

Appendix G: MTSS-B Staff and Teacher Survey

Welcome and Introduction

Your school is participating in the federal study evaluating Multi-Tiered Systems of Support for Behavior (MTSS-B), and approach to teaching and reinforcing appropriate behavior for all students and providing additional supports for students with greater needs. This survey is part of that larger study and aims to understand the experience of teachers and staff in these schools.

We would like you to answer some questions about your experience in the school in which you are working. This information is crucial in helping us understand the impacts of MTSS-B on students. As a token of our appreciation you will receive \$25 for completing the survey.

When answering the questions, please keep in mind the following:

- **Participation is voluntary** – You can choose not to answer any question, and your decision to participate will not affect your current or future status at your school. If you skip a question on the web-based survey a screen will appear asking if you intended to skip the question and giving you the option to select “Not Sure” or “Decline to Answer.”
- **Participation is private** - All your responses will be kept private and will be used only for this study and related research. Your name will never appear in any public document, be linked to your responses, or revealed to people outside of the MDRC research team. MDRC, a non-profit, non-partisan social policy research agency based in New York, is conducting this research. (Please see www.mdrc.org for more information.) The U.S. Department of Education is providing the funding.

Information collected for this study comes under the confidentiality and data protection requirements of the Institute of Education Sciences. All information from this study will be kept confidential as required by the Education Sciences Reform Act of 2002 (Title I, Part E, Section 183). Responses to this data collection will be used only for statistical purposes. Personally identifiable information about individual respondents will not be reported. We will not provide information that identifies you, your school, or your district to anyone outside the study team, except as required by law.

- **Participation is very easy** – This should take approximately 30-35 minutes to complete. You can answer the questions all at once, or over several sittings.
- **Participation is safe** – We do not anticipate any risks from participating in this survey. Your responses and personal information will be stored securely. It will not be shared externally or used to evaluate you or other individuals in your school.

- o **You can ask questions** – If you have additional questions, you can contact the Fred Doolittle of MDRC at (212) 340-8638 or fred.doolittle@mdrc.org.

(Please select “Next” to continue.)

VOLUNTARY CONSENT New Screen

Now that we have informed you about the survey, we would like to ask for your consent to continue. If you have any questions or concerns about the MTSS-B research study, please contact Fred Doolittle at MDRC (fred.doolittle@mdrc.org or 212-340-8638).

Please indicate your preference by selecting the appropriate response below: (This is the only required question).

- 1. Yes - I consent to participate in the survey GO TO NAME
- 2. No - I choose not to participate in the survey GO TO END INTERVIEW

END INTERVIEW

New Screen

Thank you for your time. We are sorry that you do not want to complete the MTSS-B Staff Survey. If you change your mind or have any questions, please contact Fred Doolittle at MDRC (fred.doolittle@mdrc.org or 212-340-8638).

(Please select “Next” to exit survey)

New Screen

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-NEW. The time to complete this survey is estimated to average 30-35 minutes, including time to review instructions, search existing data resources, gather the data needed, and complete and review the information collection. The obligation to respond to this collection is voluntary. If you have comments or concerns regarding the status of your individual submission of this form, application or survey, please write directly to Lauren Angelo, U.S. Department of Education, Institute of Education Sciences, 555 new Jersey Avenue, NW, Suite 502h, Washington, D.C. 20208 or email lauren.angelo@ed.gov.

(Please select "Next" to continue.)

New Screen

A1. What is your age?

(Please select only one response)

1. 18-30
2. 31-40
3. 41-50
4. 51-60
5. 61+

A2. Are you male or female?

(Please select only one response)

1. Male
2. Female

New Screen

A3. Please select your position at this school.

(Please select only one response)

1. Classroom teacher (e.g. you teach only one group of students who spend most of the day with you)
2. Subject-specific classroom teacher (e.g. art, science, PE)
3. Principal
4. Other administrator (e.g. Dean, or assistant principal)
5. Administrative assistant
6. Special education teacher (i.e. lead teacher for self-contained or co-taught special education class)
7. Other instructional staff (counselor, librarian, specialist, etc.)
8. Student support staff (e.g. School counselor; paraprofessional, school psychologist; nurse, security personnel)
9. Custodial or food service staff (e.g. cafeteria or maintenance staff)
10. Other (SPECIFY): _____

New Screen

Classroom teacher, special education teacher or Subject-Specific classroom teacher go to A4.

