

DATE

«First_Name» «Last_Name»
«School»
«School_Street_Address»
«School_City», «School_State» «School_Zip»

Dear Teacher,

As you know, your district is participating in the Talent Transfer Initiative and you were identified as an eligible candidate for that program. Mathematica Policy Research (MPR), with our partners The New Teacher Group (TNTP) and Optimal Solutions Group (OSG), is conducting an evaluation of this program for the U.S. Department of Education's Institute of Education Sciences. As part of the study, we are gathering information about your educational background, certifications, teaching experiences of the group of highest performing teachers in participating districts. Additionally, we are interested in your decision whether or not to apply, experiences with the application process, and decisions to accept or to decline any positions offered by the Talent Transfer Initiative schools.

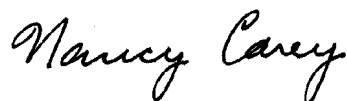
As an eligible candidate, we ask that you complete the Talent Transfer Initiative Candidate Survey. Responses to this data collection will be used only for statistical purposes. The reports prepared for this study will summarize findings across the sample and will not associate responses with a specific district or individual. We will not provide information that identifies you or your district to anyone outside the study team, except as required by law. Additionally, no one at your school or in your district will see your responses. While your participation in this study is voluntary, it is very important that you complete the questionnaire.

We estimate the questionnaire will take approximately 30 minutes to complete. As a thank you, you will receive a check for \$25 once you have returned the completed questionnaire. **Please use the enclosed envelope to return the survey by DATE.**

If you have any questions, please contact Kristina Rall at 866-608-8290, or by e-mail at krall@mathematica-mpr.com.

Thank you for your help with this important study.

Sincerely,



Nancy Carey
Study Director



Change schools. Transform lives.

OMB No.: XXX-XXX

Approval Expires: XX/XX/XXXX

TALENT TRANSFER INITIATIVE (TTI) Candidate Survey

In 2009, you were invited to apply to the Talent Transfer Initiative (TTI). This questionnaire asks about your educational background, certifications, teaching experience, and attitudes and experiences related to the Talent Transfer Initiative. For each item, please mark or circle only one answer, unless instructions say to "Mark one or more" or "Mark all that apply." Thank you very much for your help with this survey.

We want you to know that:

1. This survey is voluntary but your response is critical for producing valid and reliable data. You may skip any questions you do not wish to answer; however, we hope that you answer as many questions as you can. Your answers to questions will not affect your eligibility for the Talent Transfer Initiative (TTI) or any hiring decisions made on behalf of the program now or in the future. Your answers will not be shared with any members of the school administration or anyone else other than the researchers. Participation in the teacher survey will not impose any risks to you as a respondent. If you have any questions about your rights as a research volunteer, you can contact Margo Campbell at Public/Private Ventures IRB, toll free 800-755-4778 x4446.
2. The U.S. Department of Education wants to protect the privacy of individuals who participate in surveys. All information you provide will be kept strictly confidential and used for research purposes only. Your answers will be combined with other surveys, and no information identifying individual teachers or their schools will be released.

Please return the completed form to:

Mathematica Policy Research, Inc.
707 Alexander Road
Building 3, Suite 304
Princeton, NJ 08540
ATTN:

If you have questions, please contact:

Ms. Kristina Rall
Phone: 866-608-8290 (toll free)
FAX: 202-863-1763
E-mail: krall@mathematica-mpr.com

This survey is authorized by law: (1) Sections 171(b) and 173 of the Education Sciences Reform Act of 2002, Pub. L. 107-279 (2002); and (2) Section 9601 of the Elementary and Secondary Education Act (ESEA), as amended by the No Child Left Behind (NCLB) Act of 2001 (Pub. L. 107-110).

According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless it displays a valid OMB control number. The valid OMB control number for this information collection is 1850-0861. The time required to complete this information collection is estimated to average 30 minutes per respondent, including the time to review instructions, gather the data needed, and complete and review the information collected. 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. If you have comments or concerns regarding the status of your individual submission of this form, write directly to: U.S. Department of Education, Institute of Education Sciences, 555 New Jersey Avenue, NW, Washington, DC 20208.

