



# 2022 Tennessee Educator Survey

## Statewide Results for Main Survey

Showing All Administrator Participants



Participation Rate

## About This Survey

The 2022 Tennessee Educator Survey is a voluntary and confidential survey open to all teachers, administrators, and other certified staff across the state. The survey is meant to provide direct feedback to administrators and policymakers on a series of key issues facing our schools and classrooms.

The survey is conducted in partnership with the Tennessee Education Research Alliance (TERA) at Vanderbilt University.

For a complete list of topics and downloadable questionnaires, please visit the [Tennessee Educator Survey Landing Page](#).

To learn more about the survey from our partners at TERA, visit their [Educator Survey webpage](#) and [read the survey overview](#), or direct further questions about survey administration to [tned.research.alliance@vanderbilt.edu](mailto:tned.research.alliance@vanderbilt.edu).

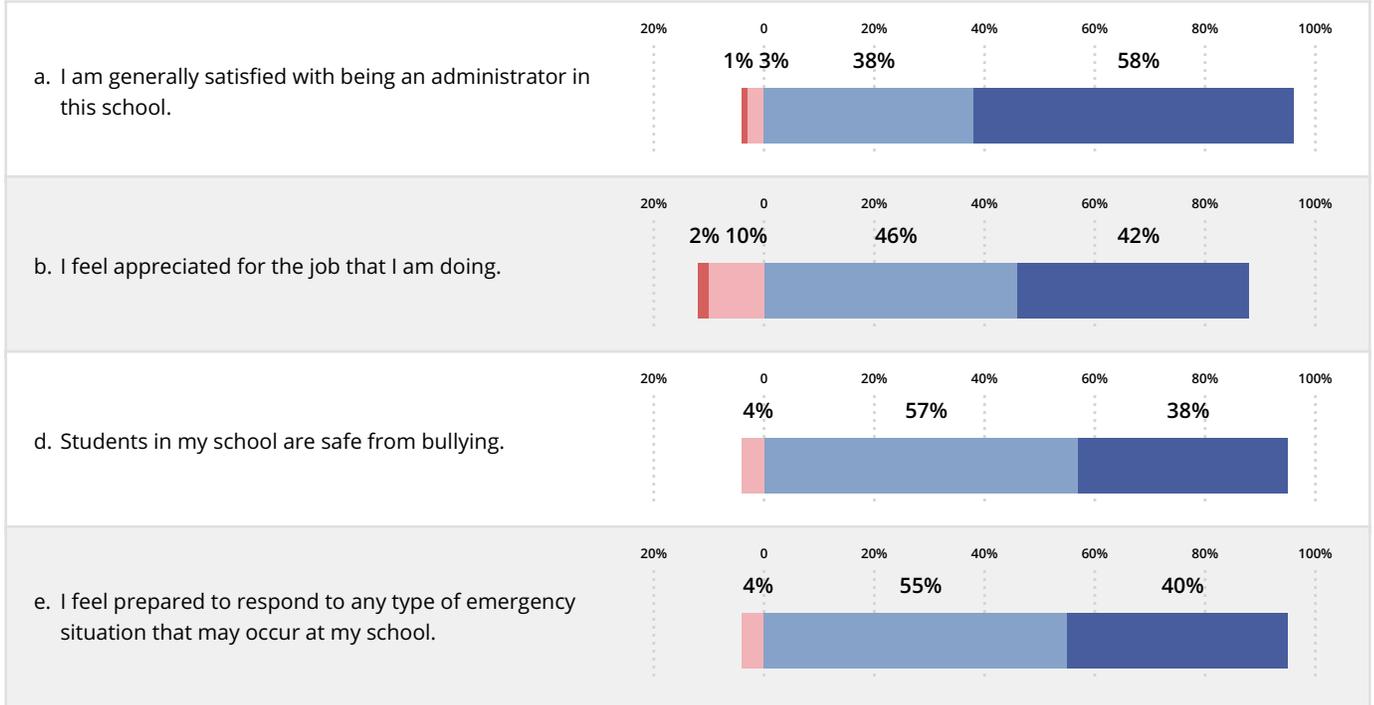
## Participation Rate

Survey results are only available if the survey sample includes ten or more people and the response rate is greater or equal to 45 percent.

# School Climate

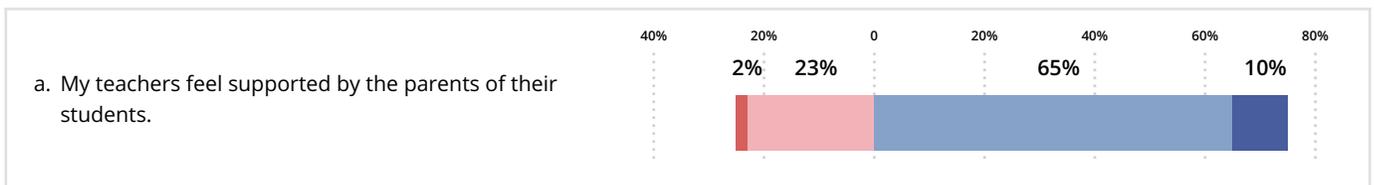
1. Please indicate the extent to which you agree or disagree with the following statements about your school.

■ Strongly Disagree 
 ■ Disagree 
 ■ Agree 
 ■ Strongly Agree



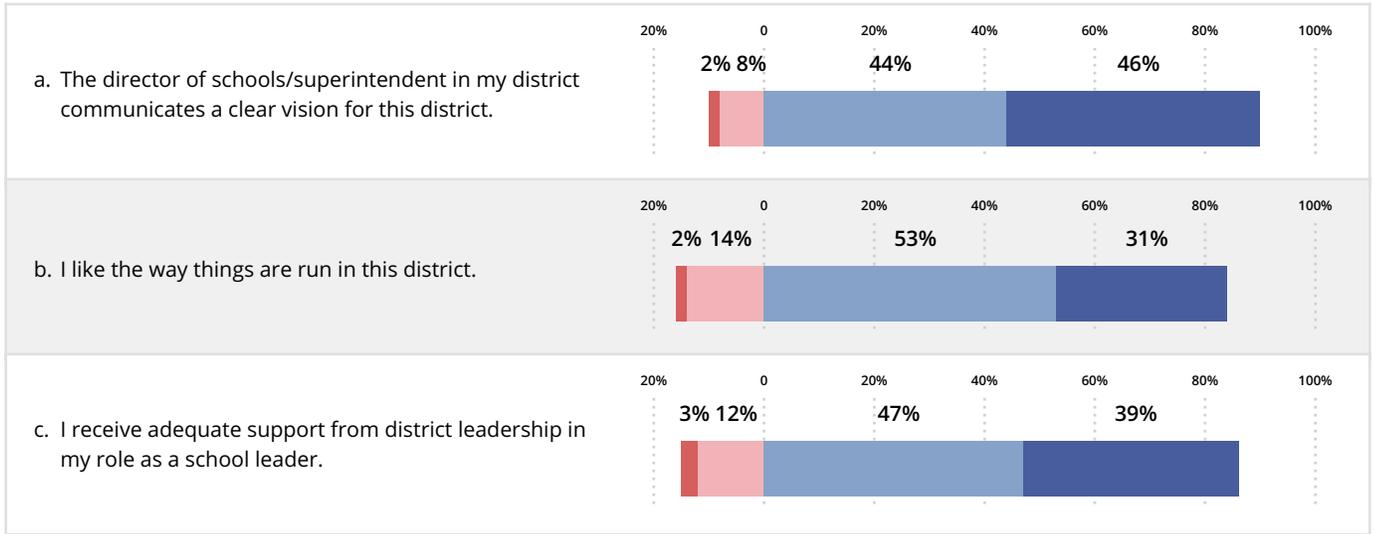
2. Please indicate the extent to which you agree or disagree with the following statement about teacher/parent relations at your school.

■ Strongly Disagree 
 ■ Disagree 
 ■ Agree 
 ■ Strongly Agree



3. Please indicate the extent to which you agree or disagree with the following statements regarding central office leadership in your district.

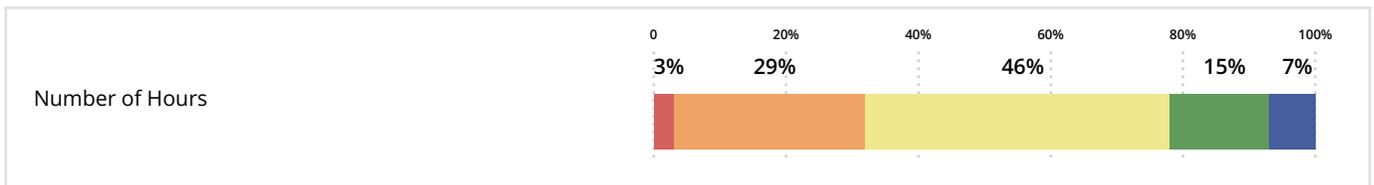
Strongly Disagree Disagree Agree Strongly Agree



