demographics
☐ » Geographic location
☐ » The principal
☐ » Other teachers at that school
☐ » School program
☐ » Salary or bonuses

☐ » Opportunity for different assignment
☐ » Quality of facility
☐ » School reputation
☐ » Student academic performance
☐ » Other (please specify): [ ]
What CRITERIA would you use to decide which schools to apply to if you were to voluntarily transfer? (Check all that apply.)

- Student demographics
- Geographic location
- The principal
- Other teachers at that school
- School program
- Salary or bonuses
- Opportunity for different assignment
- Quality of facility
- School reputation
- Student academic performance
- Other (please specify):

Which of these CRITERIA would be the MOST IMPORTANT in deciding which schools to apply to if you were to voluntarily transfer? (Check only one.)

- Student demographics
- Geographic location
- The principal
- Other teachers at that school
- School program
- Salary or bonuses
- Opportunity for different assignment
- Quality of facility
- School reputation
- Student academic performance
- Other (please specify):

At the time of your MOST RECENT application for voluntary transfer, how satisfied were you with the following:

<table>
<thead>
<tr>
<th></th>
<th>Very Dissatisfied</th>
<th>Dissatisfied</th>
<th>Somewhat Dissatisfied</th>
<th>Somewhat Satisfied</th>
<th>Satisfied</th>
<th>Very Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. The COMMUNICATION and SUPPORT that you received from HR during the voluntary transfer process</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. The TIMELINESS of the process</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

To what extent do you AGREE/DISAGREE with following statements about the VOLUNTARY TRANSFER process?

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Somewhat Disagree</th>
<th>Somewhat Agree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Information about open vacancies was readily available during the voluntary transfer process</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. I believe that the voluntary transfer process was fair.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. During the voluntary transfer process, I was able to develop an accurate picture of my new school before accepting my placement.</td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
</tbody>
</table>

Why would you NOT CONSIDER applying for a voluntary transfer? (Check all that apply.)

- I am happy in my current position.
- I do not want to change schools.
- I do not want to work with a different student population.
- I do not want to change geographic location.
- Other (please specify):

Teacher Compensation
Teacher Compensation

*We are interested in your thoughts on teacher compensation in SFUSD.*

How competitive do you think SFUSD teacher SALARIES are now compared to the past?

- More competitive now than in the past
- Less competitive now than in the past
- As competitive now as in the past
- I don't know

This year, some teachers’ SALARIES INCREASED as a result of Prop A. How FAMILIAR are you with these changes?

- Familiar
- Somewhat familiar
- Not at all familiar

This year, some teachers are receiving special salary bonuses as a result of Prop A. Are you receiving any of the following SALARY BONUSES this year?

<table>
<thead>
<tr>
<th>Bonus</th>
<th>Yes</th>
<th>No</th>
<th>I don't know</th>
</tr>
</thead>
</table>
a. Bonus for teaching in a hard-to-fill subject| |  |
b. Bonus for teaching in a hard-to-staff school| |  |
c. Retention bonus after 3rd or 8th year of teaching| |  |

How much ADDITIONAL SALARY will you have received in school year 2009-10 as a result of these BONUSES? (Check only one.)

- Less than $1,000
- $1,000
- $2,000
- $2,500-3,000
- $3,500-4,000
- $4,500-5,000
- More than $5,000
- I don't know

For which SUBJECTS did you receive the hard-to-fill subjects bonus this year? (Check all that apply.)

- Math
- Science
- Special education
- Bilingual education
- Other (please specify):
How did you HEAR about the SALARY INCREASE AND BONUSES as a result of Prop A? (Check all that apply.)

- Announcement from my school administration
- The local media
- Other teachers at my school
- UESF communications
- From seeing additional money in my paycheck
- From working on the passage of Prop A
- Placement officers from my credential program
- Other (please specify):

How important was salary and bonus in your decision to COME TO this school this year?

Not at all Important  Somewhat Unimportant  Important  Very Important

How important was salary and bonus in your decision to STAY AT this school this year?

Not at all Important  Somewhat Unimportant  Important  Very Important

As you may know, teachers now receive a bonus for working in a "hard-to-staff" school. Would you consider MOVING to a hard-to-staff school?

- Yes, in part because of the salary bonus
- Yes, but not because of the salary bonus
- No
- Maybe

Why would you NOT CONSIDER moving to a hard-to-staff school? (Check all that apply.)

- I am happy in my current position.
- I do not want to change schools.
- I do not want to work with a different student population.
- I do not feel confident that the bonus will persist throughout my career.
- The bonus amount is not enough for me to change from my current school.
- I do not want to change geographic location.
- Other (please specify):

What CRITERIA would you use to decide which schools to apply to if you were to transfer to a hard-to-staff school? (Check all that apply.)

