

Introduction

Survey of Recent SFUSD Employees

Welcome to the 2015 Stanford University Survey of Recent SFUSD Employees!

This online survey offers you the opportunity to confidentially share your views and insights about your experiences as a recent employee of SFUSD. We are asking that you participate in this survey so we can hear about your experiences in SFUSD and what SFUSD can do to support staff members more effectively. We know you have a lot of demands on your time, but your feedback is invaluable as we strongly believe that this information will help SFUSD schools and students. You will be asked questions about your career in the district and your opinions on district and school programs, and your input is vital to SFUSD's continuous improvement efforts.

As a token of appreciation, **you will receive a \$5 gift certificate from Amazon, paid for by Stanford**, when you complete the survey.

Thanks for your participation!

CONFIDENTIALITY: Taking this survey is voluntary and your responses are confidential. Researchers in the Center for Education Policy Analysis at Stanford University are administering this survey, including its confidentiality protections and the \$5 gift card awarded to those who take the survey. As such, survey results will only be reported in aggregate form and will never identify you.

YOUR INDIVIDUAL RESULTS WILL NOT AT ANY TIME BE REPORTED BACK TO THE DISTRICT. Completing the survey indicates your consent to participate. This study's confidentiality protections have been reviewed and approved by the Institutional Review Board (IRB) at Stanford University. If you have questions about your rights as a study participant, or are dissatisfied at any time with any aspect of this study, you may contact the Administrative Panels Office, Stanford University, Stanford, CA (USA) 94305-5401, or by phone: (650) 723-2480 (you may call collect).

ABOUT THE RESEARCHERS: The Center for Education Policy Analysis at Stanford University (<http://cepa.stanford.edu>) works with school districts across the country and has an ongoing research partnership with SFUSD. Our mission is to support high quality, multi-disciplinary empirical research that is informed by collaboration with stakeholders and practitioners and that, in turn, informs the improvement of education policy and practice.

Assignment & Experience

Most Recent Assignment and Experience

We are interested in the position you most recently held within SFUSD and your experience in that position.

Which category best describes the position(s) you most recently held in SFUSD? (Check all that apply.)

- Teacher
- Principal or Assistant Principal
- Other School Staff
- Central Office
- Other (please describe)

Which of the following best describes your most recent teaching position(s)? (Check all that apply.)

- Classroom teacher
- Teacher on Special Assignment (TSA)
- Special education teacher (pull-out or push-in), Resource specialist, or Intervention specialist
- Subject area coach
- Prep-time teacher
- Other (please describe):

Which of the following best describes your most recent administrative position(s)? (Check all that apply.)

- Principal
- Assistant Principal
- Early Ed or Small School Administrator

Which of the following best describes your most recent staff position(s)? (Check all that apply.)

- | | | |
|---|--|---|
| <input type="checkbox"/> Instructional Coach | <input type="checkbox"/> School nurse or health counselor | <input type="checkbox"/> Security |
| <input type="checkbox"/> Special education teacher (pull-out or push-in), Resource specialist, or Intervention specialist | <input type="checkbox"/> Academic counselor | <input type="checkbox"/> Health staff |
| <input type="checkbox"/> Para-professional | <input type="checkbox"/> Social Worker or Psychologist | <input type="checkbox"/> Food services staff |
| <input type="checkbox"/> Response to Intervention Specialist | <input type="checkbox"/> Occupational therapist, speech and language pathologist | <input type="checkbox"/> Custodial, janitorial, or trades staff |

- Office administrative staff
 Librarian
 Other (please describe):

- Community liaison

Which of the following best describes your most recent central office position(s)? (Check all that apply.)

- Administrative support staff (e.g., clerks)
 Budget, Accounting, and Finance staff
 Food services staff
 Director, Executive Director, or Manager
 Human resources staff
 Health staff
 Teacher on Special Assignment (TSA)
 IT staff
 Security
 Program staff
 Custodial staff
 Other (please describe):

 Data, analysis, and evaluation staff

At which type of location did you most recently work? (Check all that apply.)

- Elementary/Early Education School
 Middle School
 K-8 School
 High School
 Continuation School
 Central Office
 Other (please describe):

For how many years (including the past one) were you employed...

in your most recent school/location? years

in other schools/locations within SFUSD (not your most recent school/location)? years

in schools/locations outside of SFUSD? years

Total Years years

Professional Growth and Support

How would you characterize the following aspects of your most recent job(s) in SFUSD?