## Roles and Responsibilities

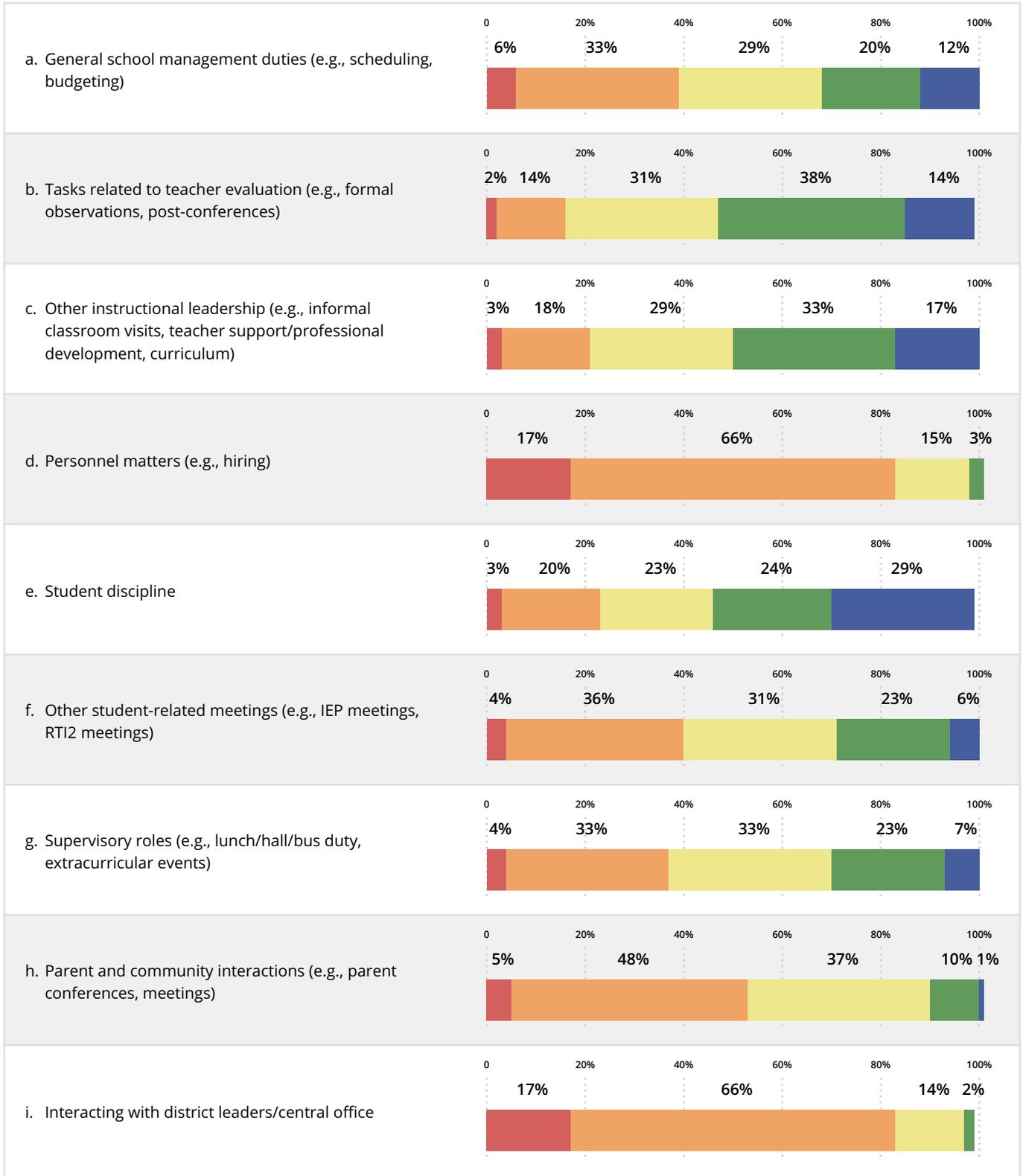
1. Including hours spent during the school day, before and after school, and on the weekends, how many hours do you spend on ALL school-related activities during a typical FULL WEEK at this school?

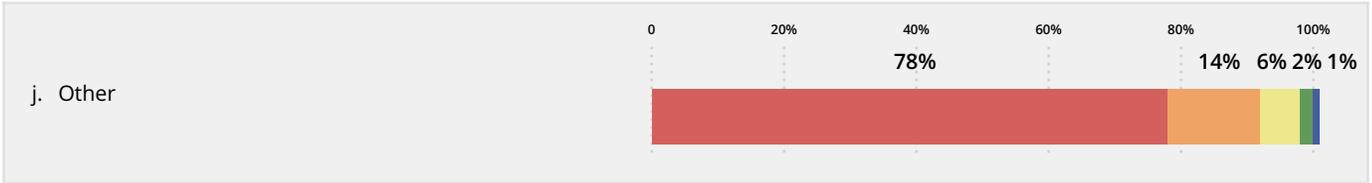
40 Hours or Less 41 to 50 Hours 51 to 60 Hours 61 to 70 Hours Over 70 Hours



2. In an AVERAGE WEEK, what percentage of your work time do you devote to each of the following activities?

None Less than 5% 6%-10% 11%-20% More than 20%



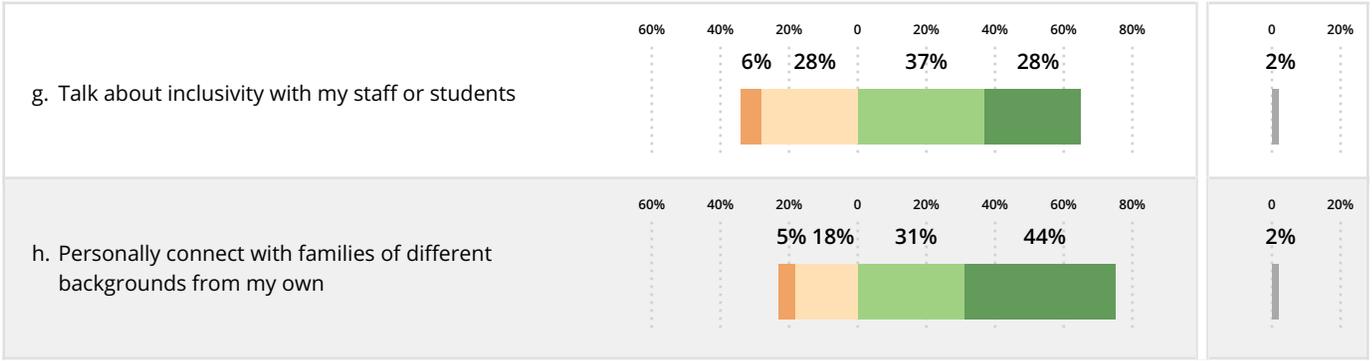


## Cultural and Improvement Practices

1. Thinking about the current school year (2021-22), how often do you engage in each of the following practices?

■ Almost Never  
 ■ About Once per Semester  
 ■ About Once per Month  
 ■ Several Times per Month  
 ■ Not Applicable

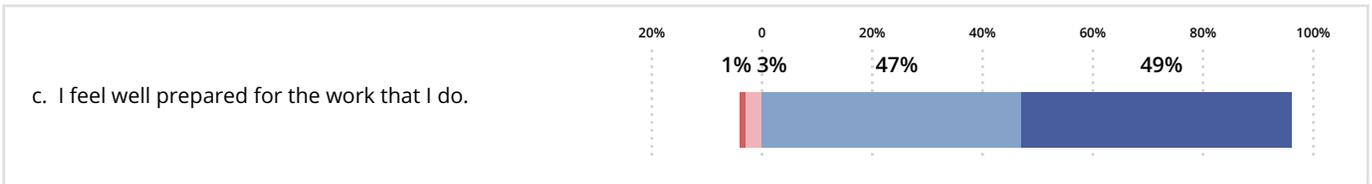




## Resources, Support

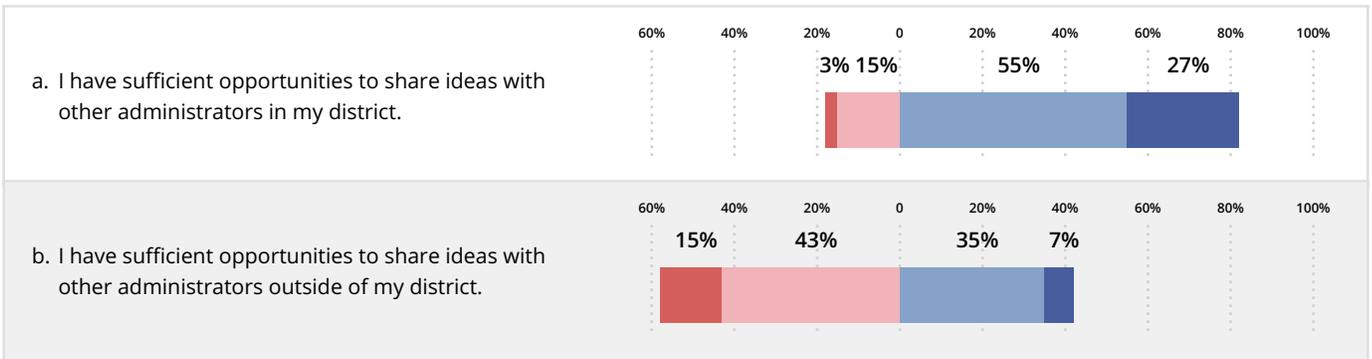
1. Please indicate the extent to which you agree or disagree with the following statement about your school.

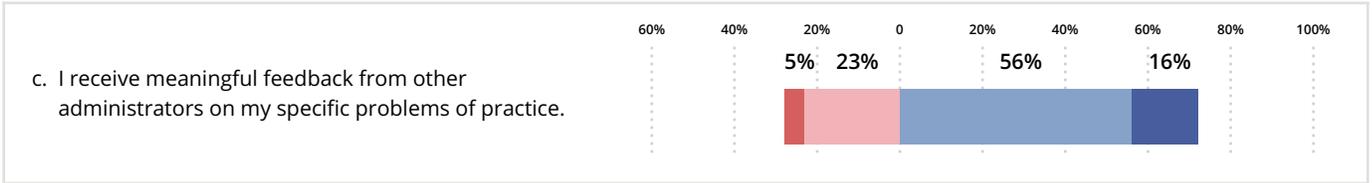
■ Strongly Disagree 
 ■ Disagree 
 ■ Agree 
 ■ Strongly Agree



2. Please indicate the extent to which you agree or disagree with each of the following statements regarding communities of practice.

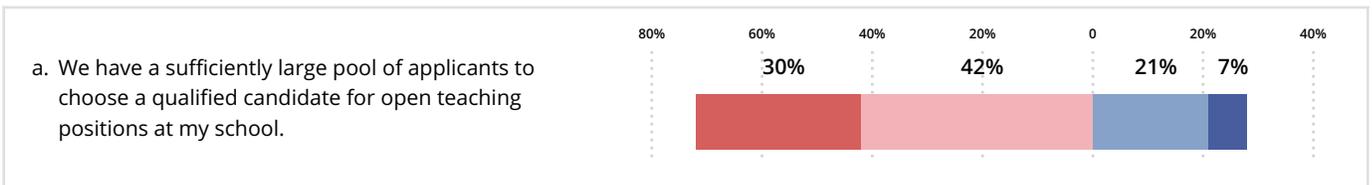
■ Strongly Disagree 
 ■ Disagree 
 ■ Agree 
 ■ Strongly Agree





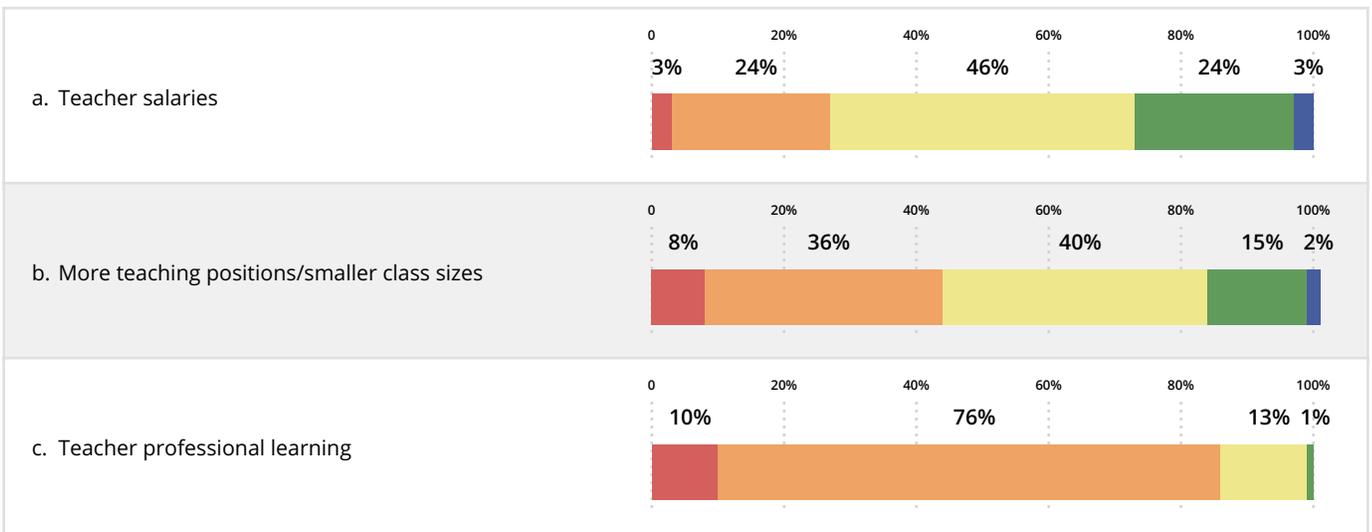
3. Please indicate the extent to which you agree or disagree with the following statement regarding your teacher candidate pool.

