

U.S. DEPARTMENT OF EDUCATION
National Center for Education Statistics

Conducted by:
U.S. DEPARTMENT OF COMMERCE
Economics and Statistics Administration
U.S. CENSUS BUREAU

TEACHER FOLLOW-UP SURVEY

QUESTIONNAIRE FOR FORMER TEACHERS 2008-09 SCHOOL YEAR

**THIS SURVEY HAS BEEN ENDORSED BY MANY ORGANIZATIONS. THE NAMES OF
THESE ORGANIZATIONS ARE SHOWN ON THE NEXT PAGE.**

NOTICE> This survey is authorized by Title I, Part E, Sections 151(b) and 153(a) of Public Law 107-279, the Education Sciences Reform Act of 2002. The results will only be produced as statistical summaries.

THIS SURVEY HAS BEEN ENDORSED BY:

American Federation of Teachers
Association Montessori International
Association of Christian Schools International
Association of Christian Teachers and Schools
Bureau of Indian Affairs, Office of Indian Education Programs
Christian Schools International
Council for American Private Education
Evangelical Lutheran Church in America
Islamic School League of America
Jesuit Secondary Education Association
Jewish Community Day School Network
Jewish Education Services of North America
Lutheran Church-Missouri Synod
National Association of Elementary School Principals
National Association of Episcopal Schools
National Association of Independent Schools
National Association of Private Special Education Centers
National Association of Secondary School Principals
National Catholic Educational Association
National Coalition of Girls' Schools
National Council for Private School Accreditation
National Education Association
National Independent Private Schools Association
National Indian Education Association
North American Division of Seventh-Day Adventists
Oral Roberts University Educational Fellowship
Solomon Schechter Day School Association
Wisconsin Evangelical Lutheran Synod

Dear Teacher:

You have been selected to be part of the Teacher Follow-up Survey because you completed the 2007-08 Schools and Staffing Survey. Your participation is important. Below are answers to some general questions.

What is the purpose of this survey?

The purpose of this survey is to obtain information about current teachers' experiences and satisfaction, and about former teachers' current employment and reasons for leaving the teaching profession.

Who is conducting this survey?

The U.S. Census Bureau is conducting this survey for The National Center for Education Statistics (NCES) of the U.S. Department of Education.

Why should you participate in this survey?

Policymakers and educational leaders rely on data from this survey to inform their decisions concerning K-12 schools. Because it is a sample survey, your responses represent the responses of many. Higher response rates give us confidence that the findings are accurate.

Will your responses be kept confidential?

Your responses are protected from disclosure by federal statute (P.L. 107-279, Title I, Part E, Sec. 183). All responses that relate to or describe identifiable characteristics of individuals may be used only for statistical purposes and may not be disclosed, or used, in identifiable form for any other purpose, **except** as provided for in the Patriot Act (P.L. 107-056, Section 508).

How will your information be reported?

The information you provide will be combined with the information provided by others in statistical reports. No individually-identifiable data will be included in the statistical reports.

Where should you mail your completed questionnaire?

Please return your completed questionnaire in the enclosed pre-addressed, postage-paid envelope or mail it to:

U.S. Census Bureau
ATTN: DCB 60A
1201 E. 10th Street
Jeffersonville, IN 47132-0001

We hope you will participate in this voluntary effort.

Sincerely,

Mark Schneider
Commissioner for Education Statistics
National Center for Education Statistics

Paperwork Burden Statement

According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. The valid OMB control number for this information collection is 1850-0617. The time required to complete this information collection is estimated to average 18 minutes per response, including the time spent to review instructions, search existing data sources, gather the data needed, and complete and review the information collection. If you have any comments concerning the accuracy of the time estimate(s) or suggestions for improving this form, please write to: U.S. Department of Education, Washington, DC 20202-4651. If you have comments or concerns regarding the status of your individual submission of this form, e-mail: dsd.sass@census.gov, or write directly to: Schools and Staffing Survey, National Center for Education Statistics, 1990 K Street, N.W., #9018, Washington, DC 20006.

INSTRUCTIONS

Please print all information clearly in ordinary characters, using a **blue or black ballpoint pen**.