SECTION A. TEACHING EXPERIENCES

A1. How many years have you worked as a lead classroom teacher, including the current school year? *(Include all years teaching in public and private schools. Do not include years as a substitute teacher, teacher's aide, or student teacher.)*

Total years of teaching experience (across all schools).....|__|__| TOTAL YEARS TEACHING

A2. How many years have you worked as a lead classroom teacher in [SCHOOL DISTRICT] including the current school year?

Total years teaching in this school district.....|__|__| TOTAL YEARS IN DISTRICT

A3. Indicate the school in which you worked as a lead classroom teacher during the 2008-2009 school year and the total number of years you taught at that school.

School: _____.....|__|__| YEARS TEACHING AT SCHOOL

A4. Before teaching at that school in 2008-2009, had you worked as a lead classroom teacher at any other schools in the same school district?

YES..... 1

NO..... 0 **→GO TO A6**

A5. Beginning with the most recent, list any other schools in this district in which you have been employed as a lead classroom teacher and the total number of years you taught at each school. List up to 5 schools.

CHECK HERE IF YOU TAUGHT IN MORE THAN 5 SCHOOLS IN THIS DISTRICT: →

1. School Name: _____.....|__|__| YEARS TEACHING AT SCHOOL

2. School Name: _____.....|__|__| YEARS TEACHING AT SCHOOL

3. School Name: _____.....|__|__| YEARS TEACHING AT SCHOOL

4. School Name: _____.....|__|__| YEARS TEACHING AT SCHOOL

5. School Name: _____.....|__|__| YEARS TEACHING AT SCHOOL

A6. Thinking about the school in which you taught last year (2008-2009), how satisfied were you with each of the following aspects of that school?

MARK ONE FOR EACH ROW

	Very Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Very Satisfied
Leadership/Policies				
a. The principal's leadership and vision.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
b. Recognition for positive accomplishments...	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
c. Student testing policies.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
d. Other school policies.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
Compensation				
e. Salary.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
f. Benefits.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
Professional Environment				
g. Professional caliber of colleagues.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
h. Opportunities for professional development.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
i. Opportunities to provide input into school policies and practices	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
j. Autonomy or control over classroom.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
k. Workload.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
School Environment and Facilities				
l. Teacher support from the administration.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
m. Support from faculty/collaboration with colleagues	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
n. Support for teachers working with students with special needs	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
o. Availability of resources and materials/equipment for your classroom	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
p. School facilities such as the building or grounds.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
q. Safety in the school building and on school grounds (including parking lot)	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
r. Safety in the neighborhood where you work	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
Your Students and Their Families				
s. Student motivation to learn.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>

MARK ONE FOR EACH ROW

	Very Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Very Satisfied
t. Student discipline and behavior.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
u. Student academic performance.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
v. Parental involvement in the school.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>

SECTION B. EXPERIENCE WITH THE TTI AND FUTURE PLANS

B1. Excluding the TTI, did you look or interview for any other positions before the start of the 2009-2010 school year?

Column A: Indicate whether you have looked for each type of position.

Column B: For each type of position you looked for (and marked “yes” in Column A), indicate whether you interviewed for that position.

	MARK YES OR NO IN EACH ROW			
	Column A		Column B	
	Looked for position?		If yes, did you interview for position?	
Positions other than the TTI:	YES	NO	YES	NO
a. Looked for teaching positions within the school district?.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>
b. Looked for teaching positions in another school district?.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>
c. Looked for teaching positions in a charter school?.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>
d. Looked for teaching positions in a private school?.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>
e. Looked for non-teaching positions in education, including administrative, full-time mentor/coach, curriculum specialist?.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>
f. Looked for jobs outside the education field?.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>

B2. Column A: Indicate which of the following sources you used to obtain information about the TTI.

Column B: For each source used, rate how useful the source was in providing information you needed to make a decision about the program.

