

**Please note the following definitions prior to completing the survey:**

- *Participant*: an eligible individual enrolled in your project.
- *Teacher of Record (TOR)*: an individual participant under contract by an eligible school district to teach. (As part of their training, many participants have in-field experiences. “Teachers of Record” are those participants who have primary responsibility for classroom instruction.)
- *Retained TOR*: a TOR who has taught for at least three years in a high-need school in an approved high-need LEA.
- *Certified Participant*: a participant who has received the certification required by the State to teach. (That is, the level of certification that is not dependent on being currently enrolled in a TTT or other alternate route program and is transferable across districts.)

**Grantee Information**

**1.1 Name of grantee:**

**1.2 Project Title:**

**1.3 PR/Award Number:**

**1.4 Type of Grantee:**

District/LEA	<input type="checkbox"/>
SEA	<input type="checkbox"/>
IHE	<input type="checkbox"/>
Non-profit organization	<input type="checkbox"/>
Consortium of SEAs	<input type="checkbox"/>
Consortium of LEAs	<input type="checkbox"/>

**Participants:*****Demographic Characteristics***

The following questions are intended to gather information about the participants: the participant enrollment goal for each year, the number recruited, and the number enrolled by each participant type. The questions are also intended to collect information on the race/ethnicity and age of the participants. When specified, please provide data on activities conducted in Year 1 (Oct 1, 2006 to Sep 30, 2007), Year 2 (Oct 1, 2007 to Sep 30, 2008) and Year 3 (Oct 1, 2008 to Apr 30, 2009).

## 1.5 IN EACH YEAR...

	Year 1 (Oct 1, 2006 to Sep 30, 2007)	Year 2 (Oct 1, 2007 to Sep 30, 2008)	Year 3 (Oct 1, 2008 to Apr 30, 2009)
How many participants did you set as your <b>goal to enroll</b> ?			
How many participants did you <b>recruit</b> (individuals who submitted applications)?			
How many participants did you actually <b>enroll</b> ?			

## 1.6 IN EACH YEAR AND FOR EACH CATEGORY...

	Year 1			Year 2			Year 3		
	Recent college graduates	Paraprofessionals	Mid-career professionals	Recent college graduates	Paraprofessionals	Mid-career professionals	Recent college graduates	Paraprofessionals	Mid-career professionals
How many participants did you <b>recruit</b> (individuals who submitted applications)?									
How many participants did you actually <b>enroll</b> ?									

**1.7 FOR YEARS 1-3...**

<b><i>How many participants from each race/ethnicity category did you enroll?</i></b>	Years 1-3		
	Recent college graduates	Paraprofessionals	Mid-career professionals
American Indian or Alaska Native – Male			
American Indian or Alaska Native – Female			
Asian – Male			
Asian – Female			
Black or African American – Male			
Black or African American – Female			
Native Hawaiian or Pacific Islander – Male			
Native Hawaiian or Pacific Islander – Female			
Hispanic/Latino – Male			
Hispanic/Latino – Female			
Two or more races – Male			
Two or more races – Female			
White – Male			
White – Female			
Not identified			

**1.8 FOR YEARS 1-3...**

<b><i>How many participants from each age range did you enroll?</i></b>	Years 1-3		
	Recent college graduates	Paraprofessionals	Mid-career professionals
Age 20-24			
Age 25-29			
Age 30-34			
Age 35-39			
Age 40-44			
Age 45-49			
Age 50-54			
Age 55+			

**Participants:*****Grade Level and Subject Area Certification***

The following questions are intended to gather information about grade level and subject area certification.