Correct marking example – (*Use care to keep characters in their designated spaces.*)

Incorrect marking example –

- a. If you are the teacher named on the cover page label, please complete the questionnaire.
 - b. Please do not write any comments near the answer boxes.
 - c. If you are unsure about how to answer a question, please give the best answer you can rather than leaving it blank.
 - d. If you have any questions, call the U.S. Census Bureau at 1-800-872-6868. Someone will be available to take your call Monday through Friday, between 8:30 a.m. and 5:00 p.m. (Eastern Time). The U.S. Census Bureau is also available to answer your questions via e-mail at: dsd.sass@census.gov.
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Please correct any errors in name, address, and ZIP Code.

Teacher name

Address

City

State

ZIP Code

Please note you will be asked to record how many minutes it takes you to complete this questionnaire.

I. EMPLOYMENT STATUS

1. a. Do you CURRENTLY TEACH any regularly scheduled class(es) in any of grades pre-K – 12?

**If you work as a library media specialist or librarian at your current school, do not include classes in which you teach students how to use the library (e.g., library skills or library research).*

- Yes → GO TO item 1c.
 No

b. Are you currently on: maternity or paternity leave, disability leave, or sabbatical from teaching?

- Yes → GO TO item 3 on page 6.
 No → GO TO item 3 on page 6.

c. How do you classify your position at your CURRENT school, that is, the activity at which you spend most of your time during this school year?

**Mark (X) only one box.*

- 1 Regular teacher (full-time or part-time)
2 Itinerant teacher (i.e., your assignment requires you to provide instruction at more than one school)
3 Long-term substitute (i.e., your assignment requires that you fill the role of a regular teacher on a long-term basis, but you are still considered a substitute)
4 Administrator (e.g., principal, assistant principal, director, school head)
5 Library media specialist or librarian
6 Other professional staff (e.g., counselor, curriculum coordinator, social worker)
7 Support staff (e.g., secretary)
8 Short-term substitute
9 Student teacher
10 Teacher aide

d. Which box did you mark in item 1c above?

- Box 1, 2, 3, 4, 5, 6, or 7 → Please STOP now and return this questionnaire to the U.S. Census Bureau. You will be sent another form for teachers who are still teaching.
 Box 8, 9, or 10 → GO TO item 2 on page 6.

2. **Last school year you reported teaching regularly scheduled classes. This school year you reported a transition to a teacher aide, student teacher or short-term substitute teacher. In 20 words or less, please explain the reason for the change.**

NOTE: For this survey, teacher aides, student teachers and short-term substitute teachers are not considered current regular classroom teachers. Please complete this Former Teacher Questionnaire as best you can based on your experience of changing from a classroom teacher to a teacher aide, short-term substitute teacher or student teacher.

3. **What is your current MAIN occupational status?**

**Mark (X) only one box.*

- Working for a school or school district in a position in the field of K-12 education, but not as a K-12 classroom teacher → GO TO item 6 on page 7.
- Working in a position in the field of pre-K or postsecondary education → GO TO item 5a below.
- Working in an occupation outside the field of education, including military service → GO TO item 5a below.
- Student at a college or university
- Caring for family members
- Retired
- Disabled
- Unemployed and seeking work → GO TO item 9 on page 8.
- Other – Specify → _____

4. **Are you currently working in a job?**

- Yes
- No → GO TO item 9 on page 8.

5. a. **What kind of work do you do, that is, what is your occupation?**

**Please record your job title; for example, plumber, typist, or farmer.*

- b. **What are your most important activities or duties at this job?**

**For example, typing, keeping account books, filing, selling cars, operating printing press, laying brick*

c. How would you classify yourself in this job?

**Mark (X) only one box.*

- An employee of a PRIVATE company, non-profit, business, or individual for wages, salary, or commission
- A FEDERAL government employee
- A STATE government employee
- A LOCAL government employee
- SELF-EMPLOYED in your own business, professional practice, or farm
- Working WITHOUT PAY in a family business or farm
- Working WITHOUT PAY in a volunteer job

→ GO TO item 7 below.

6. a. Is your current main occupation a –

** Mark (X) only one box.*

** If you have more than one position, mark the position for which you spend the most time.*

- Principal/school head/dean
- Assistant principal
- School district administrator
- Librarian
- Library technician
- Audio-visual collections specialist
- Instructional coordinator
- Teacher assistant
- Counselor or school psychologist
- Short-term substitute
- Teacher aide
- Other occupation → *please specify* _____

b. Is this position in public school education or private school education? (For this question, all charter and Bureau of Indian Education [BIE]-funded schools are considered public schools.)