Source of information:	MARK YES OR NO IN EACH ROW				
	Column A		Column B		
	Source used?		If yes, how useful was the source?		
	Yes	No	Not Useful	Somewhat Useful	Very Useful
a. Information session.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
b. Website.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
c. Printed materials.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
d. Telephone information line.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
e. Email contact with program staff.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
f. Other (<i>Please specify</i>)..... _____	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>

B3. When you were deciding whether or not to apply for the TTI, who influenced your decision?

MARK ALL THAT APPLY

- a. Family members..... 1
 - b. Friends (other than teachers)..... 2
 - c. Other TTI candidates..... 3
 - d. Other teachers (Non-TTI candidates)..... 4
 - e. Union representative..... 5
 - f. Principal of your 2008-2009 school..... 6
 - g. Principal of the TTI hiring school..... 7
 - h. Other district administrator..... 8
 - i. A TTI staff member..... 9
 - j. Parents or students..... 10
 - k. A mentor (not listed above)..... 11
 - l. Other (*Please specify*)..... 12
- _____

B4. Did you complete an application for the TTI (e.g., by completing the online application)?

YES.....1

NO.....0 →GO TO B14a

B5. Please indicate the level of importance that each of the following factors played in your decision to apply for the TTI.

MARK ONE FOR EACH ROW

Potential factors in your decision to apply:	Not At All Important	Somewhat Important	Important	Very Important
a. The stipend.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
b. Opportunity to make a difference for at-risk students.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
c. Opportunities for professional advancement.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
d. Appeal of a new challenge.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
e. Opportunity to reduce my commute time to and from work.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
f. Opportunity to work in a new school environment.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
g. Other reason (<i>Please specify</i>)..... _____	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>

B6. Were you invited to interview for teaching positions in one or more schools participating in the TTI?

YES.....1

NO.....0 →GO TO B15

B7. With how many TTI schools did you interview?

MARK ONLY ONE

- None, did not accept any interviews.....1 →GO TO B14a
- Interviewed at 1 school.....2
- Interviewed at 2 schools.....3
- Interviewed at 3 schools.....4
- Interviewed at 4 or more schools.....5

B8. For each of the schools in which you interviewed, indicate whether each of the following occurred. (Please report separately for each school, beginning with the first school in which you interviewed.)

Interview process:

Interviewed at school? If yes, mark box and respond for items a-f below

	School 1		School 2		School 3		School 4	
	<input type="checkbox"/> ↓		<input type="checkbox"/> ↓		<input type="checkbox"/> ↓		<input type="checkbox"/> ↓	
	YES	NO	YES	NO	YES	NO	YES	NO
a. The interview was informative.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>
b. I had opportunities to communicate my strengths during the interview.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>
c. The principal/interviewer was genuinely interested.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>
d. The principal/interviewer responded to my questions about the position.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>
e. The principal seemed like someone I could work with.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>
f. The interview increased my desire to teach at the school.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>

B9. Indicate which of the following were part of the interview process in each of the schools at which you interviewed. (Please report separately for each school, beginning with the first school at which you interviewed.)

Interview process: <i>Interviewed at school? If yes, mark box and respond for items a-e below</i>	School 1		School 2		School 3		School 4	
	↓		↓		↓		↓	
	YES	NO	YES	NO	YES	NO	YES	NO
a. Had a one-on-one interview with the principal or assistant principal.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>
b. Interviewed with other school staff...	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>
c. Was asked to give a teaching demonstration.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>
d. Was given a tour of the school.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>
e. Met students at the school.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>	1 <input type="checkbox"/>	0 <input type="checkbox"/>

B10. Were you offered a teaching position at any of the participating TTI schools for the 2009-2010 school year?

YES.....1

NO.....0 → GO TO B15

B11. Which TTI schools offered you a position for the 2009-2010 school year?

MARK ALL THAT APPLY

a. School 11

b. School 2.....2

c. School 3.....3

d. School 4.....4

e. Any other schools5

B12. Did you accept a teaching position for the 2009-2010 school year from a TTI school?

YES.....1

NO.....0 → GO TO B14a

B13a. Indicate which of the following reasons influenced your decision to accept a teaching position in a TTI school.

