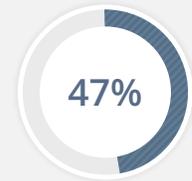




2023 Tennessee Educator Survey

Statewide Results for Main Survey

Showing All Administrator Participants



Participation Rate

About This Survey

The 2023 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.

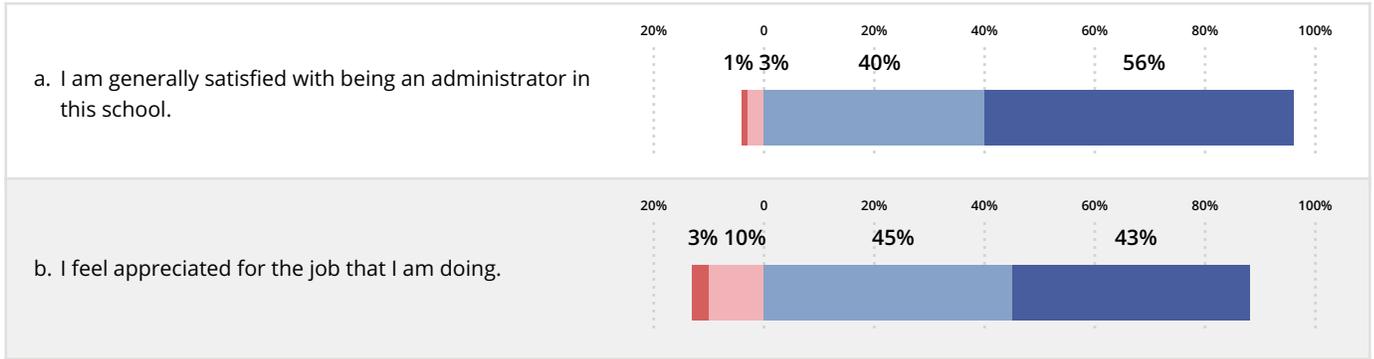
Participation Rate

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

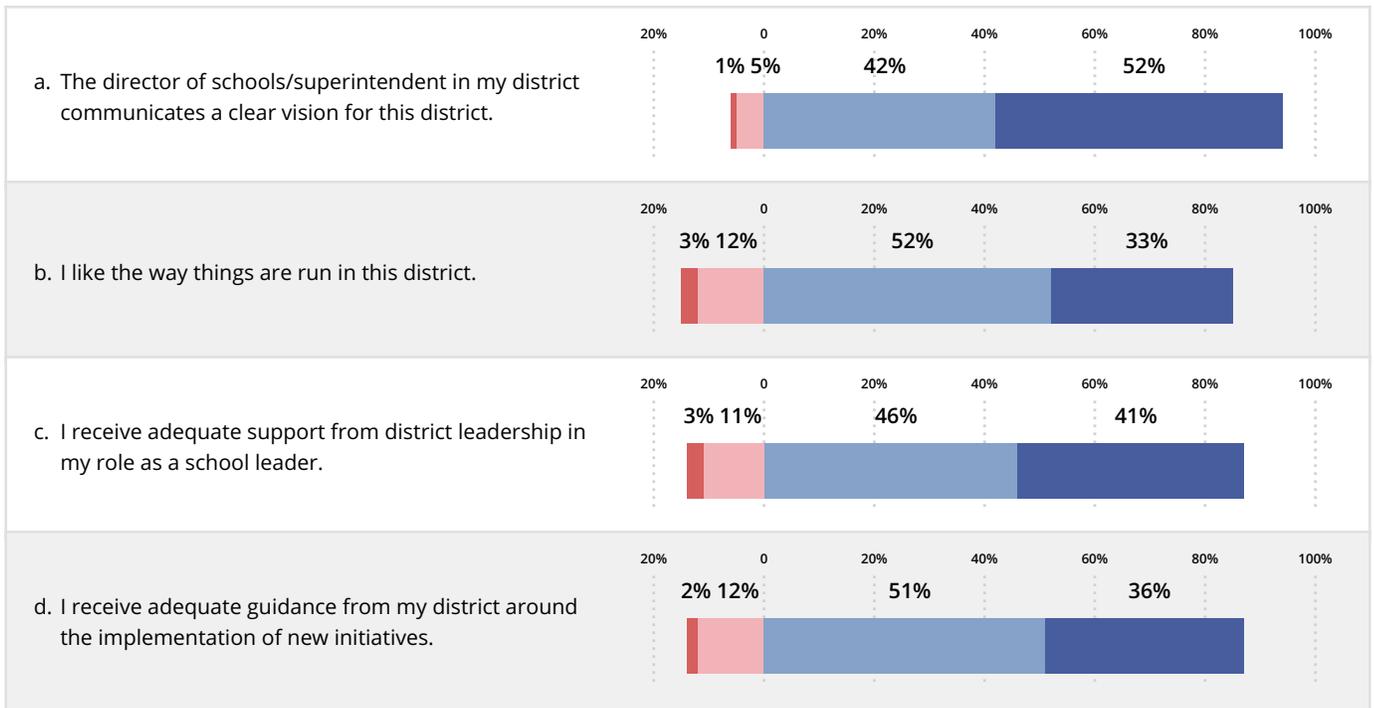
1. Please indicate the extent to which you agree or disagree with the following statements about your school.

Strongly Disagree Disagree Agree Strongly Agree



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

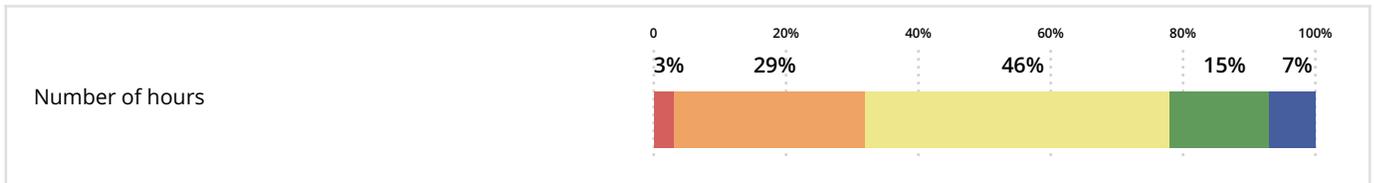
Strongly Disagree Disagree Agree Strongly Agree



Roles and Responsibilities

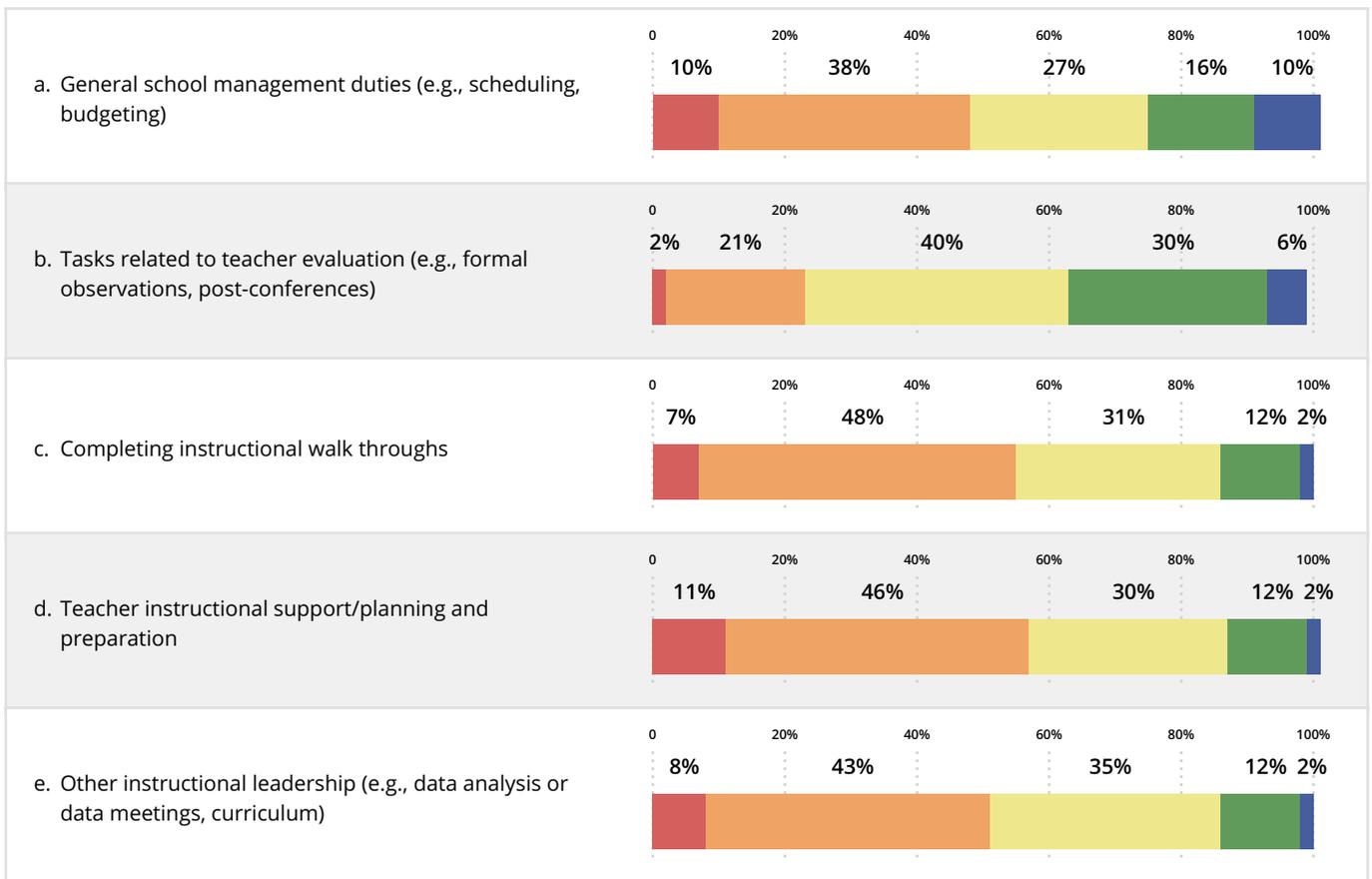
- Including hours spent during the school day, before and after school, and on the weekends, how many hours do you spend on ALL school-related activities during a typical WEEK at this school? [Answer must be between 0 and 100, inclusive]

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



- 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 (2022-23), how often do you engage in each of the following practices?

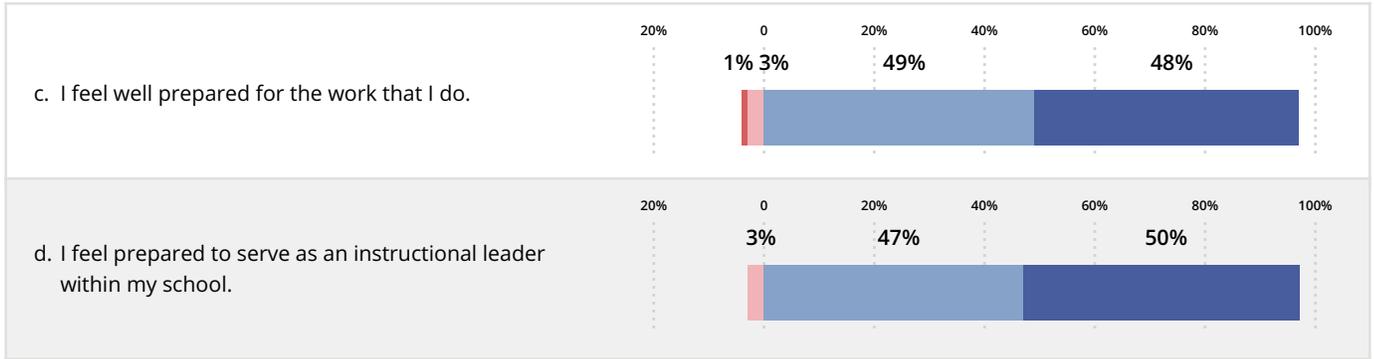
■ Almost Never
 ■ About Once per Semester
 ■ About Once per Month
 ■ Several Times per Month
 ■ Not Applicable



Resources, Support

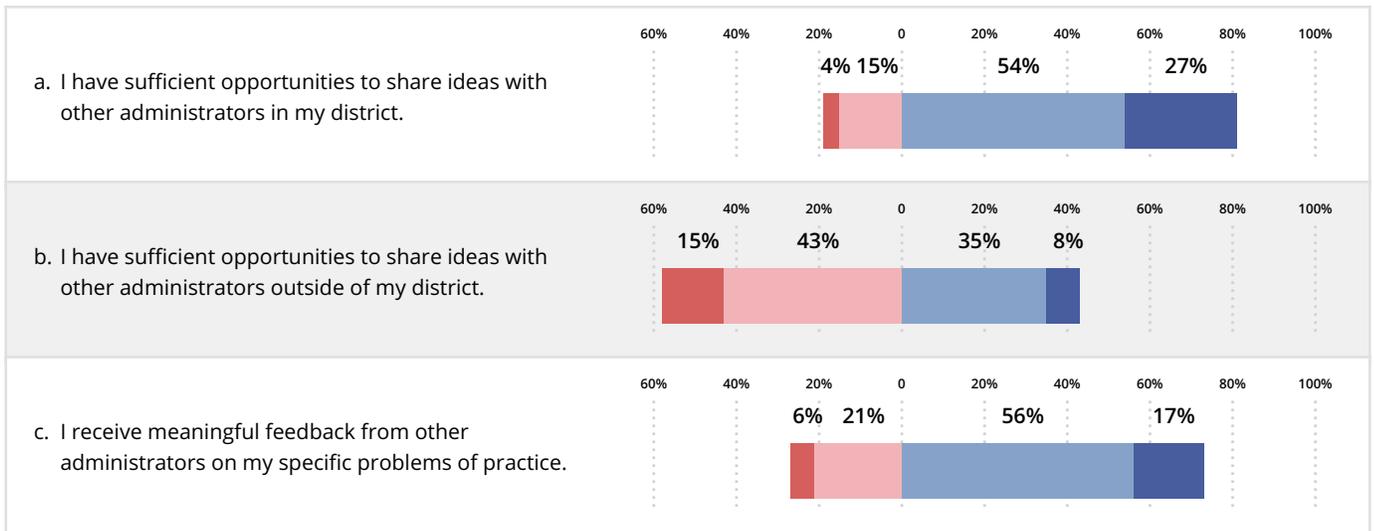
1. Please indicate the extent to which you agree or disagree with the following statements about your school.

