

USBE Educator Engagement Survey

Instructions

Thank you for your service as a Utah educator and for taking a few minutes to complete the Educator Engagement Survey.

Education is vital to the future of our state and the perspectives and experiences of Utah's teachers are of interest to state and local education agencies. Through this survey, we hope to gather valuable information about your engagement in education and your perspectives related to the quality of your job experiences. The information and data that you provide will help education policymakers make decisions, advocate for improved job satisfaction, and support meaningful funding requests.

To value your privacy, this survey is intended to be anonymous. The "required" questions do not request personal information. Questions that may reveal identifying information are indicated as "optional." You may choose not to answer these questions.

We anticipate that this survey will take 20-30 minutes to complete.

Thank you so much for your work in education – and for taking just a few minutes to help inform and improve the experiences of Utah educators!

General Questions

The questions below are intended to help us understand the work you are engaged in as a Utah educator.

G.01 Which of the following best describes your primary role?

- General education teacher
- Special education teacher
- School counselor
- School specialist
- School administrator
- District or LEA administrator
- District or LEA specialist
- Specialized service provider (e.g., school nurse, audiologist, speech therapist, etc.)
- Other (please specify) _____

G.02 Which of the following best describes the environment in which you function in your primary role?

- Preschool
- Elementary
- Middle School/Junior High
- High School

G.03 As of today, how long have you worked as an educator in this role in the state of UTAH?

- Less than 1 year
- 1-3 years
- 4-6 years
- 7-10 years
- More than 10 years

G.04 As of today, how long have you worked as an educator in any capacity in the state of Utah?

- Less than 1 year
- 1-3 years
- 4-6 years
- 7-10 years
- More than 10 years

G.05 Do you plan to continue your employment in this school or district next year?

- Yes
- No
- Unsure

Display Question G.06 if the response to G.04 is less than 1 year or 1-3 years.

G.06 In which university teacher preparation program did you receive your training?

- I did not complete a university teacher training program
- Brigham Young University
- Dixie State University
- Southern Utah University
- University of Utah
- Utah State University
- Utah Valley University
- Weber State University
- Western Governors University
- Westminster College
- Other College/University (please specify) _____

Mentoring

Display Question M.01 if the response to G.04 is less than 1 year or 1-3 years.

M.01 Do you have a **formal mentor(s)** assigned to work with you as a new educator?

- Yes
- No
- Unsure

Display Question M.02 if the response to M.01 is yes.

M.02 Which of the following best describes your **formal mentor(s)**?

- Another teacher with his/her own classroom at my school
- Another professional at my school whose only role is mentoring
- A district mentor
- I have both a teacher mentor from my school and a district mentor
- Other (please specify) _____
- Unsure

Display Question M.03 if the response to M.02 is another teacher with his/her own classroom at my school or another professional at my school whose only role is mentoring, or I have both a teacher mentor from my school and a district mentor.

M.03 Which of the following supports do, or have you received from the **formal mentor at your school**?

Physical support (e.g., help arranging classroom, setting up learning centers, grading)

- Yes
- No

Institutional support (e.g., help finding or accessing school resources, introduction to other school staff)

- Yes
- No

Emotional support (e.g., a listening ear, a shoulder to cry on)

- Yes
- No

Instructional support (e.g., goal setting, guidance that promoted reflection on and improvement of your instructional practice)

- Yes
- No

Display Question M.04 if the response to M.02 is a district mentor or I have both a teacher mentor from my school and a district mentor.

M.04 Which of the following supports do, or have you received from your **formal district mentor**?

Physical support (e.g., help arranging classroom, setting up learning centers, grading)

- Yes
- No

Institutional support (e.g., help finding or accessing school resources, introduction to other school staff)

- Yes
- No

Emotional support (e.g., a listening ear, a shoulder to cry on)

- Yes
- No

Instructional support (e.g., goal setting, guidance that promoted reflection on and improvement of your instructional practice)

- Yes
- No

Display Question M.05 if the response to M.02 is another teacher with his/her own classroom at my school, or another professional at my school whose only role is mentoring, or I have both a teacher mentor from my school and a district mentor.

M.05 How frequently do you typically meet with the **formal mentor from your school?**

- Daily
- At least once a week
- At least once a month
- At least once a quarter/semester/trimester
- Only as needed
- Rarely
- Never
- Unsure

Display Question M.06 if the response to M.02 is a district mentor or I have both a teacher mentor from my school and a district mentor.