***1.9 IN EACH YEAR AND FOR EACH CATEGORY...***

<b><i>How many participants are seeking certification in the following subjects?</i></b>	Year 1			Year 2			Year 3		
	Recent college graduates	Paraprofessionals	Mid-career professionals	Recent college graduates	Paraprofessionals	Mid-career professionals	Recent college graduates	Paraprofessionals	Mid-career professionals
English, Reading or Language Arts									
ESL/Bilingual									
Fine Arts (music, art and speech/theatre)									
Foreign Language									
History, Government, Economics, and Geography									
Mathematics									
Science									
Special Education									
Other (specify):									

<b><i>How many participants are seeking certification in the following grades/levels? (If some participants are seeking certification for grades other than those listed (e.g., K-6), please select the category that best fits.)</i></b>	Year 1			Year 2			Year 3		
	Recent college graduates	Paraprofessionals	Mid-career professionals	Recent college graduates	Paraprofessionals	Mid-career professionals	Recent college graduates	Paraprofessionals	Mid-career professionals
Early Childhood									
Elementary (K-5)									
Middle (6-8)									
Elementary/Middle (K-8)									
High (9-12)									
General (K-12)									
Other (specify):									

**Participants:*****Previous Occupation and Education***

The following questions are intended to gather information about participants' occupations immediately prior to entry in the project.

**1.10 FOR YEARS 1-3...**

<b><i>How many participants worked in the following occupations immediately prior to entry in your project?</i></b>	Years 1-3		
	Recent college graduates	Mid-career professionals	Paraprofessionals
Business sector occupation			
Engineer			
Health-field worker			
Human resources			
K-12 school staff			
K-12 school staff, instructional			
K-12 school staff, non-instructional			
Lawyer or legal profession			
Math-related field			
Military service			
Non-profit/community-based occupation			
Production, craft, or repair occupation			
Retired/unemployed			
Science-related field			
Service occupation			
Social worker or counselor			
Technician or research assistant			
Technology sector occupation			
Other (specify):			

<b><i>What is the highest degree earned by the participants prior to enrolling in the project? Please indicate the number for each category.</i></b>	Years 1-3		
	Recent college graduates	Paraprofessionals	Mid-career professionals
No degree			
Associate degree			
Bachelor's degree			
Master's degree			
Certificate of advanced graduate studies			
Doctorate or first professional degree (Ph.D., Ed.D., M.D., L.L.B., J.D., D.D.S.)			
Other (specify):			

**1.11 FOR YEARS 1-3...**

**Recruitment:**

The following questions are intended to gather information about recruiting and enrolling eligible TTT participants to your project.

*Please note that you are encouraged to base your responses to questions 2.2, 2.3, and 2.8 on your project evaluation.*

**2.1 Did you use the following recruitment strategies to attract the individuals who enrolled in your project?**

	Yes	No
Advertisements at local schools	<input type="checkbox"/>	<input type="checkbox"/>
Advertisements at universities	<input type="checkbox"/>	<input type="checkbox"/>
Banners/billboards	<input type="checkbox"/>	<input type="checkbox"/>
Collaboration with districts or other partners	<input type="checkbox"/>	<input type="checkbox"/>
Community meetings	<input type="checkbox"/>	<input type="checkbox"/>
E-mail distribution lists or mailing lists	<input type="checkbox"/>	<input type="checkbox"/>
Face-to-face events in school districts	<input type="checkbox"/>	<input type="checkbox"/>
Face-to-face events/presentations at universities	<input type="checkbox"/>	<input type="checkbox"/>
Flyers/brochures	<input type="checkbox"/>	<input type="checkbox"/>
Internet ads and internet job boards	<input type="checkbox"/>	<input type="checkbox"/>
Job fairs	<input type="checkbox"/>	<input type="checkbox"/>
Leads from state employment offices or industry human resources offices	<input type="checkbox"/>	<input type="checkbox"/>
Newspaper, magazine, or professional journal advertisements	<input type="checkbox"/>	<input type="checkbox"/>
Promotional items (e.g., pens, tote bags)	<input type="checkbox"/>	<input type="checkbox"/>
Referrals from current or past TORs	<input type="checkbox"/>	<input type="checkbox"/>
School district websites	<input type="checkbox"/>	<input type="checkbox"/>
TTT project website	<input type="checkbox"/>	<input type="checkbox"/>
TV and radio advertisements	<input type="checkbox"/>	<input type="checkbox"/>
TV, radio, or newspaper coverage	<input type="checkbox"/>	<input type="checkbox"/>
Word of mouth	<input type="checkbox"/>	<input type="checkbox"/>
Other (specify):	<input type="checkbox"/>	<input type="checkbox"/>