■ Strongly Disagree ■ Disagree ■ Agree ■ Strongly Agree



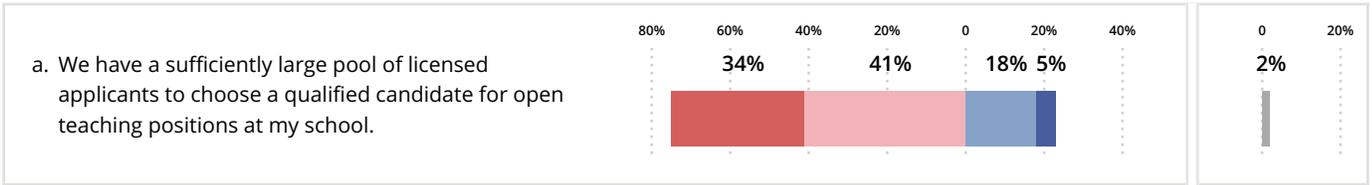
2. Please indicate the extent to which you agree or disagree with each of the following statements regarding communities of practice.

■ Strongly Disagree ■ Disagree ■ Agree ■ Strongly Agree



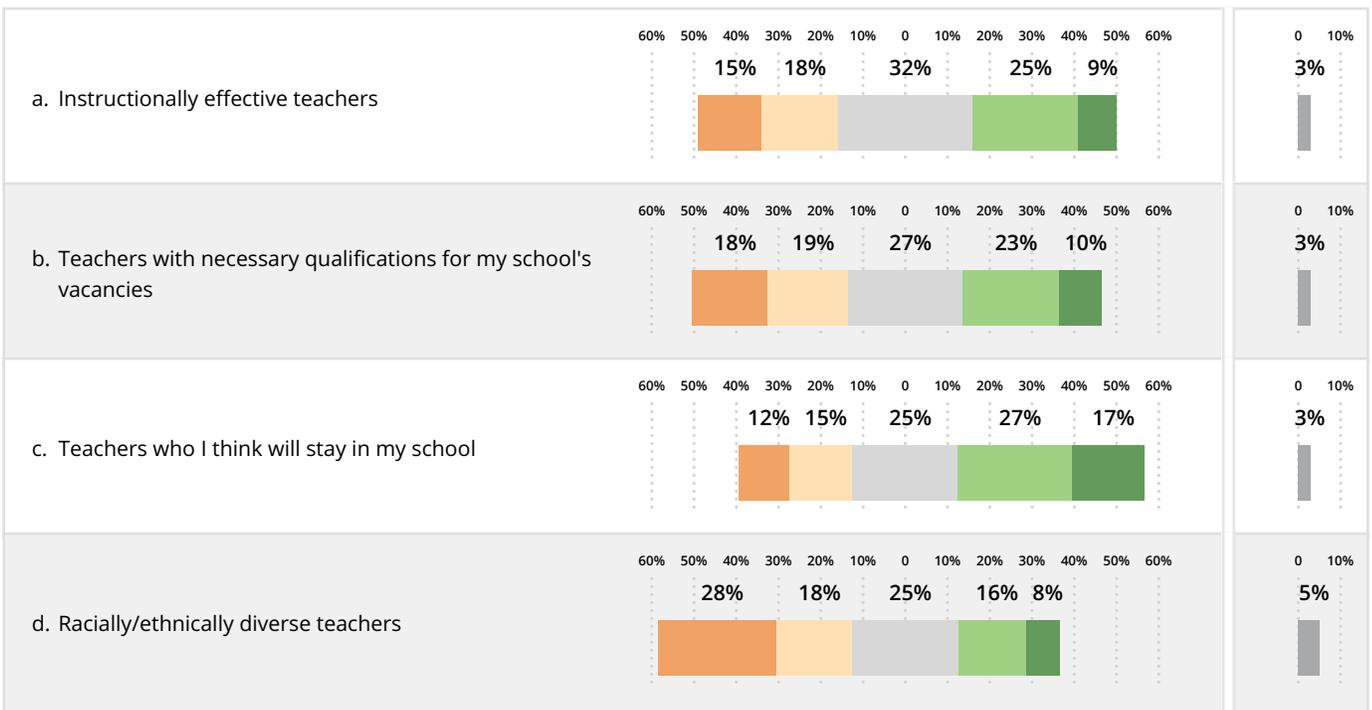
3. Please indicate the extent to which you agree or disagree with the following statement regarding your teacher candidate pool.

Strongly Disagree Disagree Agree Strongly Agree I Don't Know



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

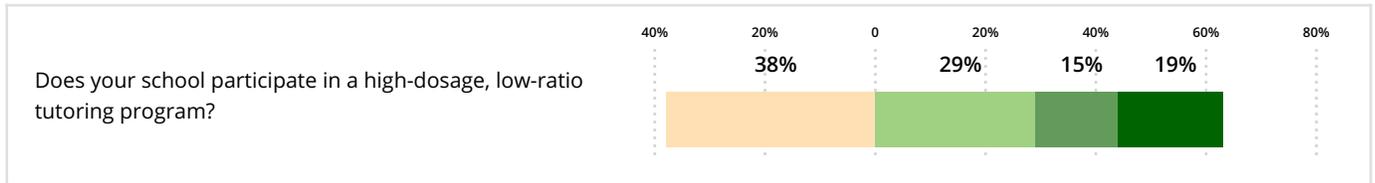
Not Challenging At All Somewhat Challenging Challenging Very Challenging Extremely Challenging N/A



Tutoring

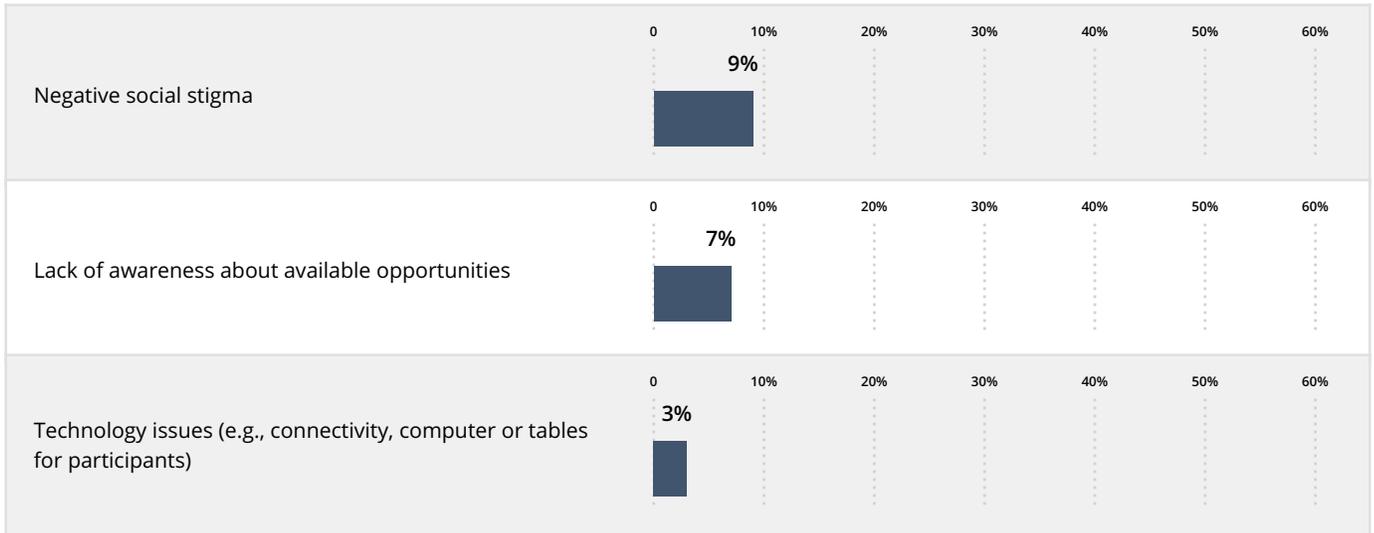
1. Does your school participate in a high-dosage, low-ratio tutoring program?

- No
- Yes, my school participates in TN ALL Corps, through the Tennessee Department of Education
- Yes, my school participates in a high-dosage, low-ratio tutoring program other than TN ALL CORPS
- Yes, my school participates in a high-dosage, low-ratio tutoring program but I'm unsure if it is through TN ALL Corps.