Reasons influencing your decision:	MARK ONE FOR EACH ROW	
	Yes	No
a. The principal's leadership and vision.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
b. Professional caliber of colleagues.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
c. Knew other teachers at the school.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
d. The school's organization/environment.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
e. A program of support and information provided for new hires to the school.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
f. Opportunities to help/mentor other teachers.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
g. Opportunities such as coaching a sports team or being an academic coach or team leader.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
h. Opportunities for professional advancement.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
i. The grade level/subject in which there was an opening.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
j. The school's location.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
k. Appeal of a new challenge.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
l. Opportunity to make a difference for at-risk students.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
m. Challenge of working with students with disabilities.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
n. Challenge of working with students who are not English proficient.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
o. Challenge of working with students with other special needs.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
p. Other (<i>Please specify</i>).....	1 <input type="checkbox"/>	0 <input type="checkbox"/>

B13b. From the list above, choose the letter that corresponds to the most important reason influencing your decision to accept a teaching position in a TTI school.

If you accepted a position to teach in a TTI school for the 2009-2010 school year, check here and GO TO SECTION C.

B14a. We are interested in learning why teachers did not pursue the application process or did not accept a teaching position in the TTI. Mark all the reasons influencing your decision.

MARK ONE FOR EACH ROW

Reasons influencing your decision:	Yes	No
a. I was happy at my old school.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
b. Did not like the principals at the TTI schools.....	2 <input type="checkbox"/>	0 <input type="checkbox"/>
c. Did not like the other administrators at the TTI schools.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
d. I felt teachers at a new school might resent or not welcome me.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
e. Grade level/subject area of vacancies not ideal.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
f. Stipend not big enough.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
g. Students too challenging.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
h. Commuting distance/other commuting issues.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
i. Concerns about school/neighborhood safety.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
j. Changing schools would cause childcare or family problems.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
k. I committed to a certain school and did not want to go back on my word.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
l. Not interested in starting at a new school.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
m. The timing of application process would not allow me to know my next year's assignment as soon as I would like.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
n. Application process was too difficult.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
o. Application process was too time consuming.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
p. I do not support the philosophy of the program.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
q. Concern about not being able to return to my current school, if interested.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
r. Uncertain I would be effective in a TTI school.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
s. Other (<i>Please specify</i>).....	1 <input type="checkbox"/>	0 <input type="checkbox"/>

B14b. From the list above, choose the letter that corresponds to the most important reason for not pursuing the application process or not accepting a teaching position with the TTI. _____

B15. In this school year (2009-2010), which of the following applies? Are you . . .

MARK ONLY ONE

- Teaching in the same school in which you taught last year.....1
 - Teaching in another school in the same district as last year.....2
 - Teaching in a different public school district from last year.....3
 - Teaching in a private school or charter school.....4
 - In a non-teaching job.....5
 - Not working outside the home.....6
 - Other (*Please specify*).....7
-

B16. How long do you plan to continue working as a classroom teacher?

MARK ONLY ONE

- As long as I am able.....1
 - Until I am eligible for retirement benefits from this job.....2
 - Until I am eligible for retirement from another job.....3
 - Until I am eligible for Social Security benefits.....4
 - Until a specific life event occurs (e.g., parenthood, marriage).....5
 - Until a more desirable opportunity comes along.....6
 - Definitely plan to leave as soon as I can.....7
 - Undecided at this time.....8
 - Other (*Please specify*).....9
-

SECTION C. EDUCATION AND TEACHING CERTIFICATION

C1. Please tell us about your educational degrees.

Column A: Indicate whether you hold each of the following degrees or certificates.

Column B: For each degree or certificate, indicate the name of the college or institution from which you received that degree or certificate.

Column C: Indicate the major field(s) of study using the codes from the Major Field of Study table on page 13.

Column D: Indicate the year in which this degree was awarded.