Staff (all other responses in A3) go to A6.

(Subsequent skip instructions will use these same definitions for Teachers and Staff.)

A4. How many years in total have you worked as a teacher?

(Range = 0 to 50)

Enter number of years ____ ____

A5. How many years in total have you worked as a teacher in this school?

(Range = 0 to 50)

Enter number of years ____ ____

New Screen

A6. Please indicate the degrees you have completed.

(Please select all that apply)

1. High school Degree
2. Associate's Degree
3. Bachelor's Degree
4. Master's Degree
5. Post-Master's Certificate
6. Doctorate
7. None of the above
8. Other (Specify): _____

New Screen

A7. Please check all certifications earned.

(Please select all that apply)

1. General elementary grade teacher
2. Reading teacher
3. Special educator
4. English as a Second Language
5. Bilingual education
6. Gifted and talented
7. Guidance
8. Administrator
9. Supervisor
10. Regular or standard state certificate or advanced professional teaching certificate
11. Provisional teaching certificate
12. I have no certifications at this time
13. Other (please specify): _____

New Screen

Teachers only; Staff go to B1.

A8. What grade(s) do you teach this school year?

(Please select all that apply)

1. Kindergarten
2. 1st grade
3. 2nd grade
4. 3rd grade
5. 4th grade
6. 5th grade
7. 6th grade
8. Other: (SPECIFY): _____

New Screen

If Kindergarten through 6th grade or Other in A8, go to A9.

If Not sure or Decline to answer in A8, go to B1.

A9. Including this year, how many years have you taught this grade?

(Range = 0 to 50)

Enter number of years ____ ____

New Screen

B1. The following are statements are about the school at which you currently work. Please indicate the extent to which each statement characterizes your school *this school year* by choosing the appropriate response.

(Please select one response per row)

	Rarely Occurs	Sometimes Occurs	Often Occurs	Very Frequently Occurs
a. Teachers express pride in their school.	1	2	3	4
b. There is a feeling of trust and confidence among the staff.	1	2	3	4
c. Teachers exhibit friendliness to each other.	1	2	3	4
d. Students respect others who get good grades.	1	2	3	4
e. Teachers identify with the school.	1	2	3	4
f. Students neglect to complete homework	1	2	3	4

B2. The following are statements are about the school at which you currently work. Please indicate the extent to which each statement characterizes your school *this school year* by choosing the appropriate response.

(Please select one response per row)

	Rarely Occurs	Sometimes Occurs	Often Occurs	Very Frequently Occurs
a. Teachers show commitment to their students.	1	2	3	4

b. Students seek extra work so they can get good grades.	1	2	3	4
c. Teachers in this school like each other	1	2	3	4
d. The principal conducts meaningful evaluations.	1	2	3	4
e. The principal treats all faculty members as his or her equal.	1	2	3	4
f. The principal lets faculty know what is expected of them.	1	2	3	4

B3. The following are statements are about the school at which you currently work. Please indicate the extent to which each statement characterizes your school *this school year* by choosing the appropriate response.

(Please select one response per row)

	Rarely Occurs	Sometimes Occurs	Often Occurs	Very Frequently Occurs
a. Students try hard to improve on previous work.	1	2	3	4
b. The principal explores all sides of topics and admits that other opinions exist.	1	2	3	4
c. The principal discusses classroom issues with teachers.	1	2	3	4
d. The principal goes out of his or her way to show appreciation to teachers.	1	2	3	4
e. Students are cooperative during classroom instruction.	1	2	3	4

New Screen

B4. This set of questions asks about feelings school staff sometimes experience. Please rate how much you agree or disagree with each of the following statements about your work this school year.

	Strongly Agree	Agree	Disagree	Strongly Disagree
a. I feel burned out from my work.	4	3	2	1
b. I feel emotionally drained from my work.	4	3	2	1

B5. This set of questions asks about feelings school staff sometimes experience. Please rate how much you agree or disagree with each of the following statements.

	Strongly Agree	Agree	Disagree	Strongly Disagree
a. In my job, I feel like I am under great stress.	4	3	2	1
b. I am unable to cope with the stress of my job on a daily basis.	4	3	2	1
c. I am currently coping well with the stress of my job.	4	3	2	1

New Screen

B6. Please mark the extent to which each of the following school-wide systems are in place in the school in which you teach. School-wide is defined as involving all students, all staff, and all settings.