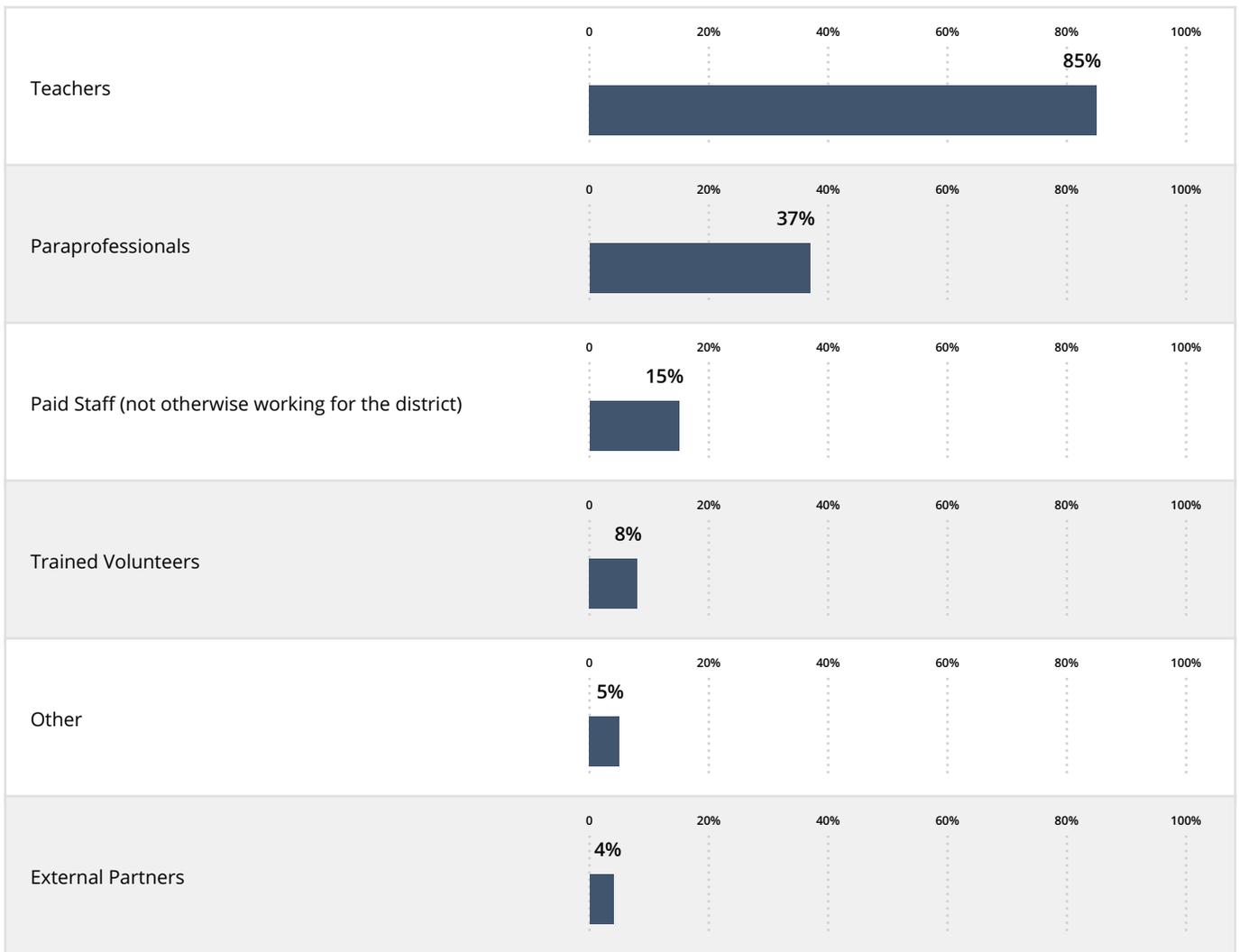


2. What are any barriers to implementing high-dosage, low-ratio tutoring program within your district this school year?

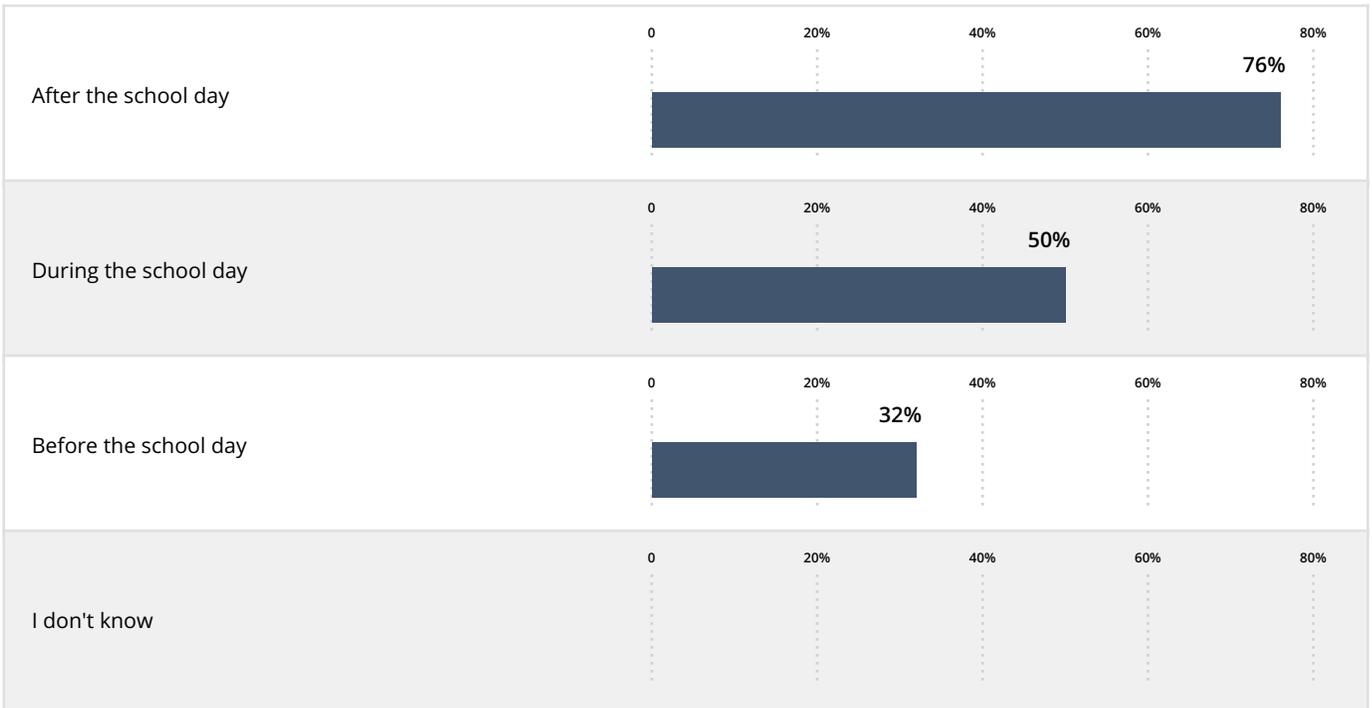




3. Who provides high-dosage, low-ratio tutoring for students in your school?

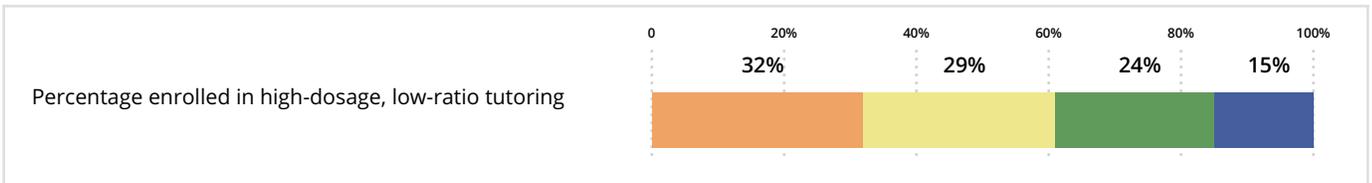


4. Which of the options below represents when students who are tutored receive this service?

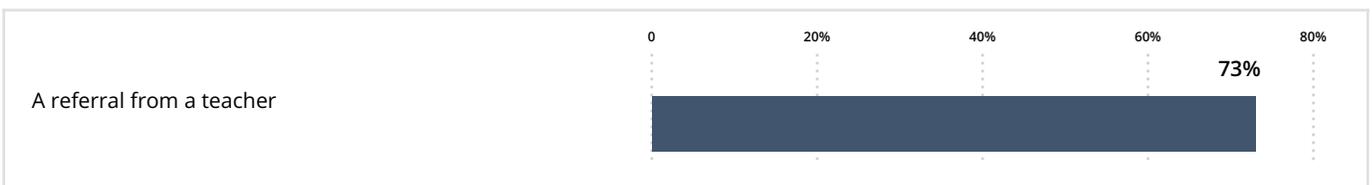


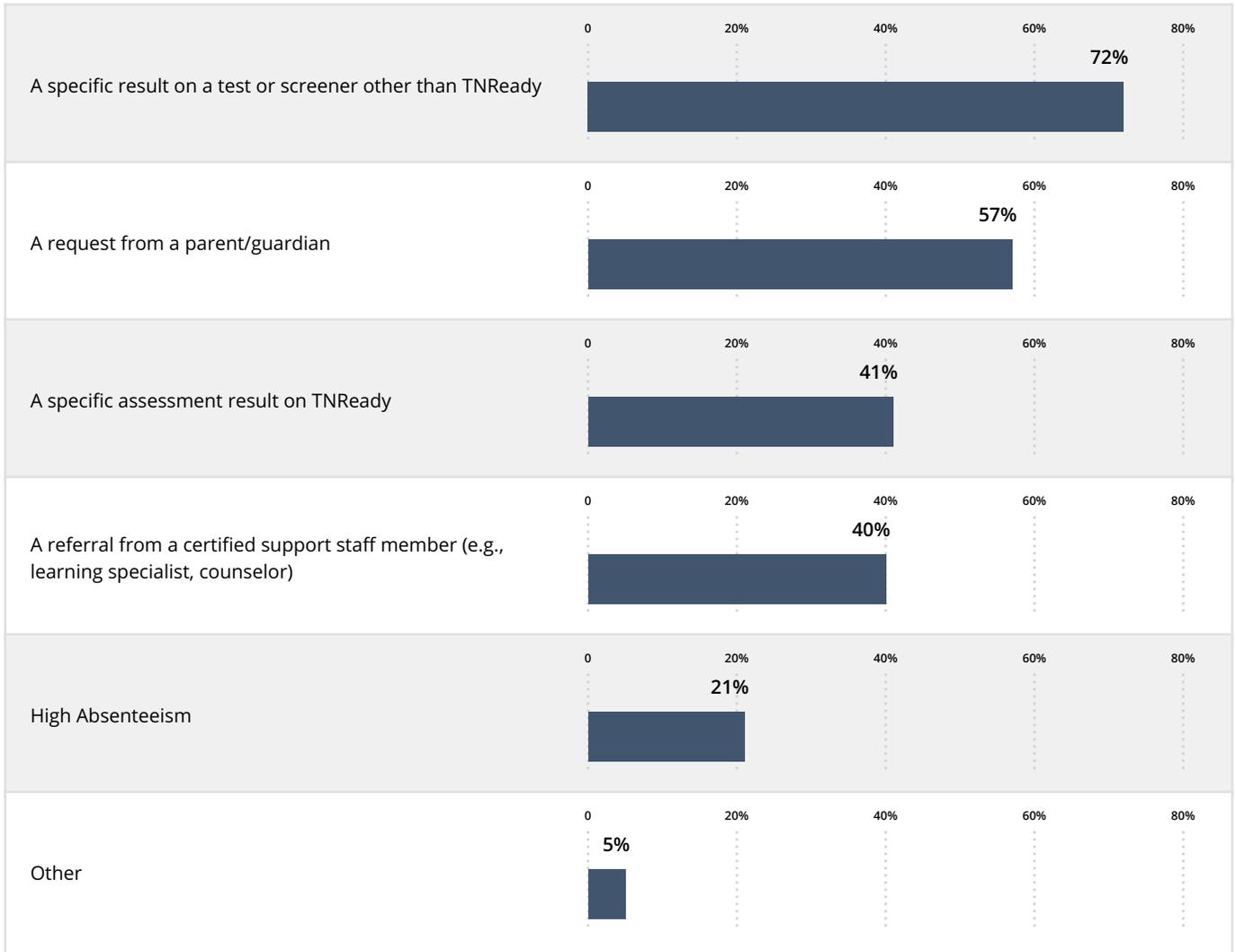
5. Approximately what percentage of your student body has been enrolled in high-dosage, low-ratio tutoring at some point during this school year?

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



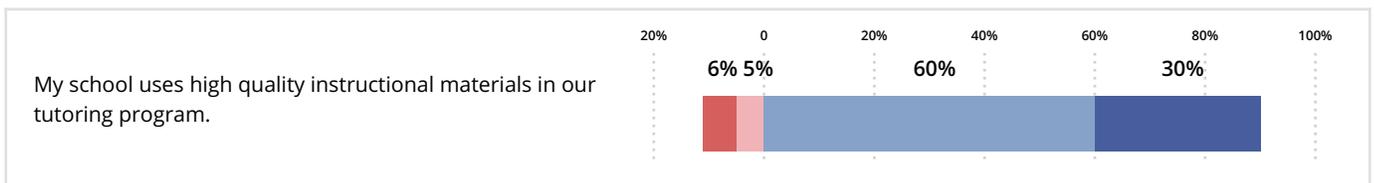
6. What criteria are used to enroll students in high-dosage, low-ratio tutoring?



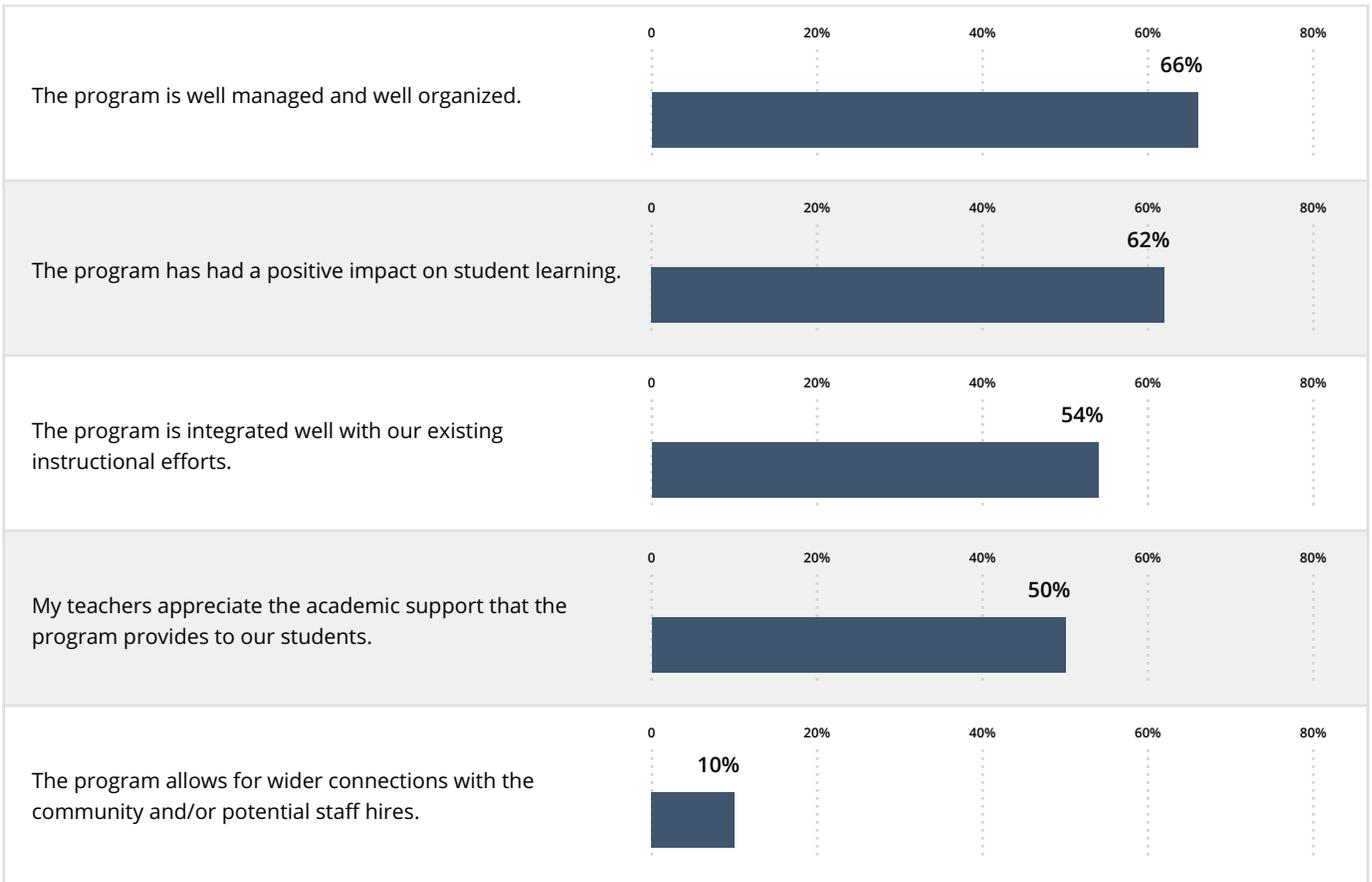


7. Please indicate the extent to which you agree or disagree that your school uses high quality instructional materials to support learning acceleration within your high-dosage, low-ratio tutoring program.

