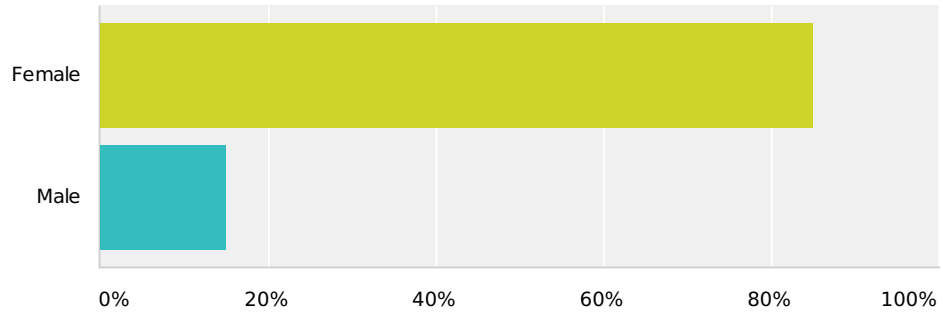


Q1 What is your gender?

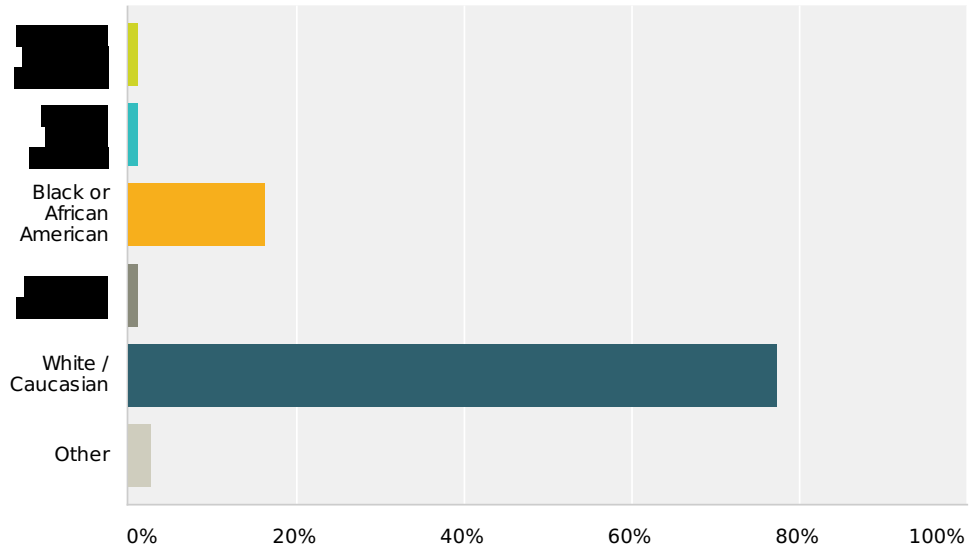
Answered: 588 Skipped: 0



Answer Choices	Responses
Female	85.03% 500
Male	14.97% 88
Total	588

Q2 Which race/ethnicity best describes you? (Please choose only one.)

Answered: 588 Skipped: 0

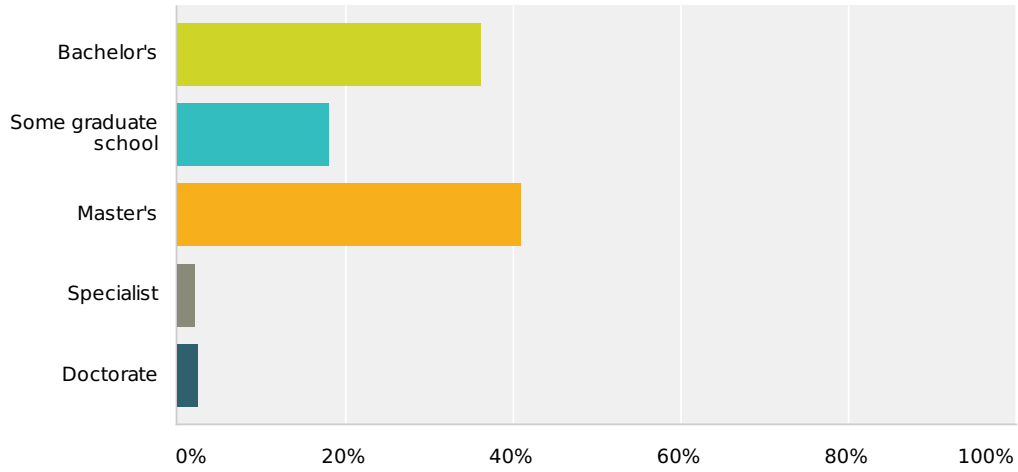


Answer Choices	Responses
[Redacted]	[Redacted]
[Redacted]	[Redacted]
Black or African American	16.33% 96
[Redacted]	[Redacted]
White / Caucasian	77.38% 455
Other	2.72% 16
Total	588
If "Other" (please specify) (10)	



Q7 What is the highest level of school you have completed or the highest degree you have received?

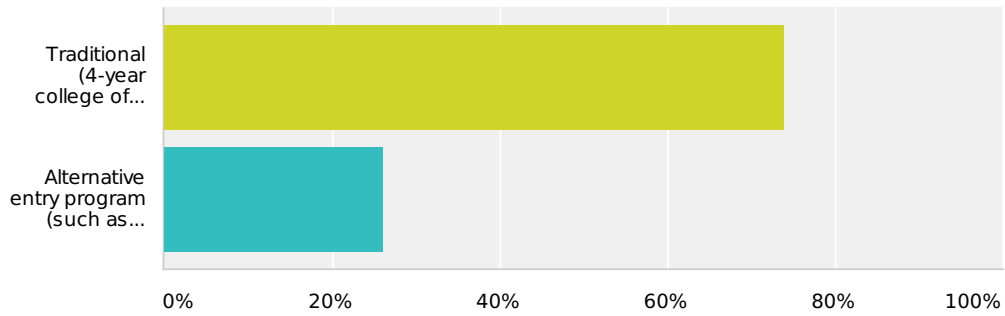
Answered: 568 Skipped: 20



Answer Choices	Responses
Bachelor's	36.27% 206
Some graduate school	18.13% 103
Master's	41.02% 233
Specialist	2.11% 12
Doctorate	2.46% 14
Total	568
Other (please specify) (19)	

Q8 Which of the following would best describe your route to certification?

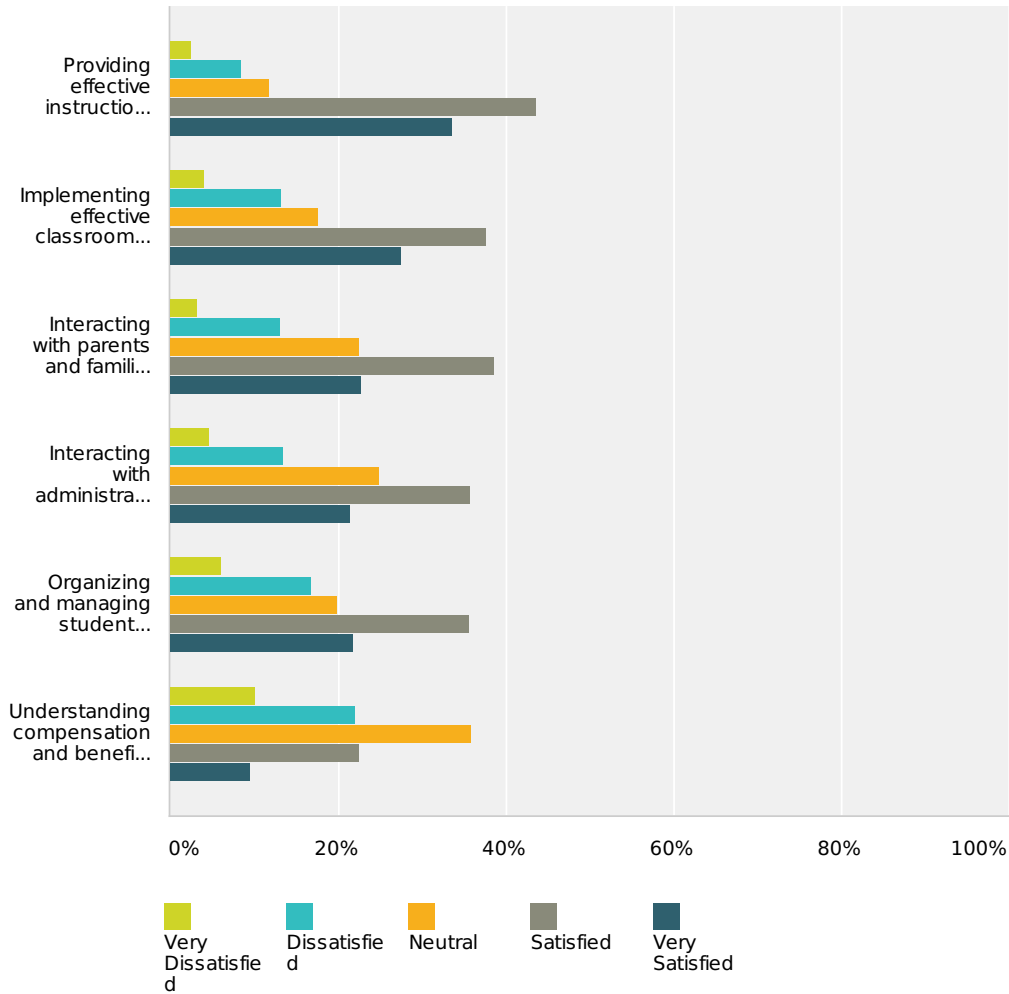
Answered: 568 Skipped: 20



Answer Choices	Responses
Traditional (4-year college of education degree & certification - if so, SEE Q.9)	73.94% 420
Alternative entry program (such as Teach for America, post-baccalaureate Master's, or an EPI - if so, SEE Q. 10)	26.06% 148
Total	568