(Please select one response per row)

	In place	Partially in place	Not in place
a. A small number (e.g.3-5) of positively & clearly stated school-wide student expectations or rules are defined.	3	2	1
b. School-wide expected student behaviors are taught directly	3	2	1
c. School-wide expected student behaviors are rewarded regularly	3	2	1
d. Problem behaviors (failure to meet expected student behaviors) are defined clearly	3	2	1
e. Consequences for problem behaviors are defined clearly	3	2	1
f. Distinctions between office vs. classroom managed problem behaviors are clear	3	2	1

Teachers go to B7.

Staff go to C1.

B7. Please mark the extent to which each of the following classroom setting systems is in place in your classroom. Classroom settings are defined as instructional settings in which teacher(s) supervise and teach groups of students.

(Please select one response per row)

	In place	Partially in place	Not in place
a. Expected student behavior & routines in classrooms are stated positively & defined clearly.	3	2	1
b. Problem behaviors are defined clearly.	3	2	1
c. Expected student behavior & routines in classrooms are taught directly.	3	2	1
d. Problem behaviors receive consistent consequences	3	2	1

New Screen

C1. Have you implemented a program/curriculum addressing each of the following areas in your classroom (“in your school” for non-teaching staff) during the 2016-2017 school year?

Programming instruction: For each item in C1, if “Yes” ask C2 and C3 for that item. Otherwise, ask C1 for the next item on the list.

Paper survey note: C1 – C3 will be displayed different on the paper version of the survey so that C1 – C3 can asked administered consequently for each item before moving on to the next item.

(Please select one response per row)

	Yes	No
a. Violence prevention/peace promotion	1	2
b. Social and emotional/social skills development	1	2
c. Character education	1	2
d. Tolerance and diversity	1	2
e. Risk prevention/health promotion	1	2
f. Civic responsibility and community service	1	2
g. Positive behavior support	1	2

New Screen

FOR C2 and C3, ONLY DISPLAY ITEMS FOR WHICH YES RESPONSES WERE GIVEN IN C1.

C2. Has this program or activity included all students or some students in your class (“in your school” for non-teaching staff)?

(Please one response per row)

	All students	Some students	Not Sure	Decline to answer
a. Violence prevention/peace promotion	1	2	3	9
b. Social and emotional/social skills development	1	2	3	9

c. Character education	1	2	3	9
d. Tolerance and diversity	1	2	3	9
e. Risk prevention/health promotion	1	2	3	9
f. Civic responsibility and community service	1	2	3	9
g. Positive behavior support	1	2	3	9

C3. How often has this program or activity occurred in your classroom (“in your school” for non-teaching staff)?

(Please select one response per row)

	Daily	Weekly	Monthly	One time	As needed	Not Sure	Decline to Answer
a. Violence prevention/peace promotion	1	2	3	4	5	6	9
b. Social and emotional/social skill development	1	2	3	4	5	6	9
c. Character education	1	2	3	4	5	6	9
d. Tolerance and diversity	1	2	3	4	5	6	9
e. Risk prevention/health promotion	1	2	3	4	5	6	9
f. Civic responsibility and community service	1	2	3	4	5	6	9
g. Positive behavior support	1	2	3	4	5	6	9

New Screen

Teachers go to C4.

C6. Have you used these behavior management and/or social-emotional strategies with all of your students or some of your students during the 2016-2017 school year?

(Please select only one response)

1. With all students
2. With some students

C7. How often have you used these behavior management and/or social-emotional strategies above during the 2016-2017 school year?

1. Daily
2. Weekly
3. Monthly
4. One-time
5. As needed
6. Other (SPECIFY BY INDICATING NUMBER OF HOURS AND WEEKS)

New Screen

Teachers go to D1a.

Staff go to D2a.

D1a. During the 2016-2017 school year, have you ever used a classroom strategy to teach and reinforce school-wide expectations (e.g. Good Behavior Game or Positive Behavior Game)?

1. Yes GO TO D2
2. No GO TO D3a

New Screen

D1b. In the past month, how many times have you used this strategy in your classroom?

1. At least once a day
2. A few times per week
3. Once per week
4. Less than once per week
5. I have not used this strategy in the past month

New Screen

D2a. During the 2016-2017 school year, has your school used any specific programs designed for students who struggle with behavior and who do not respond to universal or school-wide approach?

1. Yes GO TO D2b
2. No GO TO D3a

New Screen

D2b. What is the most commonly used program called?