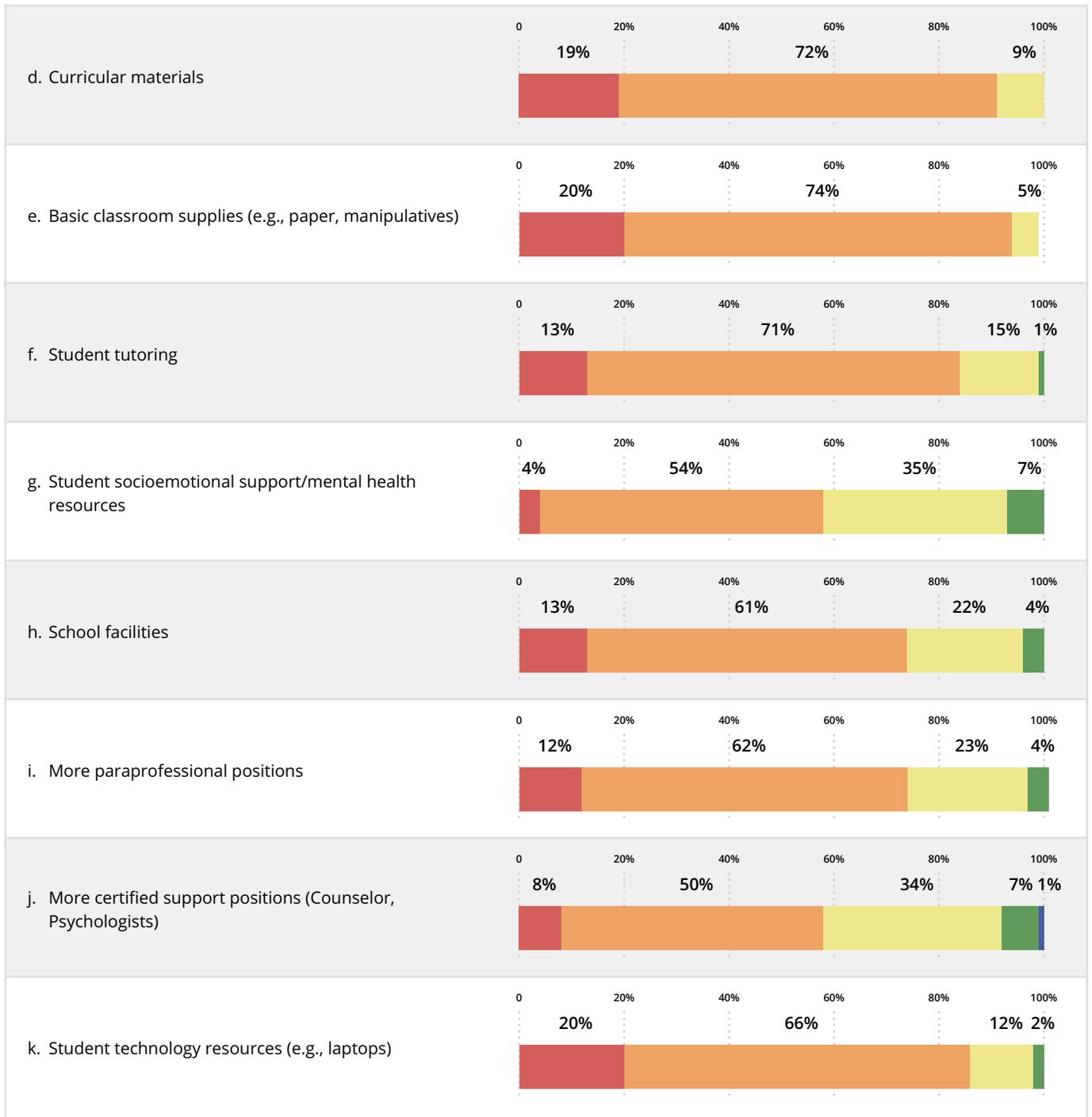
■ Strongly Disagree ■ Disagree ■ Agree ■ Strongly Agree



4. We are curious about your priorities for how resources should be allocated in Tennessee schools. Suppose your school district received an additional one thousand dollars per student. You have to divide this per student up into different spending categories. How would you divide it? Please insert a dollar amount into each of the following options, making sure that the total amount adds up to one thousand dollars.

■ None ■ 1 to 100 ■ 101 to 300 ■ 301 to 900 ■ 901 to 1,000

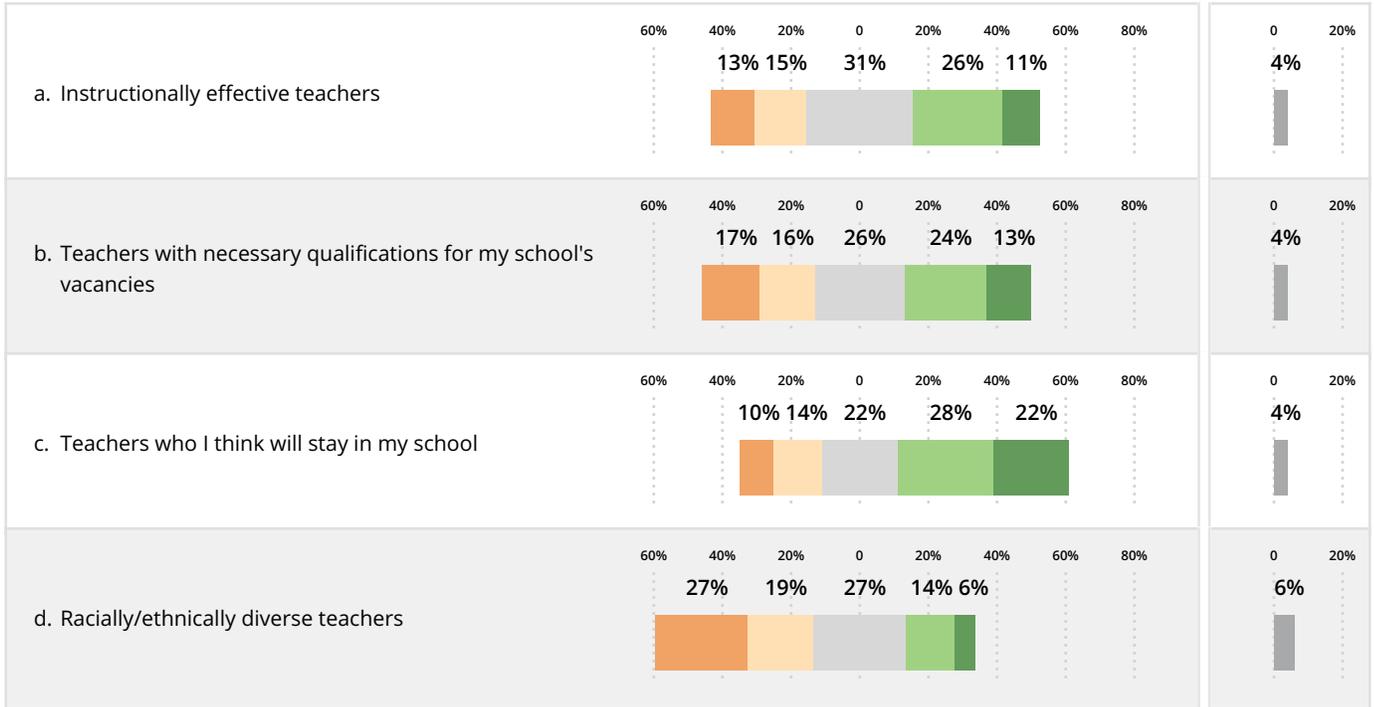




# COVID Issues

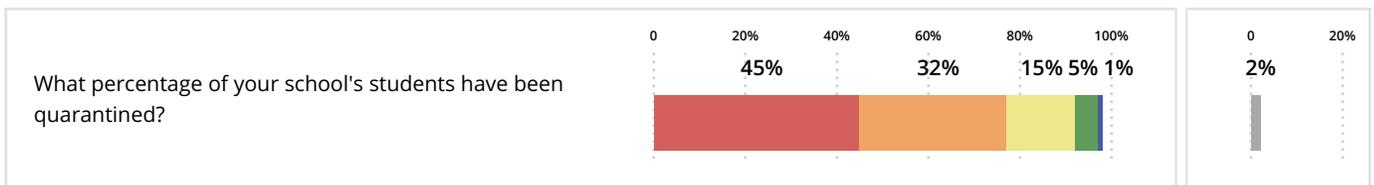
1. In the last year, how challenging was it for you to recruit the following kinds of teachers to your school?

■ Not at all challenging 
 ■ Somewhat challenging 
 ■ Challenging 
 ■ Very challenging 
 ■ Extremely challenging 
 ■ Not applicable



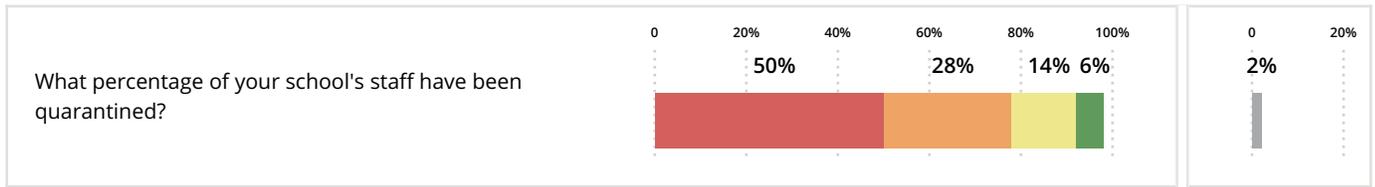
2. What percentage of your school's students have been quarantined from school at least once this year?