**2.2 Please rank the top three recruitment strategies that you found to be most effective in attracting the individuals who enrolled in your project.**

There will be three pull-down boxes (Top recruitment strategy, #2 recruitment strategy, #3 recruitment strategy) with the following responses:

Advertisements at local schools  
Advertisements at universities  
Banners/billboards  
Collaboration with districts or other partners  
Community meetings  
E-mail distribution lists or mailing lists  
Face-to-face events in school districts  
Face-to-face events/presentations at universities  
Flyers/brochures  
Internet ads and internet job boards  
Job fairs  
Leads from state employment offices or industry human resources offices  
Newspaper, magazine, or professional journal advertisements  
Promotional items (e.g., pens, tote bags)  
Referrals from current or past TORs  
School district websites  
TTT project website  
TV and radio advertisements  
TV, radio, or newspaper coverage  
Word of mouth  
Other (specify):

**2.3 Please provide the number of enrolled participants who were recruited through each of these top three strategies.**

#1 recruitment strategy:  
#2 recruitment strategy:  
#3 recruitment strategy:

**2.4 Please provide your best estimate of the total monetary costs (across the first three years) associated with each of these top three recruitment strategies.**

#1 recruitment strategy:  
#2 recruitment strategy:  
#3 recruitment strategy:

**2.5 Please indicate the recruitment strategy that you found to be least effective in attracting individuals to enroll in your project.**

There will be one pull-down box with the following responses:



Advertisements at local schools  
Advertisements at universities  
Banners/billboards  
Collaboration with districts or other partners  
Community meetings  
E-mail distribution lists or mailing lists  
Face-to-face events in school districts  
Face-to-face events/presentations at universities  
Flyers/brochures  
Internet ads and internet job boards  
Job fairs  
Leads from state employment offices or industry human resources offices  
Newspaper, magazine, or professional journal advertisements  
Promotional items (e.g., pens, tote bags)  
Referrals from current or past TORs  
School district websites  
TTT project website  
TV and radio advertisements  
TV, radio, or newspaper coverage  
Word of mouth  
Other (specify):

2.6 Does your project provide financial incentives to its participants?

Yes

No  (If “no”, respondent can skip the next question).

**2.7 The TTT authorizing legislation stipulates that projects can use TTT grant funds to provide “scholarships, stipends, bonuses, and other financial incentives, that are linked to participation in activities that have proven effective in retaining teachers in high-need schools operated by high-need local educational agencies, to all eligible participants, in an amount not to exceed \$5,000 per participant.” Please enter the number of participants that received each of the following types of financial incentives and enter the amount per participant spent on each of the following types of financial incentives.**

	Number of participants receiving this incentive	Amount per participant spent on this incentive
Bonuses		
Books and materials		
Computers		
Scholarships		
Stipend allowances		
Tuition and Fees		
Other (specify):		

**2.8 Please rank the top three project features that attracted participants to your project.**

There will be three pull-down boxes (most important feature, 2nd most important feature, 3rd most important feature) with the following responses:

- Ability to have employment and benefits while pursuing licensure/certification
- Ability to practice teaching in one school (for paraprofessionals)
- Availability of classes in the evening or on the weekend
- Availability of online courses
- Ease of use
- Fast-track program (i.e., shortened time period of the program)
- Guarantee of employment during or after completion of program
- Incentives provided (e.g., bonuses, scholarships, stipend allowances)
- Location of TTT project (e.g., proximity to home)
- Receiving support while obtaining a BA (for paraprofessionals)
- Support provided to obtain certification (e.g., preparation for teacher assessments)
- Support provided while teaching (e.g., induction programs, mentoring, seminars, meetings)
- Teaching placement in a high-need school or with an economically disadvantaged student population
- TTT project reputation for high quality teacher preparation
- Other (specify):

**Selection:**

The following questions are intended to gather information about the eligibility requirements used to determine candidates' enrollment into your project (includes requisite content knowledge, skills, and commitment to teach in high-need schools in high-need LEAs).