■ Strongly Disagree
 ■ Disagree
 ■ Agree
 ■ Strongly Agree



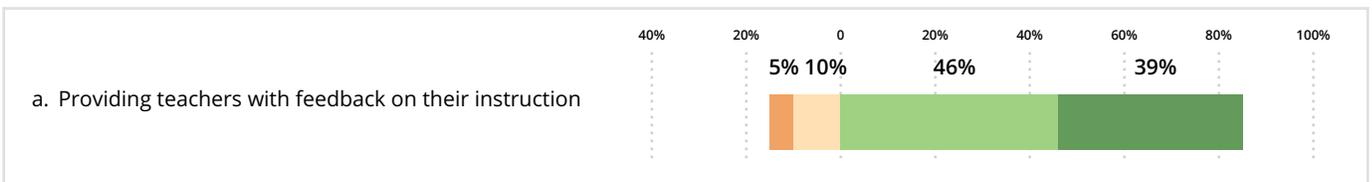
8. What about your high-dosage, low-ratio tutoring program has gone well this year?

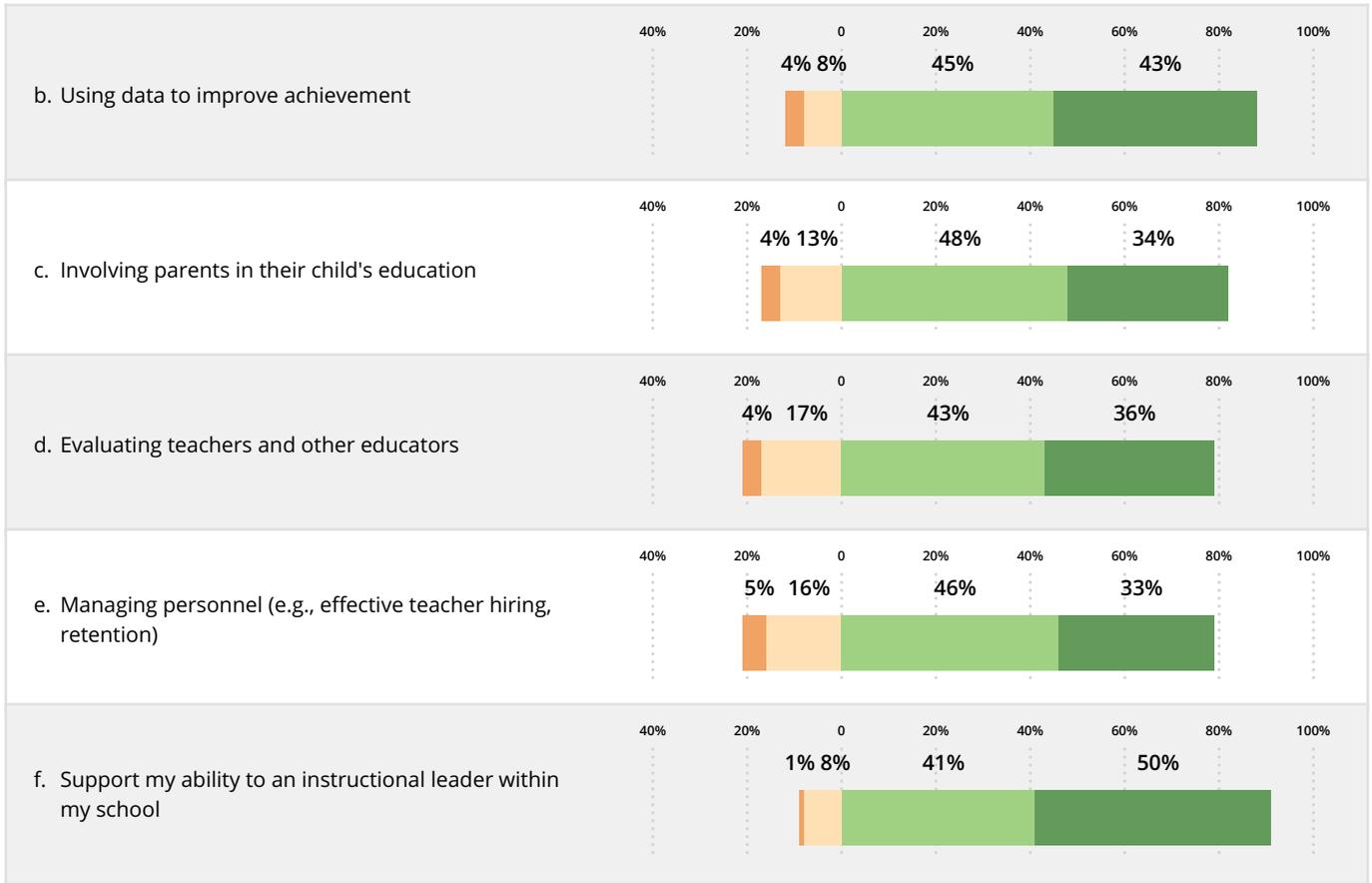


Early Career

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

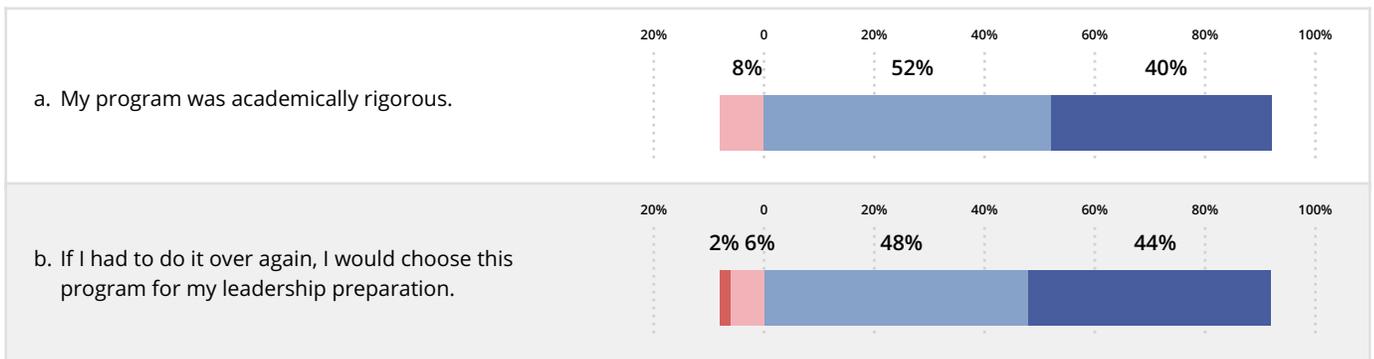
■ Not at all Prepared
 ■ Somewhat Unprepared
 ■ Somewhat Prepared
 ■ Well Prepared



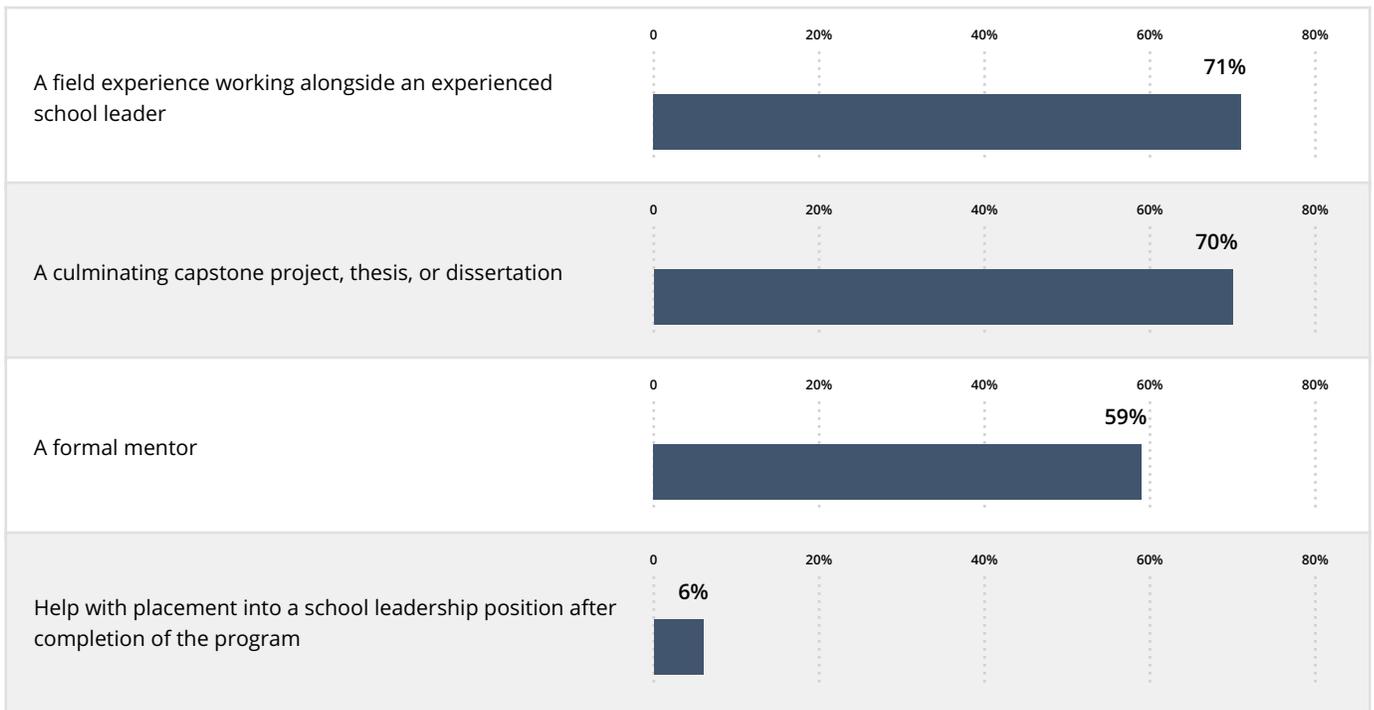


2. To what extent do you agree or disagree with each of the following statements about your college/university leadership program?