	Column A		Column B	Column C	Column D
	Degree		College/University	Major Field of Study	Year Degree Awarded
	MARK ONE FOR EACH DEGREE			USE LIST OF CODES ON PAGE 13	
	Yes	No	Name of College/University	Code	Year
Bachelor's degree.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	_____	_ _ _	_ _ _
Master's degree.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	_____	_ _ _	_ _ _
Doctorate degree.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	_____	_ _ _	_ _ _
Other degree (<i>Please specify</i>)... _____	1 <input type="checkbox"/>	0 <input type="checkbox"/>	_____	_ _ _	_ _ _

TABLE 1. MAJOR FIELD OF STUDY CODES

GENERAL EDUCATION			
Elementary Education		Natural Sciences	
101	Early childhood/Pre-K, general	211	Biology/Life sciences
102	Elementary grades, general	212	Chemistry
Secondary Education		213	Earth sciences
103	Middle grades, general	214	Engineering
104	Secondary grades, general	217	Physics
Special Education		218	Other
110	Special education, any	Social Sciences	
Other Education		221	Anthropology
131	Administration	222	Area/Ethnic studies (Excluding Native American)
132	Counseling and guidance	223	Criminal justice
133	Educational psychology	224	Cultural studies
134	Policy studies	225	Economics
135	School psychology	226	Geography
136	Other non-subject matter specific education	227	Government/Civics
SUBJECT MATTER SPECIFIC		228	History
Arts & Music		229	International studies
141	Art/Arts or crafts	230	Law
142	Art history	231	Native American studies
143	Dance	232	Political science
144	Drama/Theater	233	Psychology
145	Music	234	Sociology
English and Language Arts		235	Other social science
151	Communications	Vocational/Technical Education	
152	Composition	241	Agriculture and natural resources
153	English	242	Business/Office
154	Journalism	243	Keyboarding
155	Language arts	244	Marketing and distribution
156	Linguistics	245	Health occupations
157	Literature/Literary Criticism	246	Construction trades
158	Reading	247	Mechanics and repair
159	Speech	248	Drafting/Graphics/Printing
English as a Second Language		249	Metals/Woods/Plastics and other precision production (electronics, leatherwork, meat cutting, etc.)
160	ESL/Bilingual education: General	250	Communications and other technologies (not including computer science)
161	ESL/Bilingual education: Spanish	251	Culinary arts/Hospitality
162	ESL/Bilingual education: Other languages	252	Child care and education
Foreign Languages		253	Personal and other services (including cosmetology, custodial services, clothing and textiles, and interior design)
171	French	254	Family and consumer sciences education
172	German	255	Industrial arts/Technology education
173	Latin	Miscellaneous	
174	Spanish	261	Architecture
175	Other foreign language	263	Humanities/Liberal studies
Health Education & Physical Education		264	Library/Information science
181	Health education	265	Military science/ROTC
182	Physical education	266	Philosophy
Mathematics and Computer Science		267	Religious studies/Theology/Divinity
190	Mathematics	Other	
197	Computer Science	268	Other

C2. In what levels have you been certified for at least six months?

MARK ALL THAT APPLY

- a. Preschool (birth-Pre-K).....1
- b. Elementary (K-5).....2
- c. Middle grades (6-8).....3
- d. Secondary grades (9-12).....4
- e. Special subject areas (K-12).....5

SPECIFY SPECIAL AREAS (e.g., math):

- f. Exceptional Children (K-12) *(Please specify)*.....6

- g. Other *(Please specify)*.....7

C3. Please indicate whether you hold a National Board Certification from the National Board for Professional Teaching Standards.

MARK ONLY ONE

- Yes, I currently hold one or more certificates from the National Board and have been certified for at least six months 1
- Yes, I have received my first Board Certification within the last six months 2
- I am currently a candidate for National Board certification..... 3
- I have applied but am no longer being considered for National Board certification..... 4
- I have never applied for National Board certification..... 5

SECTION D. COMPENSATION

This section asks for information about the compensation you received for all of your teaching activities for the entire 2008-2009 school year. Please report compensation received for services you provided between the start of the school year in summer/fall of 2008 up until the start of the 2009-2010 school year.

D1. What was your academic year base teaching salary for the 2008-2009 school year?

Base salary is the amount negotiated in your contract for teaching duties performed. Include compensation for administrative duties. Do not include bonuses or extra pay for extra instructional or non-instructional duties. (Please round to the nearest \$100.)