Q11 How satisfied were you with how well your educator preparation or certification program prepared you to deal with the following aspects of your job when you first entered teaching:

Answered: 568 Skipped: 20



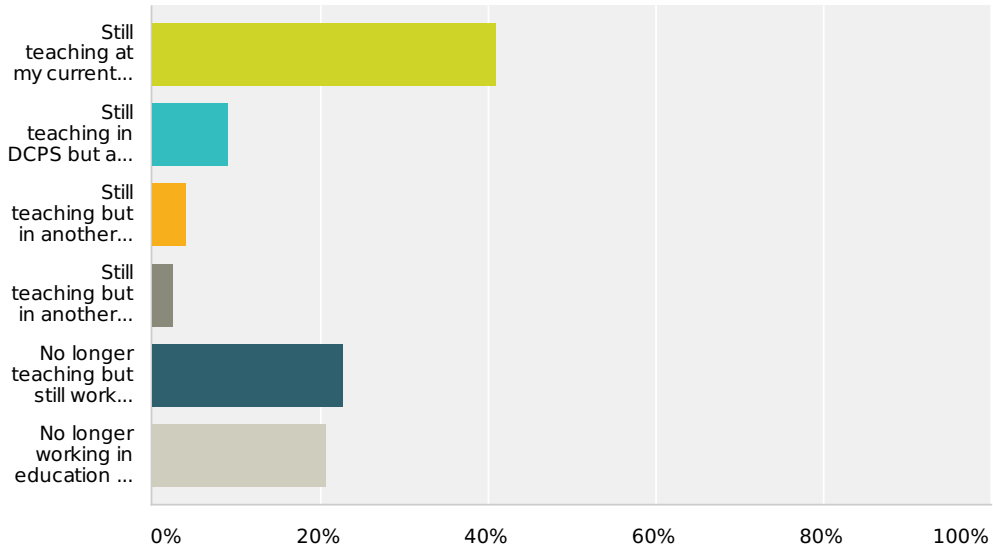
	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	Total
Providing effective instruction for your students	2.46% 14	8.45% 48	11.80% 67	43.66% 248	33.63% 191	568
Implementing effective classroom management strategies	4.05% 23	13.20% 75	17.61% 100	37.68% 214	27.46% 156	568
Interacting with parents and families of students	3.17% 18	13.03% 74	22.54% 128	38.56% 219	22.71% 129	568
Interacting with administrators	4.58% 26	13.38% 76	24.82% 141	35.74% 203	21.48% 122	568

Teacher Satisfaction Survey

Organizing and managing student records and other paperwork	5.99% 34	16.73% 95	19.89% 113	35.56% 202	21.83% 124	568
Understanding compensation and benefits package options	10.04% 57	22.01% 125	35.92% 204	22.54% 128	9.51% 54	568

Q17 Which of the following best describes where you intend to be in five years:

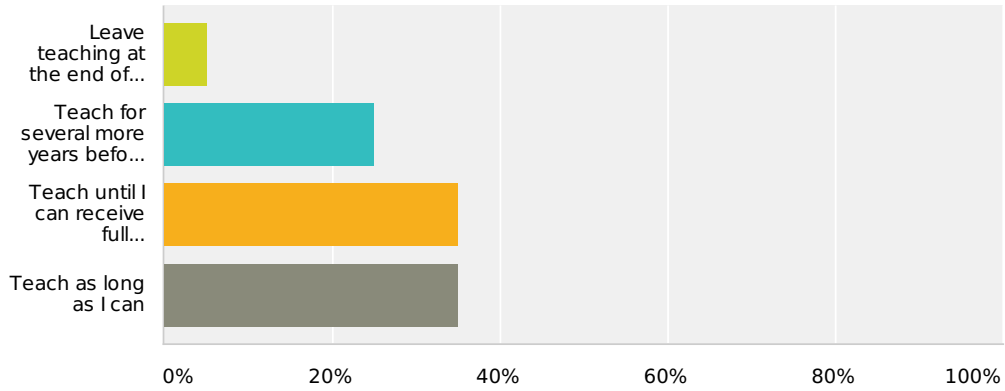
Answered: 497 Skipped: 91



Answer Choices	Responses
Still teaching at my current school	41.05% 204
Still teaching in DCPS but at a different school	9.05% 45
Still teaching but in another county in Florida	4.02% 20
Still teaching but in another state	2.41% 12
No longer teaching but still working in education (administration, non-profit work, research, other)	22.74% 113
No longer working in education at all	20.72% 103
Total	497

Q18 How long do you plan to remain in the teaching profession?

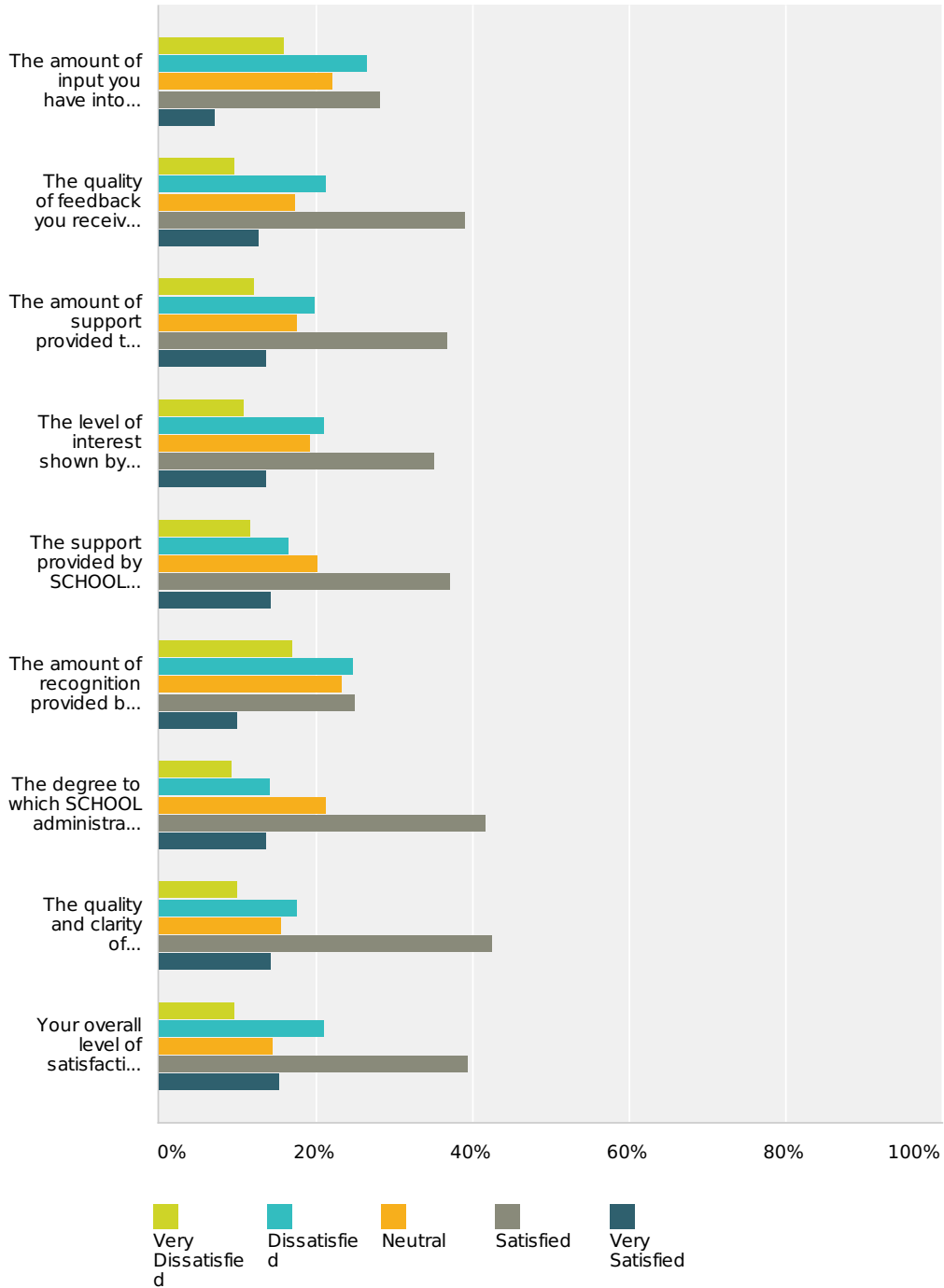
Answered: 497 Skipped: 91



Answer Choices	Responses
Leave teaching at the end of the current school year	5.03% 25
Teach for several more years before leaving teaching	24.95% 124
Teach until I can receive full retirement benefits, then leave	35.01% 174
Teach as long as I can	35.01% 174
Total	497