■ Strongly Disagree
 ■ Disagree
 ■ Agree
 ■ Strongly Agree

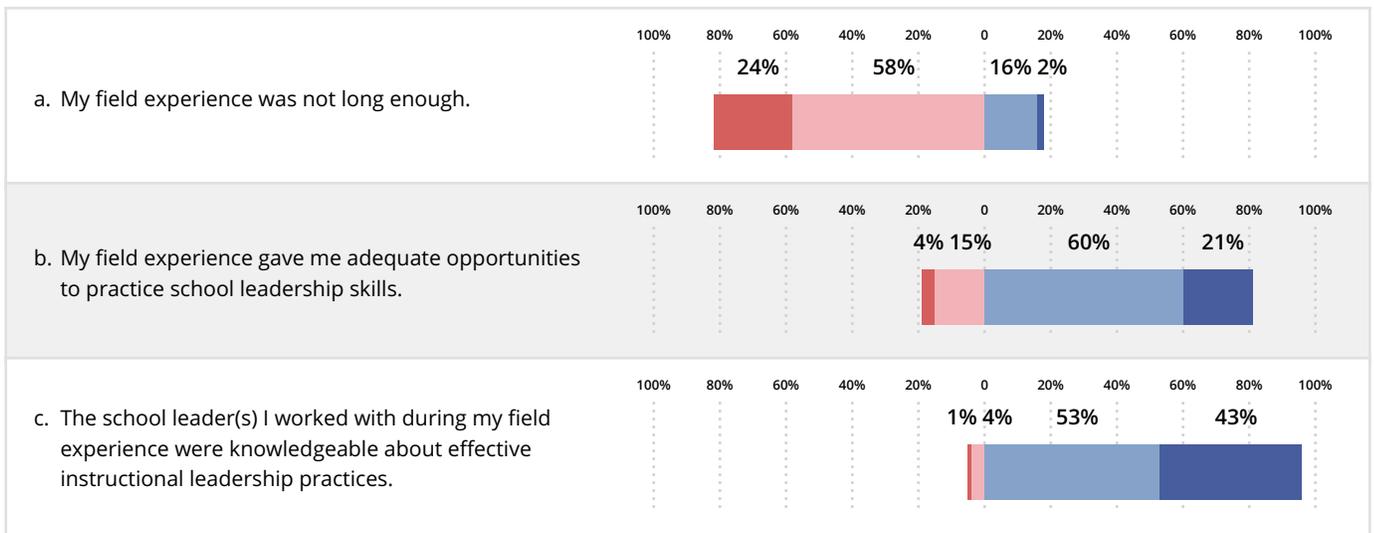


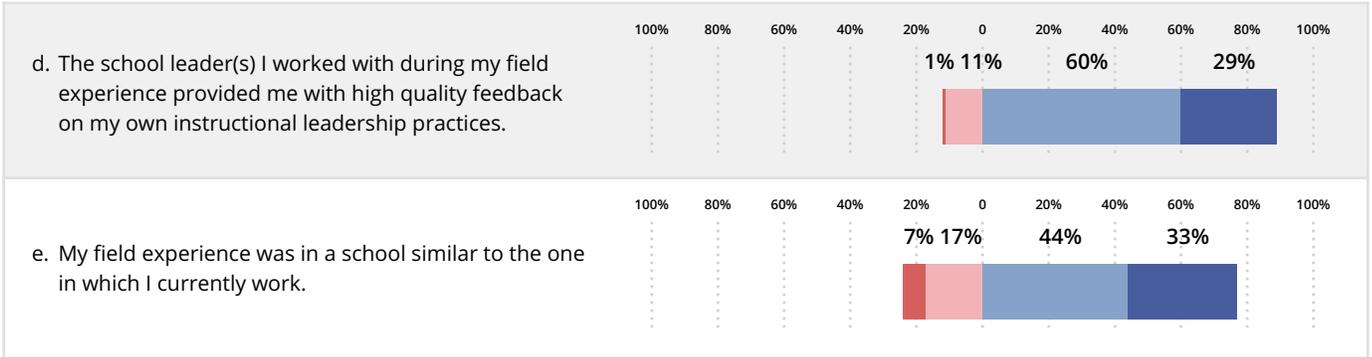
3. Did your college/university leadership preparation program include any of the following?



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

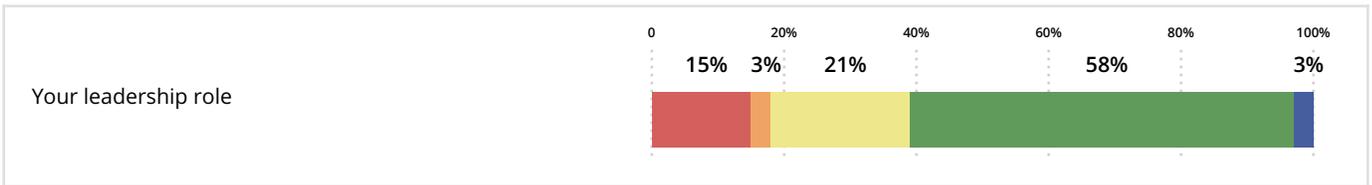




Assistant Principal

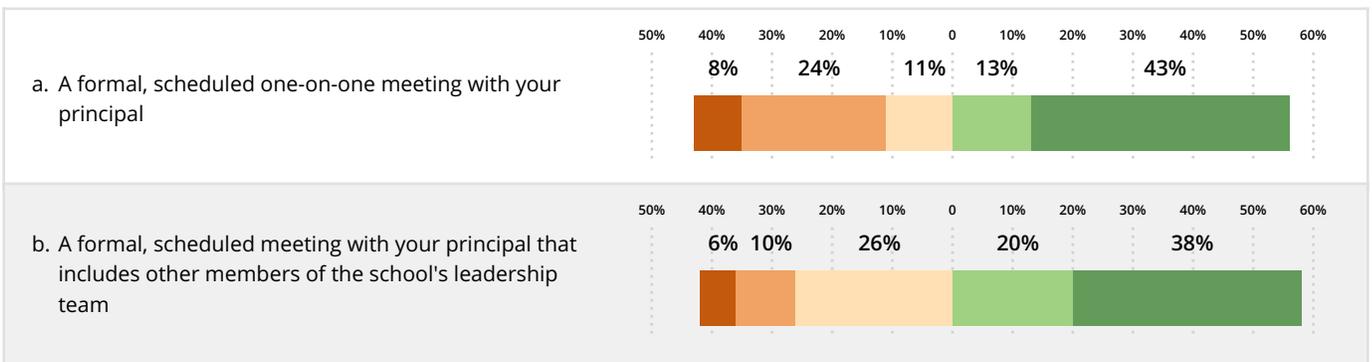
1. Which of the following BEST describes the leadership role you play in your school?

- 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



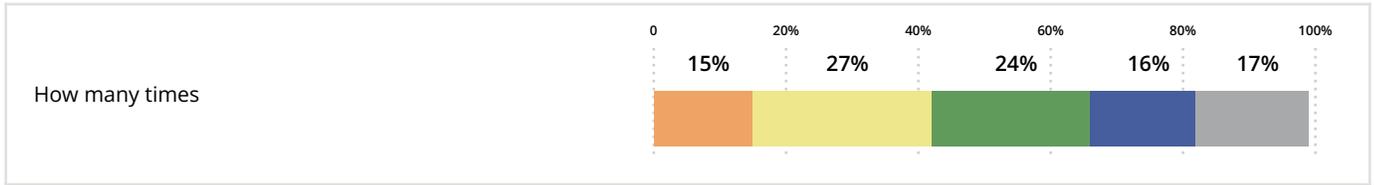
2. How often do you have the following?

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

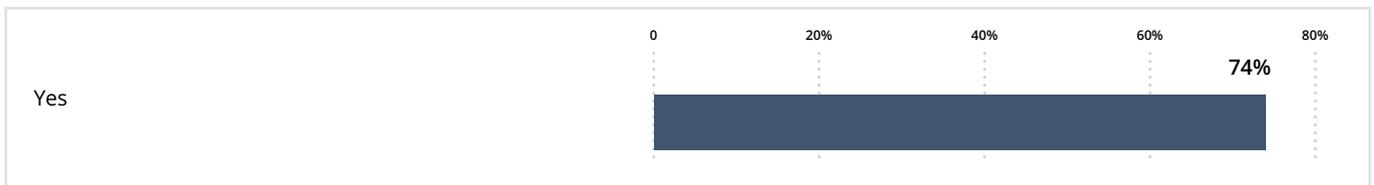


3. On the average school day, how many times would you say you talk to or confer with your principal, either on a scheduled or unscheduled basis?

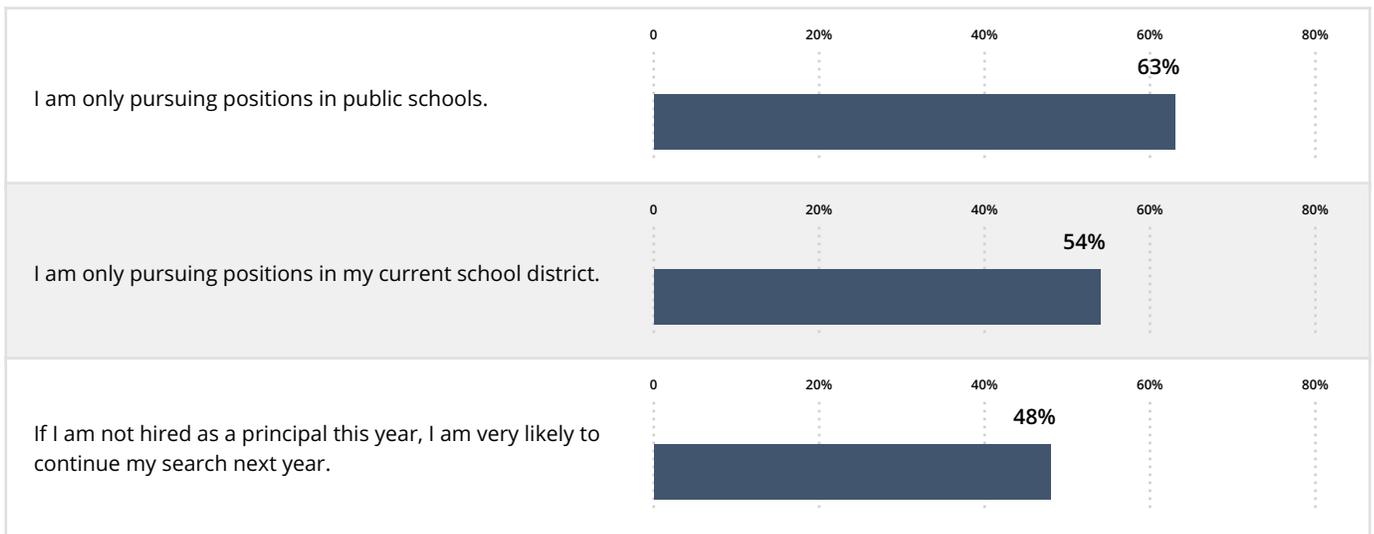
None Once or Twice Three to Five Times Six to Ten Times Eleven to Twenty Times More than 20 Times



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

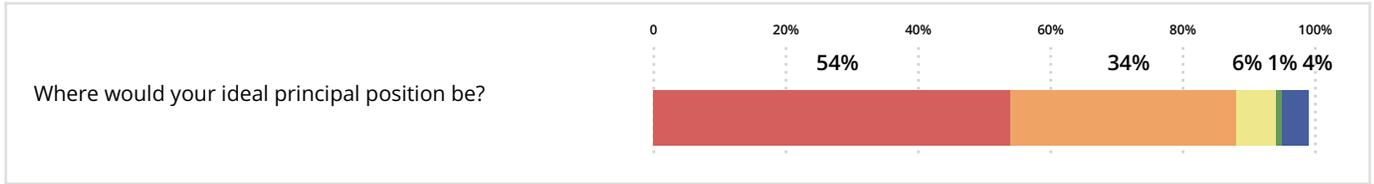


5. Which of the following are true about your current search for principal positions?



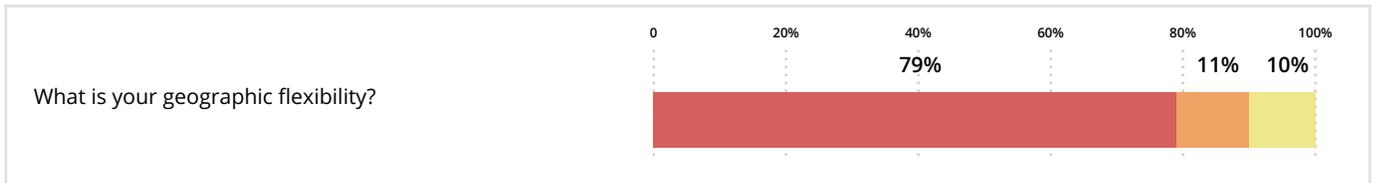
6. Where would your ideal principal position be?