	Strongly agree	Agree	Disagree	Strongly disagree	N/A
SFUSD supported my development as a professional	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt that there was room for professional growth in my position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had clear goals in my position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly agree	Agree	Disagree	Strongly disagree	N/A
My supervisors had clear expectations for me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I received feedback about my performance that helped me grow professionally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Work Environment

How would you characterize the following aspects of your most recent job(s) in SFUSD?

	Strongly agree	Agree	Disagree	Strongly disagree	N/A
My skills were put to use effectively in my position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was well compensated for the work I did while in the district	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work environment was positive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My colleagues and I worked collaboratively towards a common goal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt that my workload was reasonable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was treated fairly by my supervisors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I could express concerns or grievances about my school leadership without fear of retaliation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I could express concerns or grievances about district leadership without fear of retaliation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Leadership

How would you characterize the following aspects of your most recent job(s) in SFUSD?

	Strongly agree	Agree	Disagree	Strongly disagree	N/A
I felt supported by school leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt supported by district leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
District leaders are taking SFUSD in a positive direction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Determinants of Your Decision

Determinants of your decision

We are interested in learning more about why you decided to leave your position(s) in SFUSD.

Which of the following were reasons that you left your most recent position(s)? (Please check all that apply.)

- | | | |
|---|--|--|
| <input type="checkbox"/> I was dissatisfied with the salary | <input type="checkbox"/> I believed I would be formally dismissed if I did not resign | <input type="checkbox"/> I no longer wished to be employed full-time |
| <input type="checkbox"/> I was dissatisfied with the benefits | <input type="checkbox"/> I was offered a financial incentive to resign | <input type="checkbox"/> I relocated out of San Francisco |
| <input type="checkbox"/> There were too many student discipline problems at my school | <input type="checkbox"/> I felt my preparation/training program did not adequately prepare me to teach/work in my school | <input type="checkbox"/> I relocated out of the Bay Area |
| <input type="checkbox"/> The lack of professional advancement opportunities | <input type="checkbox"/> I felt I could not be an effective teacher/staff person | <input type="checkbox"/> I wanted a job closer to my home |
| <input type="checkbox"/> The lack of teacher/employee influence on school policies | <input type="checkbox"/> I no longer wanted to meet the requirements necessary to maintain my credential | <input type="checkbox"/> I wanted to return to school |
| <input type="checkbox"/> The lack of competence of my colleagues | <input type="checkbox"/> I no longer wished to be a teacher | <input type="checkbox"/> I was laid off from SFUSD and accepted a position elsewhere before being recalled |
| <input type="checkbox"/> I didn't feel like I fit with the culture of my school or work site | <input type="checkbox"/> I no longer wished to be in my current position | <input type="checkbox"/> Medical reasons |
| <input type="checkbox"/> I was dissatisfied with my school's administration | <input type="checkbox"/> I accepted a non-teaching position in my district | <input type="checkbox"/> Personal reasons |
| <input type="checkbox"/> To avoid a negative evaluation or being placed on a remediation plan | <input type="checkbox"/> I accepted a position with the City and County of San Francisco (outside of SFUSD) | <input type="checkbox"/> Other (please specify):
<input type="text"/> |

Which is the SINGLE most important reason that you left your most recent position?

- | | | |
|--|---|---|
| <input type="radio"/> » I was dissatisfied with the salary | <input type="radio"/> » I believed I would be formally dismissed if I did not resign | <input type="radio"/> » I no longer wished to be employed full-time |
| <input type="radio"/> » I was dissatisfied with the benefits | <input type="radio"/> » I was offered a financial incentive to resign | <input type="radio"/> » I relocated out of San Francisco |
| <input type="radio"/> » There were too many student discipline problems at my school | <input type="radio"/> » I felt my preparation/training program did not adequately prepare me to teach/work in my school | <input type="radio"/> » I relocated out of the Bay Area |
| <input type="radio"/> » The lack of professional advancement opportunities | <input type="radio"/> » I felt I could not be an effective teacher/staff person | <input type="radio"/> » I wanted a job closer to my home |
| <input type="radio"/> » The lack of teacher/employee influence on school policies | <input type="radio"/> » I no longer wanted to meet the requirements necessary to maintain my credential | <input type="radio"/> » I wanted to return to school |
| <input type="radio"/> » The lack of competence of my colleagues | <input type="radio"/> » I no longer wished to be a teacher | <input type="radio"/> » I was laid off from SFUSD and accepted a position elsewhere before being recalled |
| <input type="radio"/> » I didn't feel like I fit with the culture | <input type="radio"/> » I no longer wished to be in my | <input type="radio"/> » Medical reasons |

of my school or work site

current position

» I was dissatisfied with my school's administration

» I accepted a non-teaching position in my district

» Personal reasons

» To avoid a negative evaluation or being placed on a remediation plan

» I accepted a position with the City and County of San Francisco (outside of SFUSD)

» Other (please specify):

Which of the following were reasons that you decided to relocate out of San Francisco?