Q19 On the following scale, rate how satisfied you currently are with the following aspects of your job:

Answered: 489 Skipped: 99



Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	Total
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Teacher Satisfaction Survey

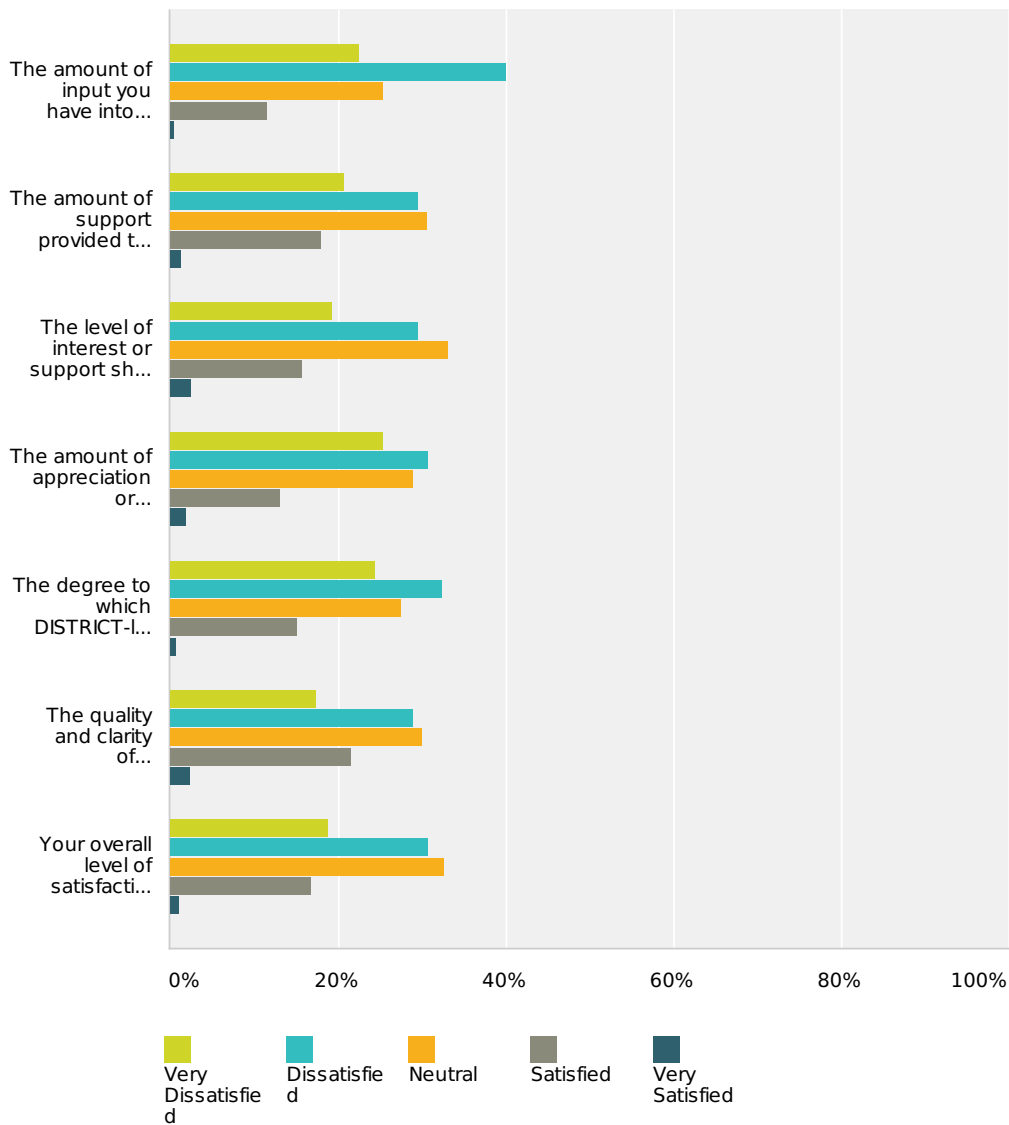
The amount of input you have into SCHOOL-based administrative decisions that affect you and your classroom	15.95% 78	26.58% 130	22.09% 108	28.22% 138	7.16% 35	489
The quality of feedback you receive from SCHOOL administrators about your performance	9.61% 47	21.27% 104	17.38% 85	39.06% 191	12.68% 62	489
The amount of support provided to you by SCHOOL administrators on an ongoing basis	12.07% 59	19.84% 97	17.59% 86	36.81% 180	13.70% 67	489
The level of interest shown by SCHOOL administrators about specific concerns or problems as they arise	10.84% 53	21.06% 103	19.22% 94	35.17% 172	13.70% 67	489
The support provided by SCHOOL administrators in dealing with student or parent conflict issues	11.66% 57	16.56% 81	20.25% 99	37.22% 182	14.31% 70	489
The amount of recognition provided by SCHOOL administrators for your work	16.97% 83	24.74% 121	23.31% 114	24.95% 122	10.02% 49	489
The degree to which SCHOOL administrators supervise or control your daily classroom activities	9.20% 45	14.11% 69	21.27% 104	41.72% 204	13.70% 67	489
The quality and clarity of information you receive about policies and activities within your school from SCHOOL administrators	10.02% 49	17.59% 86	15.54% 76	42.54% 208	14.31% 70	489

Teacher Satisfaction Survey

Your overall level of satisfaction with your SCHOOL administrators	9.61% 47	21.06% 103	14.52% 71	39.47% 193	15.34% 75	489

Q20 On the following scale, rate how satisfied you currently are with the following aspects of your job:

Answered: 484 Skipped: 104



	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	Total
The amount of input you have into DISTRICT-level decisions that affect you and your classroom	22.52% 109	40.08% 194	25.41% 123	11.57% 56		484
The amount of support provided to you or your school by DISTRICT administrators/officials on an ongoing basis	20.66% 100	29.55% 143	30.58% 148	17.98% 87		484