- Student demographics
- Geographic location
- The principal
- Opportunity for different assignment
- Quality of facility
- School reputation
Support

Teacher Support and Professional Development

*We are interested in learning more about the sources of support in your current school.*

Please think of the PEOPLE you are most likely turn to when you need HELP with an issue of instruction. Who are these people? (Check all that apply.)

- [ ] Teacher at your school
- [ ] Teacher at another SFUSD school
- [ ] Your principal or school leader
- [ ] Someone else at your school (e.g., coach)
- [ ] Someone outside of your school (e.g., Central Office personnel, University staff, Vendor/Program specialists, teachers in other districts)
- [ ] Other (please specify):

Of these people, who are you the MOST likely to turn to when you need HELP with an issue of instruction?

- [ ] Teacher at your school
- [ ] Teacher at another SFUSD school
- [ ] Your principal or school leader
- [ ] Someone else at your school (e.g., coach)
Someone outside of your school (e.g., Central Office personnel, University staff, Vendor/Program specialists, teachers in other districts)

☐ Other (please specify):

Please tell us more about this person who has been the MOST helpful to you.

Person's School, Department or Company: 

WHY is this person particularly helpful to you? (e.g., What personal qualities, experience, resources or knowledge does s/he possess which you value?)

This school year, how OFTEN did you each of the following?

<table>
<thead>
<tr>
<th>Activity</th>
<th>Never</th>
<th>Once</th>
<th>Twice</th>
<th>3-4 Times</th>
<th>5-9 Times</th>
<th>10 or More Times</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Visit another teacher’s classroom to watch him or her teach</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>b. Have a colleague observe your classroom</td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. Invite someone in to help your class</td>
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<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>d. Go to a colleague to get advice about an instructional challenge you faced</td>
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<td></td>
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<td></td>
</tr>
<tr>
<td>e. Receive useful suggestions for curriculum material from colleagues</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f. Receive meaningful feedback on your teaching practice from colleagues</td>
<td></td>
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<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>g. Receive meaningful feedback on your teaching practice from your principal</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>h. Receive meaningful feedback on your teaching practice from another school leader (e.g., AP, instructional coach)</td>
<td></td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

Prop A PD Hours

This year, some teachers are receiving an additional 18 hours of PROFESSIONAL DEVELOPMENT through Prop A. Are these hours available to you?

☐ Yes

☐ No

☐ I don’t know

Approximately HOW MANY of the 18 hours of additional professional development have you used in this academic year? (Check only one.)

<table>
<thead>
<tr>
<th>Hours Used</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1-6 hours</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>7-12 hours</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13-18 hours</td>
<td></td>
<td></td>
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<td></td>
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</tbody>
</table>

WHY have you not used all of the additional professional development hours provided through Prop A? (Check all that apply.)

☐ I don’t have time.

☐ I don’t feel that I need additional professional development.

☐ I don’t like the options available for using the hours.

☐ The amount of money provided for doing the professional development hours is not enough.
Master Teacher Program

This year, the district implemented a Master Teacher program. In your school, Master Teacher is the Master Teacher. Have you ever WORKED WITH this person in his/her role as a Master Teacher?

☐ Yes
☐ No

This year, the district implemented a Master Teacher program. In your school, are the Master Teachers. Have you ever WORKED WITH either of these people in their role as a Master Teacher?

☐ Yes
☐ No

What do you DO with the Master Teacher? (Check all that apply.)

☐ The Master Teacher observes my lessons and gives feedback.
☐ I observe the Master Teacher's lessons and give feedback.
☐ We plan together.
☐ I go to the Master Teacher with questions about instruction.
☐ I go to the Master Teacher with questions about student behavior.
☐ We discuss the performance of particular students.
☐ I attend professional development or workshops that s/he provides.
☐ We plan curriculum or programs together in a working group.
☐ Other (please specify):

What do you DO with the Master Teacher? If you work with multiple Master Teachers, please consider the Master Teacher you work with MOST FREQUENTLY. (Check all that apply.)

☐ The Master Teacher observes my lessons and gives feedback.
☐ I observe the Master Teacher's lessons and give feedback.
☐ We plan together.
☐ I go to the Master Teacher with questions about instruction.
☐ I go to the Master Teacher with questions about student behavior.
☐ We discuss the performance of particular students.
☐ I attend professional development or workshops that s/he provides.
☐ We plan curriculum or programs together in a working group.
☐ Other (please specify):

Why do you NOT work with the Master Teacher(s) working in your school? (Check all that apply.)
PD Matrix

To what extent are each of the following programs USEFUL in helping you meet your personal instructional goals?