**3.1 Rate the importance of each of the following selection criteria in choosing participants for your project according to the scale provided.**

	Very Important	Moderately Important	NA/ Not Considered
Competency assessment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
CSAP scores	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Evidence of commitment to teaching in a high-need district	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Grade point average (indicate minimum):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Interview performance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Major field of study prior to entry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Oral communication skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall academic course record	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Praxis I scores	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Praxis II scores	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recommendations from professors or employers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Relevant work experience	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
SAT/ACT scores	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Securing a teaching position prior to starting program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Written communication skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (specify):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**3.2 Please choose the three most important criteria that your project used to select participants.**

There will be three pull-down boxes (Most important criteria, 2nd most important criteria, 3rd most important criteria) with the following responses:

- Competency assessment
- CSAP scores
- Evidence of commitment to teaching in a high-need district
- Grade point average (indicate minimum):
- Interview performance
- Major field of study prior to entry
- Oral communication skills

Overall academic course record  
Praxis I scores  
Praxis II scores  
Recommendations from professors or employers  
Relevant work experience  
SAT/ACT scores  
Securing a teaching position prior to starting program  
Written communication skills  
Other (specify):

**3.3 Did the selection criteria change over the course of the project?**

Yes  No

*If yes, what changes were made?*

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**3.4 Did the selection process change over the course of the project?**

Yes  No

*If yes, what changes were made?*

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Note: The following question will only be included in the surveys administered to the interim projects.

**3.5 What changes, if any, will you make in selecting participants in the future, and why?**

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**Preparation:**

The following questions are intended to gather information about how your project provides an accelerated route to certification, integrates coursework and field experience, adapts to participants' learning needs, and yields highly qualified teachers that are prepared to teach in high-need schools in high-need LEAs.

***Length of preparation program:***

***4.1 On average, how many months does it take for each participant to become a Teacher of Record once he/she is enrolled into your project?***

Number of months for recent college grads:	
Number of months for mid-career professionals:	
Number of months for paraprofessionals:	

***4.2 On average, how many months does it take for a participant to become certified once he/she is enrolled into your project?***

Number of months for recent college grads:	
Number of months for mid-career professionals:	
Number of months for paraprofessionals:	

***4.3 What do participants earn as a result of taking part in your project? (Check one)***

Certification only	<input type="checkbox"/>
Certification and credit towards a master's degree	<input type="checkbox"/>
Certification and a master's degree	<input type="checkbox"/>
Other (specify):	<input type="checkbox"/>

Note: The following question will only be included in the surveys administered to the interim projects.

***4.4.a How many participants earned a master's degree as a result of taking part in your project during its first three years?***

Number of individuals:

Note: The following question will only be included in the surveys administered to the final projects.

***4.4.b How many participants earned a master's degree as a result of taking part in your project during the full project performance period?***

Number of individuals:

**Preparation:  
Activities**

**4.5 Did you use the following activities in preparing your participants as TORs?**

	Yes	No
Case study analysis	<input type="checkbox"/>	<input type="checkbox"/>
Classroom observations	<input type="checkbox"/>	<input type="checkbox"/>
Classroom simulations	<input type="checkbox"/>	<input type="checkbox"/>
Independent learning activities	<input type="checkbox"/>	<input type="checkbox"/>
In-person courses	<input type="checkbox"/>	<input type="checkbox"/>
In-person discussions	<input type="checkbox"/>	<input type="checkbox"/>
Internship/field experience	<input type="checkbox"/>	<input type="checkbox"/>
Journal writing	<input type="checkbox"/>	<input type="checkbox"/>
Large group activities	<input type="checkbox"/>	<input type="checkbox"/>
Lectures from instructors	<input type="checkbox"/>	<input type="checkbox"/>
Lesson planning	<input type="checkbox"/>	<input type="checkbox"/>
Networking activities	<input type="checkbox"/>	<input type="checkbox"/>
Online courses	<input type="checkbox"/>	<input type="checkbox"/>
Online discussions	<input type="checkbox"/>	<input type="checkbox"/>
Portfolio development	<input type="checkbox"/>	<input type="checkbox"/>
Small group activities	<input type="checkbox"/>	<input type="checkbox"/>
Student presentations	<input type="checkbox"/>	<input type="checkbox"/>
Summer institute	<input type="checkbox"/>	<input type="checkbox"/>
Other (specify):	<input type="checkbox"/>	<input type="checkbox"/>

