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## Fifth Year Teacher Survey

### Your Employment and Related Activities During the Last Two Years

**Where have you lived in each of the last two years?** *(if you have lived in more than one state during a year, select the one where you spent most of your time)*

Two years ago

Please select... 

Last year

Please select... 

**At what level did you complete, or are you completing, your initial preparation for teaching?**

Baccalaureate (undergraduate) program

Please select... 

5-year combined baccalaureate and masters degree program

Please select... 

Master's degree program

Please select... 

Non-degree post-baccalaureate program

No program. Took courses independently from multiple providers

You have completed 7% (1 of 14 pages)

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## Fifth Year Teacher Survey

### Your Employment and Related Activities During the Last Two Years

Have you taught in a PreK-12 school in either of the last two years?

- Yes 
- No

For each of the past two years, please select each event that occurred in your life during that year. (A PreK-12 school is one that includes any combination of grades between Pre-Kindergarten and grade 12).

Last year

- Completed a teacher education program
- Obtained a continuing professional teaching license
- Added a teaching endorsement area
- Taught in a PreK-12 school
- Achieved continuing contract status in a PreK-12 school
- Worked in a PreK-12 school, but not as a teacher
- Worked, but not in a PreK-12 school
- Served on active duty in the military
- Was not employed
- Started or expanded my family
- Took additional college coursework related to my teaching field(s)
- Earned another degree related to my teaching field(s)
- Took additional college coursework in Education but not in my teaching field(s)
- Earned another degree in Education but not in my teaching field(s)
- Took additional college coursework outside of Education and unrelated to my teaching field(s)
- Earned another degree outside Education and unrelated to my teaching field(s)

This year

- Completed a teacher education program
- Obtained a continuing professional teaching license
- Added a teaching endorsement area
- Taught in a PreK-12 school
- Achieved continuing contract status in a PreK-12 school
- Worked in a PreK-12 school, but not as a teacher
- Worked, but not in a PreK-12 school
- Served on active duty in the military
- Was not employed
- Started or expanded my family
- Took additional college coursework related to my teaching field(s)
- Earned another degree related to my teaching field(s)
- Took additional college coursework in Education but not in my teaching field(s)
- Earned another degree in Education but not in my teaching field(s)
- Took additional college coursework in a field unrelated to my teaching field(s)

Earned another degree in a field unrelated to my teaching field(s)

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## Fifth Year Teacher Survey

### Future Plans

**During the next five years do you plan to do any of the following?** *(select each one that you plan to do, or think you might do)*

- Begin an advanced degree program in my teaching field
- Begin an advanced degree program in a new education field
- Begin an advanced degree program or another baccalaureate program in a non-teaching field
- Continue in my present teaching position
- Continue in my present non-teaching position
- Move to a similar teaching position in another school
- Move into a specialist position (e.g. school counseling, technology specialist)
- Move into an administrative position
- Leave teaching temporarily
- Leave teaching permanently

**If you could go back to your college days and start over again, would you become a teacher or not?**

Certainly would							Certainly would not
1	2	3	4	5	6	7	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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## Fifth Year Teacher Survey

### Your Employment and Related Activities During the Last Two Years

In terms of driving time, how close is the school where you were most recently employed to each of the following:

	Less than an hour 1	1-2 hours 2	More than two hours 3
The high school from which you graduated?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The location of your teacher preparation program?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The school where you completed your student teaching or internship?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What grades did you teach? (select all that apply)

- Pre-Kindergarten
- Kindergarten
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12

Do you hold an endorsement in the primary area in which you have been employed?

- Yes  No

Did you teach any subjects this year in which you did not hold an endorsement?

- Yes  No

Considering all of the classes that you have taught in the last two years, how many of them were in subjects in which you did NOT hold an appropriate endorsement?

None

Did you transfer schools in either of the last two years?

- Yes  No

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## Fifth Year Teacher Survey

### Involvement in Professional Development and Further Education

Listed below are the 20 areas in which Virginia public school teachers are evaluated. Please indicate the areas in which you have been offered professional development opportunities, whether you took advantage of these opportunities, and whether these opportunities were helpful to you.