<table>
<thead>
<tr>
<th></th>
<th>Not at all Useful</th>
<th>A little Useful</th>
<th>Useful</th>
<th>Very Useful</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. APD (i.e., district-sponsored) professional development</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>b. Prop A professional development hours</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>c. Master Teacher program</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

To what extent is APD (i.e., district-sponsored) professional development USEFUL in helping you meet your personal instructional goals?

- Not at all Useful
- A little Useful
- Useful
- Very Useful

To what extent are each of the following programs ALIGNED with your school's improvement strategy?

<table>
<thead>
<tr>
<th></th>
<th>Not at all Aligned</th>
<th>A little Aligned</th>
<th>Aligned</th>
<th>Very Aligned</th>
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<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>b. Prop A professional development hours</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>c. Master Teacher program</td>
<td>○</td>
<td>○</td>
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<td>○</td>
<td>○</td>
<td>○</td>
</tr>
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<td>b. Prop A professional development hours</td>
<td>○</td>
<td>○</td>
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</table>

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<th>Very Aligned</th>
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</thead>
<tbody>
<tr>
<td>a. APD (i.e., district-sponsored) professional development</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>b. Master Teacher program</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

To what extent is APD (i.e., district-sponsored) professional development ALIGNED with your school’s improvement strategy?

- ○ Not at all Aligned
- ○ A little Aligned
- ○ Aligned
- ○ Very Aligned

PAR

The Peer Assistance and Review (PAR) program provides peer support for teachers. How FAMILIAR are you with PAR in SFUSD?

- ○ Familiar
- ○ Somewhat familiar
- ○ Not at all familiar

To what extent do you AGREE with the following statements about the PAR program in SFUSD?

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
<th>I don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. PAR coaches are effective mentors.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>b. Teachers can get the support they need through means other than PAR.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>c. There is a stigma associated with participating in PAR.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>d. Participating in PAR is a good use of a teacher’s time.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>e. PAR helps teachers improve their classroom practice.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>f. PAR is only useful for removing under-performing teachers.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

Are you currently PARTICIPATING in PAR?

- ○ Yes, I am participating voluntarily.
- ○ Yes, I was referred by my administration.
No, I am not currently participating.

This year, teachers are able to VOLUNTEER to participate in PAR. Is this something you would consider? (Check only one.)

- Yes (please specify why):

- No (please specify why not):

- I don't know

Are there teachers in your school who you think are NOT PERFORMING up to a high enough standard?

- Yes

- No

- I don't know

Now teachers are able to REFER their peers to PAR through the Union Building Committee representative. Would you refer another teacher to PAR?

- Yes (please specify why):

- No (please specify why not):

- I don't know

Preferences

Your Satisfaction and Future Plans

We are interested in hearing about your satisfaction and plans for the future.

If you could work at ANY SCHOOL IN THE DISTRICT other than the one you currently work in, what would be your top three choices (in order of preference)?

First Choice School: 

Second Choice School: 

Third Choice School: 

Consider your FIRST choice school (not including your own) and describe what about that school is particularly appealing to you.

Is there another DISTRICT that you would PREFER to work in?
Satisfaction and Future Plans

Will you be working in SFUSD next year?
○ Yes
○ No
○ I don’t know

Which of the following options best describes why YOU DON’T KNOW if you will be working in SFUSD next year?
○ I received a pink slip and I am waiting to see if I will have a job next year.
○ I am not sure if I want to come back.
○ Uncertain personal circumstances.
○ Other (please specify):

Why will you not be teaching in SFUSD after this school year? (Check only one.)
○ I have been laid off or non-reelected.
○ I have chosen to leave SFUSD.
○ Other (please specify):

Which of the following best describes your PLANS for the 2010-11 school year?
○ Teaching in another public school district (please specify):
○ Teaching in a private, independent or charter school.
○ Working in a school in SFUSD in a role other than a teacher (please specify):
○ Working in K-12 education but not at a school site (please specify):
○ Working outside K-12 education (please specify):
○ Full time student
○ Unemployed
○ Other (please specify):

How long do you plan to CONTINUE teaching within SFUSD? (Check only one.)
○ One more year
○ 2-3 more years
○ 4-5 more years
○ 6-10 more years
Why do you plan to LEAVE teaching in SFUSD within the next five years? (Check all that apply.)

