

Remember, your survey will be given an ID number so your name and your answers will not be connected. Your total privacy and anonymity will be protected. This survey will in *no way* be used in your evaluation by the school.

Teacher and Staff Questionnaire

For ***** High School

1. What is your gender?

_____ Female

_____ Male

2. What is your ethnicity?

① African-American

② Asian or Pacific Islander

③ Hispanic origin

④ Native American

⑤ White, non-Hispanic

⑥ Other

3. What is your age?

① 24 or younger

② 25-34

③ 35-44

④ 45-54

⑤ 55-64

⑥ 65 or older

4. Current position:

① Administrator

② Counselor

③ Teacher -- Indicate your academic subject area: _____

④ Other (please specify) _____

If you are a **teacher**, please answer the following:

5. What is the highest educational degree you have earned? _____

6. What is your current teaching certification(s) (What subject areas and for what grade levels? What type?)

7. How many years of teaching experience do you have?

① This is my first year of teaching

② One to two years

③ Three to five years

④ Six to ten years

⑤ Eleven to nineteen years

⑥ Twenty or more years

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8. How many years have you been teaching at *** High School?

- | | |
|--|------------------------|
| ① This is my first year of teaching at *** | ② One to two years |
| ③ Three to five years | ④ Six to ten years |
| ⑤ Eleven to nineteen years | ⑥ Twenty or more years |

9. If you have previously taught outside of ***, please indicate the name and district of the last school you worked at

10. Which school are you currently working in? (ANSWER ALL THAT APPLY)

- | | |
|------------|------------|
| ① School 1 | ② School 2 |
| ③ School 3 | ④ School 4 |
| ⑤ CTE | |

11. What is the grade level for most of the students you teach?

- | | |
|--------------------------|--------------------------|
| ① 9 th grade | ② 10 th grade |
| ③ 11 th grade | ④ 12 th grade |
| ⑤ Mixed | |

Beliefs and Practices in Teaching and Learning.

12. The statements below concern goals both for educational outcomes and for relationships with students. Please indicate how strongly you agree or disagree with each statement as it applies to your own teaching philosophy and practice. **One means you *strongly disagree*, six means you *strongly agree***

	Strongly Disagree					Strongly Agree
a. It is important for me that my students enjoy learning and become independent learners.	①	②	③	④	⑤	⑥
b. No matter how hard they try, some students will not be able to learn aspects of the curriculum I teach.	①	②	③	④	⑤	⑥
c. If I try really hard, I can get through to even the most difficult or unmotivated students.	①	②	③	④	⑤	⑥
d. If some students in my class(es) are not doing well, I feel that I should change my approach.	①	②	③	④	⑤	⑥
e. By trying a different teaching method, I can significantly affect a student's achievement.	①	②	③	④	⑤	⑥
f. There is really very little I can do to ensure that most of my students achieve at a high level.	①	②	③	④	⑤	⑥
g. There is a need for teachers at *** to substantially change their instructional practice.	①	②	③	④	⑤	⑥
h. I need to make changes in my own teaching in order to better meet the needs of all students.	①	②	③	④	⑤	⑥
i. I believe gaps in student achievement can be overcome by changes in teaching practice.	①	②	③	④	⑤	⑥
j. I believe I am prepared to teach heterogeneous groups of students.	①	②	③	④	⑤	⑥
k. I believe I have adequately implemented most of the Ten Common Principles in my profession.	①	②	③	④	⑤	⑥
l. I need to learn more in order to meet the needs of:						
i. special education students	①	②	③	④	⑤	⑥
ii. English language learners	①	②	③	④	⑤	⑥
iii. students of color	①	②	③	④	⑤	⑥
iv. students from lower income backgrounds	①	②	③	④	⑤	⑥
v. high achieving students	①	②	③	④	⑤	⑥

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13. Indicate the importance you give to each of the following in assessing students in your class(es) (exclude special education students).

	Not Important					Very Important
a. Individual improvement or progress over past performance.	①	②	③	④	⑤	⑥
b. Effort.	①	②	③	④	⑤	⑥
c. Class participation.	①	②	③	④	⑤	⑥
d. Consistently attending classes.	①	②	③	④	⑤	⑥

14. For your most frequently taught subject area, please indicate the extent to which you agree or disagree with the following statements.

	Strongly Disagree				Strongly Agree	
a. There is a well-defined body of knowledge and skills to be taught in my subject area.	①	②	③	④	⑤	⑥
b. Thinking creatively is an important part of the subject matter I teach.	①	②	③	④	⑤	⑥
c. Knowledge in my subject area is always changing.	①	②	③	④	⑤	⑥
d. The subject I teach is rather cut and dried.	①	②	③	④	⑤	⑥
e. There is little disagreement about what should be taught in my subject area.	①	②	③	④	⑤	⑥

15. Thinking about the year so far, please indicate how strongly you agree or disagree with each of the following statements regarding your feelings about teaching in general and your job.