	Was helpful 1	Was not helpful 2	Was not offered 3	Did not take 4
Design of coherent instruction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Planning instruction to meet SOL guidelines	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diagnosing learning needs and selecting appropriate materials to meet these needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Using assessment to improve learning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communicating student performance expectations and documenting their achievement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Using central concepts and tools of inquiry appropriate to each teaching field in order to make subject matter meaningful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Differentiating instruction to match how individual students learn.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Using the optimum combination of materials, technology and resources to teach critical thinking, problem solving, and performance skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Selecting, evaluating and refining instructional methods that actively engage students in the learning process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Choosing and enforcing a discipline policy and practice that promotes a safe, positive learning environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Managing the classroom to maximize learning time for students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Establishing and maintaining rapport with students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creating a supportive learning environment for all students that encourages social interaction, active engagement in learning and self-motivation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Using effective verbal, non-verbal, and media communications to foster positive classroom interactions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forging partnerships with families to promote learning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working collaboratively with staff, families and community to support the success of the diverse student populations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Modeling high ethical standards	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Taking responsibility for, and participating in, appropriate professional development opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working in a collegial and collaborative manner with peers and others in the learning community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing service to the profession, division and community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Referencing the list above, please identify the three most important areas in which you would like additional professional development at this stage of your career.

Area of development 1

Please select..

Area of development 2

Please select..

Area of development 3

Please select..

**Which entity or entities provided your professional development opportunities?** *(select all that apply)*

College or university

Please select...

My school or division

Please select...

A professional association

Please select...

Private providers

Please select...

Virginia Department of Education

Please select...

Other

*(please specify)*

**Which entity provided you with the most valuable opportunity for professional development?**

College or university

My school or division

A professional association

Private providers

Virginia Department of Education

Other

*(please specify)*

**Approximately how much have you had to spend out of your own pocket (unreimbursed) over the past year to participate in all of your professional development activities?**

\$0

\$1-\$250

\$251-\$500

\$501-\$1000

\$1001-\$2000

\$2001 or more

**Overall, how satisfied have you been with the professional development opportunities offered by your school or division?** *(very satisfied to very dissatisfied)*

Very satisfied							Very dissatisfied
7	6	5	4	3	2	1	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

You have completed 42% (6 of 14 pages)

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## Fifth Year Teacher Survey

### Involvement in Professional Activities

**On which major school committees have you served over the past three years?** *(select all that apply)*

- School improvement team or leadership council
- School accreditation committee
- Curriculum development committee
- Professional development committee
- Facility planning committee
- Personnel committee
- Other committee  
*(please specify)*
- None of the above

**Have you advised or coached any student groups over the past three years?** *(select all that apply)*

- Student organization or club
- Student athletic team
- Student scholastic team
- Student event committee
- Other  
*(please specify)*
- None of the above

**Have you served in any of the following leadership roles over the past two or more years?** *(select all that apply)*

- Team leader or department chair
- Mentor for a novice teacher
- Cooperating teacher or clinical faculty member
- Peer coach
- Trainer providing professional development for other teachers
- Part-time faculty for a college or university
- School representative on a division-wide committee
- School representative on a community-based committee
- Member or leader of a professional organization
- Other  
*(please specify)*
- None of the above

You have completed 50% (7 of 14 pages)

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## Fifth Year Teacher Survey

### Conditions for Teaching and Learning

In an average week of teaching, how much time do you typically have available for duties such as for collaborating with colleagues, engaging in individual planning, meeting/conferring with students and parents, conducting co-curricular activities such as tutoring, taking field trips, sponsoring student clubs etc. (not including time spent outside of the normal school day)?

- None
- 3 hours or less
- More than 3 and less than or equal to 5
- More than 5 but less than or equal to 10
- More than 10 hours

In an average week of teaching, how many hours do you typically spend on "take-home work"?

- None
- 3 hours or less
- More than 3 and less than or equal to 5
- More than 5 but less than or equal to 10
- More than 10 hours

How effective are your school's efforts to minimize the assignment of duties that interfere with your essential role of educating students?

Very effective							Very ineffective
7	6	5	4	3	2	1	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent do you feel that your school environment is safe?

Very safe							Very dangerous
7	6	5	4	3	2	1	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent has your school provided sufficient access to:

	Wholly sufficient						Wholly insufficient
	7	6	5	4	3	2	1
Instructional materials	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Instructional technology	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communications technology (phone, fax, email)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Office equipment (copies, supplies, paper, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent are you centrally involved in decision making about educational issues in your school?

<b>Extensive involvement</b>							<b>No involvement</b>
7	6	5	4	3	2	1	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent do you feel you are trusted to make sound professional decisions about instruction at your school?

<b>Complete trust</b>						<b>No trust</b>
7	6	5	4	3	2	1
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent do you feel that there is an atmosphere of trust and mutual respect at your school?

<b>Full extent</b>						<b>No extent</b>
7	6	5	4	3	2	1
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How consistently do you feel the school leadership supports you when needed?

<b>Very</b>						<b>Never</b>
7	6	5	4	3	2	1
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent does your school's professional development opportunities provide you with the knowledge and skills that you most need to teach effectively?