- Amount of testing and accountability
- Class size
- Cost of living
- Curricular support tools
- District-level services and administration
- Empowerment to make decisions
- Facilities
- Involvement and culture of larger school community
- My subject area or grade-level assignment
- Pay / Benefits / Financial incentives
- Peer support - informal, mentoring, or coaching
- Planning or collaboration time
- Professional development
- Respect and acknowledgement from school leadership
- School climate and safety
- School-level administrative support for teachers
- Student behavior and motivation
- Other (please specify):

Which is the MOST IMPORTANT reason why you are planning to leave teaching in SFUSD within the next 5 years? (Check only one.)

- Amount of testing and accountability
- Class size
- Cost of living
- Curricular support tools
- District-level services and administration
- Empowerment to make decisions
- Facilities
- Involvement and culture of larger school community
- My subject area or grade-level assignment
- Pay / Benefits / Financial incentives
- Peer support - informal, mentoring, or coaching
- Planning or collaboration time
- Professional development
- Respect and acknowledgement from school leadership
- School climate and safety
- School-level administrative support for teachers
- Student behavior and motivation
Why do you plan to CONTINUE teaching in SFUSD? (Check all that apply.)

☐ Amount of testing and accountability  
☐ Class size  
☐ Cost of living  
☐ Curricular support tools  
☐ District-level services and administration  
☐ Empowerment to make decisions  
☐ Facilities  
☐ Involvement and culture of larger school community  
☐ My subject area or grade-level assignment  
☐ Pay / Benefits / Financial incentives  
☐ Peer support - informal, mentoring, or coaching  
☐ Planning or collaboration time  
☐ Professional development  
☐ Respect and acknowledgement from school leadership  
☐ School climate and safety  
☐ School-level administrative support for teachers  
☐ Student behavior and motivation  
☐ Other (please specify):  

What is the MOST IMPORTANT reason why you plan to continue teaching in SFUSD? (Check only one.)

☐ Amount of testing and accountability  
☐ Class size  
☐ Cost of living  
☐ Curricular support tools  
☐ District-level services and administration  
☐ Empowerment to make decisions  
☐ Facilities  
☐ Involvement and culture of larger school community  
☐ My subject area or grade-level assignment  
☐ Pay / Benefits / Financial incentives  
☐ Peer support - informal, mentoring, or coaching  
☐ Planning or collaboration time  
☐ Professional development  
☐ Respect and acknowledgement from school leadership  
☐ School climate and safety  
☐ School-level administrative support for teachers  
☐ Student behavior and motivation  
☐ Other (please specify):
To what extent will availability or cost of HOUSING in San Francisco play a role in your plans for the future?

- Definitely will not
- Probably will not
- Probably will
- Definitely will

To what extent are you generally SATISFIED with each of the following?

<table>
<thead>
<tr>
<th>Option</th>
<th>Very Dissatisfied</th>
<th>Dissatisfied</th>
<th>Satisfied</th>
<th>Very Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Being a teacher</td>
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<tr>
<td>b. Being a teacher at your current school</td>
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<tr>
<td>c. Your performance as a teacher</td>
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</tbody>
</table>

How likely is it that you will do the following at some point in your FUTURE career?

<table>
<thead>
<tr>
<th>Option</th>
<th>Very Unlikely</th>
<th>Unlikely</th>
<th>Likely</th>
<th>Very Likely</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Be a school assistant principal</td>
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<tr>
<td>b. Be a school principal (or equivalent)</td>
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<tr>
<td>c. Work in a school in another role (e.g., curriculum specialist, instructional coach, counselor)</td>
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<td>d. Work in the district office</td>
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<tr>
<td>e. Work in education, outside of K-12 schools (e.g., educational entrepreneur, researcher, professor)</td>
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<tr>
<td>f. Leave education temporarily (e.g., sabbatical, child-rearing)</td>
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<tr>
<td>g. Pursue a career outside of education</td>
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<tr>
<td>h. Stay in education but not in SFUSD</td>
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<td></td>
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</tr>
</tbody>
</table>

Demographics

The next several questions ask about your demographic information. These questions will only be used for research purposes and are completely voluntary.

What is your current MARITAL STATUS? (Check only one.)

- Never married, no domestic partner
- Separated
- Married
- Divorced
- Living with domestic partner
- Widowed

How many CHILDREN do you have who are under the age of 5? (Select only one.)

- 0
- 1
- 2
- 3
- 4
- 5
- 6 or more

How many CHILDREN do you have who are between the ages of 5 and 18? (Select only one.)

- 0
- 1
- 2
- 3
- 4
- 5
- 6 or more
How long is your daily COMMUTE?

- 5-15 minutes
- 15-30 minutes
- 30-45 minutes
- 45-60 minutes
- 60-90 minutes
- Over 90 minutes

Is there anything else you would like to add?