	Strongly Disagree				Strongly Agree	
a. I feel that I have many opportunities to learn new things in my present job.	①	②	③	④	⑤	⑥
b. I feel supported by colleagues to try out new ideas.	①	②	③	④	⑤	⑥
c. I am willing to put in a great deal of effort beyond that usually expected of teachers.	①	②	③	④	⑤	⑥
d. I feel that I am improving as a teacher every year.	①	②	③	④	⑤	⑥
e. I am always eager to hear about ways to improve my teaching.	①	②	③	④	⑤	⑥

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16. Thinking about the year so far, to what extent did each of the following statements describe relationships among teachers *across all of the high school?*

	Strongly Disagree					Strongly Agree
a. We share ideas about teaching openly.	①	②	③	④	⑤	⑥
b. It is common for us to share samples of work done by our students.	①	②	③	④	⑤	⑥
c. We regularly meet to discuss particular common problems and challenges we are facing in the classroom.	①	②	③	④	⑤	⑥
d. We often work together to develop teaching materials or activities for particular classes.	①	②	③	④	⑤	⑥
e. There is little disagreement about what should be taught in our curriculum.	①	②	③	④	⑤	⑥
f. We often seek each other's advice about professional issues and problems.	①	②	③	④	⑤	⑥
g. We share views of students and how to relate to them.	①	②	③	④	⑤	⑥
h. You can count on most staff members to help out anywhere, anytime – even though it may not be part of their official assignment.	①	②	③	④	⑤	⑥
i. Most of my colleagues share my beliefs and values about what the central mission of the school should be.	①	②	③	④	⑤	⑥
j. Teachers in this school are continually learning and seeking new ideas.	①	②	③	④	⑤	⑥

17. Thinking about the year so far what extent did each of the following statements describe relationships among teachers *in the small school you are currently assigned to?*

	Strongly Disagree					Strongly Agree
a. We share ideas about teaching openly.	①	②	③	④	⑤	⑥
b. It is common for us to share samples of work done by our students.	①	②	③	④	⑤	⑥
c. We regularly meet to discuss particular common problems and challenges we are facing in the classroom.	①	②	③	④	⑤	⑥
d. We often work together to develop teaching materials or activities for particular classes.	①	②	③	④	⑤	⑥
e. There is little disagreement about what should be taught in our curriculum.	①	②	③	④	⑤	⑥
f. We often seek each other's advice about professional issues and problems.	①	②	③	④	⑤	⑥
g. We share views of students and how to relate to them.	①	②	③	④	⑤	⑥
h. You can count on most staff members to help out anywhere, anytime – even though it may not be part of their official assignment.	①	②	③	④	⑤	⑥
i. Most of my colleagues share my beliefs and values about what the central mission of the school should be.	①	②	③	④	⑤	⑥
j. Teachers in this school are continually learning and seeking new ideas.	①	②	③	④	⑤	⑥

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18. Using the scale provided and thinking about **the year so far**, how much control did you feel you had in your classroom over each of the following areas of your planning and teaching?

	None					Complete Control
a. Selecting textbooks and other instructional materials.	①	②	③	④	⑤	⑥
b. Selecting content, topics, and skills to be taught.	①	②	③	④	⑤	⑥
c. Selecting teaching techniques.	①	②	③	④	⑤	⑥

19. Using the scale provided and thinking about **the year so far**, how much influence did you feel teachers had over school policy in the following areas?

	None					Complete Control
a. Hiring new professional personnel	①	②	③	④	⑤	⑥
b. Planning how discretionary school funds should be used	①	②	③	④	⑤	⑥
c. Establishing the curriculum and instructional program	①	②	③	④	⑤	⑥
d. Determining the content of in-service programs	①	②	③	④	⑤	⑥
e. Setting standards for student behavior	①	②	③	④	⑤	⑥

20. Please indicate how strongly you agree or disagree with each of the following statements about you as a teacher:

	Strongly Disagree					Strongly Agree
a. I believe that growth in students' self esteem is as important as their academic achievement.	①	②	③	④	⑤	⑥
b. I am certain I am making a difference in the lives of my students	①	②	③	④	⑤	⑥
c. Students talk to me about their personal lives	①	②	③	④	⑤	⑥
d. It is important for me to know something about my students' families.	①	②	③	④	⑤	⑥
e. I try very hard to show my students that I care about them.	①	②	③	④	⑤	⑥

