

Introduction

Survey of Recent SFUSD Employees

Welcome to the 2016 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.

CONFIDENTIALITY: Taking this survey is completely voluntary. Your responses are completely confidential. To protect confidentiality, survey results will be reported in aggregate form only 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. If you have any questions about the survey, please contact the researchers at sfusd-cepa-survey@stanford.edu.

Thanks for your participation!

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 |
| <input type="checkbox"/> Office administrative staff | <input type="checkbox"/> Librarian | <input type="checkbox"/> Other (please describe): <input type="text"/> |
| <input type="checkbox"/> Community liaison | | |

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

- | | | |
|--|--|--|
| <input type="checkbox"/> Administrative support staff (e.g., clerks) | <input type="checkbox"/> Budget, Accounting, and Finance staff | <input type="checkbox"/> 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"/> |
| 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.)

- I was dissatisfied with the salary
 I believed I would be formally
 I no longer wished to be employed

dismissed if I did not resign

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 of my school or work site | <input type="radio"/> » I no longer wished to be in my current position | <input type="radio"/> » Medical reasons |
| <input type="radio"/> » I was dissatisfied with my school's administration | <input type="radio"/> » I accepted a non-teaching position in my district | <input type="radio"/> » Personal reasons |
| <input type="radio"/> » To avoid a negative evaluation or being placed on a remediation plan | <input type="radio"/> » I accepted a position with the City and County of San Francisco (outside of SFUSD) | <input type="radio"/> » Other (please specify): <input type="text"/> |

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

- | | |
|---|--|
| <input type="checkbox"/> Returning to home city/state | <input type="checkbox"/> Desire to be closer to family |
| <input type="checkbox"/> Cost of living in San Francisco was too high | <input type="checkbox"/> 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.)

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

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

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

Background

Background

This final set of questions asks about your own background and home life. As with other questions, your answers to these questions are only used in aggregate and are OPTIONAL. They help us to understand the lives of SFUSD staff more generally.

When you worked for SFUSD, how did you normally commute to work? (Check all that apply.)

- Car
- Walk
- Bike
- Motorcycle/scooter
- Public transportation
- Carpool/rideshare
- Other (please describe):

How long did your daily commute take?

For the questions below, please write in the number of minutes your commute typically took. For example, if it took you an hour and 10 minutes, please enter 70. Please answer both questions, even if it took the same amount of time in both directions.

How long did it take you to get to work in the morning?

How long did it take you to get home at the end of the day?

Do you identify as LGBTQIA?

Yes

No

Prefer not to answer

As a child/student, was a significant portion of your schooling in (check all that apply)...

- An SFUSD school?
- A non-SFUSD school in the Bay Area?
- A school in other parts of CA?
- A school in another country?
- None of the above

At any point in your K-12 experience, did you qualify for free and reduced-price lunch?

- Yes
- No
- Don't know

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

LAST BLOCK (NEXT BECOMES FINISH)

THANK YOU!

We appreciate your feedback! Your participation in this survey is a great help to SFUSD as it moves forward with district improvement and efforts to support schools, staff, and students better. 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.

If you do not have additional comments, please press FINISH at the bottom of the page to submit your survey.

Would you be willing to be contacted about your responses? If so, please enter the best email or phone number with which to contact you. (If not, please leave blank.)