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



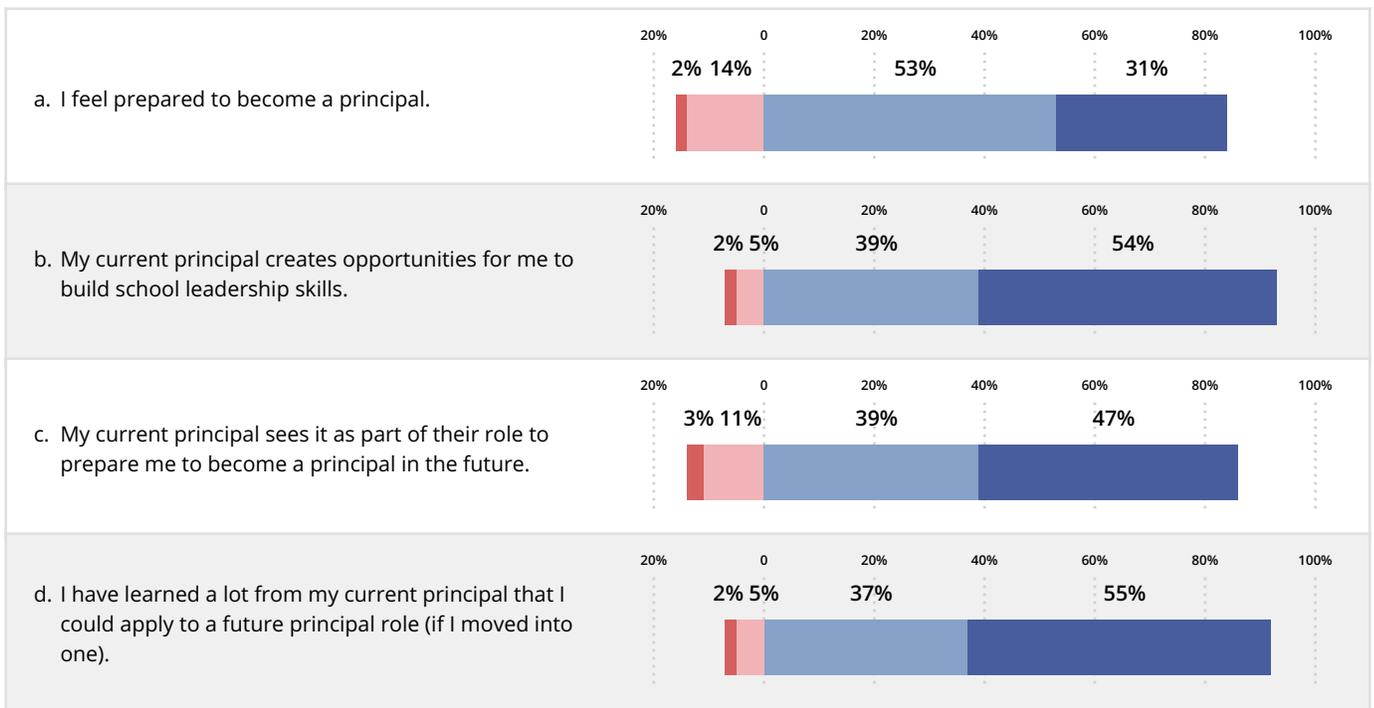
7. Which of the statements below best represent your geographical flexibility when considering your search for a principal position?

■ 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.



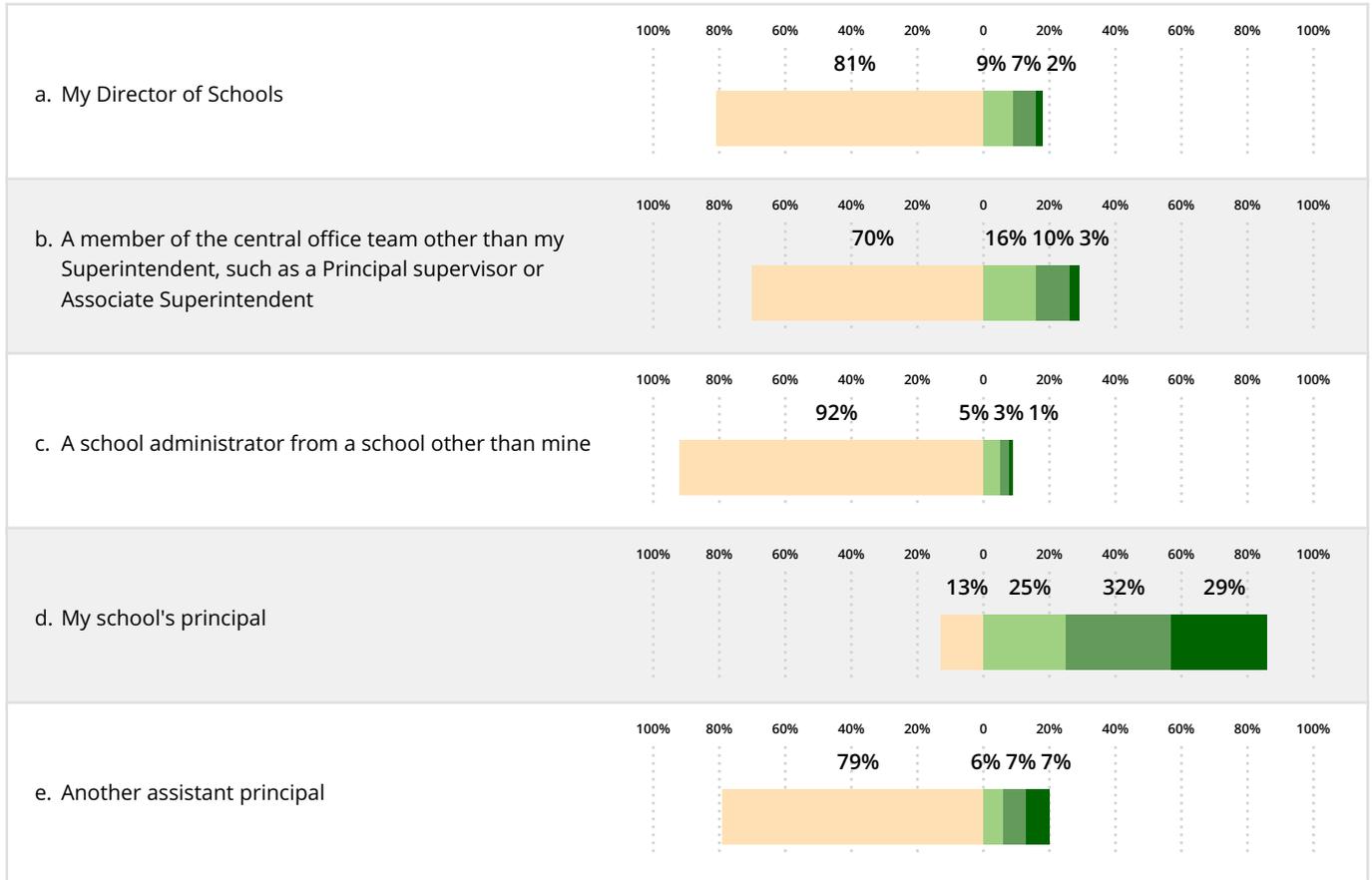
8. To what extent do you agree or disagree with each of the following?

■ Strongly Disagree ■ Disagree ■ Agree ■ Strongly Agree



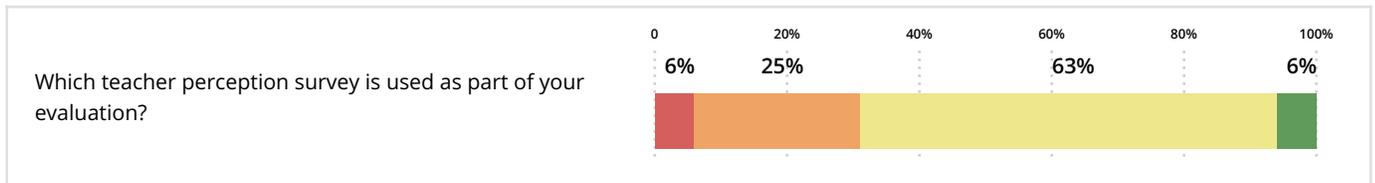
9. Please review the list below and indicate who has observed you so far during the 2022-23 school year as part of your evaluation process.

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

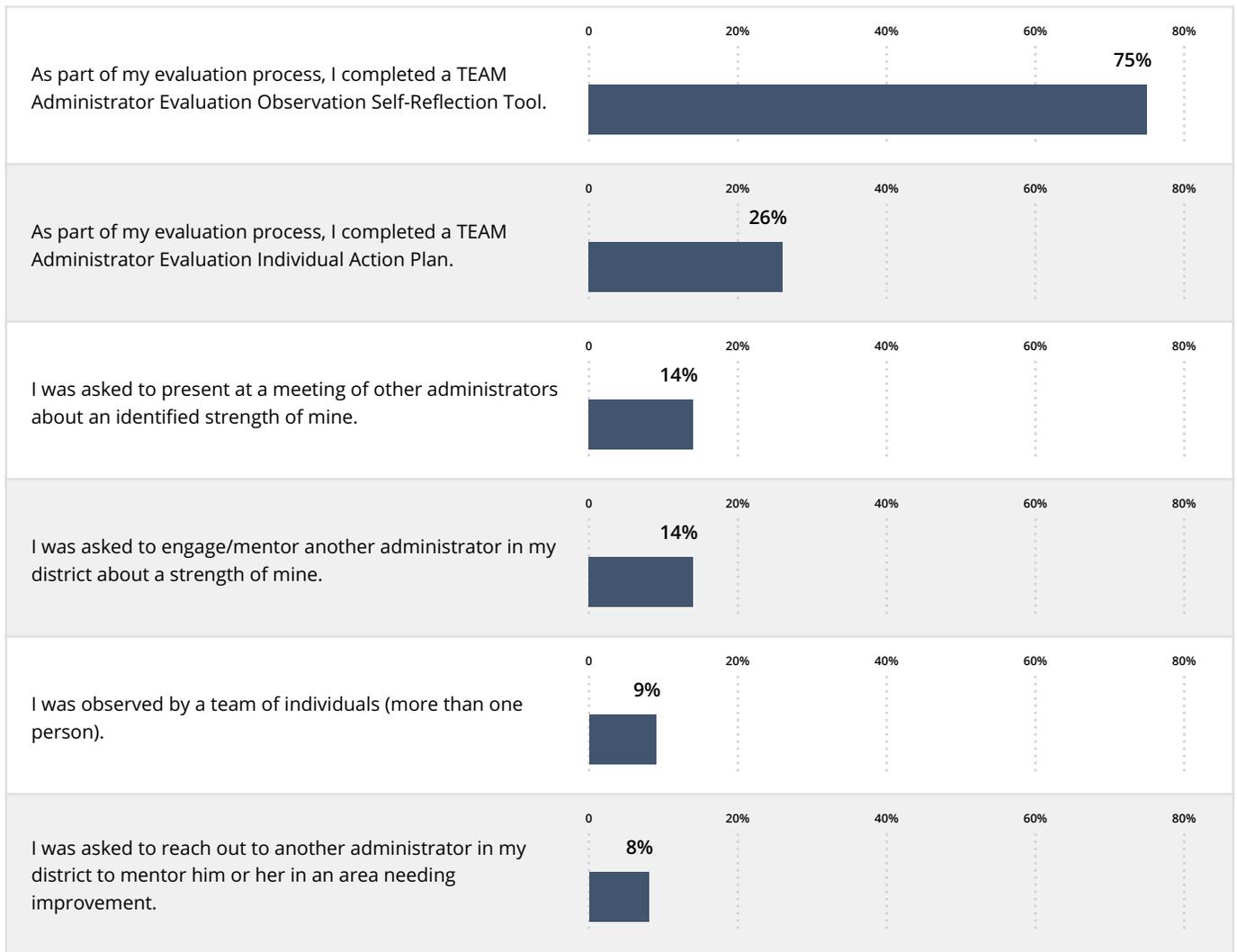


10. Which teacher perception survey is used as part of your evaluation?

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

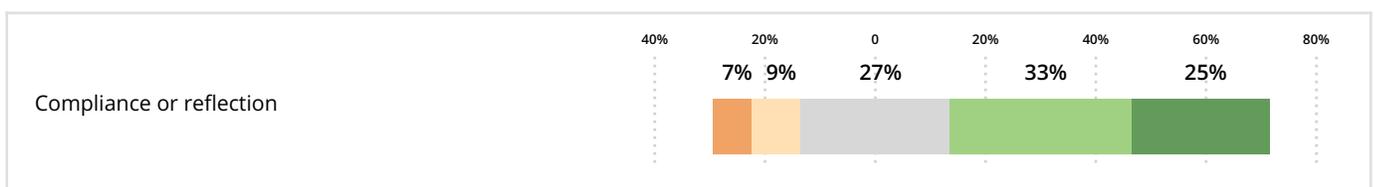


11. We are interested in the ways that the administrator evaluation process has been implemented in districts. Have any of the following occurred during your administrator evaluation process this year?