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21. On the average, this year, how many hours per **week**, outside of class have you given to each of the following activities (Please check the **one** most appropriate box)

	None	One hour	Two to Three hours	Four to ten hours	Eleven or more hours
a. Tutoring individual students with schoolwork	<input type="checkbox"/> ①	<input type="checkbox"/> ②	<input type="checkbox"/> ③	<input type="checkbox"/> ④	<input type="checkbox"/> ⑤
b. Advising students about their academic lives	<input type="checkbox"/> ①	<input type="checkbox"/> ②	<input type="checkbox"/> ③	<input type="checkbox"/> ④	<input type="checkbox"/> ⑤
c. Counseling students about other aspects of their school lives	<input type="checkbox"/> ①	<input type="checkbox"/> ②	<input type="checkbox"/> ③	<input type="checkbox"/> ④	<input type="checkbox"/> ⑤
d. Discussing matters of a personal nature with students	<input type="checkbox"/> ①	<input type="checkbox"/> ②	<input type="checkbox"/> ③	<input type="checkbox"/> ④	<input type="checkbox"/> ⑤
e. Grading/assessing student homework and tests	<input type="checkbox"/> ①	<input type="checkbox"/> ②	<input type="checkbox"/> ③	<input type="checkbox"/> ④	<input type="checkbox"/> ⑤
f. Preparing for class	<input type="checkbox"/> ①	<input type="checkbox"/> ②	<input type="checkbox"/> ③	<input type="checkbox"/> ④	<input type="checkbox"/> ⑤
g. Attending school events other than those you are required to attend	<input type="checkbox"/> ①	<input type="checkbox"/> ②	<input type="checkbox"/> ③	<input type="checkbox"/> ④	<input type="checkbox"/> ⑤
h. Working on department or school committees	<input type="checkbox"/> ①	<input type="checkbox"/> ②	<input type="checkbox"/> ③	<input type="checkbox"/> ④	<input type="checkbox"/> ⑤
i. Background reading in your subject area	<input type="checkbox"/> ①	<input type="checkbox"/> ②	<input type="checkbox"/> ③	<input type="checkbox"/> ④	<input type="checkbox"/> ⑤

22. Thinking about the year so far, please indicate how strongly you agree or disagree with each of the following statements about working conditions **across all of *****

	Strongly Disagree					Strongly Agree
a. Staff are involved in making decisions that affect them	①	②	③	④	⑤	⑥
b. This school's administration knows the problems faced by staff	①	②	③	④	⑤	⑥
c. The school administration's behavior toward the staff is supportive and encouraging	①	②	③	④	⑤	⑥
d. There is a great deal of cooperative effort among staff members	①	②	③	④	⑤	⑥
e. The principal is interested in innovation and new ideas	①	②	③	④	⑤	⑥
f. The principal usually consults with staff members before he makes a decision that affects us	①	②	③	④	⑤	⑥

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23. Please indicate how strongly you agree or disagree with each of the following statements about working conditions *in the school you are currently assigned to.*

	Strongly Disagree					Strongly Agree
a. Staff are involved in making decisions that affect them	①	②	③	④	⑤	⑥
b. This school's administration knows the problems faced by staff	①	②	③	④	⑤	⑥
c. The school administration's behavior toward the staff is supportive and encouraging	①	②	③	④	⑤	⑥
d. There is a great deal of cooperative effort among staff members	①	②	③	④	⑤	⑥
e. The principal is interested in innovation and new ideas	①	②	③	④	⑤	⑥
f. The principal usually consults with staff members before he makes a decision that affects us	①	②	③	④	⑤	⑥

24. Please tell us how successfully you believe *** High School has put into practice several improvement strategies. For each item listed below, first indicate whether you think it is one of the improvement strategies or elements being implemented at ***. Then circle the number that best describes how successfully you believe the strategy / element **has been put into effect so far this year**. Use a scale of 1 to 4, with a **1** meaning that the element was not at all successfully implemented and a **4** meaning that the element was very successfully implemented.