**4.6 Please rank the top three activities that you found to be most important in preparing participants as TORs?**

There will be three pull-down boxes (Most important activity, 2nd most important activity, 3rd most important activity) with the following responses:

Case study analysis  
Classroom observations  
Classroom simulations  
Independent learning activities  
In-person courses  
In-person discussions  
Internship/field experience  
Journal writing  
Large group activities  
Lectures from instructors  
Lesson planning  
Networking activities  
Online courses  
Online discussions  
Portfolio development  
Small group activities  
Student presentations  
Summer institute  
Other (specify):

**4.7 Please select the activity that was the least important in preparing participants as TORs?**

There will be one pull-down box with the following responses:

- Case study analysis
- Classroom observations
- Classroom simulations
- Independent learning activities
- In-person courses
- In-person discussions
- Internship/field experience
- Journal writing
- Large group activities
- Lectures from instructors
- Lesson planning
- Networking activities
- Online courses
- Online discussions
- Portfolio development
- Small group activities
- Student presentations
- Summer institute
- Other (specify):



#### 4.8 TIMELINE OF ACTIVITIES

We would like to know the order in which participants complete activities that prepare him/her for certification eligibility. Please indicate the order in which the activities listed below occurred. For example, if Orientation occurred first and the summer institute/session occurred second, place checks next to them under Activity #1 and #2, respectively. Additionally, you can indicate that certain activities (e.g., Coursework and Participants observe classrooms) occurred at the same time by placing checks next to both activities in the same column. You do not need to use all of the columns if many of your activities occurred simultaneously. Completing a BA will apply only to paraprofessionals, but please indicate where it occurs along the timeline.

	NA – This was not employed	Enrollment								Certification	
		Activity #1	Activity #2	Activity #3	Activity #4	Activity #5	Activity #6	Activity #7	Activity #8	Activity #9	Activity #10
Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Summer institute/session	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Coursework	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participants observe classrooms	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Early field experience (a school/classroom placement other than student or practice teaching)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Student teaching	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Placement as a teacher of record	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervisors/mentors observe participants in their classrooms	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Complete BA (for paraprofessional only)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (specify):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (specify):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Preparation:**  
**Coursework**

**4.9 Did you offer the following courses/topic areas to participants?**

<b>Course/topic area:</b>	<b>Yes</b>	<b>No</b>
Assessment	<input type="checkbox"/>	<input type="checkbox"/>
Classroom organization/management	<input type="checkbox"/>	<input type="checkbox"/>
Crisis intervention	<input type="checkbox"/>	<input type="checkbox"/>
Ethics	<input type="checkbox"/>	<input type="checkbox"/>
Human/child development	<input type="checkbox"/>	<input type="checkbox"/>
Instructional strategies	<input type="checkbox"/>	<input type="checkbox"/>
Learning theory	<input type="checkbox"/>	<input type="checkbox"/>
Legal issues	<input type="checkbox"/>	<input type="checkbox"/>
Record-keeping/grading	<input type="checkbox"/>	<input type="checkbox"/>
Standards	<input type="checkbox"/>	<input type="checkbox"/>
Subject matter content (e.g., math, science, history)	<input type="checkbox"/>	<input type="checkbox"/>
Teaching in urban/rural classrooms	<input type="checkbox"/>	<input type="checkbox"/>
Technology in the classroom	<input type="checkbox"/>	<input type="checkbox"/>
Time management	<input type="checkbox"/>	<input type="checkbox"/>
Working with diverse populations	<input type="checkbox"/>	<input type="checkbox"/>
Other (specify):	<input type="checkbox"/>	<input type="checkbox"/>

**4.10 Does your project require its participants to complete a certain number of credit hours to be eligible for certification?**

Yes

No

If yes, what is the total number of semester hour credits (units) that a participant in your project needs to complete to be eligible for certification?

