

# Utah Educator Engagement Survey

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## 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!

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## 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 This Question:*

*If As of today, how long have you worked as an educator in any capacity in the state of UTAH? = Less than 1 year*

*Or As of today, how long have you worked as an educator in any capacity in the state of UTAH? = 1-3 years*

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

- I did not complete a university teacher preparation 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 This Question:*

*If As of today, how long have you worked as an educator in any capacity in the state of UTAH? = Less than 1 year*

*Or As of today, how long have you worked as an educator in any capacity in the state of UTAH? = 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 This Question:*

*If Do you have a formal mentor(s) assigned to work with you as a new educator? = 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 This Question:*

*If Which of the following best describes your formal mentor(s)? = another teacher with his/her own classroom at my school*

*Or Which of the following best describes your formal mentor(s)? = another professional at my school whose only role is mentoring*

*Or Which of the following best describes your formal mentor(s)? = 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**?

	Yes	No
Physical support (e.g., help arranging classroom, setting up learning centers, grading)	<input type="radio"/>	<input type="radio"/>
Institutional support (e.g., help finding or accessing school resources, introduction to other school staff)	<input type="radio"/>	<input type="radio"/>
Emotional support (e.g., a listening ear, a shoulder to cry on)	<input type="radio"/>	<input type="radio"/>
Instructional support (e.g., goal setting, guidance that promoted reflection on and improvement of your instructional practice)	<input type="radio"/>	<input type="radio"/>

*Display This Question:*

*If Which of the following best describes your formal mentor(s)? = a district mentor*

*Or Which of the following best describes your formal mentor(s)? = 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**?

	Yes	No
Physical support (e.g., help arranging classroom, setting up learning centers, grading)	<input type="radio"/>	<input type="radio"/>
Institutional support (e.g., help finding or accessing school resources, introduction to other school staff)	<input type="radio"/>	<input type="radio"/>
Emotional support (e.g., a listening ear, a shoulder to cry on)	<input type="radio"/>	<input type="radio"/>
Instructional support (e.g., goal setting, guidance that promoted reflection on and improvement of your instructional practice)	<input type="radio"/>	<input type="radio"/>

*Display This Question:*

*If Which of the following best describes your formal mentor(s)? = another teacher with his/her own classroom at my school*

*Or Which of the following best describes your formal mentor(s)? = another professional at my school whose only role is mentoring*

*Or Which of the following best describes your formal mentor(s)? = 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 This Question:*

*If Which of the following best describes your formal mentor(s)? = a district mentor*

*Or Which of the following best describes your formal mentor(s)? = 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 This Question:

*If Which of the following best describes your formal mentor(s)? = another teacher with his/her own classroom at my school*

*Or Which of the following best describes your formal mentor(s)? = another professional at my school whose only role is mentoring*

*Or Which of the following best describes your formal mentor(s)? = 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 This Question:*

*If Which of the following best describes your formal mentor(s)? = a district mentor*

*Or Which of the following best describes your formal mentor(s)? = 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 This Question:*

*If How frequently does the formal mentor at your school typically observe your classroom teaching? = Daily*

*Or How frequently does the formal mentor at your school typically observe your classroom teaching? = At least once a week*

*Or How frequently does the formal mentor at your school typically observe your classroom teaching? = At least once a month*

*Or How frequently does the formal mentor at your school typically observe your classroom teaching? = At least once a quarter/semester/trimester*

*Or How frequently does the formal mentor at your school typically observe your classroom teaching? = 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 This Question:*

*If Does the formal mentor at your school usually provide feedback after he/she observes your classro... = 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 This Question:*

*If How frequently does your formal district mentor typically observe your classroom teaching? = Daily*

*Or How frequently does your formal district mentor typically observe your classroom teaching? = At least once a week*

*Or How frequently does your formal district mentor typically observe your classroom teaching? = At least once a month*

*Or How frequently does your formal district mentor typically observe your classroom teaching? = At least once a quarter/semester/trimester*

*Or How frequently does your formal district mentor typically observe your classroom teaching? = Only as needed*

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

- Yes
  - No
  - Unsure
-

*Display This Question:*

*If Does your formal district mentor usually provide feedback after he/she observes your classroom te... = Yes*

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

- Excellent
  - Good
  - Average
  - Poor
- 

*Display This Question:*

*If Do you have a formal mentor(s) assigned to work with you as a new educator? = 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 This Question:*

*If Do you have a formal mentor(s) assigned to work with you as a new educator? = 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 This Question:*

*If Do you have a formal mentor(s) assigned to work with you as a new educator? = Yes*

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

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*Display This Question:*

*If Do you have a formal mentor(s) assigned to work with you as a new educator? = Yes*

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

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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 This Question:*

*If Do you have an informal mentor(s) (i.e., persons within the school who befriend you and provide e... = Yes*

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

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## 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 I 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.

	Almost Always	Sometimes	Rarely	Never	Prefer Not to Answer
My principal or immediate supervisor encourages me to be innovative in my classroom.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My principal or immediate supervisor communicates with me regarding my performance as an educator.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My principal or immediate supervisor helps me understand my strengths and weaknesses.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My principal or immediate supervisor is easy to talk to.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My principal or immediate supervisor expresses care and concern for me as an individual.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My principal or immediate supervisor understands the challenges associated with being an educator.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My principal or immediate supervisor demonstrates effective leadership.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

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

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**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.*

	Almost Always	Sometimes	Rarely	Never	Prefer Not to Answer
Educators at this school value working collaboratively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is easy to collaborate with educators across grades within this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is easy to collaborate with educators across subject areas within this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My team works effectively together.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The workload is allocated effectively across my team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have adequate time to collaborate and plan with my team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time spent collaborating at this school is time well spent.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

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

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## Resources & Professional Learning

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

	Almost Always	Sometimes	Rarely	Never	Prefer Not to Answer
The non-technological supplies and tools I need to do my job are provided to me when requested.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The technologies I need to do my job are provided to me as requested.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I must purchase the non-technological supplies and tools I need to do my job with personal funds.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I must purchase the technologies I need to do my job with personal funds.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive adequate training on how to use school/district specific technologies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have access to professional learning opportunities to help me be a successful educator.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am encouraged to take advantage of professional learning opportunities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have adequate time to participate in professional learning opportunities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The professional learning opportunities available to me are high quality.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

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

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**Career Growth**

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

- Yes
- No
- Unsure

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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 This Question:*

*If There are clear teacher leaders at my school. = Yes*

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

- Yes
  - No
  - Unsure
- 

*Display This Question:*

*If I have personal goals related to my career growth and advancement. = Yes*

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

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## 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 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?

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**Demographics**

**D.01 (Optional)**

With which gender do you most closely identify?

- Male
  - Female
  - Prefer not to say
-

**D.02 (Optional)**

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 (Optional)**

Which classification captures your age as of today?

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

**D.04 (Optional)**

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

	Yes	No	Unsure
High Poverty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
High Minority	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rural	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Charter School	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School District	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>