\$ |__|__|__|,|__|_0_|_0_|

D2. For the 2008-2009 school year, did you receive additional monetary compensation from the school district?

(Include incentives, bonuses, National Board Certification, and extra pay for extra instructional or non-instructional duties, such as being a team leader, librarian, curriculum coordinator, summer school teacher, athletic coach, etc.)

YES.....1

NO.....0 →GO TO D4

D3. What was the total amount of additional compensation you received? *(Please round to the nearest \$100.)*

\$ |__|__|,|__|_0_|_0_|

D4. For the 2009-2010 school year, do you expect to receive compensation, in addition to your annual base salary from the school district? *(Include bonuses, compensation for teaching summer school, coaching, etc.)*

YES.....1

NO.....0 →GO TO D6

D5. What is the total amount of additional compensation you expect to receive? *(Please round to the nearest \$100.)*

\$ |__|__|,|__|_0_|_0_|

D6. For the 12-month period from June 2008 through May 2009, did you earn additional compensation from working in any job OUTSIDE of this school system? *(Please round to the nearest \$100.)*

YES.....1 → If yes, how much? \$ |__|__|__|,|__|_0_|_0_|

NO.....0

SECTION E. FAMILY AND HOUSING COMMITMENTS

This section asks you to provide information about family commitments, housing, and your work commute, all of which may be related to your decision to change jobs or schools.

F1. Do you currently live in the same school district in which you teach?

Yes.....1

No.....0

F2. How far do you live from the school where you taught/teach in 2008-2009 and 2009-2010?

Please indicate the miles and minutes you commute one-way. Your best estimate is fine.

If you did not teach during the 2008-2009 school year, check this box and answer only for the 2009-2010 school year.

School Year	Miles One Way	Minutes One Way
a. 2008-2009	_ _ _ MILES	_ _ _ MINUTES
b. 2009-2010	_ _ _ MILES	_ _ _ MINUTES

F3. What is the primary mode of transportation you use to commute to the school where you (taught/teach) in 2008-2009 and 2009-2010?

If you did not teach during the 2008-2009 school year, check this box and answer only for the 2009-2010 school year.

MARK ONLY ONE FOR EACH YEAR

	2008-2009	2009-2010
Usually drive my own car.....	1 <input type="checkbox"/>	1 <input type="checkbox"/>
Usually take public transportation (bus, rail).....	2 <input type="checkbox"/>	2 <input type="checkbox"/>
Usually carpool with others.....	3 <input type="checkbox"/>	3 <input type="checkbox"/>
Usually walk.....	4 <input type="checkbox"/>	4 <input type="checkbox"/>
Other (PLEASE SPECIFY).....	5 <input type="checkbox"/>	5 <input type="checkbox"/>

F4. Do you currently own your home, rent your home, or have some other arrangement?

MARK ONLY ONE

- Own home (either paying mortgage or own outright).....1
- Rent home.....2
- Have some other arrangement.....3

F5. Are you:

MARK ONLY ONE

- Married or living with a partner..... 1
- Single (separated, divorced, widowed, or never married)..... 2

F6. Do you have any minor children currently living with you?

- YES..... 1
- NO..... 0 →GO TO G1

F7. Are any of the children currently living with you under the age of 5?

- YES..... 1
- NO..... 0

SECTION F. TEACHER'S DEMOGRAPHIC CHARACTERISTICS

E1. Are you male or female?

MALE.....1

FEMALE.....2

E2. Are you of Hispanic or Latino origin?

YES.....1

NO.....0

E3. What is your race?

MARK ONE OR MORE

a. American Indian or Alaska Native.....1

b. Native Hawaiian or other Pacific Islander.....2

c. Asian.....3

d. Black or African American.....4

e. White.....5

E4. In what year were you born?

19 |__|__| YEAR

As a thank you for completing this survey, we will send you a check for \$25. Please provide your name, mailing address, and phone number below.

Name: _____

Address 1: _____ Phone Number: _____

Address 2: _____

City: _____ State: _____ Zip: _____

Thank you for taking time to participate in this survey.