Semester hour credits (units):

**4.11 Please report the percentage of courses that were offered online and in-person.**

Delivery method	Percentage of courses offered
Online	
In-person	

4.12 Please report the percentage of all courses that were offered by your project that were held on weekends, in the evening, and during the summer (the percentages do not have to sum to 100%).

Time of Course	Percentage of courses offered
On weekends	
Directly after school	
In the evening	
During the summer	

<b>Preparation:</b> <i>Changes to the Preparation Process</i>
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**4.13 Did the process of preparing TORs change over the course of the project?**

Yes

No

***If yes, what changes were made?***

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**4.14** *What changes, if any, will your project make to prepare participants in the future, and why?*

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**Placement:**

The following questions are intended to gather information about how your project identifies the needs of eligible partner LEAs and works with these LEAs to hire qualified TORs in high-need schools.

**Placement:**

*LEAs Served*

5.1 Does your grant serve only one district/LEA?

Yes

No

**If yes to 5.1:**

5.1.a How many participants have been placed in the district/LEA served by your grant?

Number of participants placed:	<input type="text"/>
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5.2.a Did your project partner with other organizations?

Yes

No

*If yes, please list the organizations that you partnered with and indicate the role they played in your project's recruitment, selection, preparation, placement, certification, and support/retention activities by checking the boxes in the appropriate columns next to their names:*

Partnering organization	Recruitment	Selection	Preparation	Placement	Certification	Support/ Retention
1.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**If no to 5.1:**

**5.1.b FOR YEARS 1-3, list the names of the partner LEAs served by your grant. In addition, next to each name indicate the number of participants that were placed in each LEA.**

	LEA Name	Number of participants placed
1.		
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		

**5.2.b Did your project partner with organizations other than the LEAs in which you placed participants (you listed these LEAs in the previous question)?**

Yes

No

**If yes, please list the organizations, other than the LEAs listed in the previous question, that you partnered with and indicate the role they played in your project's recruitment, selection, preparation, placement, certification, and support/retention activities by checking the boxes in the appropriate columns next to their names:**

Partnering organization	Recruitment	Selection	Preparation	Placement	Certification	Support/ Retention
1.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Placement:**  
*Total Number of TORs Placed by Grade/School Level*

**5.3 FOR YEARS 1-3, indicate the total number of TORs placed in all your partner LEAs by grade/school level.**

Grade/school level	Number of TORs placed
Elementary (PreK-5)	
Middle (6-8)	
High (9-12)	

**Placement:*****Total Number of TORs Placed by Subject Area***

**5.4 FOR YEARS 1-3, indicate the total number of TORs placed in all your partner LEAs by subject area.**

Subject Area	Number of TORs placed
Elementary Education	
English, Reading or Language Arts	
ESL/Bilingual	
Fine Arts (music, art and speech/theatre)	
Foreign Language	
History, Government, Economics, and Geography	
Mathematics	
Science	
Special Education	
Other (specify):	

**Placement:*****Difficulties Encountered***

**5.5 How much did the following factors contribute to difficulties that you encountered placing participants?**

Factor	Contributed greatly to difficulties	Contributed somewhat to difficulties	Did not contribute to difficulties
Competition from traditionally trained teachers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
District budget cuts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of available positions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of confidence in alternatively trained teachers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of eligible schools	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Locations of the eligible schools	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participants' subject matter specialties did not align with LEA needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (specify):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



**Support:**

The following questions are intended to gather information about the mentoring and other supports your project provides to TORs so they will remain as teachers in high-need schools in high-need districts for at least three years.