Specify by writing in the name of the program below:

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Teachers go to D2c. Staff go to D3a.

New Screen

D2c. Have you implemented this program with any students in your classroom?

1. Yes GO TO D2d
2. No GO TO D3a

New Screen

D2d. On average, how often have you implemented the program's strategies with students in your classroom during the 2016-2017 school year?

1. Daily
2. Several times per week
3. Monthly

D2e. What proportion of your students have you implemented this with during the 2016-2017 school year?

1. 1-10 percent
2. 11-20 percent
3. 21-40 percent
4. Over 40 percent

New Screen

D3a. Have you participated in any professional development (e.g., workshops, trainings, webinars, individual meetings, coaching) related to *student behavior* during the summer of 2016 or during the 2016-2017 school year?

1. Yes
2. No

Staff: Skip D3b. If yes to D3a go to D4. If no and Program go to E1. If no and Control go to End Survey 2.

Teachers: Go to D3b

New Screen

D3b. Have you participated in any professional development (e.g., workshops, trainings, webinars, individual meetings, coaching) related to *classroom management* during the summer of 2016 or during the 2016-2017 school year?

1. Yes
2. No

Teachers: If yes in D3a or D3b, go to D4.

All others go to D5.

New Screen

D4. During the summer of 2016 and the 2016-2017 school year, what is your estimate of the total number of hours you spent in the following professional activities?

(Write down the total number of hours you spent in each of these activities. Mark "0" if you have not participated in an activity.)

Range = 0 - 97

	Number of Hours
a. Attended short, stand-alone training or workshop about school-wide systems for student behavior or classroom management (half-day or less, webinars, etc.)	

b. Attended longer institute or workshop about school-wide systems for student behavior or classroom management (more than half-day)	
c. Participated in work embedded PD about school-wide systems for student behavior or classroom management (e.g., trainings taking place during grade level meetings, faculty assemblies)	
d. Attended short, stand-alone training or workshop about specific interventions for students with behavioral challenges (half-day or less, webinars, etc.)	
e. Attended longer institute or workshop about specific interventions for students with behavioral challenges (more than half-day)	
f. Participated in work embedded PD about specific interventions for students with behavioral challenges (e.g., trainings taking place during grade level meetings, faculty assemblies)	
g. Received coaching or mentoring related to student behavior and/or classroom management	
h. Acted as a coach or mentor related to student behavior and/or classroom management	
i. Other (e.g., participate in teacher study group, network or collaboration supporting PD in student behavior or classroom management, participate in committee or task force related to student behavior or classroom management)	

New Screen

Teachers: Go to D5.

Staff: If Program go to E1. If Control, go to END INTERVIEW 2.

D5. This series of questions asks you about coaching activities regarding student behavior that you may have engaged in during the 2016-2017 school year. By coaching we mean one-on-one or small group activities that you engaged in with a colleague designated to be your mentor or coach. Coaching is different from training because it is individualized to meet your specific needs.

How often have you experienced the following coaching activities during the 2016-2017 school year?

(Please select one response per row)

	Did not happen	Less than once a month	Once or twice a month	More than twice a month	Once a week or more often
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a. I observed while the coach modeled/demonstrated a student behavior or classroom management strategy	1	2	3	4	5
b. I worked with the coach to develop a plan to create behavior expectations for my classroom	1	2	3	4	5
c. I worked with the coach to develop a plan to teach behavior expectations in my classroom	1	2	3	4	5
d. I worked with the coach to develop a plan to reinforce behavior expectations in my classroom	1	2	3	4	5
e. I worked with the coach to interpret data about student behavior in my classroom	1	2	3	4	5
f. I worked with the coach to establish a new office referral system.	1	2	3	4	5

New Screen

Ask D6 if answer of Less than once a month, Once or twice a month, More than twice a month, or Once a week or more often given for one or more items in D5.

Others: If Program go to E1. If Control, go to END INTERVIEW 2.

D6. This set of questions is about the coaching activities you participated in during the 2016-2017 school year. Please indicate how often each of the following occurred.

	Never	Seldom	Sometimes	Often`	Always
a. The coach and I agreed on what the most important goals for intervention were.	0	1	2	3	4
b. The coach and I trust one another.	0	1	2	3	4
c. The coach was approachable.	0	1	2	3	4
d. The coach and I worked together collaboratively.	0	1	2	3	4
e. Overall, the coach showed a sincere desire to understand and	0	1	2	3	4

improve my classroom.					
f. The coach incorporated my views into the services provided.	0	1	2	3	4

D7. This set of questions is about the coaching activities you participated in during the 2016-2017 school year. Please indicate how often each of the following occurred.