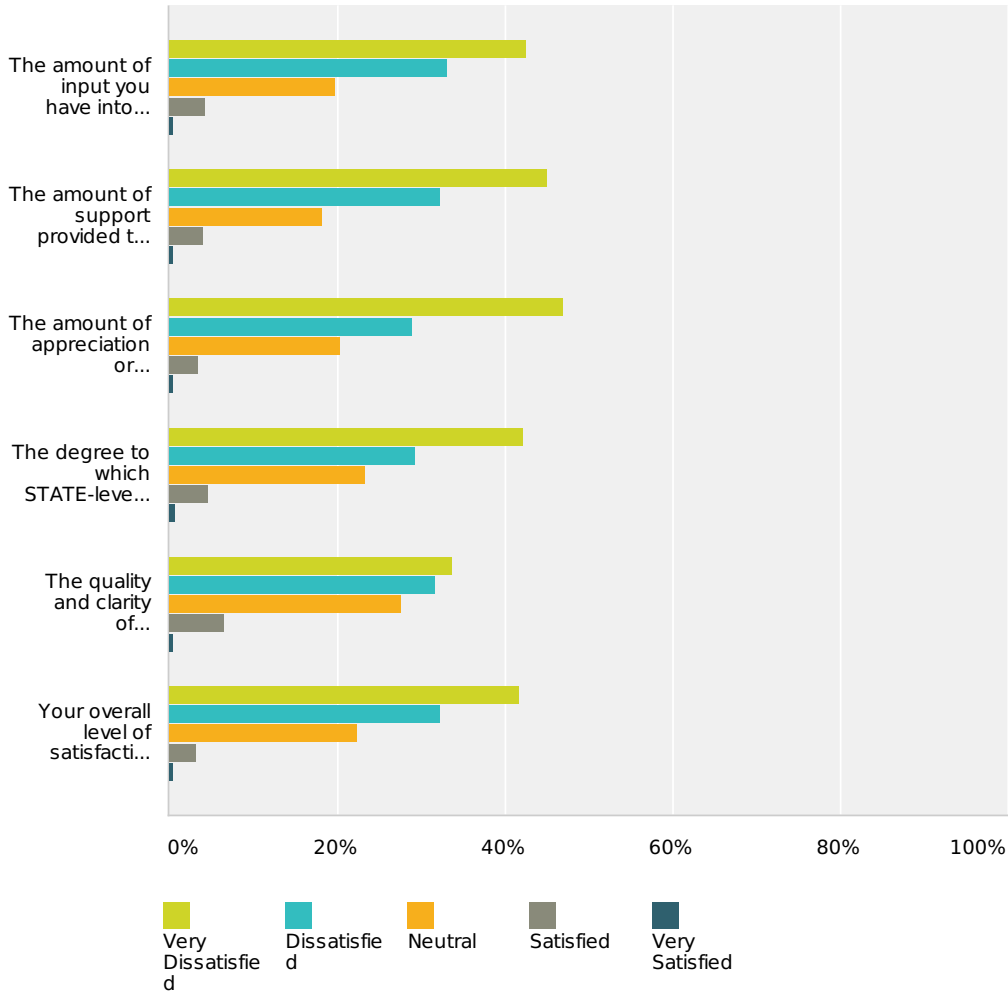
Teacher Satisfaction Survey

The level of interest or support shown by DISTRICT administrators/officials when specific concerns and problems arise	19.21% 93	29.55% 143	33.06% 160	15.70% 76	2.48% 12	484
The amount of appreciation or recognition provided by DISTRICT administrators/officials for your work	25.41% 123	30.79% 149	28.93% 140	13.02% 63	██████ █	484
The degree to which DISTRICT-level requirements impact or control your daily classroom activities	24.38% 118	32.44% 157	27.48% 133	15.08% 73	██████ █	484
The quality and clarity of information you receive about policies and activities from the DISTRICT	17.36% 84	28.93% 140	29.96% 145	21.49% 104	2.27% 11	484
Your overall level of satisfaction with DISTRICT administrators and officials	18.80% 91	30.79% 149	32.64% 158	16.74% 81	██████ █	484



Q21 On the following scale, rate how satisfied you currently are with the following aspects of your job:





Answered: 477 Skipped: 111



	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	Total
The amount of input you have into STATE-level decisions that affect you and your classroom	42.56% 203	33.12% 158	19.71% 94	4.19% 20		477
The amount of support provided to local districts by STATE administrators/officials in budget & policy decisions	45.07% 215	32.29% 154	18.24% 87	3.98% 19		477



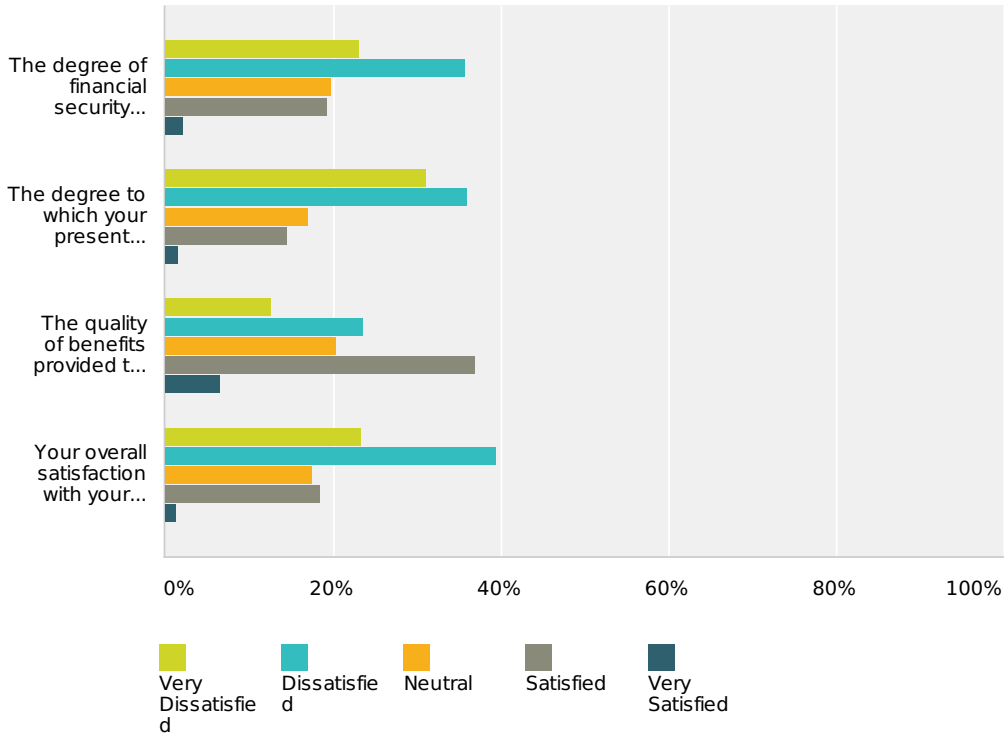
Teacher Satisfaction Survey

The amount of appreciation or recognition provided by STATE administrators/officials for your work	46.96% 224	28.93% 138	20.34% 97	3.35% 16		477
The degree to which STATE-level requirements impact or control your daily classroom activities	42.14% 201	29.35% 140	23.27% 111	4.61% 22		477
The quality and clarity of information you receive about policies and activities from the STATE	33.75% 161	31.66% 151	27.67% 132	6.50% 31		477
Your overall level of satisfaction with STATE education administrators and officials	41.72% 199	32.29% 154	22.43% 107	3.14% 15		477



Q22 On the following scale, rate how satisfied you currently are with the following aspects of your job:

Answered: 476 Skipped: 112

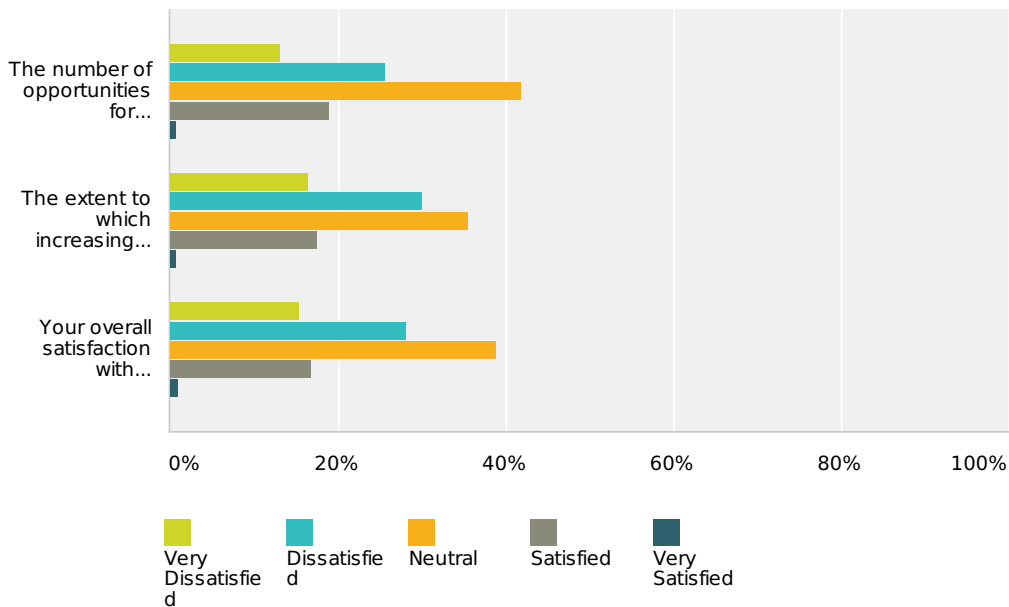


	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	Total
The degree of financial security provided by your present teaching job	23.11% 110	35.71% 170	19.75% 94	19.33% 92	6.51% 31	476
The degree to which your present salary is meeting your financial needs	31.09% 148	35.92% 171	17.02% 81	14.50% 69	6.51% 31	476
The quality of benefits provided to you (health insurance, retirement, leave, etc.)	12.61% 60	23.53% 112	20.38% 97	36.97% 176	6.51% 31	476
Your overall satisfaction with your pay, and other compensation	23.32% 111	39.50% 188	17.44% 83	18.49% 88	6.51% 31	476



Q23 On the following scale, rate how satisfied you currently are with the following aspects of your job:

