

10. How much formal education have you had?

- 1 Did not complete high school
- 2 Completed high school
- 3 Less than four years of college
- 4 College graduate (BA/BS)
- 5 Graduate courses, no degree
- 6 Graduate/professional degree

11. What is the highest college degree you hold?

- 1 Bachelors
- 2 Masters
- 3 5- or 6-year Certificate
- 4 Doctorate

12. Are you working toward another degree at this time?

- 1 No
- 2 Yes

If yes, what degree?

- 1 Bachelors
- 2 Masters
- 3 5- or 6-year Certificate
- 4 Doctorate

13. Are you aware of the school's mission?

- 1 No
- 2 Yes

If yes, to what extent is the mission being followed by the school?

- 1 Not very well
- 2 Fair
- 3 Well
- 4 Very well

14. Do you plan (hope) to teach/work at this school next year?

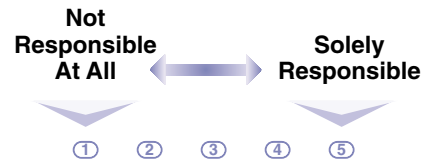
- 1 No
- 2 Yes

If no, why not? _____

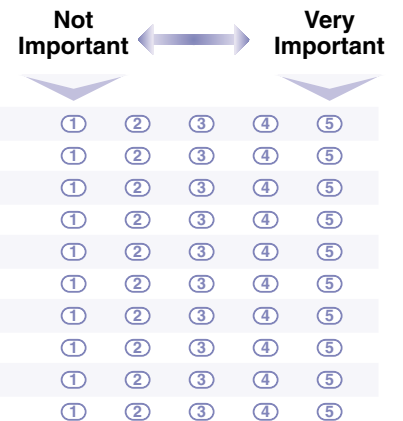
15. If you are a classroom teacher, do you have students identified for special education services in your classes?

- 1 No
- 2 Yes

If yes, to what extent are you responsible for implementing the IEPs?



16. Rate the importance of the following factors in your decision to seek employment at this school by marking what you believe is the most appropriate answer. (Mark only one response for each item, where 1 = Not Important and 5 = Very Important.)



- a. Convenient location
- b. More emphasis on academics as opposed to extracurricular activities
- c. My interest in being involved in an educational reform effort
- d. Promises made by charter school's spokespersons
- e. Academic reputation (high standards) of this school
- f. Parents are committed
- g. Safety at school
- h. Difficult to find other positions
- i. Opportunity to work with like-minded educators
- j. This school has small class sizes

List some other factors that motivated you to seek employment at this school.

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17. Please rate each of the following statements as to *what you expected when you first began working at this school (initial expectation)* and *how you would rate it today (current experience)*. Use the following legend in rating the items by marking the appropriate response: 1 = False, 2 = Partly True, 3=True, and DK = Don't Know.

	INITIAL EXPECTATION				CURRENT EXPERIENCE			
	Partly True		Don't Know	Partly True		Don't Know		
	False	True		False	True			
a. Students will be/are eager and motivated to learn	1	2	3	DK	1	2	3	DK
b. The quality of instruction will be/is high	1	2	3	DK	1	2	3	DK
c. Students will receive/receive sufficient individual attention	1	2	3	DK	1	2	3	DK
d. Parents will be/are able to influence the direction and activities at the school	1	2	3	DK	1	2	3	DK
e. There will be/is good communication between the school and parents/guardians	1	2	3	DK	1	2	3	DK
f. Students will have/have access to computers and other new technologies	1	2	3	DK	1	2	3	DK
g. The school will have/has effective leadership and administration	1	2	3	DK	1	2	3	DK
h. Students will/are receiving appropriate special education services, if necessary.	1	2	3	DK	1	2	3	DK
i. The achievement levels of students will improve/are improving	1	2	3	DK	1	2	3	DK
j. Support services (i.e., counseling, health care, etc.) will be/are available to students	1	2	3	DK	1	2	3	DK
k. The school will support/is supporting innovative practices	1	2	3	DK	1	2	3	DK
l. Teachers will be/are able to influence the steering and direction of the school	1	2	3	DK	1	2	3	DK
m. There will be/are new professional opportunities for teachers	1	2	3	DK	1	2	3	DK
n. Teachers will be/are committed to the mission of the school	1	2	3	DK	1	2	3	DK
o. Teachers will be/are autonomous and creative in their classes	1	2	3	DK	1	2	3	DK

18. Rate your level of satisfaction with the following aspects or features of your school. (Mark the most appropriate response for each item, where 1 = Very Dissatisfied, 5 = Very Satisfied, and DK = Don't Know.)

	Very Dissatisfied ↔ Very Satisfied					Don't Know
	1	2	3	4	5	
a. Salary level	1	2	3	4	5	DK
b. Fringe benefits	1	2	3	4	5	DK
c. Relations with the community at large	1	2	3	4	5	DK
d. School mission statement	1	2	3	4	5	DK
e. Ability of the school to fulfill its stated mission	1	2	3	4	5	DK
f. Evaluation or assessment of your performance	1	2	3	4	5	DK
g. Resources available for instruction	1	2	3	4	5	DK
h. School buildings and facilities	1	2	3	4	5	DK
i. Availability of computers and other technology	1	2	3	4	5	DK
j. School governance	1	2	3	4	5	DK
k. Administrative leadership of school	1	2	3	4	5	DK

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19. To what extent do you agree or disagree with the following statements about your school? (Mark the most appropriate response for each item, where 1 = Strongly Disagree, 5 = Strongly Agree and DK = Don't Know.)

Strongly Disagree \longleftrightarrow Strongly Agree Don't Know

	1	2	3	4	5	DK
a. This school is meeting students' needs that could not be addressed at other local schools	1	2	3	4	5	DK
b. Students feel safe at this school	1	2	3	4	5	DK
c. Class sizes are too large to meet the individual student's needs	1	2	3	4	5	DK
d. Teachers are disenchanted with what can be accomplished at this school	1	2	3	4	5	DK
e. The school provides appropriate special education services for students who require it.	1	2	3	4	5	DK
f. The school has sufficient financial resources	1	2	3	4	5	DK
g. I am satisfied with the school's curriculum	1	2	3	4	5	DK
h. Parents are satisfied with the instruction	1	2	3	4	5	DK
i. Teachers are challenged to be effective	1	2	3	4	5	DK
j. I think this school has a bright future	1	2	3	4	5	DK
k. Too many changes are occurring at the school	1	2	3	4	5	DK
l. This school reflects a community atmosphere	1	2	3	4	5	DK
m. This school has high standards and expectations for students	1	2	3	4	5	DK
n. The school has good physical facilities	1	2	3	4	5	DK
o. Parents are involved and can influence instruction and school activities	1	2	3	4	5	DK
p. Teachers and school leadership are accountable for student achievement/performance	1	2	3	4	5	DK
q. Students are satisfied with the instruction	1	2	3	4	5	DK
r. Lack of student discipline hinders my ability to teach and the opportunity for other students to learn	1	2	3	4	5	DK
s. Teachers are insecure about their future at the school	1	2	3	4	5	DK
t. Teachers have many noninstructional duties	1	2	3	4	5	DK

20. What is the greatest strength of this school? _____

21. What is the greatest weakness of this school? _____

22. If you have worked at another school in the past, what is the greatest difference between that school and the one at which you are currently working? _____

23. Other comments (attach additional sheets of paper if you wish) _____

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