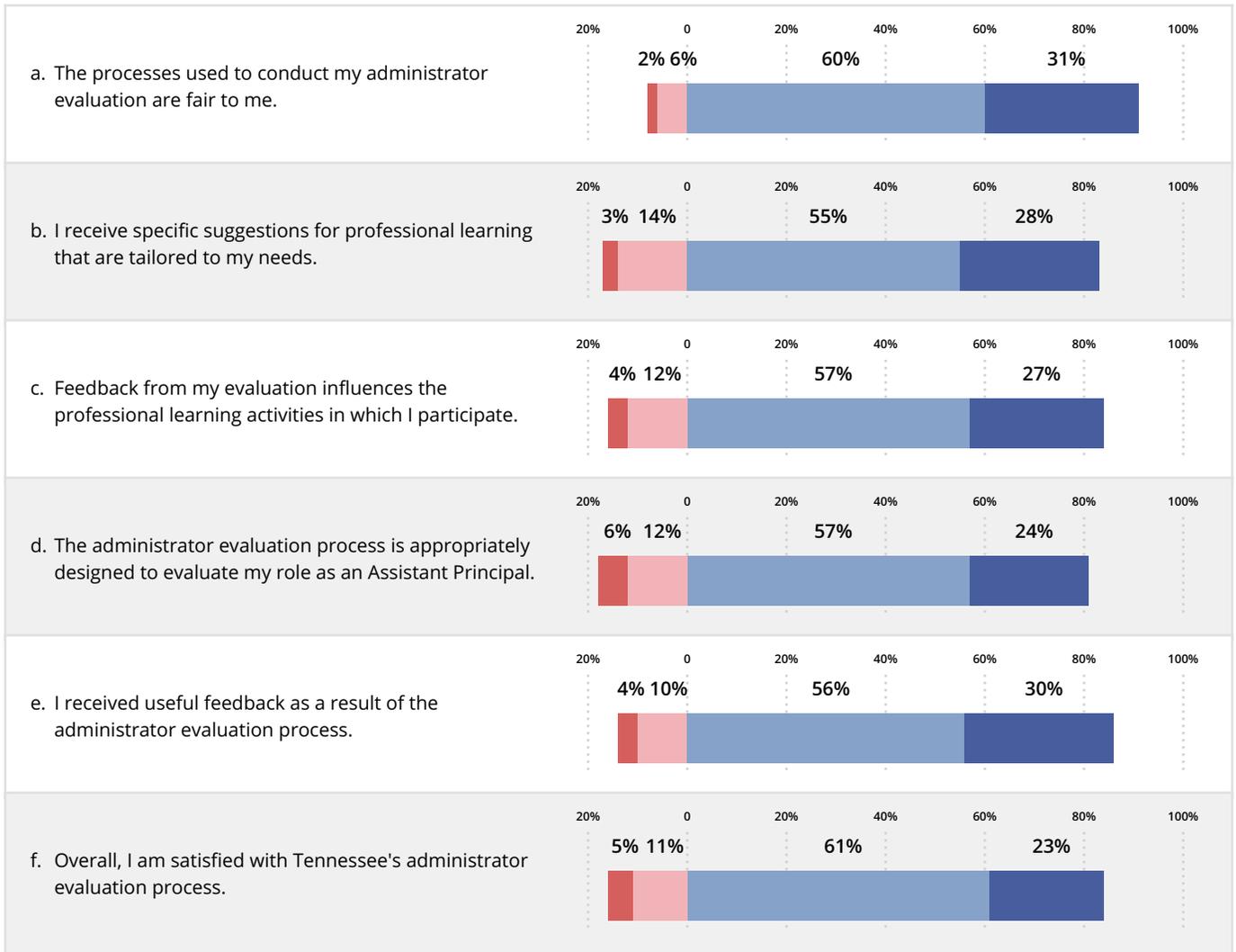
12. How would you characterize the way that your evaluation is approached within your district? Is it primarily an activity completed with compliance in mind, or is it approached as a genuine opportunity for reflection and improvement?

■ 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 (2022-23).

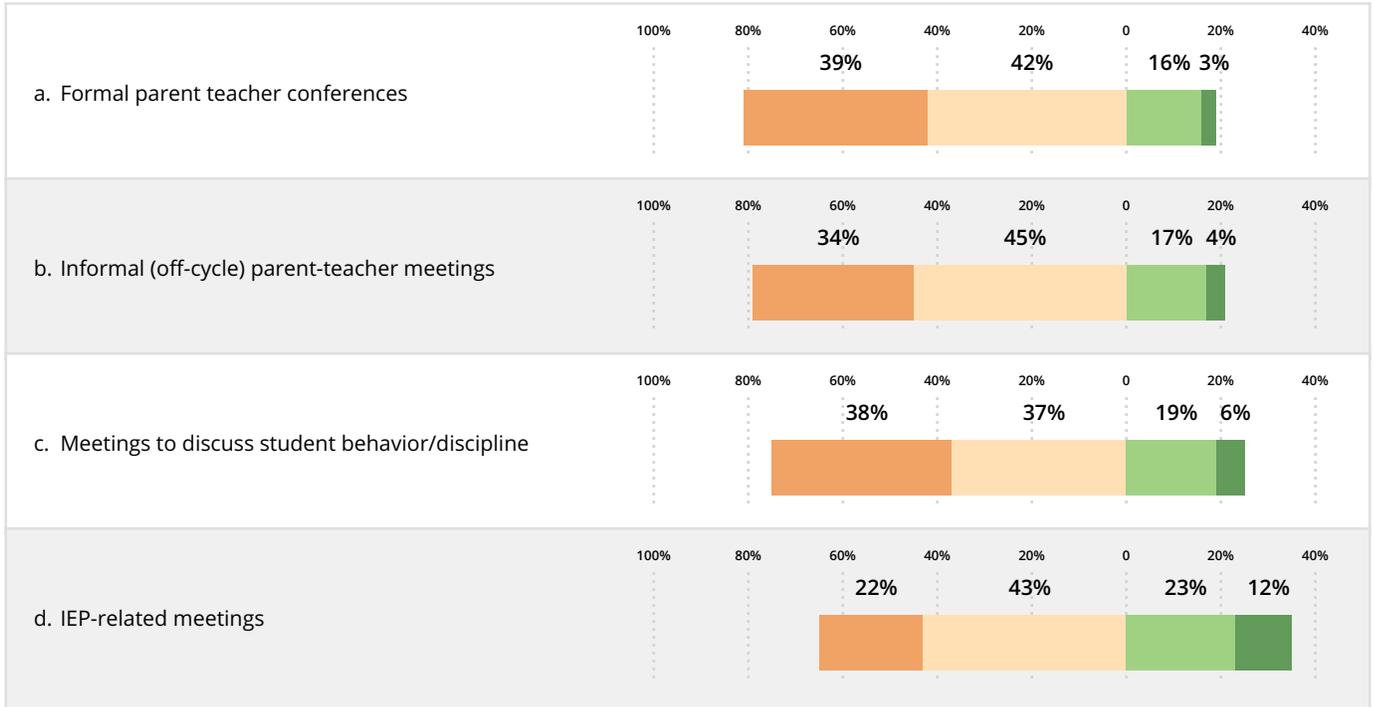
Strongly Disagree Disagree Agree Strongly Agree



Principal

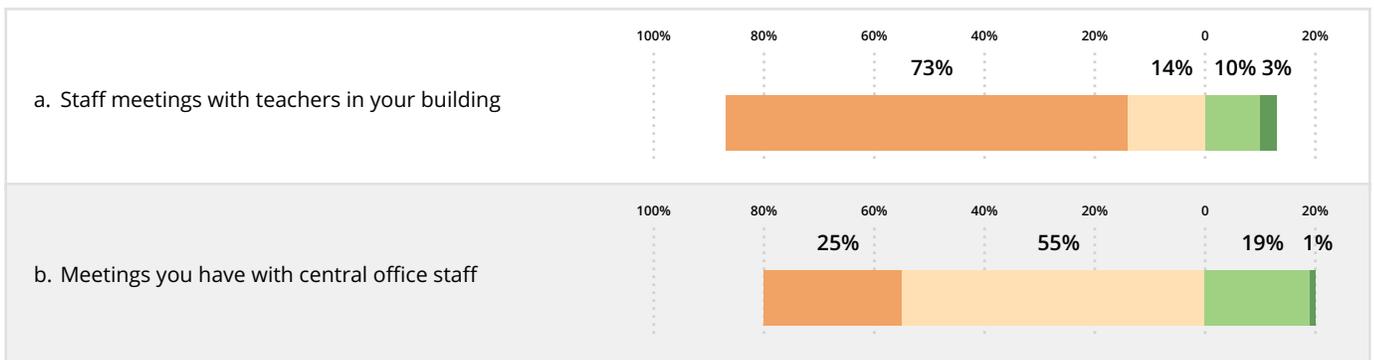
1. During the current school year, how often are each of the following types of parent meetings conducted virtually?

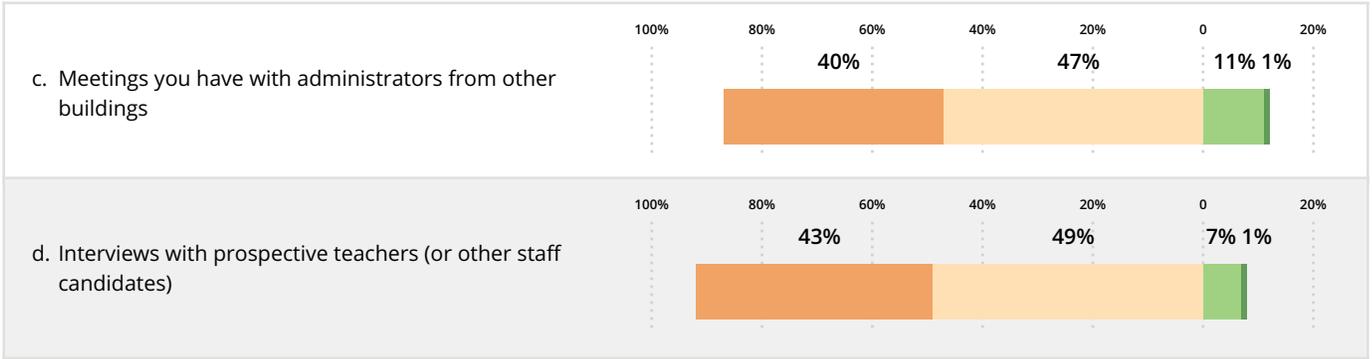
■ Never or almost never
 ■ Sometimes
 ■ Frequently
 ■ Most or all of the time



2. During the current school year, how often are the following staff interactions conducted virtually?

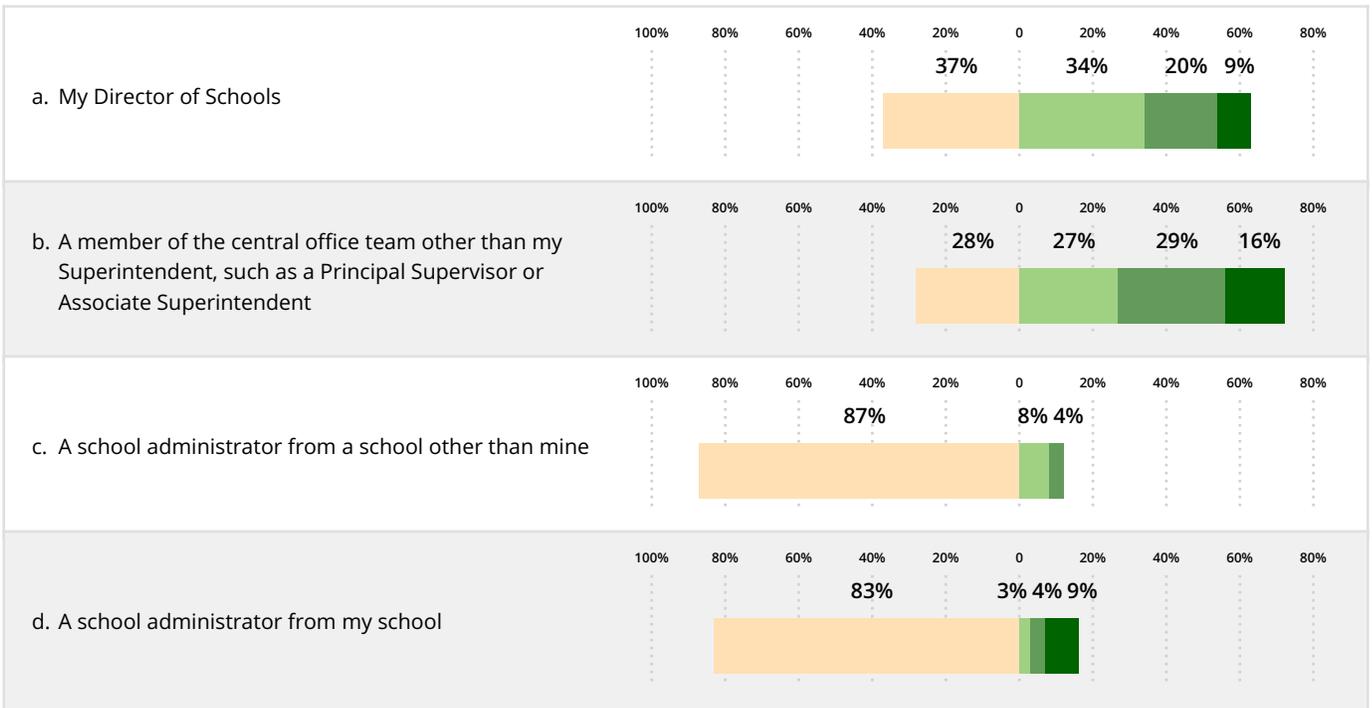
■ Never or almost never
 ■ Sometimes
 ■ Frequently
 ■ Most or all of the time





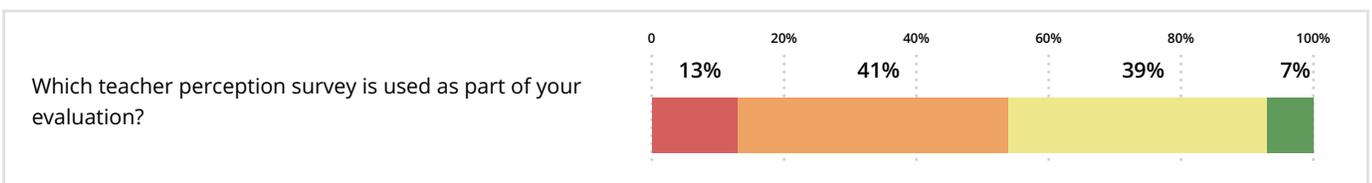
3. Please review the list below and indicate who has observed you so far during the 2022-23 school year as part of your evaluation process.