Answered: 476 Skipped: 112

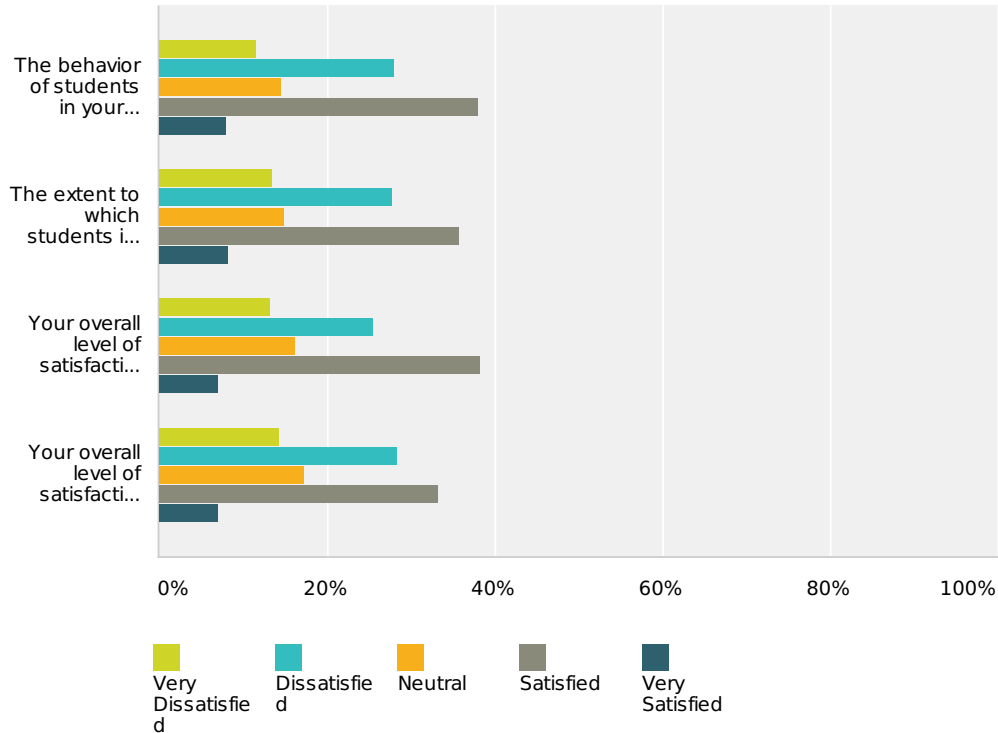


	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	Total
The number of opportunities for advancement within your school or school district	13.03% 62	25.63% 122	41.81% 199	18.91% 90	0.58% 3	476
The extent to which increasing your levels of skill or education will increase your chances for career advancement	16.39% 78	30.04% 143	35.50% 169	17.44% 83	0.54% 3	476
Your overall satisfaction with opportunities for career advancement in your school district	15.34% 73	28.15% 134	38.87% 185	16.81% 80	0.53% 3	476



Q24 On the following scale, rate how satisfied you currently are with the following aspects of your job:

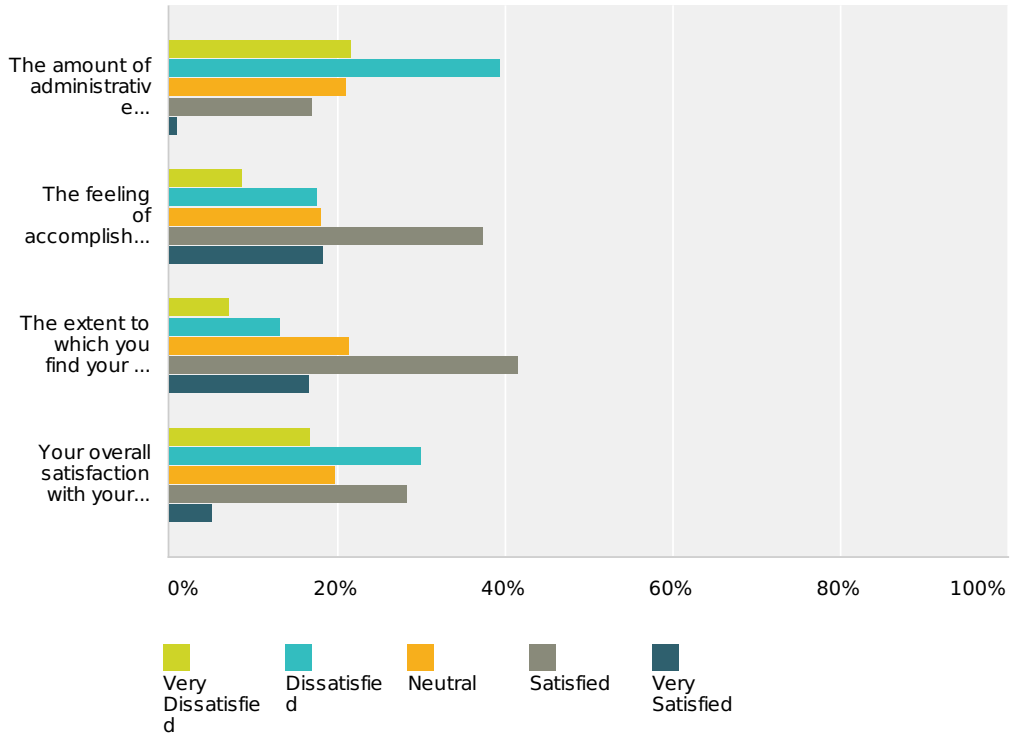
Answered: 476 Skipped: 112



	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	Total
The behavior of students in your school	11.55% 55	27.94% 133	14.50% 69	38.03% 181	7.98% 38	476
The extent to which students in your school are motivated to learn	13.45% 64	27.73% 132	14.92% 71	35.71% 170	8.19% 39	476
Your overall level of satisfaction with student behavior and discipline in your school	13.24% 63	25.42% 121	16.18% 77	38.24% 182	6.93% 33	476
Your overall level of satisfaction with student academic responsibility and motivation in your school	14.29% 68	28.36% 135	17.23% 82	33.19% 158	6.93% 33	476

Q25 On the following scale, rate how satisfied you currently are with the following aspects of your job:

Answered: 476 Skipped: 112

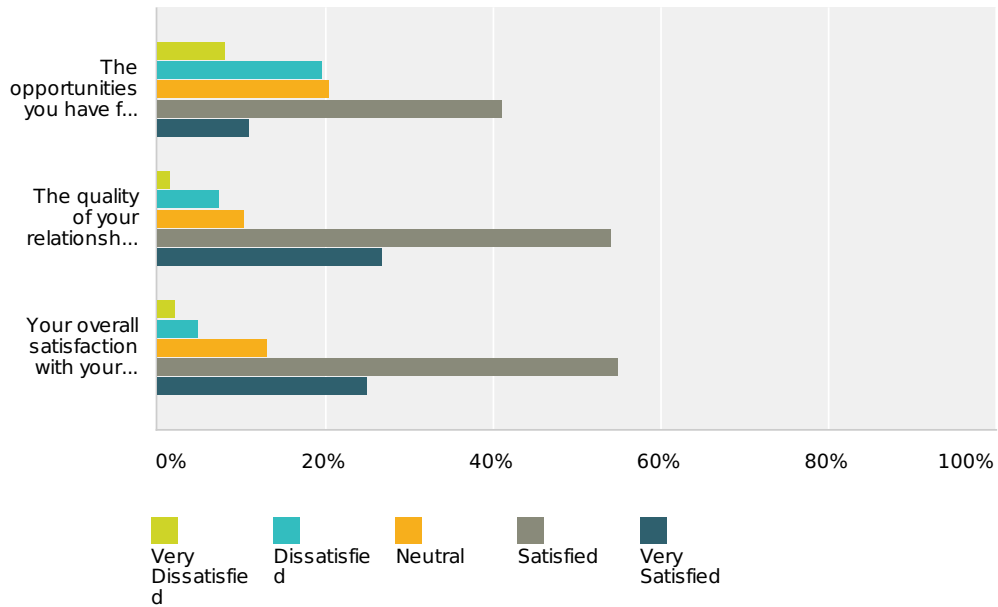


	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	Total
The amount of administrative paperwork/responsibilities (non-instruction related) required by your job	21.64% 103	39.50% 188	21.01% 100	17.02% 81	1.83% 9	476
The feeling of accomplishment you get from your job	8.61% 41	17.65% 84	18.07% 86	37.39% 178	18.28% 87	476
The extent to which you find your job challenging or exciting	7.14% 34	13.24% 63	21.43% 102	41.60% 198	16.60% 79	476
Your overall satisfaction with your workload at your school	16.81% 80	30.04% 143	19.75% 94	28.36% 135	5.04% 24	476



Q26 On the following scale, rate how satisfied you currently are with the following aspects of your job:

Answered: 475 Skipped: 113

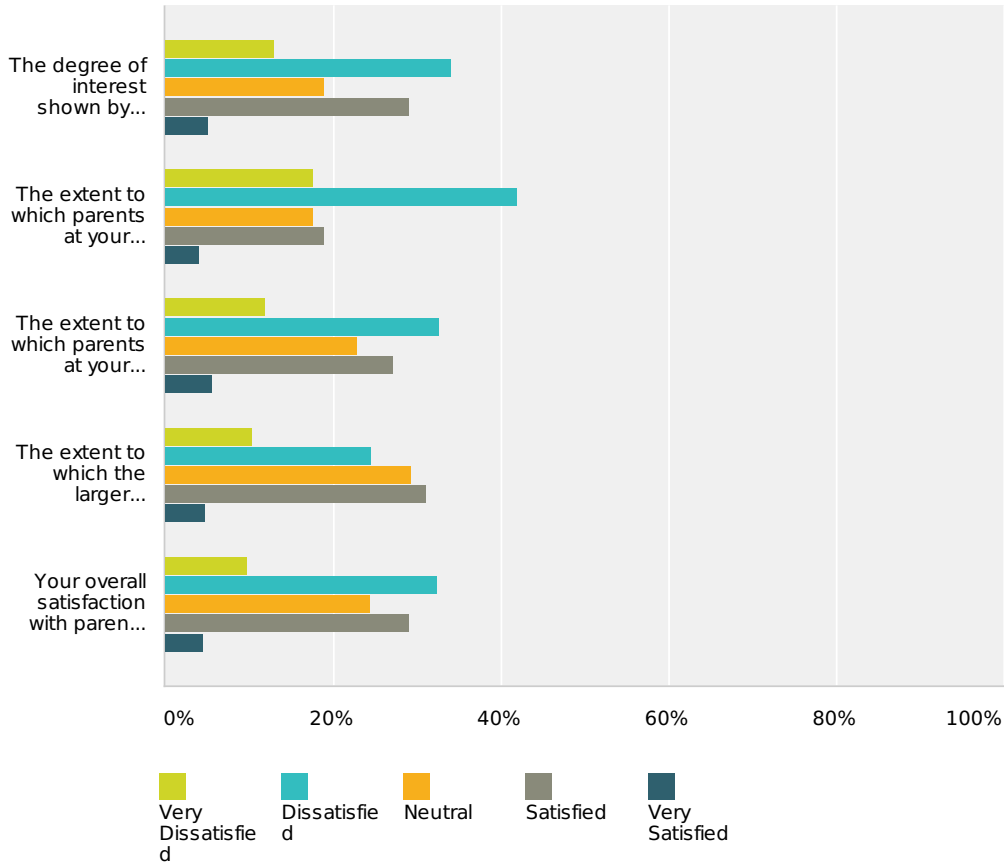


	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	Total
The opportunities you have for team collaboration or peer mentoring within your school	8% 38	19.58% 93	20.42% 97	41.05% 195	10.95% 52	475
The quality of your relationships with co-workers	7.37% 35	10.32% 49	54.11% 257	26.74% 127		475
Your overall satisfaction with your co-workers	4.84% 23	13.05% 62	54.95% 261	25.05% 119		475



Q27 On the following scale, rate how satisfied you currently are with the following aspects of your job:

Answered: 472 Skipped: 116



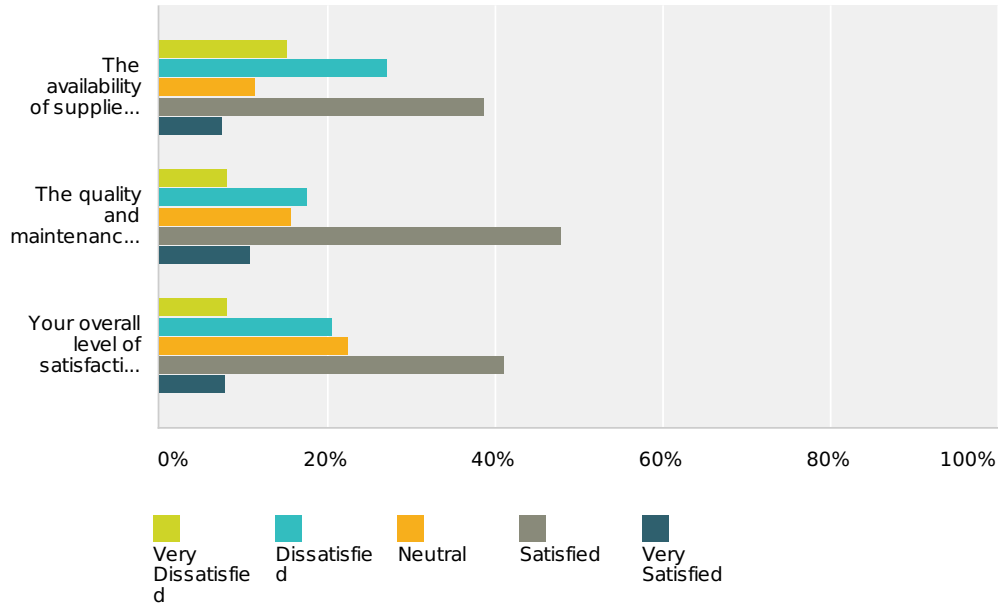
	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	Total
The degree of interest shown by parents at your school in the education of their children	12.92% 61	34.11% 161	18.86% 89	29.03% 137	5.08% 24	472
The extent to which parents at your school feel responsible for the school performance of their children	17.58% 83	41.95% 198	17.58% 83	18.86% 89	4.03% 19	472
The extent to which parents at your school are supportive of the school and its programs	11.86% 56	32.63% 154	22.88% 108	27.12% 128	5.51% 26	472

Teacher Satisfaction Survey

The extent to which the larger community around your school is supportive of the school and its programs	10.38% 49	24.58% 116	29.24% 138	31.14% 147	4.66% 22	472
Your overall satisfaction with parents and community where you work	9.75% 46	32.42% 153	24.36% 115	29.03% 137	4.45% 21	472

Q28 On the following scale, rate how satisfied you currently are with the following aspects of your job:

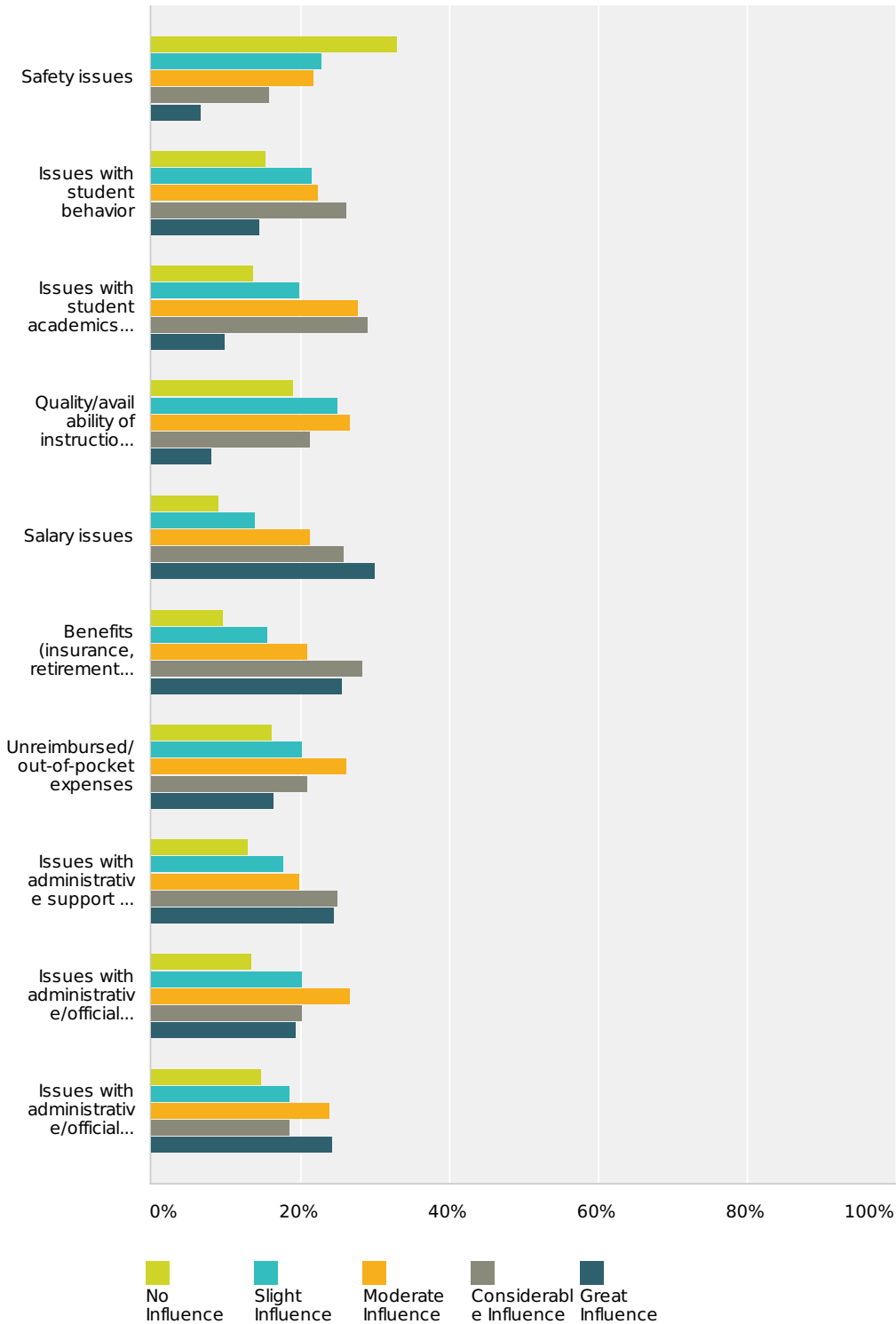
Answered: 472 Skipped: 116



	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	Total
The availability of supplies for classroom and instructional use	15.25% 72	27.12% 128	11.44% 54	38.77% 183	7.42% 35	472
The quality and maintenance of school buildings and grounds	8.05% 38	17.58% 83	15.68% 74	47.88% 226	10.81% 51	472
Your overall level of satisfaction with the facilities, supplies, and maintenance	8.05% 38	20.55% 97	22.46% 106	41.10% 194	7.84% 37	472