■ 1-25% of students 
 ■ 26-50% of students 
 ■ 51-75% of students 
 ■ 76-99% of students 
 ■ 100% of my students 
 ■ None of my students



3. What percentage of your school's staff have been quarantine from school at least once this year?

1-25% of my staff   26-50% of my staff   51-75% of my staff   76-99% of my staff   100% of my staff   None of my staff

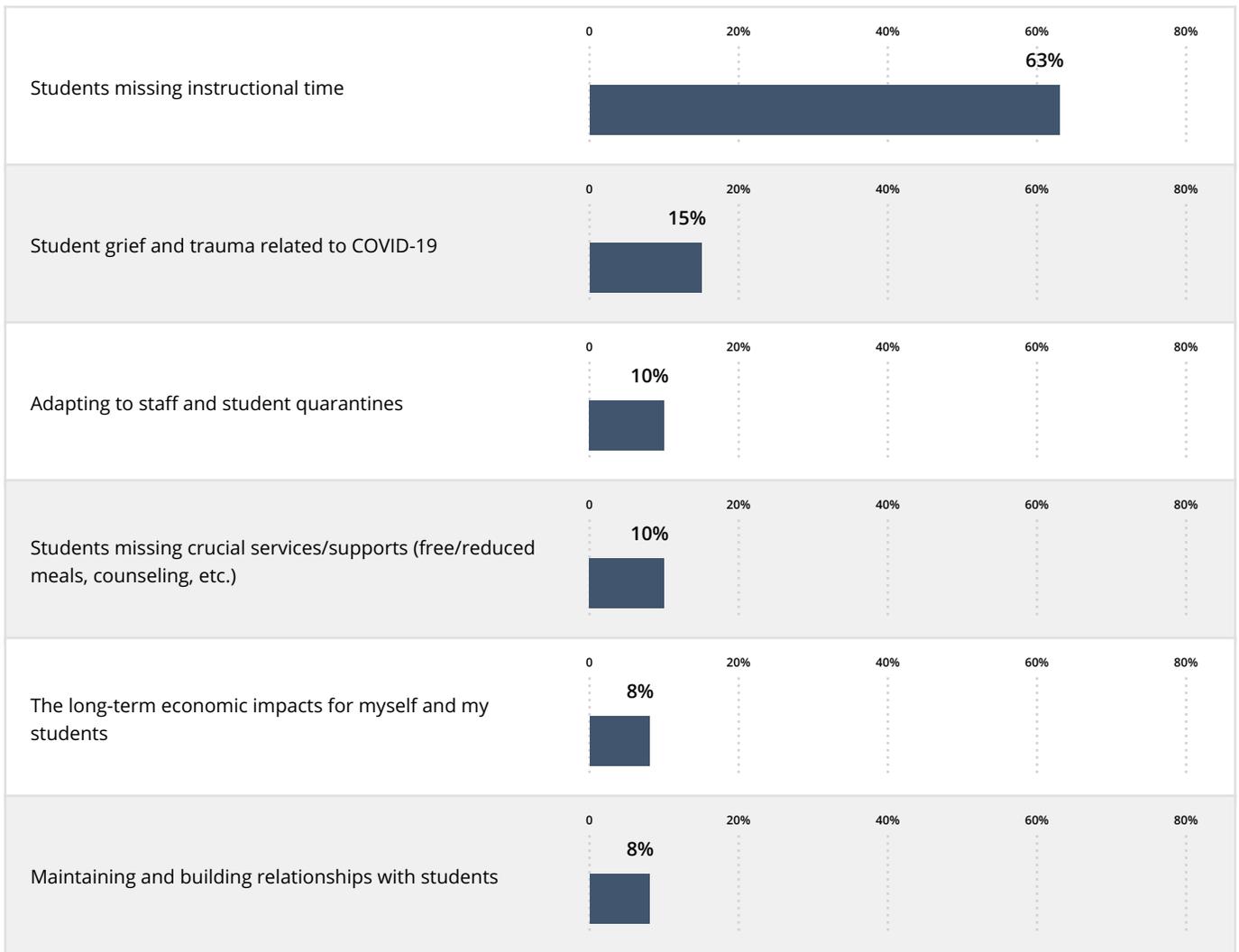


4. Please rate the extent that each of these issues related to COVID-19 and your students was a concern during the 2021-22 school year.

A Major Concern   A Moderate Concern   A Minor Concern   Not a Concern



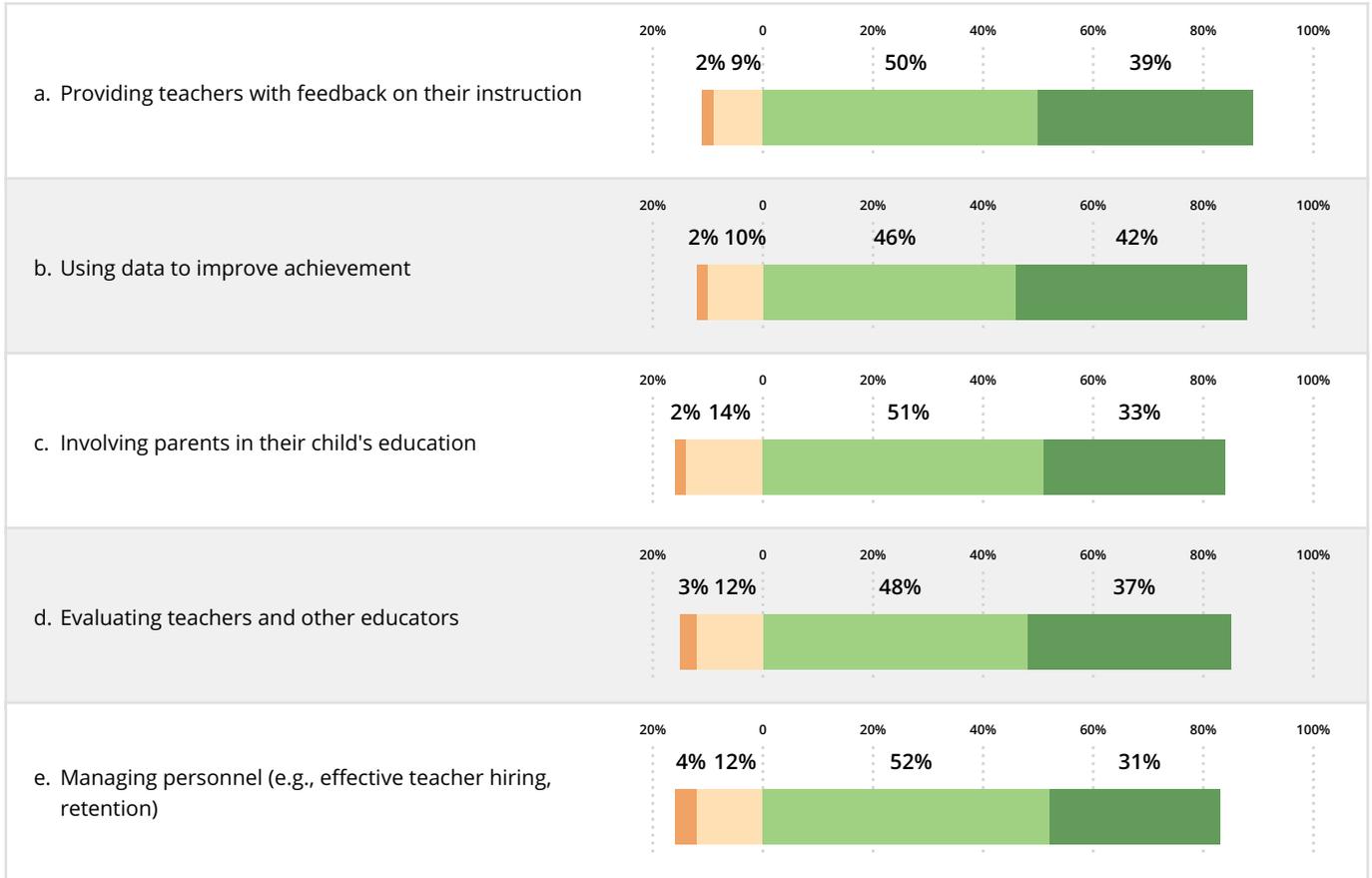
5. Please indicate the two issues from the list that were the **BIGGEST CONCERNS** you had this year.



# Early Career

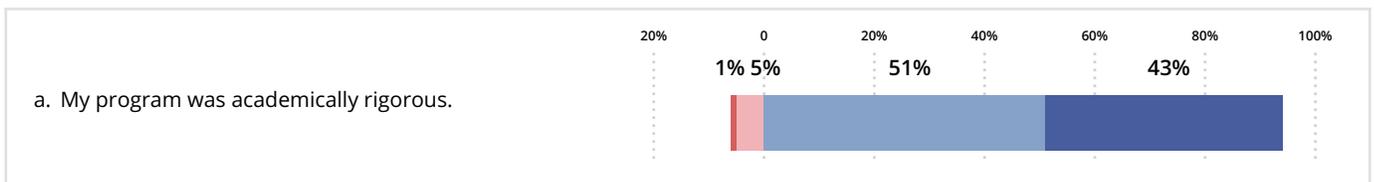
1. Please indicate the extent to which you think your college/university leadership preparation program prepared you in each of the following areas.

■ Not at all Prepared 
 ■ Somewhat Unprepared 
 ■ Somewhat Prepared 
 ■ Well Prepared

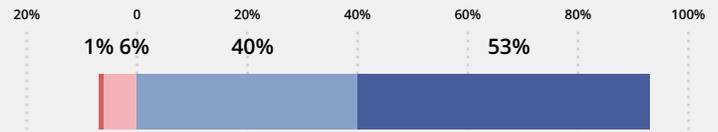


2. To what extent do you agree or disagree with each of the following statements about your college/university leadership program?

■ Strongly Disagree 
 ■ Disagree 
 ■ Agree 
 ■ Strongly Agree

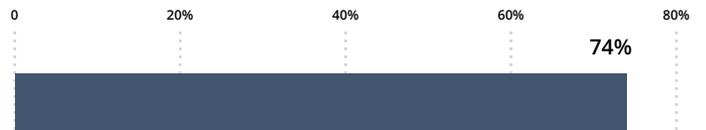


b. If I had to do it over again, I would choose this program for my leadership preparation.