** Mark (X) only one.*

- Public school
- Private school

7. Are you employed full-time or part-time?

**Mark (X) only one box.*

- Employed full-time
- Employed part-time

8. What are your estimated annual before-tax earnings at this job?

** If you are in the military service, report military earnings here.*

**Include earnings from commissions, merit pay bonuses, and other bonuses from this job.*

**Record earnings in whole dollars.*

\$ |__|__|__| , |__|__|__| . 00 Per year

9. Are you currently receiving a pension from a teacher retirement system?

Yes → **How much, BEFORE TAXES?** \$ |__|__|__| , |__|__|__| . 00 Per year

No

10. a. Did you receive an incentive to retire from the position of a K-12 teacher at last year's school?

(An incentive is a monetary bonus or reward used to encourage teachers to retire.)

Yes

No → GO TO item 11a on page 9.

b. Would you have remained in teaching if you had not received an incentive to retire?

Yes

No

II. INFORMATION ON LEAVING THE TEACHING PROFESSION

11. a. Did you leave teaching because your contract was NOT renewed?

- Yes
 No → GO TO item 12 below.

b. Which of the following best describes the reason why your contract was not renewed?

* Mark (X) only one box.

- I was laid off as part of a reduction in force
 I did not meet Highly Qualified Teacher (HQT) requirements
(Generally, to be Highly Qualified, teachers must 1) have a bachelor's degree; 2) hold full state certification or licensure, including an "alternative certification"; and 3) demonstrate competency in the subject area(s) they teach. The HQT requirement is a provision under No Child Left Behind [NCLB].)
 I was not given a reason for why my contract was not renewed
 My contract was not renewed for other reason(s)
→ please specify _____

→ GO TO item 14 on page 12.

12. Indicate the level of importance EACH of the following played in your decision to leave the position of a K-12 teacher.

*Mark (X) one box on each line.

* If any of the reasons for leaving teaching do not apply to you, mark 1 for 'Not at all important.'

(The following scale is used for the items below: 1) Not at all important, 2) Slightly important, 3) Somewhat important, 4) Very important, 5) Extremely important)

I left the position of a K-12 teacher –

Personal Life Factors

- a. Because I had a change in residence or wanted to take a job more convenient to my home.
b. Because I was pregnant or needed more time to raise my child(ren).
c. Because my health or the health of a loved one required that I leave the profession.
d. Because I decided it was time to retire.

Assignment and Credential Factors

- e. Because I have not taken or could not pass the required test(s).

- f. Because I was being involuntarily transferred and did not want the offered assignment.
- g. Because I was dissatisfied with changes in my job description or responsibilities at last year's school.
- h. Because I was dissatisfied with the grade level or subject area I taught at last year's school.

Salary and Other Job Benefits

- i. Because my salary did not allow me to meet my financial obligations (e.g., rent, loans, credit card payments).
- j. Because I needed better benefits than I received at last year's school.
- k. Because I wanted a higher standard of living than my salary provided.
- l. Because I was concerned about my job security at last year's school.

Other Career Factors

- m. Because I decided to pursue a position other than that of a K-12 teacher.
- n. Because I was dissatisfied with opportunities for professional development at last year's school.
- o. Because I decided to take courses to improve career opportunities WITHIN the field of education.
- p. Because I decided to take courses to improve career opportunities OUTSIDE the field of education.
- q. Because I was dissatisfied with teaching as a career.

Classroom Factors

- r. Because I did not have enough autonomy over my classroom at last year's school.
- s. Because I was dissatisfied with the large number of students I taught at last year's school.
- t. Because I did not feel prepared to mainstream special needs (e.g., disabled) students in my regular classes at last year's school.
- u. Because I felt that there were too many intrusions on my teaching time (i.e., time spent with students) at last year's school.

School Factors

- v. Because I was dissatisfied with workplace conditions (e.g. facilities, classroom resources, school safety) at last year's school.
- w. Because student discipline problems were an issue at last year's school.
- x. Because I was dissatisfied with the administrator(s) at last year's school.
- y. Because I was dissatisfied with the lack of support I received from the administration at last year's school.
- z. Because I was dissatisfied with the lack of influence I had over school policies and practices at last year's school.