Returning to home city/state

Desire to be closer to family

Cost of living in San Francisco was too high

Desire to live/work in a less urban environment

Desire to purchase property in more affordable housing market

Desire to teach/work in a different public school district

Difficulty finding affordable housing

Desire to teach/work in a public charter school outside of San Francisco

Desire for different schooling options for child(ren)

Desire to teach/work in a private school outside of San Francisco

Pursuing higher education in another part of the state/country

Other (please specify):

What actions can SFUSD take to build a better workplace? (Please list or describe).

What could the district have done (if anything) to better support you in your former position? (Please list or describe).

Current and Future Plans

Current and Future Plans

We are interested in your plans for work if you have accepted a new position.

What are you doing now or will you begin in the near future? (Check all that apply.)

- I am employed as a teacher in another district, charter, or private school
- I am in graduate school
- I am employed in the education field, but not as a teacher
- I have not decided what I want to do next
- I am employed in a field/industry outside of education
- I am unemployed and seeking employment with another school district
- I am unemployed and not seeking employment
- Other (please specify):
- I am seeking employment in a new career, field, or industry

In which district did you accept a position (or list name of school if private or charter school)?

What type of position do you currently hold in the education field?

Would you ever consider returning to work in SFUSD?

- Yes
- No

What factors would lead you to consider returning? (Check all that apply.)

- If the salary were higher
- If there were fewer student discipline problems
- If my colleagues were more effective/supportive
- If there were more affordable housing options available in San Francisco
- If my school leaders were more effective/supportive
- If I lived closer
- If district leadership were more effective/supportive
- Other (please specify):
- If there were more opportunities for professional advancement

What is the single most important reason that would lead you to consider returning?

- » If the salary were higher
- » If there were fewer student discipline problems
- » If my colleagues were more effective/supportive
- » If there were more affordable housing options available in San Francisco
- » If my school leaders were more effective/supportive
- » If I lived closer
- » If district leadership were more effective/supportive
- » Other (please specify):

- » If there were more opportunities for professional advancement

Background

Background

The next questions ask about your own background and home life. As with other questions, these questions are completely voluntary and your answers to these questions are only used in aggregate. They help us to understand the lives of SFUSD employees more generally.

How did you normally commute to work for your most recent position in SFUSD?

- By car
- On foot
- By bike
- On public transportation
- Other (please describe):

How long was your daily commute to your most recent position in SFUSD? Please write in the number of minutes it took you to get to work.

With whom do you live? (Choose all that apply.)

- Alone
- With spouse/domestic/romantic partner
- With my children
- With roommates
- With other relatives

How many children do you have who are under the age of 5?

- 0
- 1
- 3
- 4 or more

2**How many children do you have who are between the ages of 5 and 18?** 0 3 1 4 or more 2**What was the total income for your household (you and anyone you live with who you consider family) in 2014?**

- Under \$50,000
- \$50,000-\$74,999
- \$75,000-\$99,000
- \$100,000-\$124,999
- \$125,000-\$149,999
- \$150,000-\$250,000
- Over \$250,000

Was or is either of your parents a teacher?

- Yes
- No

Did either of your parents complete a bachelor's degree (e.g., B.A., B.S.) or a higher level of education (e.g. J.D., M.A., Ph.D., M.D.)?

- Yes
- No

Your K-12 Experience

We are interested in learning more about the similarities between your experiences teaching in SFUSD and your experiences as a K-12 student.

Where did you graduate from high school?

School name

District

City

State

We are interested to know how similar your most recent school in SFUSD is to the school you attended when you were your students' age.

My childhood school was/had...

	Less	Similar	More
Safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parent involvement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Students of my race/ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

THANK YOU for participating in this survey. We appreciate your feedback! Feel free to use the space below to share anything else you think we should know that will help us better understand your situation or experience at SFUSD.