3. Did your college/university leadership preparation program include any of the following?

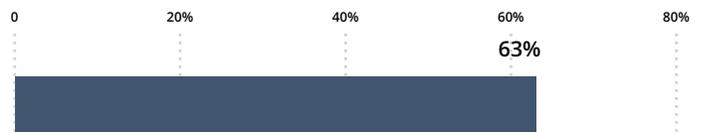
A culminating capstone project, thesis, or dissertation



A field experience working alongside an experienced school leader



A formal mentor



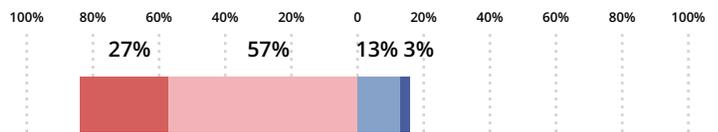
Help with placement into a school leadership position after completion of the program



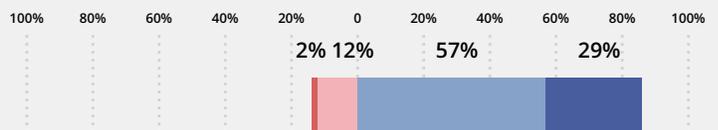
4. To what extent do you agree or disagree with each of the following statements about the field experience?

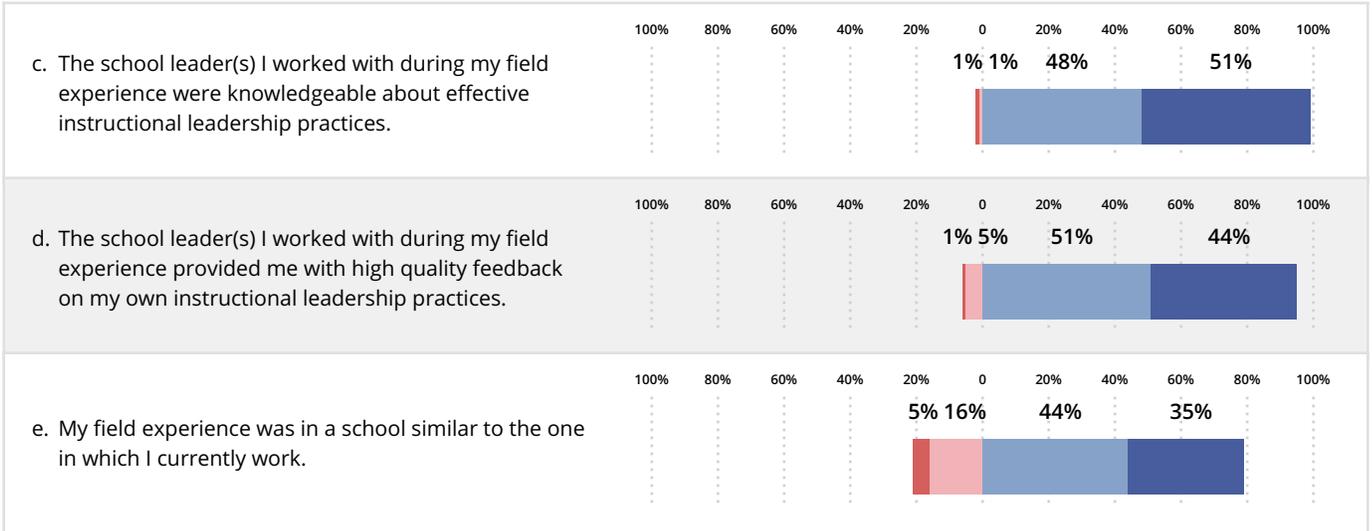
Strongly Disagree Disagree Agree Strongly Agree

a. My field experience was not long enough.



b. My field experience gave me adequate opportunities to practice school leadership skills.

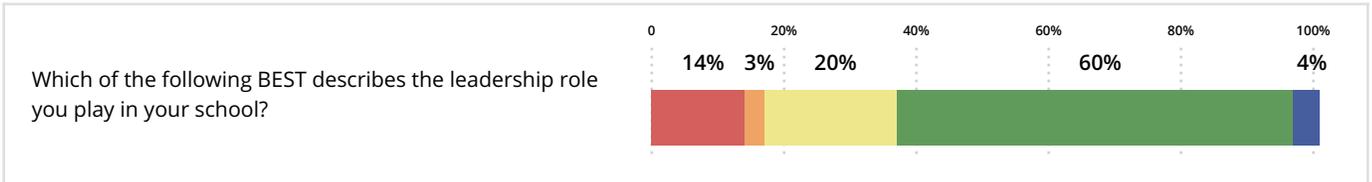




## Assistant Principals

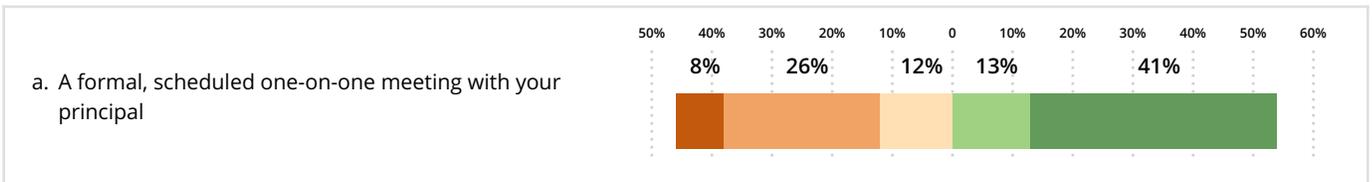
1. Which of the following BEST describes the leadership role you play in your school?

- Primarily I oversee a specific set of grade levels (e.g., K-3 or grade 9).
- Primarily I oversee a specific set of subjects (e.g., math, reading).
- Primarily I oversee specific tasks (e.g., instruction, discipline).
- A general administrative role (i.e., broad tasks delegated by my principal).
- Other

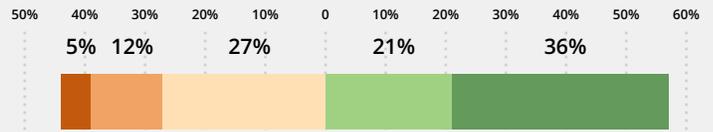


2. How often do you have the following?

- Not this Year
- Once or Twice a Semester
- About Once a Month
- Two or Three Times a Month
- Once a Week or More



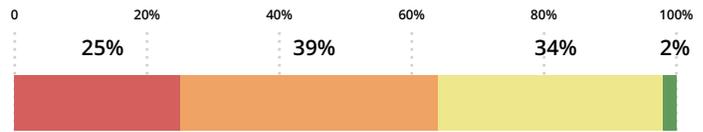
b. A formal, scheduled meeting with your principal that includes other members of the school's leadership team



3. On the average school day, how many times would you say you talk to or confer with your principal, either on a scheduled or unscheduled basis?

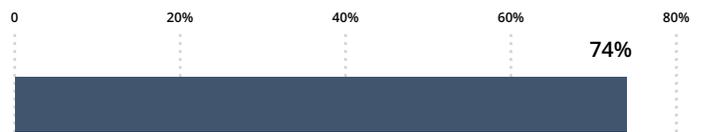
None Once or twice 3-5 6-10 11-20 More than 20

How many times a day do you talk to your principal?



4. Has your current principal encouraged you to become a principal in the future?

Yes



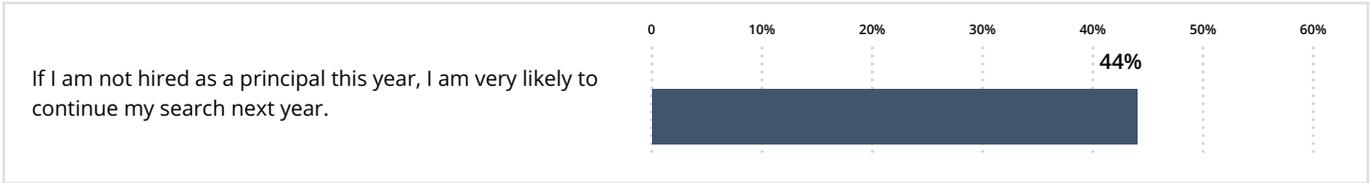
5. [Asked of APs who indicated that they are currently seeking a principal role] Which of the following are true about your current search for principal positions?

I am only pursuing positions in my current school district.



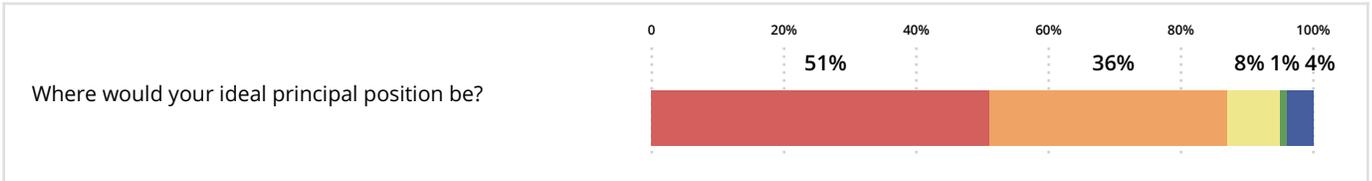
I am only pursuing positions in public schools.





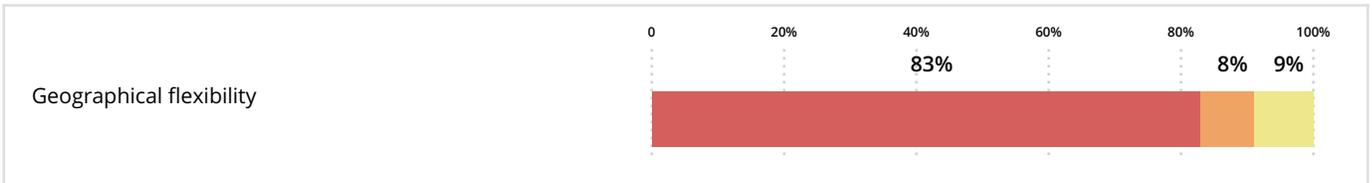
6. Where would your ideal principal position be?