**6.1 How often did your TTT project offer the following types of support to participants after they became Teachers of Record?**

Type of Support	Not offered	Once or twice a semester	Once or twice a month	Once or twice a week	Almost daily
Common planning times	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content coach	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Email contact	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E-mentoring	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial support (specify):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Induction program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Informal help (e.g., with lessons plans)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Learning community/study groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Meetings with other participants for peer support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Meetings with project-provided supervisors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Observations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Site-based mentoring	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Subject matter/Certification support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Team teaching	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Telephone calls	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Workshops/Professional development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (specify):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**6.2 What was the duration (or planned duration) of the following types of support provided by your TTT project to participants after they became Teachers of Record?**

Type of Support	Not offered	1 year	2 years	3 years
Common planning times	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content coach	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Email contact	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E-mentoring	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial support (specify):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Induction program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Informal help (e.g., with lessons plans)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Learning community/study groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Meetings with other participants for peer support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Meetings with project-provided supervisors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Observations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Site-based mentoring	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Subject matter/Certification support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Team teaching	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Telephone calls	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Workshops/Professional development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (specify):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**6.3 Please rank the top three types of support provided by your TTT project that you found to be most effective in retaining Teachers of Record at high-need schools in high-need LEAs?**

There will be three pull-down boxes (Most effective type of support, #2 type of support, #3 type of support) with the following responses:

Common planning times  
Content coach  
Email contact  
E-mentoring  
Financial support (specify):  
Induction program  
Informal help (e.g., with lessons plans)  
Learning community/study groups  
Meetings with other participants for peer support  
Meetings with project-provided supervisors  
Observations  
Site-based mentoring  
Subject matter/Certification support  
Team teaching  
Telephone calls  
Workshops/Professional development  
Other (specify):

**6.4 Please select the type of support provided by your TTT project that you found to be least effective in retaining Teachers of Record at high-need schools in high-need LEAs?**

There will be one pull-down box with the following responses:

Common planning times  
Content coach  
Email contact  
E-mentoring  
Financial support (specify):  
Induction program  
Informal help (e.g., with lessons plans)  
Learning community/study groups  
Meetings with other participants for peer support  
Meetings with project-provided supervisors  
Observations  
Site-based mentoring  
Subject matter/Certification support  
Team teaching  
Telephone calls  
Workshops/Professional development  
Other (specify):

**6.5 How did your project assess the effectiveness of the Teachers of Record? (Check all that apply.)**

- Assessment of TOR portfolios
- Observations of TORs
- TORs' course data (e.g., grades, test performance)
- Other (specify): \_\_\_\_\_

**Support:**  
*Mentoring*

**6.6 Did the following types of individuals provide mentoring to your project's participants?**

	Yes	No
Experienced teachers at the participants' schools	<input type="checkbox"/>	<input type="checkbox"/>
Experienced teachers employed by your project	<input type="checkbox"/>	<input type="checkbox"/>
Project supervisors/staff	<input type="checkbox"/>	<input type="checkbox"/>
Retired teachers	<input type="checkbox"/>	<input type="checkbox"/>
University staff/professors	<input type="checkbox"/>	<input type="checkbox"/>
Other (specify):	<input type="checkbox"/>	<input type="checkbox"/>

**6.7 Were the following criteria used for choosing mentors?**

	Yes	No
A master's degree in education	<input type="checkbox"/>	<input type="checkbox"/>
NBCT/other teaching honors	<input type="checkbox"/>	<input type="checkbox"/>
Previous teaching experience in high-need schools	<input type="checkbox"/>	<input type="checkbox"/>
Subject area expertise	<input type="checkbox"/>	<input type="checkbox"/>
5 years teaching experience (Veteran teacher)	<input type="checkbox"/>	<input type="checkbox"/>
Other (specify):	<input type="checkbox"/>	<input type="checkbox"/>

**6.8 Did the mentors your project employed receive training prior to providing support to the Teachers of Record?**

Yes

No

**6.9 If yes, what is the average number of hours of training the mentors received?**

Hours:	<input type="text"/>
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**6.10 Were the following incentives or supports provided by your project for its mentors?**

	Yes	No
Free courses for university credit	<input type="checkbox"/>	<input type="checkbox"/>
Mentor training	<input type="checkbox"/>	<input type="checkbox"/>
Resources/materials for mentoring	<input type="checkbox"/>	<input type="checkbox"/>
Seminars for professional development units	<input type="checkbox"/>	<input type="checkbox"/>
Stipend allowances	<input type="checkbox"/>	<input type="checkbox"/>
Substitutes for mentor	<input type="checkbox"/>	<input type="checkbox"/>
Other (specify):	<input type="checkbox"/>	<input type="checkbox"/>