M.06 How frequently do you typically meet with your **formal district mentor?**

- Daily
- At least once a week
- At least once a month
- At least once a quarter/semester/trimester
- Only as needed
- Rarely
- Never
- Unsure

Display Question M.07 if the response to M.02 is another teacher with his/her own classroom at my school, or another professional at my school whose only role is mentoring, or I have both a teacher mentor from my school and a district mentor.

M.07 How frequently does the **formal mentor at your school** typically observe your classroom teaching?

- Daily
- At least once a week
- At least once a month
- At least once a quarter/semester/trimester
- Only as needed
- Rarely
- Never
- Unsure

Display Question M.08 if the response to M.02 is a district mentor or I have both a teacher mentor from my school and a district mentor.

M.08 How frequently does your **formal district mentor** typically observe your classroom teaching?

- Daily
- At least once a week
- At least once a month
- At least once a quarter/semester/trimester
- Only as needed
- Rarely
- Never
- Unsure

Display Question M.09 if the response to M.07 is daily, or at least once a week, or at least once a month, or at least once or quarter/semester/trimester, or only as needed.

M.09 Does the **formal mentor at your school** usually provide feedback after he/she observes your classroom teaching?

- Yes
- No
- Unsure

Display Question M.10 if the response to M.09 is yes.

M.10 How would you rate the quality of the feedback you receive from the **formal mentor at your school**?

- Excellent
- Good
- Average
- Poor
- Terrible

Display Question M.11 if the response to M.08 is daily, or at least once a week, or at least once a month, or at least once or quarter/semester/trimester, or only as needed.

M.11 Does your **formal district mentor** usually provide feedback after he/she observes your classroom teaching?

- Yes
- No
- Unsure

Display Question M.12 if the response to M.11 is yes.

M.12 How would you rate the quality of the feedback you receive from your **formal district mentor**?

- Excellent
- Good
- Average
- Poor
- Terrible

Display Question M.13 if the response to M.01 is yes.

M.13 How would you rate the impact of mentoring on **supporting your transition into the teaching profession?**

- Extremely positive
- Somewhat positive
- Neither positive nor negative
- Somewhat negative
- Extremely negative

Display Question M.14 if the response to M.01 is yes.

M.14 How would you rate the impact of mentoring on **improving your instructional practice?**

- Extremely positive
- Somewhat positive
- Neither positive nor negative
- Somewhat negative
- Extremely negative

Display Question M.15 if the response to M.01 is yes.

M.15 What aspects of your mentoring relationship(s) do you find particularly helpful?

Display Question M.16 if the response to M.01 is yes.

M.16 What aspects of your mentoring relationship(s) do you find particularly frustrating?

M.17 Do you have an **informal mentor(s)** (i.e., persons within the school who befriend you and provide extra support to you without having an assignment to do so)?

- Yes
- No
- Unsure

Display Question M.18 if the response to M.17 is yes.

M.18 Please briefly describe the ways(s) your **informal mentor(s)** supports you.

Preparation & Expectations

PE.01 Which of the following best summarizes the primary training you had before accepting your first teaching position?

- University-based teacher preparation
- College degree with some formal classroom teaching experience
- College degree with no formal classroom teaching experience
- No college degree

PE.02 Typically this year, how well prepared have you felt to deliver the **academic content** associated with your assignment at this school?

- Extremely well prepared
- Moderately prepared
- Somewhat prepared
- Not at all prepared
- Not applicable

PE.03 Typically this year, how well prepared have you felt to manage **classroom procedures and protocols** associated with your assignment at this school?

- Extremely well prepared
- Moderately prepared
- Somewhat prepared
- Not at all prepared
- Not applicable

PE.04 Typically this year, how well prepared have you felt to manage student behavior associated with your assignment at this school?

- Extremely well prepared
- Moderately prepared
- Somewhat prepared
- Not at all prepared
- Not applicable

PE.05 Typically this year, how well prepared have you felt to manage interactions with parents as required by your assignment at this school?

- Extremely well prepared
- Moderately prepared
- Somewhat prepared
- Not at all prepared
- Not applicable

PE.06 Typically this year, how well prepared have you felt to work with other professionals at this school?

- Extremely well prepared
- Moderately prepared
- Somewhat prepared
- Not at all prepared
- Not applicable

PE.07 Overall, how well prepared would you say you typically feel for the work expected of you in your position at this school?

- Extremely well prepared
- Moderately prepared
- Somewhat prepared
- Not at all prepared
- Not applicable

PE.08 Overall, how has the difficulty of your work this year aligned with your expectations?