■ In my school 
 ■ In a different school in my district 
 ■ In a different district in Tennessee 
 ■ Outside of Tennessee 
 ■ Other



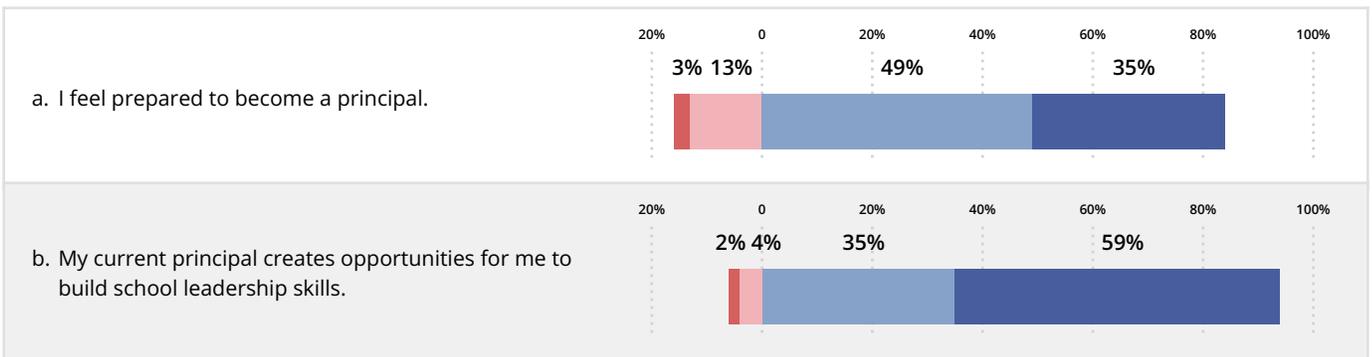
7. Which of the statements below best represent your geographical flexibility when considering your search for a principal position?

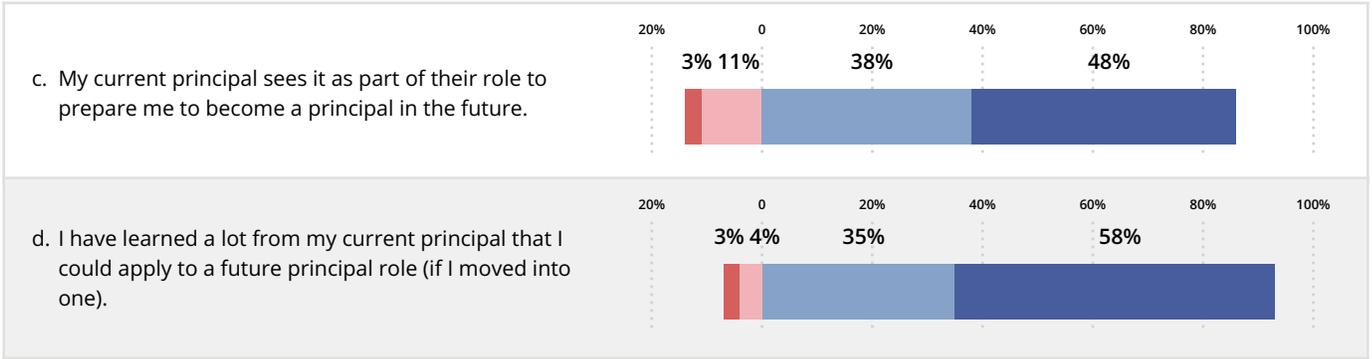
■ I am limiting my search to schools close to my current home (within 30 minutes). 
 ■ I am open to commuting up to two hours away. 
 ■ I am geographically flexible to find the job that fits me.



8. To what extent do you agree or disagree with each of the following?

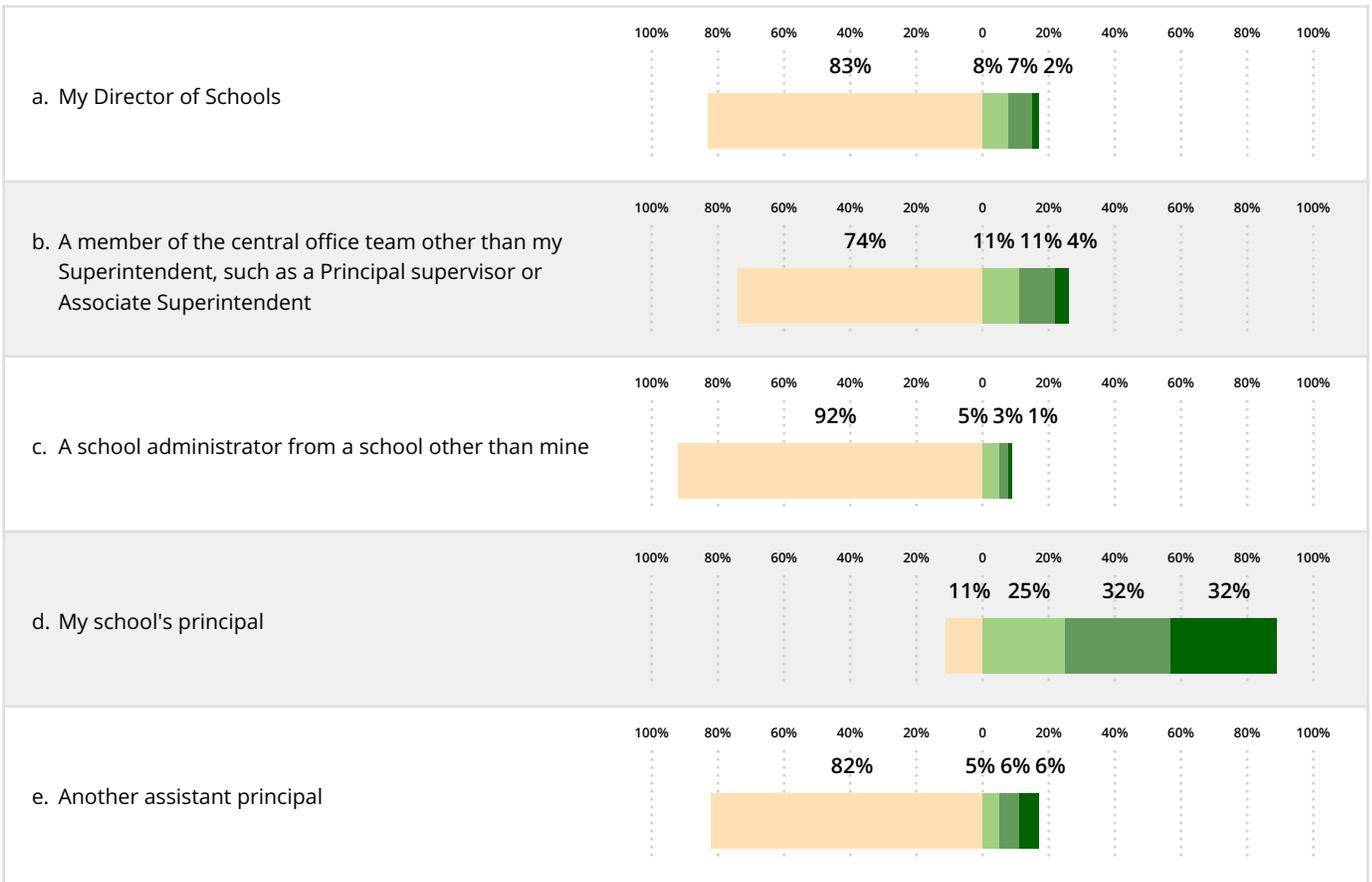
■ Strongly Disagree 
 ■ Disagree 
 ■ Agree 
 ■ Strongly Agree





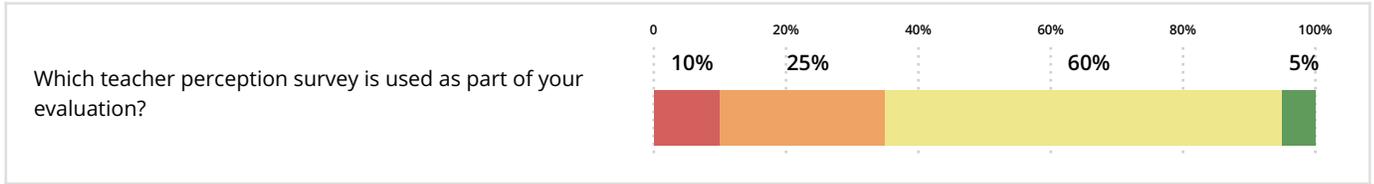
9. Please review the list below and indicate who has observed you so far during the 2021-22 school year as part of your evaluation process?

■ Has not observed you 
 ■ Observed you once 
 ■ Observed you two or three times 
 ■ Observed you more than three times

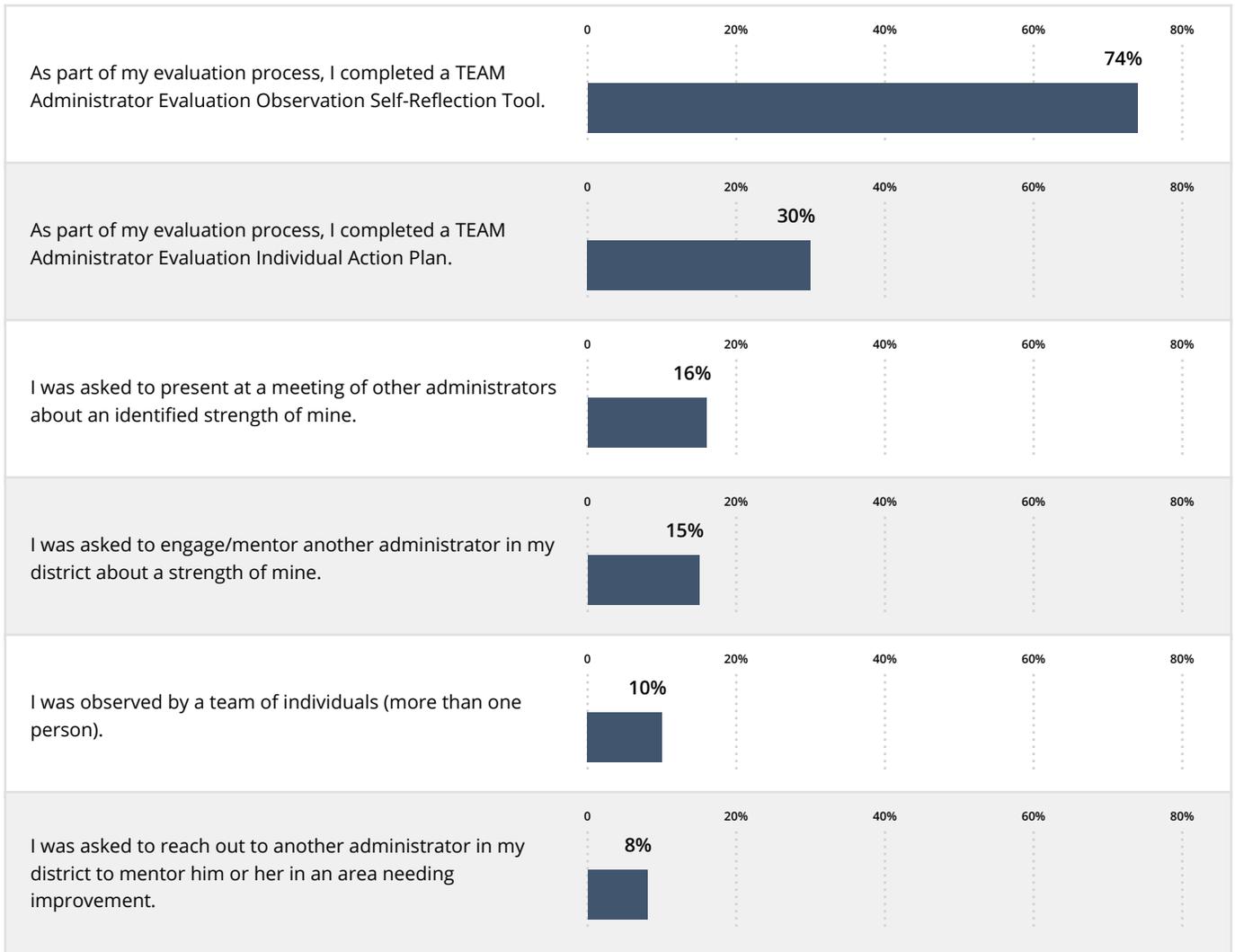


10. Which teacher perception survey is used as part of your evaluation?

■ The Teacher Preparation Survey ■ The Tennessee Educator Survey ■ I am not sure ■ Other