Q29 Rate level of influence the following specific items may have on your intentions to remain in or leave the teaching profession in the near future (pg. 1/2):

Answered: 469 Skipped: 119



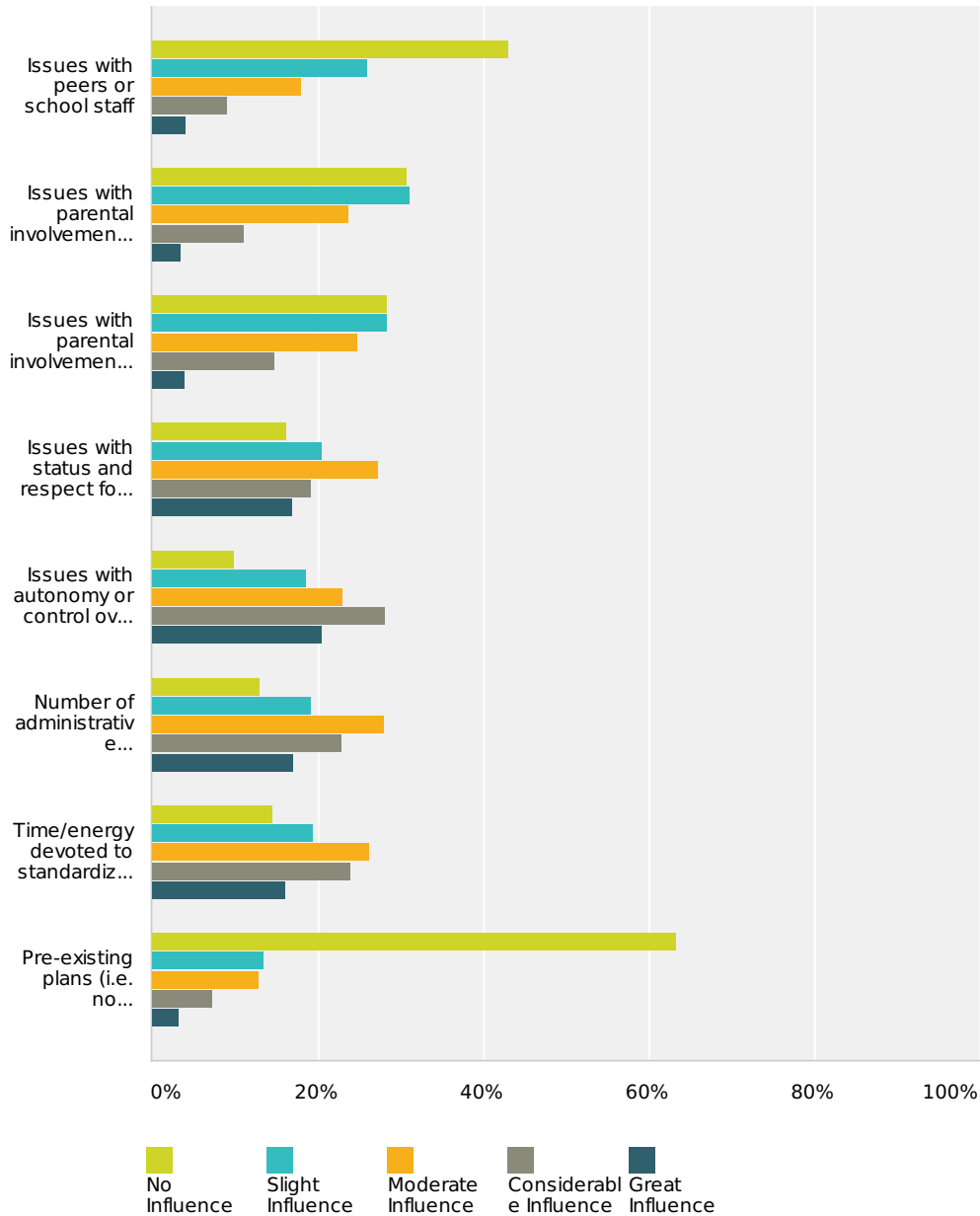
No Influence	Slight Influence	Moderate Influence	Considerable Influence	Great Influence	Total
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Teacher Satisfaction Survey

Safety issues	33.05% 155	22.81% 107	21.75% 102	15.78% 74	6.61% 31	469
Issues with student behavior	15.35% 72	21.54% 101	22.39% 105	26.23% 123	14.50% 68	469
Issues with student academics (motivation & achievement)	13.65% 64	19.83% 93	27.72% 130	29.00% 136	9.81% 46	469
Quality/availability of instructional materials or equipment	18.98% 89	24.95% 117	26.65% 125	21.32% 100	8.10% 38	469
Salary issues	8.96% 42	13.86% 65	21.32% 100	25.80% 121	30.06% 141	469
Benefits (insurance, retirement, leave, etc.) issues	9.59% 45	15.57% 73	20.90% 98	28.36% 133	25.59% 120	469
Unreimbursed/out-of-pocket expenses	16.20% 76	20.26% 95	26.23% 123	20.90% 98	16.42% 77	469
Issues with administrative support at SCHOOL-level	13.01% 61	17.70% 83	19.83% 93	24.95% 117	24.52% 115	469
Issues with administrative/official support at DISTRICT-level	13.43% 63	20.26% 95	26.65% 125	20.26% 95	19.40% 91	469
Issues with administrative/official support at STATE-level	14.71% 69	18.55% 87	23.88% 112	18.55% 87	24.31% 114	469

Q30 Rate level of influence the following specific items may have on your intentions to remain in or leave the teaching profession in the near future (pg. 2/2):

Answered: 469 Skipped: 119



	No Influence	Slight Influence	Moderate Influence	Considerable Influence	Great Influence	Total
Issues with peers or school staff	43.07% 202	26.01% 122	17.91% 84	8.96% 42	4.05% 19	469
Issues with parental involvement/support with in-school or in-class activities	30.70% 144	31.13% 146	23.67% 111	11.09% 52	3.41% 16	469