Student Performance Factors

- aa. Because I was dissatisfied with how student assessments and school accountability measures impacted my teaching at last year's school.
- bb. Because I was dissatisfied with having some of my compensation, benefits, or rewards tied to the performance of my students at last year's school.
- cc. Because I was dissatisfied with the support I received for preparing my students for student assessments at last year's school.
- dd. Because I was dissatisfied with the influence student assessments had on the curriculum at last year's school.
- ee. Because I was dissatisfied with other aspects of accountability measures at last year's school not included above.

Other Factors

- ff. Because of other factors not included in previous items a - ee →
please specify _____

13. From the items above, which do you consider the one most important reason in your decision to leave the position of a K-12 teacher?

**Enter the letter from item 12 above.*

|_|_| Most important

III. YOUR IMPRESSIONS OF TEACHING AND OF YOUR CURRENT JOB

14. What is your MAIN occupational status?

**Your response should be consistent with item 3 on page 6.*

**Mark (X) only one box.*

- Working in a position in the field of education, but not as a K-12 classroom teacher
- Working in an occupation outside the field of education, including military service
- Other than the above → GO TO item 16 on page 13.

15. How would you rate your current position relative to teaching in terms of each of the following aspects?

**Mark (X) one box on each line.*

(The following scale is used for the items below: 1) Better in teaching, 2) Not better or worse, 3) Better in current position)

- a. Salary
- b. Benefits (e.g., health insurance, retirement plan)
- c. Opportunities for professional **ADVANCEMENT** or **PROMOTION**
- d. Opportunities for professional **DEVELOPMENT**
- e. Opportunities for learning from colleagues

- f. Social relationships with colleagues
- g. Recognition and support from administrators/managers
- h. Safety of environment
- i. Influence over workplace policies and practices
- j. Autonomy or control over your own work

- k. Professional prestige
- l. Procedures for performance evaluation
- m. Manageability of workload
- n. Ability to balance personal life and work
- o. Availability of resources and materials/equipment for doing your job

- p. General work conditions
- q. Job security
- r. Intellectual challenge
- s. Sense of personal accomplishment
- t. Opportunities to make a difference in the lives of others

IV. BACKGROUND

16. What is your citizenship status?

**Mark (X) only one box.*

- U.S. citizen or U.S. national
- Resident alien (excluding U.S. nationals)
(A resident alien is a permanent resident of the U.S. who does not have citizenship, but who 1) either currently has or in the last calendar year has had a green card or 2) has been in the U.S. for more than 31 days during the current year and for at least 183 days over a three-year period that includes the current year.)
- Asylee, Refugee, or Temporary Protected Status (TPS) beneficiary
(Temporary Protected Status (TPS) is a temporary immigration status granted to eligible nationals of designated countries (or parts thereof) who are temporarily unable to return to their homeland because of ongoing armed conflict, environmental disasters, or other extraordinary and temporary conditions.)
- In the country on a visa

17. a. What is your current marital status?

**Mark (X) only one box.*

- Married
- Widowed
- Separated
- Divorced
- Never married
- Living with a partner in a marriage-like relationship

b. Has your marital status changed since December 31, 2007?

- Yes
- No → GO TO item 18 below.

c. What was your marital status on December 31, 2007?

**Mark (X) only one box.*

- Married
- Widowed
- Separated
- Divorced
- Never married
- Living with a partner in a marriage-like relationship

18. How many people did you (and your spouse/partner) support between July 1, 2008 and June 30, 2009?

** Please include yourself, spouse/partner, and those who received more than half of their support from you.*

** If none, please mark (X) the box .*

- | | |
|---|--------------------------------------|
| a. Yourself | [1] |
| b. Your spouse/partner, including former spouses that you support | <input type="checkbox"/> None or [] |
| c. Children younger than 5 years of age | <input type="checkbox"/> None or [] |
| d. Children ages 5 through 17 | <input type="checkbox"/> None or [] |
| e. Children/parents/others 18 years of age or older not already counted | <input type="checkbox"/> None or [] |

Thank you very much for your participation in this survey. If you have any questions, please contact us, toll-free, at: 1-800-872-6868 or by e-mail at: dsd.sass@census.gov.

To learn more about this survey and to access reports from earlier collections, see the Schools and Staffing Survey (SASS) website at:

<http://nces.ed.gov/surveys/sass>

Additional data collected by the National Center for Education Statistics (NCES) on a variety of topics in elementary, secondary, postsecondary, and international education are available from NCES' website at:

<http://nced.ed.gov>

For additional data collected by various Federal agencies, including the Department of Education, visit the Federal Statistics clearinghouse at:

<http://www.fedstats.gov>