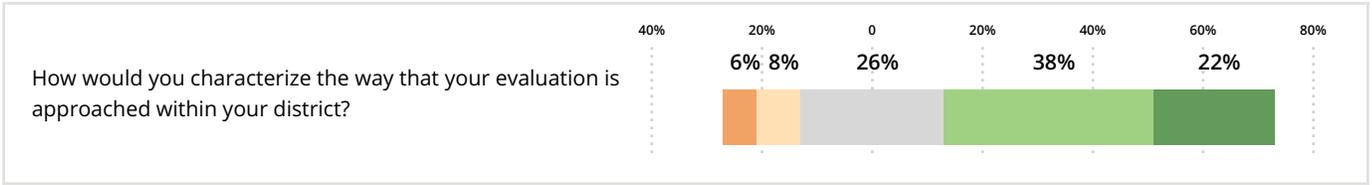


11. We are interested in the ways that the administrator evaluation process has been implemented in districts. Have any of the following occurred during your administrator evaluation process this year?



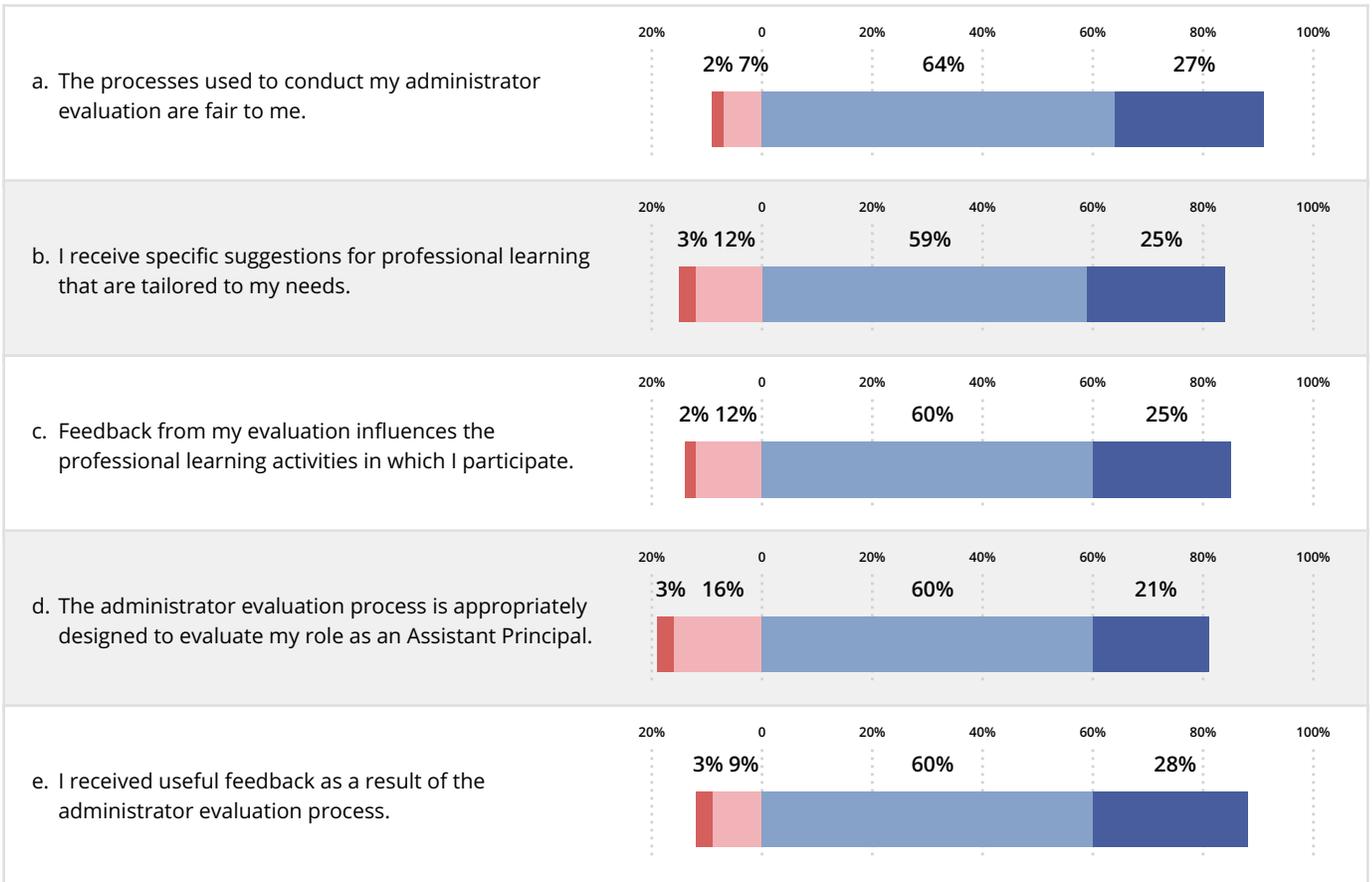
12. How would you characterize the way that your evaluation is approached within your district? Is it primarily an activity completed with compliance in mind, or is it approached as a genuine opportunity for reflection and improvement?

- Approached from a Compliance Perspective
 ■ More Compliance Than Improvement
 ■ Equally Compliance/Improvement
 ■ More Improvement Than Compliance
 ■ Approached as an Opportunity for Reflection/Improvement

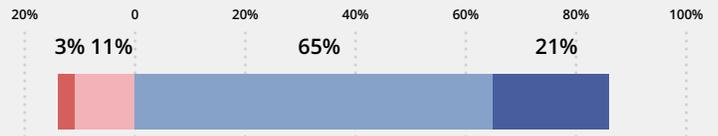


13. Please indicate the extent to which you agree or disagree with the following statements regarding the administrator evaluation process during this school year (2021-22).

- Strongly Disagree
 ■ Disagree
 ■ Agree
 ■ Strongly Agree



f. Overall, I am satisfied with Tennessee's administrator evaluation process.

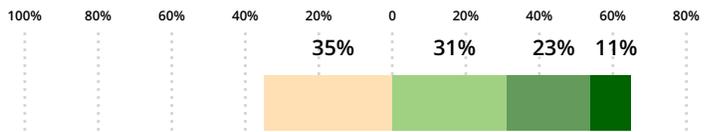


## Principals

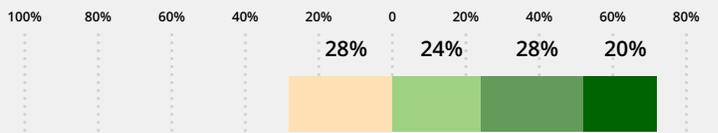
1. Please review the list below and indicate who has observed you so far during the 2021-22 school year as part of your evaluation process.

■ Has not observed you 
 ■ Observed you once 
 ■ Observed you two or three times 
 ■ Observed you more than three times

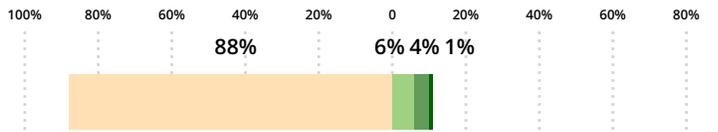
a. My Director of Schools



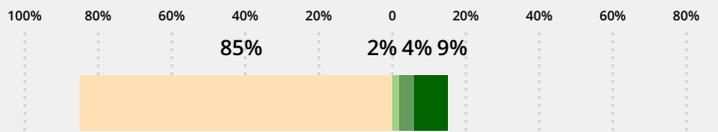
b. A member of the central office team other than my Superintendent, such as a Principal Supervisor or Associate Superintendent



c. A school administrator from a school other than mine



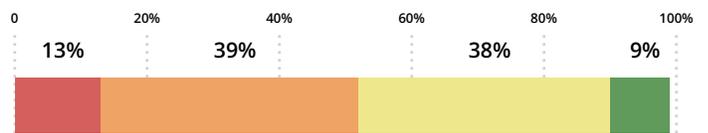
d. A school administrator from my school