- My work has been far easier than expected
- My work has been somewhat easier than I expected
- My work has been about what I expected
- My work has been somewhat harder than I expected
- My work has been far harder than expected

School Leadership

SL.01 Please respond to the following questions based on what you have typically experienced **this year** in your interactions with your principal or immediate supervisor.

My principal or immediate supervisor encourages me to be innovative in my classroom.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer Not to Answer

My principal or immediate supervisor communicates with me regarding my performance as an educator.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer Not to Answer

My principal or immediate supervisor helps me understand my strengths and weaknesses.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer Not to Answer

My principal or immediate supervisor is easy to talk to.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer Not to Answer

My principal or immediate supervisor expresses care and concern for me as an individual.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer Not to Answer

My principal or immediate supervisor understands the challenges associated with being an educator.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer Not to Answer

My principal or immediate supervisor demonstrates effective leadership.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer Not to Answer

SL.02 In what aspect(s) of his/her leadership would you say your principal or immediate supervisor shows great strength?

SL.03 What aspect(s) of his/her leadership would you say your principal or immediate supervisor could improve upon?

Collaboration

C.01 Please respond to the following questions based on what you have typically experienced **this year** regarding collaboration among the professionals in your school. *When used, the term “my team” refers to the group of people you work with most directly and may be a grade level and/or department-level team.*

Educators at this school value working collaboratively.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

It is easy to collaborate with educators across grades within this school.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

It is easy to collaborate with educators across subject areas within this school.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

My team works effectively together.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

The workload is allocated effectively across my team.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

I have adequate time to collaborate and plan with my team.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

Time spent collaborating at this school is time well spent.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

C.02 What would you consider to be the greatest benefit you have experienced this year in collaborating with other educators?

C.03 What would you consider to be the greatest challenge you have experienced this year in collaborating with other educators?

Resources and Professional Learning

RPL.01 Please respond to the following questions based on your access **this year** to resources and professional learning.

The non-technological supplies and tools I need to do my job are provided to me when requested.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

The technologies I need to do my job are provided to me as requested.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

I must purchase the non-technological supplies and tools I need to do my job with personal funds.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

I must purchase the technologies I need to do my job with personal funds.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

I receive adequate training on how to use school/district specific technologies.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

I have access to professional learning opportunities to help me be a successful educator.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

I am encouraged to take advantage of professional learning opportunities.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

I have adequate time to participate in professional learning opportunities.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

The professional learning opportunities available to me are high quality.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

RPL.02 In what way(s) have you most benefitted from professional learning opportunities this year?

RPL.03 What barrier(s) have you faced in participating in professional learning opportunities this year?

Career Growth

CG.01 I have personal goals related to my career growth and advancement.

- Yes
- No
- Unsure

CG.02 I see opportunities for my own career growth and advancement in education.

- Yes
- No
- Unsure

CG.03 I have opportunities to serve in leadership positions in my school.

- Yes
- No
- Unsure

CG.04 There are clear teacher leaders at my school

- Yes
- No
- Unsure

Display Question CG.05 if the response to CG.04 is yes.

CG.05 The opportunity to be a teacher leader at my school is accessible to me.

- Yes
- No
- Unsure

Display Question CG.06 if the response to CG.01 is yes.

CG.06 What could those in leadership positions do to support you in reaching your goals for career growth and advancement?

Satisfaction

S.01 I find my day-to-day work interesting.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

S.02 I find my day-to-day work rewarding.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

S.03 The students at this school generally respect their teachers.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

S.04 I am adequately recognized **by parents** for the work that I do.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

S.05 I am adequately recognized by the community for the work that I do.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

S.06 I am adequately recognized by school leadership for the work that I do.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

S.07 I am paid fairly for the work that I do.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

S.08 My benefits package is sufficient for my needs.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

S.09 In your opinion, what could be done to improve job satisfaction among Utah educators?

Demographics (optional)

D.01 With which gender to you most closely identify?

- Male
- Female
- Prefer not to say

D.02 With which group do you most closely identify?

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino(a)
- Pacific Islander or Hawaiian Native
- White
- Other

D.03 Which classification captures your age as of today?

- 20-25
- 26-30
- 31-35
- 36-40
- 41-45
- 46-50
- Over 50

D.04 Which of the following describe the educational setting in which you primarily work?

High Poverty

- Yes
- No
- Unsure

High Minority

- Yes
- No
- Unsure

Rural

- Yes
- No
- Unsure

Charter School

- Yes
- No
- Unsure

School District

- Yes
- No
- Unsure