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

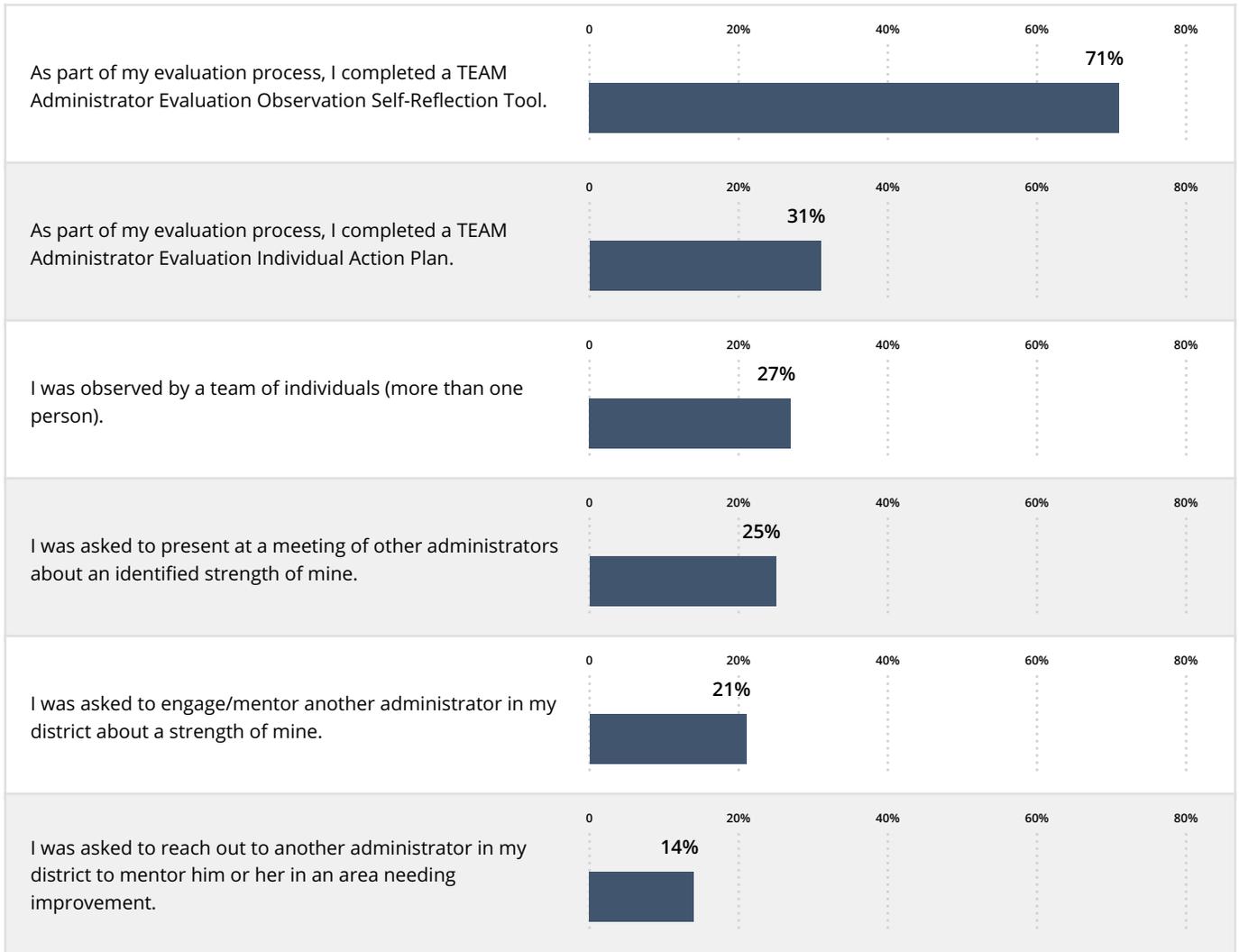


4. Which teacher perception survey is used as part of your evaluation?

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

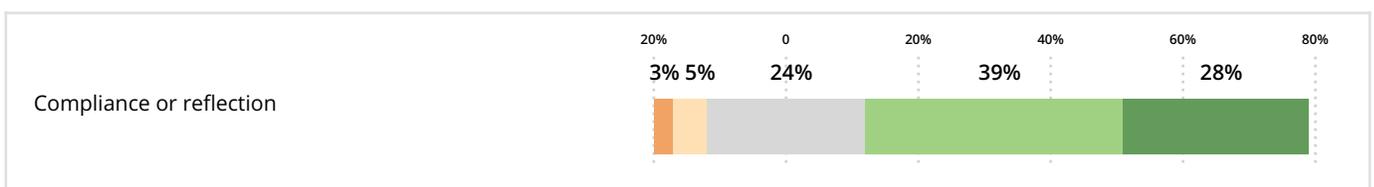


5. We are interested in the ways that the administrator evaluation process has been implemented in districts. Have any of the following occurred during your administrator evaluation process this year?



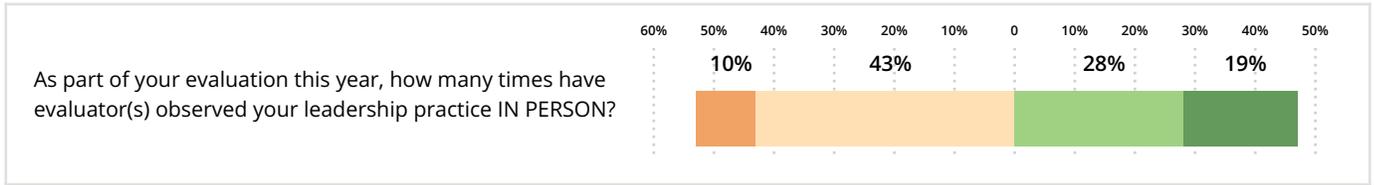
6. How would you characterize the way that your evaluation is approached within your district? Is it primarily an activity completed with compliance in mind, or is it approached as a genuine opportunity for reflection and improvement?

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



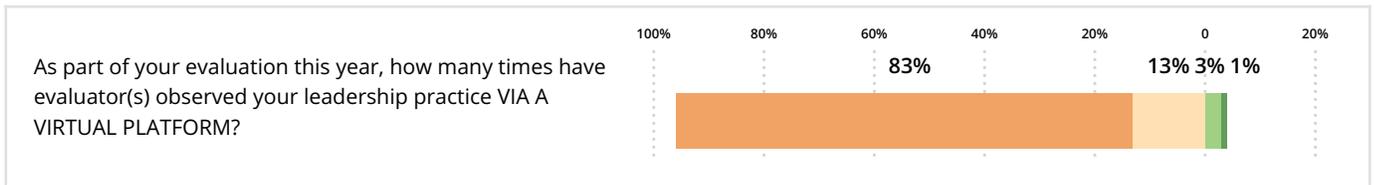
7. As part of your evaluation this year, how many times have evaluator(s) observed your leadership practice IN PERSON?

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



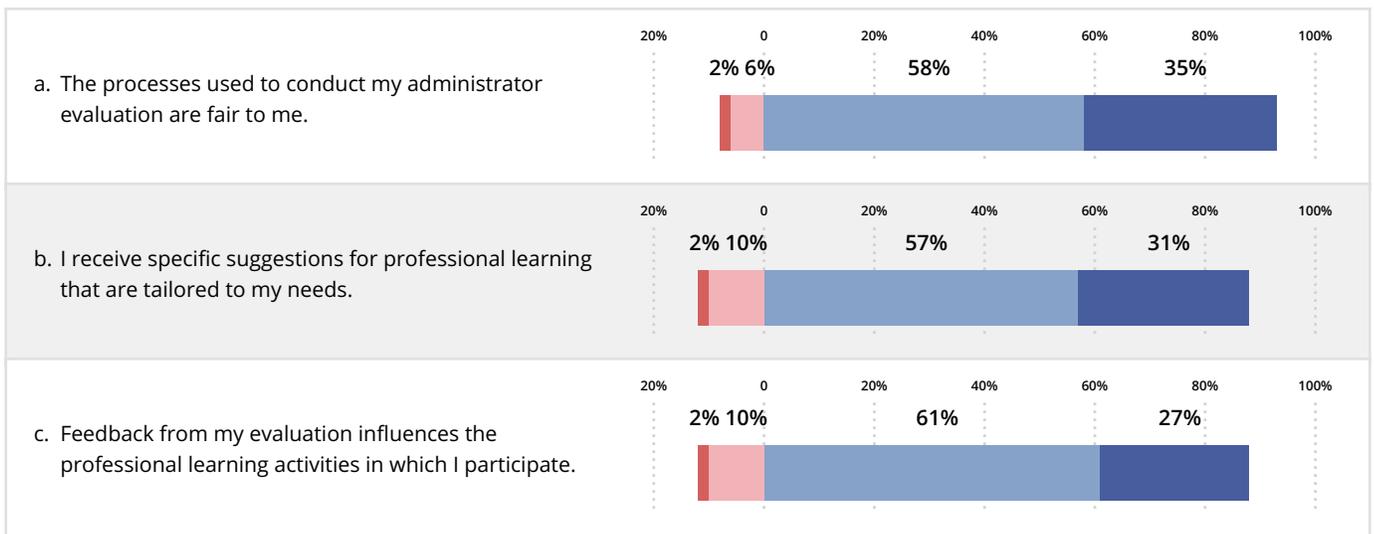
8. As part of your evaluation this year, how many times have evaluator(s) observed your leadership practice VIA A VIRTUAL PLATFORM?

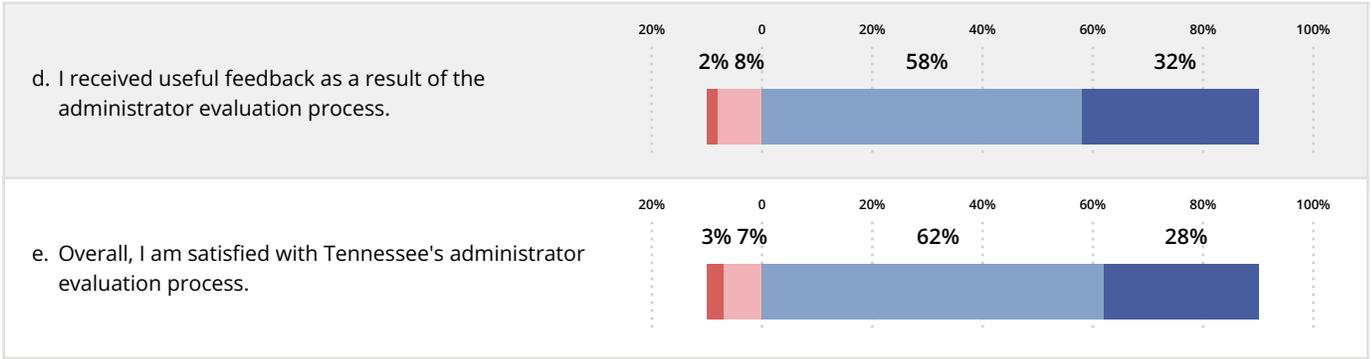
■ My leadership practice was not observed via a virtual platform. ■ 1-2 times ■ 3-4 times ■ 5 or more times



9. Please indicate the extent to which you agree or disagree with the following statements regarding the administrator evaluation process during this school year (2022-23).

■ Strongly Disagree ■ Disagree ■ Agree ■ Strongly Agree





10. 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.