Program Element or Principle	Is this strategy being implemented at ***? (check if 'yes')	Not Successful			Very Successful
a. Establishment of the Pilot Small School	<input type="checkbox"/>	①	②	③	④
b. Establishment of design teams for small schools	<input type="checkbox"/>	①	②	③	④
c. Common core of academic courses tied to the Massachusetts Curriculum Frameworks	<input type="checkbox"/>	①	②	③	④
d. The school has strengthened its working connections with:					
i. parents	<input type="checkbox"/>	①	②	③	④
ii. the town	<input type="checkbox"/>	①	②	③	④
iii. the business community	<input type="checkbox"/>	①	②	③	④
iv. community and neighborhood organizations	<input type="checkbox"/>	①	②	③	④
e. The schools has strengthened parent involvement:					
i. with their own students	<input type="checkbox"/>	①	②	③	④
ii. to support classroom work	<input type="checkbox"/>	①	②	③	④
iii. to support the school in general	<input type="checkbox"/>	①	②	③	④
f. Incorporating Ten Common Principles into ***	<input type="checkbox"/>	①	②	③	④
g. Incorporating classroom practices associated with CES	<input type="checkbox"/>	①	②	③	④
h. Incorporating school-wide practices associated with CES	<input type="checkbox"/>	①	②	③	④

FOR THE NEXT SECTION OF THE SURVEY PLEASE REPORT ON YOUR TARGET CLASS. Your target class is your first class during the six period schedule in the primary subject area you identified in question 4. For example, if you are a math teacher and your first math class meets period two, that is your TARGET CLASS.

25. In your TARGET CLASS from, about what proportion of your students:

	None	1 to 25 percent	26 to 50 percent	51 to 75 percent	76 to 100 percent
a. Have serious reading difficulties	①	②	③	④	⑤
b. Lack other academic knowledge and skills to learn what you are trying to teach	①	②	③	④	⑤
c. Are learning to speak English	①	②	③	④	⑤
d. Create serious behavioral problems in your class	①	②	③	④	⑤

26. About how often do you use each of the following instructional strategies in your TARGET CLASS?

	Never	Once or twice a semester	Once or twice a month	Once or twice a week	Daily or almost daily
a. Have students memorize facts or procedures	①	②	③	④	⑤
b. Relate the subject matter to students' experiences and interests	①	②	③	④	⑤
c. Lecture to the class for more than half a period	①	②	③	④	⑤
d. Have students complete workbook or textbook exercises	①	②	③	④	⑤

27. On average, in you TARGET CLASS, how much class time do students spend on the following activities?

	None	Some	About half	Most	Nearly All
a. Working individually	①	②	③	④	⑤
b. Working together as a class with the teacher teaching the whole class	①	②	③	④	⑤
c. Working together as a class with teacher-led discussion	①	②	③	④	⑤
d. Discussing or debating ideas with students responding to one another	①	②	③	④	⑤
e. Working together in pairs or small groups on an assignment	①	②	③	④	⑤

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28. On a typical day in your TARGET CLASS, how many times is your class:

	Never	Once	Twice	3 to 4 times	5 to 9 times	More than 10 times
a. Disrupted by student misbehavior	①	②	③	④	⑤	⑥
b. Disrupted by announcements, messages from the office and other administrative interruptions	①	②	③	④	⑤	⑥
c. Disrupted by students coming in tardy, noise in the hallways and other student interruptions	①	②	③	④	⑤	⑥

29. How often do you assign homework in your target class?

- ① Never
- ② Less than once a week
- ③ About once a week
- ④ Several times a week
- ⑤ Almost every day

30. About how much class time do you spend preparing students for standardized tests such as MCAS?

- ① Less than 4 hours
- ② 4 to 12 hours
- ③ 13 to 20 hours
- ④ more than 20 hours

You have almost reached the end! The final section of the survey involves your relationships with other teachers and staff members and will require you to write down specific names. The purpose of this section is to help understand the social networks of teachers because improving your relationships is a major part of *' reform. This portion of the survey will be detached and will not be seen by any school personnel. All names will be given ID numbers and only those will be used for the research. Your answers will be completely confidential and your anonymity will be completely protected. It is, however, vital for the research so thank you for taking the time to fill it out!**

A sheet with the names of all *** teachers is attached to the back to help you. You do not need to fill in all the spaces, only as many as you feel are appropriate.

29. Your name _____

30. Thinking about the year so far, with whom did you most often discuss a problem or question connected with a course you are teaching (e.g., problems getting students motivate, which materials to use)?

Name	Less than once a week	Once or Twice a week	Daily, Almost daily
	①	②	③
	①	②	③
	①	②	③
	①	②	③
	①	②	③
	①	②	③
	①	②	③
	①	②	③
	①	②	③
	①	②	③

31. Thinking about the year so far, who are the teachers with whom you have most often discussed a more general question or topic connected the goals of ***, especially the concerning the new small schools

Name	Less than once a week	Once or Twice a week	Daily, Almost daily
	①	②	③
	①	②	③
	①	②	③
	①	②	③

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*****[illegible]

32. Thinking about the year so far, who are the teachers with whom you most often talk about your personal life?

[illegible]

33. This question asks about your interaction with administrators at ***. So far this year, to which administrators did you go to for professional advice?

[illegible]

	①	②	③
	①	②	③
	①	②	③
	①	②	③