	Never	Seldom	Sometimes	Often`	Always
a. My students benefitted from my work with the coach.	0	1	2	3	4
b. The coach helped build my capacity to implement evidence-based strategies.	0	1	2	3	4
c. The coach had a positive impact on my classroom.	0	1	2	3	4
d. The coaching increased my knowledge of strategies to promote student engagement.	0	1	2	3	4
e. The coach increased my knowledge of classroom management strategies.	0	1	2	3	4
f. The coach increased my knowledge of cultural proficiency.	0	1	2	3	4

New Screen

Program: Go to E1.

Control1: Go to END INTERVIEW 2

E1. Please state how much you agree or disagree with each of the following statements:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
a. I find it easy to follow the office referral process.	0	1	2	3	4

b. I am satisfied with the process that is in place to discuss student behavior concerns in my school.	0	1	2	3	4
c. I regularly receive data about behavior concerns across the school.	0	1	2	3	4
d. Overall, I feel the MTSS-B initiative given me tools to improve student behavior.	0	1	2	3	4
e. Overall, I feel the Check-in-Check out program has had a positive impact on the behavior of students who participated	0	1	2	3	4
f. I find it easy to follow the office referral process.	0	1	2	3	4

E2. Please indicate how much you agree or disagree with each of the following statements

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
a. The principal allocates time and resources to support the MTSS-B program.	0	1	2	3	4
b. The principal promotes MTSS-B with school staff.	0	1	2	3	4
c. The principal is personally involved with the development and implementation of MTSS-B related activities and programs.	0	1	2	3	4

New Screen

Teachers: Go to E3.

Staff: Go to END INTERVIEW 2.

E3. During the 2016-2017 school year, how much emphasis have you placed on the following activities in your classroom?

(Please select one response per row)

	Was not an emphasis	Minor emphasis	Moderate emphasis	Was a major emphasis	Decline to Answer
a. Defining consistent school-wide expectations for student behavior	1	2	3	4	9
b. Explicitly teaching and reinforcing school-wide expectations for student behavior	1	2	3	4	9
c. Gathering and using data about student behavior	1	2	3	4	9
d. Building and reinforcing classroom routines (e.g. transitions, organization of materials, and physical set up on the classroom, etc.)	1	2	3	4	9
e. Explicitly teaching and reinforcing classroom expectations	1	2	3	4	9
f. Using a reward-consequence system (e.g., using tokens to reward students' good behavior)	1	2	3	4	9
g. Using the Positive Behavior Game to teach and reinforce behavior expectations	1	2	3	4	9

E4. During the 2016-2017 school year, have any of your students participated in the Check-in Check-out Program?

- Yes Go to E5
- No Go to E7

New Screen

E5. Approximately how many of your students participated in this program over the course of the year?

1. 1-3
2. 4-6
3. 7-10
4. More than 10

E6. On average, how often have you given feedback to CICO students about their behavior goal?

1. I did not give feedback

2. A few times
3. Weekly
4. Daily
5. Multiple times per day

New Screen

E7. How useful do you consider the following professional development activities?

	Not Applicable (did not attend)	Not useful	Moderately Useful	Very Useful
a. The MTSS-B staff kick-off meeting at the start of the 2016-2017 school-year?	0	1	2	3
b. The 2016-2017 school-year trainings with the Center for Social Behavior Supports ?	0	1	2	3

E8. Are you a member of the school leadership team?

1. Yes Go to E9
2. No Go to E10

New Screen

E9. How useful did you find the CSBS summer team training during the summer of 2016?

1. Did not attend
2. Not useful
3. Moderately useful
4. Very useful

New Screen

E10. Are you a member of the targeted team?

1. Yes Go to E11
2. No Go to END INTERVIEW 2

E11. How useful did you find the CSBS summer team training during the summer 2016?

1. Did not attend
2. Not useful
3. Moderately useful
4. Very useful

New Screen

END INTERVIEW 2

Thank you for your participation in the MTSS-B research study. You should receive your incentive for participating approximately two weeks after completing the survey.

If you have any questions or concerns about the MTSS-B research study, please contact Fred Doolittle at MDRC (fred.doolittle@mdrc.org or 212-340-8638).

(Please select "Next" to exit survey)