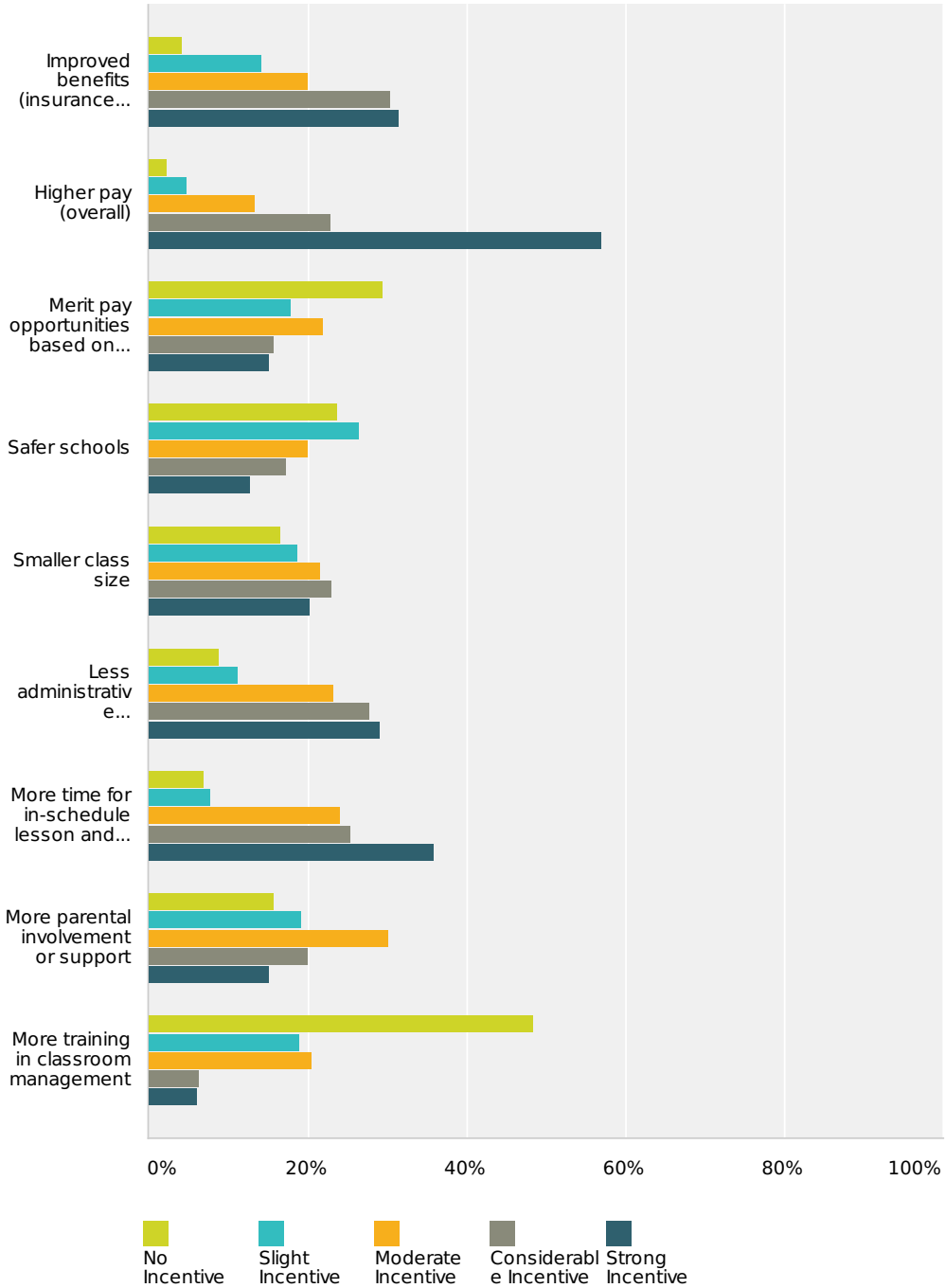
Teacher Satisfaction Survey

Issues with parental involvement/support with students' education outside of school (homework help, meetings, etc.)	28.36% 133	28.36% 133	24.73% 116	14.71% 69	3.84% 18	469
Issues with status and respect for profession in general	16.20% 76	20.47% 96	27.29% 128	19.19% 90	16.84% 79	469
Issues with autonomy or control over daily classroom activities	9.81% 46	18.55% 87	23.03% 108	28.14% 132	20.47% 96	469
Number of administrative (non-instructional, non-testing related) forms and procedures	13.01% 61	19.19% 90	27.93% 131	22.81% 107	17.06% 80	469
Time/energy devoted to standardized test preparation or administration	14.50% 68	19.40% 91	26.23% 123	23.88% 112	15.99% 75	469
Pre-existing plans (i.e. no job-related issues in particular, have always planned to leave teaching to pursue other personal or career aspirations)	63.33% 297	13.43% 63	12.79% 60	7.25% 34	3.20% 15	469

Other (please specify) (55)

Q31 Rate level of influence the following incentives would have on encouraging you to remain in the classroom longer than you may be currently intending to (pg.1/2):

Answered: 465 Skipped: 123



	No Incentive	Slight Incentive	Moderate Incentive	Considerable Incentive	Strong Incentive	Total
Improved benefits (insurance, retirement, leave, etc.)	4.09% 19	14.19% 66	20% 93	30.32% 141	31.40% 146	465

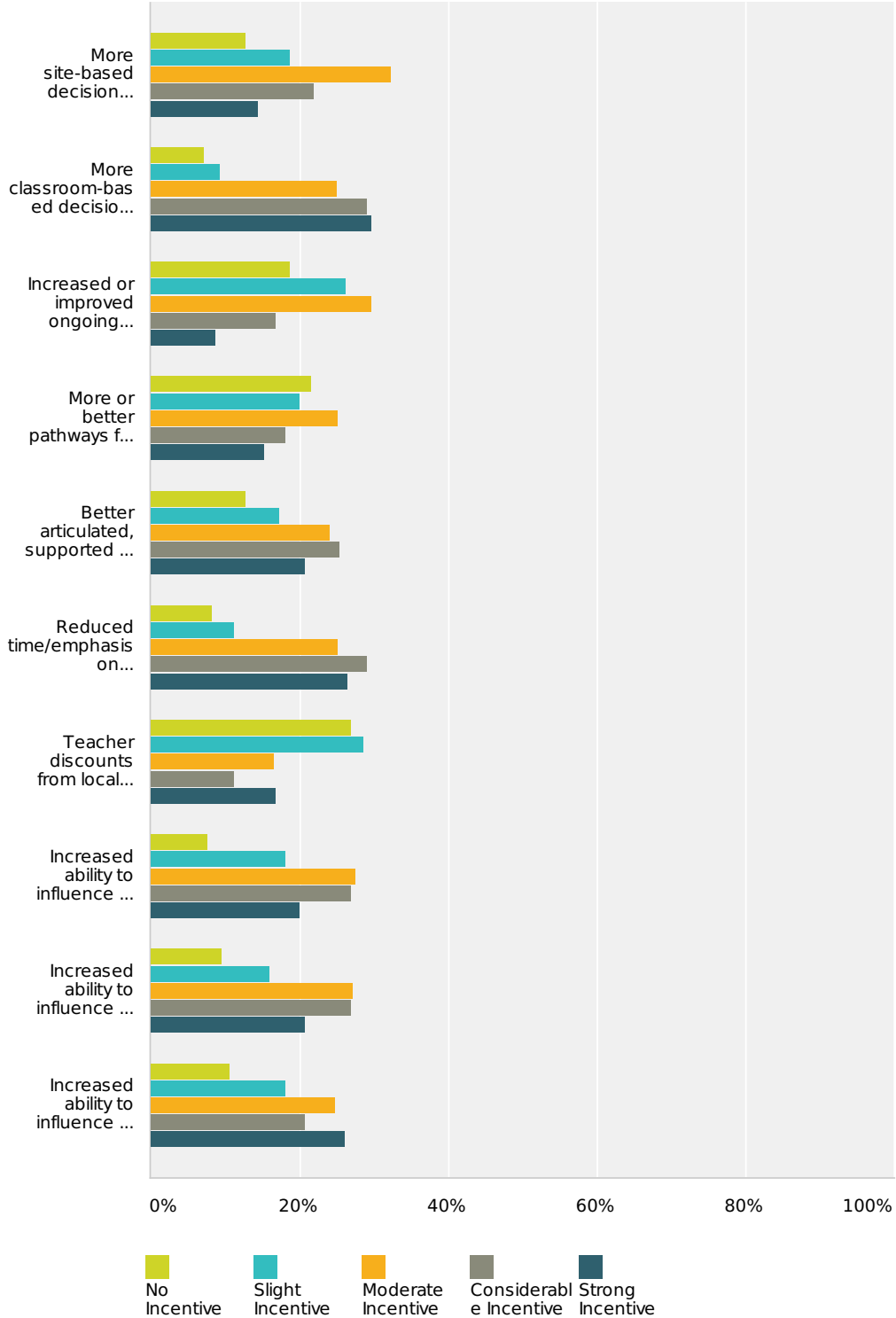
Teacher Satisfaction Survey

Higher pay (overall)	██████ ██	4.73% 22	13.33% 62	22.80% 106	56.99% 265	465
Merit pay opportunities based on performance	29.46% 137	17.85% 83	21.94% 102	15.70% 73	15.05% 70	465
Safer schools	23.66% 110	26.45% 123	20% 93	17.20% 80	12.69% 59	465
Smaller class size	16.56% 77	18.71% 87	21.51% 100	23.01% 107	20.22% 94	465
Less administrative paperwork/responsibilities	8.82% 41	11.18% 52	23.23% 108	27.74% 129	29.03% 135	465
More time for in-schedule lesson and class planning	6.88% 32	7.74% 36	24.09% 112	25.38% 118	35.91% 167	465
More parental involvement or support	15.70% 73	19.14% 89	30.11% 140	20% 93	15.05% 70	465
More training in classroom management	48.39% 225	18.92% 88	20.43% 95	6.24% 29	6.02% 28	465



Q32 Rate level of influence the following incentives would have on encouraging you to remain in the classroom longer than you may be currently intending to (pg.2/2):

Answered: 465 Skipped: 123



No Incentive	Slight Incentive	Moderate Incentive	Considerable Incentive	Strong Incentive	Total
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Teacher Satisfaction Survey

More site-based decision making (school-level)	12.69% 59	18.71% 87	32.26% 150	21.94% 102	14.41% 67	465
More classroom-based decision making (teacher-level)	7.10% 33	9.25% 43	24.95% 116	29.03% 135	29.68% 138	465
Increased or improved ongoing professional development	18.71% 87	26.24% 122	29.68% 138	16.77% 78	8.60% 40	465
More or better pathways for career advancement within teaching	21.51% 100	20% 93	25.16% 117	18.06% 84	15.27% 71	465
Better articulated, supported or enforced student behavior management protocols	12.69% 59	17.20% 80	24.09% 112	25.38% 118	20.65% 96	465
Reduced time/emphasis on standardized testing	8.17% 38	11.18% 52	25.16% 117	29.03% 135	26.45% 123	465
Teacher discounts from local business community (reduced car loan rates, discounted mortgages, etc.)	26.88% 125	28.60% 133	16.56% 77	11.18% 52	16.77% 78	465
Increased ability to influence or advise important decisions at my school	7.53% 35	18.06% 84	27.53% 128	26.88% 125	20% 93	465
Increased ability to influence or advise DISTRICT-level policy decisions	9.46% 44	15.91% 74	27.10% 126	26.88% 125	20.65% 96	465
Increased ability to influence or advise STATE-level policy decisions	10.54% 49	18.06% 84	24.73% 115	20.65% 96	26.02% 121	465

Other (please specify) (18)