<b>Totally meets my needs</b>						<b>Totally neglects my needs</b>
7	6	5	4	3	2	1
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Overall, to what extent do you feel that your school is a good place to work and learn?

<b>Excellent place</b>						<b>Poor place</b>
7	6	5	4	3	2	1
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

You have completed 57% (8 of 14 pages)

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# Fifth Year Teacher Survey

## Pay, Compensation, & Other Financial Incentives

Please select each item that was part of your pay this year. *(select all that apply)*

- Salary (base pay)
- Signing or recruitment bonus
- Performance-based bonus
- Supplement for earning another degree
- Bonus for obtaining certification in a critical needs area
- Supplement for teaching in a critical needs area
- "Retention" bonus
- Supplement for coaching
- Overtime or overload pay
- Summer teaching
- Other

*(please specify)*

Did you hold a second job while you taught in either of the past two years?

- Yes     No

Other than summer teaching, did you work during the summer break?

- Yes     No

Please review the list of benefit plans below and check those that are offered by your school division.

*(If you do not know, or are not sure, please check the "do not know" box)*

	Yes 1	No 0	Do not know 2
Retirement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health (employee only)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health (dependents)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental (employee only)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental (dependents)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vision (employee only)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vision (dependents)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Life insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long-term care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Accidental death and dismemberment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
403B supplemental retirement account	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Short-term disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Yes 1	No 0	Do not know 2
Long-term disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexible Spending Account	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please review the list of benefit plans below. For each program offered by your school division, please check the party that contributes to the plan: your employer only, you only, or both of you.

	Employee only 1	Employer only 2	Both 3	Do not know 4
Retirement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health (employee only)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health (dependents)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental (employee only)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental (dependents)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vision (employee only)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vision (dependents)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Life insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long-term care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Accidental death and dismemberment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
403B supplemental retirement account	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

From the list below of employee financial assistance plans, indicate which ones are offered by your school division. (If you do not know whether a plan is offered, please check the "Not Sure" box.)

	Yes 1	No 0	Not sure 2
Day care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reimbursement for courses tied to a second or advanced degree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reimbursement of moving expenses for newly hired teachers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wellness program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Memberships in professional associations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commuting expense assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parking (if not provided free to employee)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tuition remission for PreK-12 dependents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health insurance for dependents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Yes 1	No 0	Not sure 2
Reimbursement for professional expenses such as applying to become National Board Certified	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reimbursement for school supplies that you purchased for your class(es)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Compared to other schools where you might teach, how competitive are the salary, benefits and financial assistance programs at this school?

Very competitive 7	6	5	4	3	2	Very noncompetitive 1
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Compared to other occupations or professions in which you could work, how competitive are the salary, benefits and financial assistance programs offered by this school?

Very competitive 7	6	5	4	3	2	Very noncompetitive 1
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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## Fifth Year Teacher Survey

### Achievements, Support & Recognition

Has your teaching contract been renewed for next year?

- Yes  No

How supportive have your family members been of your decision to teach?

Highly supportive							Not supportive at all
7	6	5	4	3	2	1	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Has your excellence in teaching been recognized in a formal way? *(select all that apply)*

- Received high evaluations from administrator(s)
- Nominated for school-wide first year teacher award
- Nominated for system- or division-wide award
- Nominated for or received a state-wide award
- Nominated for or received a national award
- Awarded local prize (monetary, etc.) for teaching
- Other

*(please specify)*

- No

How does your school or division provide assistance to teachers who seek National Board Certification?

- It pays all or part of the application costs
- It assigns a more experienced teacher to help teachers prepare for Board certification
- It provides a salary supplement to those who achieve Board certification
- It provides Board certified teachers with opportunities for leadership in the school or division

Have you applied for National Board Certification?

- Yes, and have achieved it
- Yes, but have not yet achieved it
- No, but I plan to do so in the near future
- No, and I have no plans to do so in the near future

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## Fifth Year Teacher Survey

### Future Plans

**During the next five years do you plan to do any of the following?** *(select each one that you plan to do, or think you might do)*

- Begin an advanced degree program in my teaching field
- Begin an advanced degree program in a new education field
- Begin an advanced degree program or another baccalaureate program in a non-teaching field
- Continue in my present teaching position
- Continue in my present non-teaching position
- Move to a similar teaching position in another school
- Move into a specialist position (e.g. school counseling, technology specialist)
- Move into an administrative position
- Leave teaching temporarily
- Leave teaching permanently

**If you could go back to your college days and start over again, would you become a teacher or not?**

Certainly would							Certainly would not
1	2	3	4	5	6	7	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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## Fifth Year Teacher Survey

### Comments

**Please provide comments.** *(please limit your response to 3000 characters)*



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