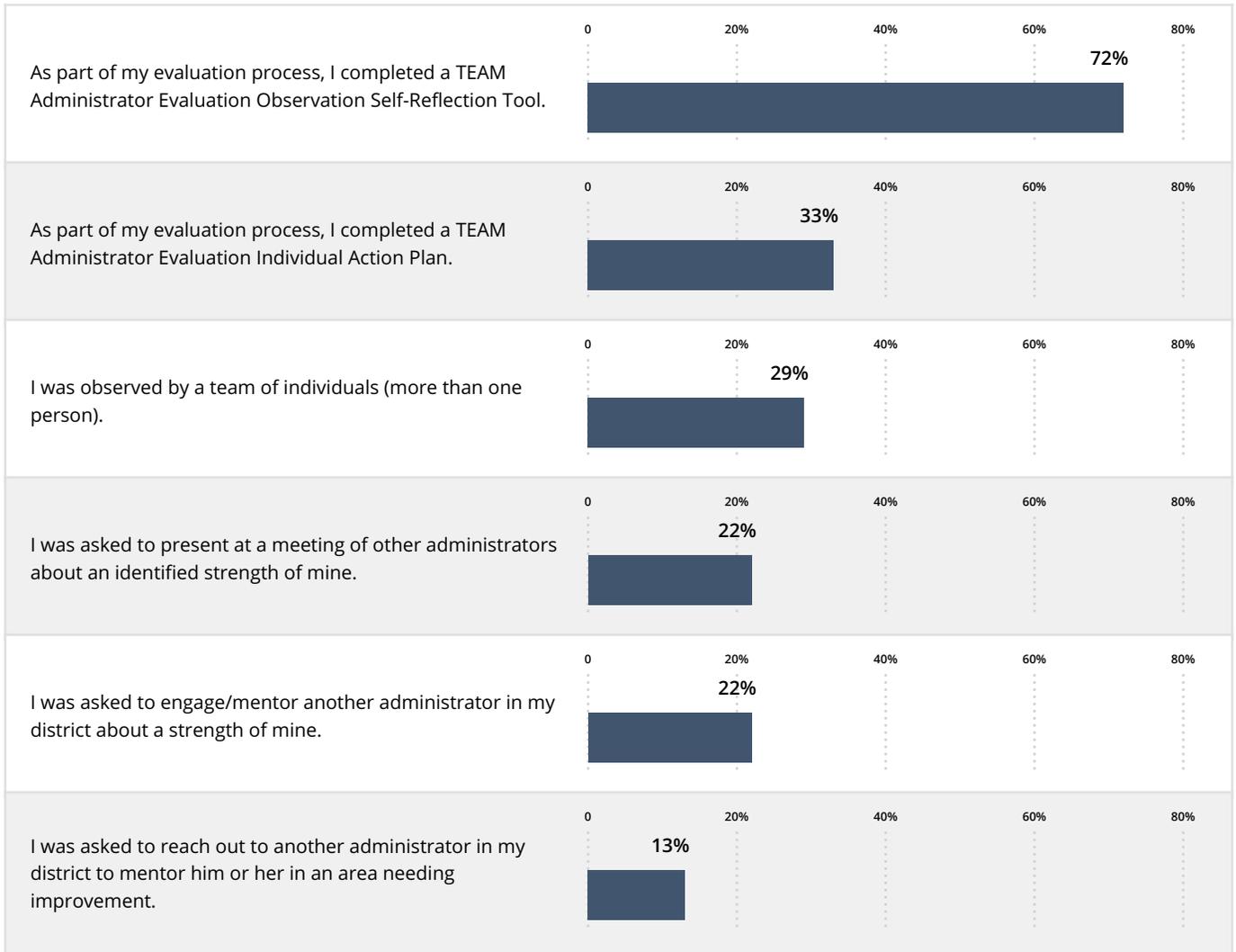
2. Which teacher perception survey is used as part of your evaluation?

■ The Teacher Perception Survey 
 ■ The Tennessee Educator Survey 
 ■ I am not sure 
 ■ Other

Which teacher perception survey is used as part of your evaluation?

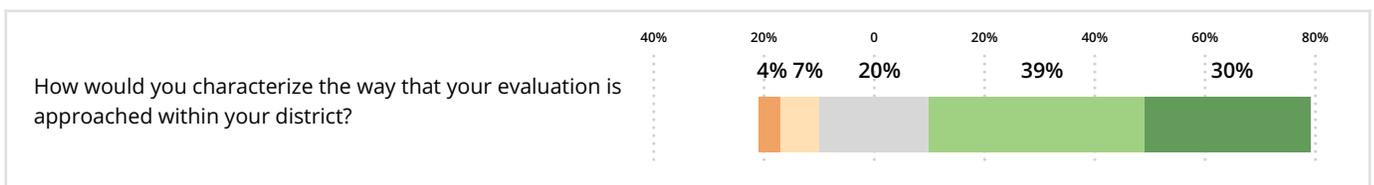


3. We are interested in the ways that the administrator evaluation process has been implemented in districts. Have any of the following occurred during your administrator evaluation process this year?



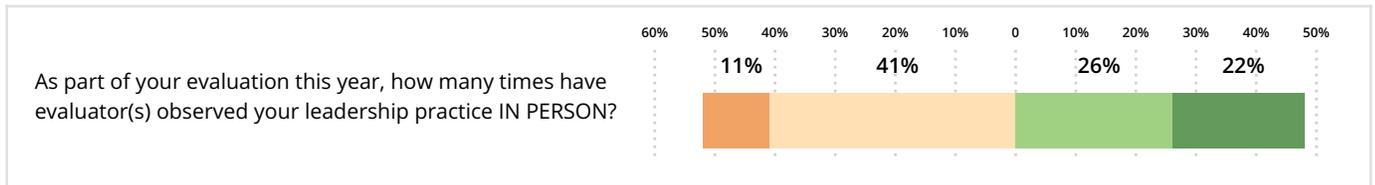
4. How would you characterize the way that your evaluation is approached within your district? Is it primarily an activity completed with compliance in mind, or is it approached as a genuine opportunity for reflection and improvement?

■ Approached from a Compliance Perspective 
 ■ More Compliance Than Improvement 
 ■ Equally Compliance/Improvement 
 ■ More Improvement Than Compliance 
 ■ Approached as an Opportunity for Reflection/Improvement



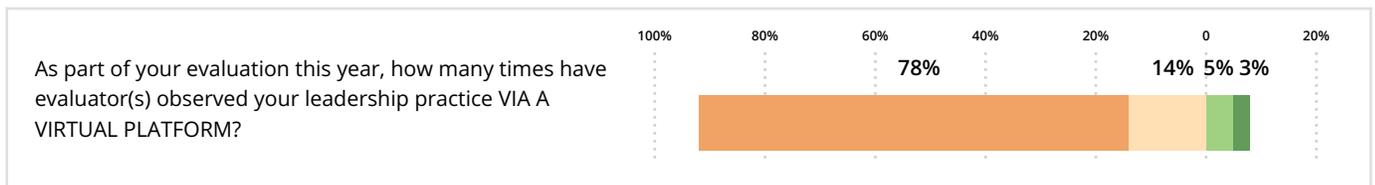
5. As part of your evaluation this year, how many times have evaluator(s) observed your leadership practice IN PERSON?

■ My leadership practice was not observed by an individual physically present. ■ 1-2 times ■ 3-4 times ■ 5 or more times



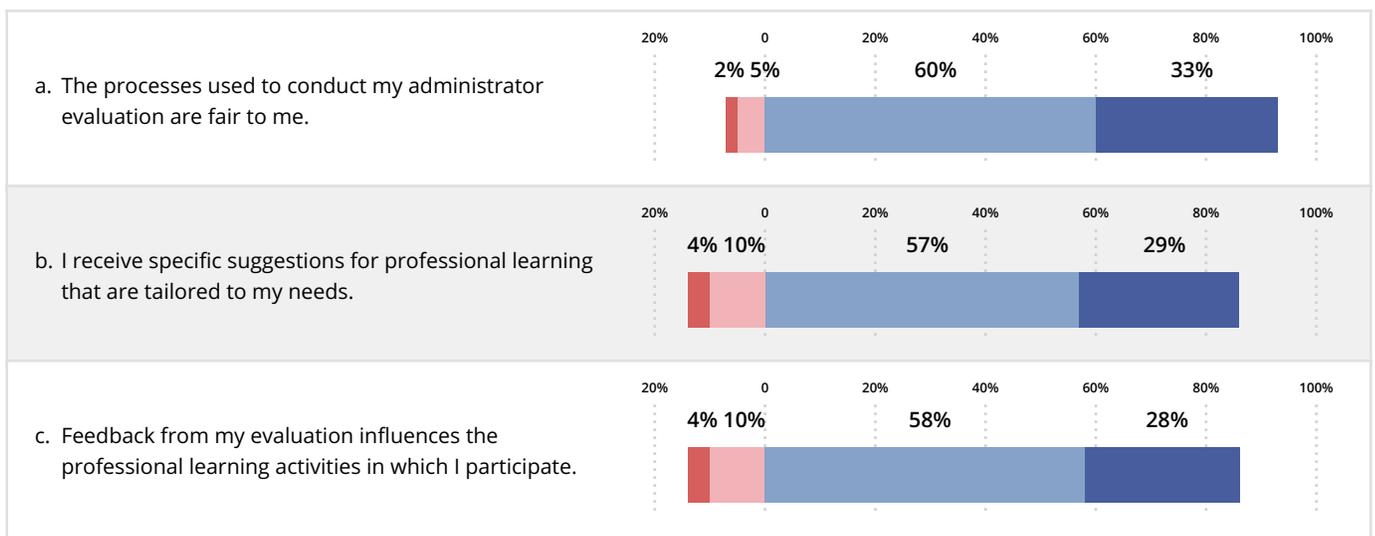
6. As part of your evaluation this year, how many times have evaluator(s) observed your leadership practice VIA A VIRTUAL PLATFORM?

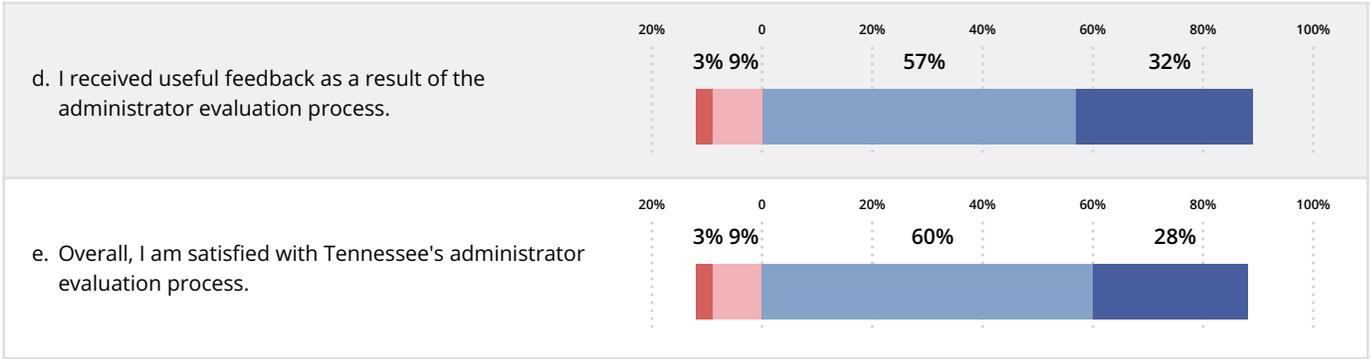
■ My leadership practice was not observed by an individual who was present virtually. ■ 1-2 times ■ 3-4 times ■ 5 or more times



7. Please indicate the extent to which you agree or disagree with the following statements regarding the administrator evaluation process during this school year (2021-22).

■ Strongly Disagree ■ Disagree ■ Agree ■ Strongly Agree





8. To what extent do you agree or disagree that the administrator evaluation process is appropriately designed to evaluate the assistant principal(s) in your school?

■ Strongly Disagree 
 ■ Disagree 
 ■ Agree 
 ■ Strongly Agree 
 ■ I do not have any assistant principals in my school.