**6.11 Did the mentors provide the following types of support to your project's participants?**

	Yes	No
Conducted classroom observations and provide feedback	<input type="checkbox"/>	<input type="checkbox"/>
Facilitated networking for the participants	<input type="checkbox"/>	<input type="checkbox"/>
Provided assistance with classroom management	<input type="checkbox"/>	<input type="checkbox"/>
Provided assistance with lesson plans	<input type="checkbox"/>	<input type="checkbox"/>
Provided general guidance	<input type="checkbox"/>	<input type="checkbox"/>
Provided guidance related to school culture, practices, or policy	<input type="checkbox"/>	<input type="checkbox"/>
Provided support related to the certification process	<input type="checkbox"/>	<input type="checkbox"/>
Other (specify):	<input type="checkbox"/>	<input type="checkbox"/>

**6.12 Were the following topics covered in your project's professional development workshops?**

<b>Topic area:</b>	<b>Yes</b>	<b>No</b>
Assessment	<input type="checkbox"/>	<input type="checkbox"/>
Certification preparation	<input type="checkbox"/>	<input type="checkbox"/>
Classroom organization/management	<input type="checkbox"/>	<input type="checkbox"/>
Crisis intervention	<input type="checkbox"/>	<input type="checkbox"/>
Ethics	<input type="checkbox"/>	<input type="checkbox"/>
Human/child development	<input type="checkbox"/>	<input type="checkbox"/>
Instructional strategies	<input type="checkbox"/>	<input type="checkbox"/>
Learning theory	<input type="checkbox"/>	<input type="checkbox"/>
Legal issues	<input type="checkbox"/>	<input type="checkbox"/>
Record-keeping/grading	<input type="checkbox"/>	<input type="checkbox"/>
Standards	<input type="checkbox"/>	<input type="checkbox"/>
Subject matter content (e.g., math, science, history)	<input type="checkbox"/>	<input type="checkbox"/>
Teaching in urban/rural classrooms	<input type="checkbox"/>	<input type="checkbox"/>
Technology in the classroom	<input type="checkbox"/>	<input type="checkbox"/>
Time management	<input type="checkbox"/>	<input type="checkbox"/>
Working with diverse populations	<input type="checkbox"/>	<input type="checkbox"/>
Other (specify):	<input type="checkbox"/>	<input type="checkbox"/>

**Retention:**

The following questions are intended to gather information about how your project retained its participants.

**7.1 Please rank the three project features that are most effective in retaining participants in your program.**

There will be three pull-down boxes (Most effective feature, second most effective feature, third most effective feature) with the following responses:

Guarantee of employment during or after completion of program  
Incentives provided (e.g., bonuses, scholarships, stipend allowances)  
Location of the TTT project (e.g., proximity to home)  
Method and delivery of preparation (e.g., online or evening coursework)  
Support provided to obtain certification (e.g., preparation for teacher assessments)  
Support provided while teaching (e.g., induction programs, mentoring, professional development seminars, meetings)  
Teaching placement in a high-need school or with an economically disadvantaged student population  
TTT project reputation for high quality teacher preparation  
Other (specify):

**7.2 Which of the following reasons are most often given by TTT participants for not completing their teaching assignments and leaving the TTT project? Please rank the top three reasons that participants give.**

There will be three pull-down boxes (Top reason for leaving, #2 reason for leaving, #3 reason for leaving) with the following responses:

Administration related issues  
Colleague related issues  
Issues with parent/teacher relationships  
Lack of opportunity for advancement  
Lack of prestige  
Low salary  
Physical conditions of the school building  
Professional development issues (e.g., lack of time or opportunities)  
Student related issues  
Support systems (e.g., lack of support from colleagues or outside networks)  
Working conditions (e.g., too many non-teaching duties)  
Other (specify):

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