

Default Question Block

Survey of SFUSD Recent Employees

Welcome to the 2018 Stanford University Survey of SFUSD Recent Employees!

This online survey offers you the opportunity to confidentially share your views and insights about your experiences as a recent employee in SFUSD. You will be asked questions about your career, your opinions on district and school programs, and questions that help us understand the lives of SFUSD staff more generally. Taking this survey is completely voluntary. The survey should take approximately 15-20 minutes to complete. As a token of appreciation, you will receive a \$15 gift card to Amazon for completing the survey. Your responses will be part of a research study to help inform future policy decisions in SFUSD. We see minimal risks to your participation, though we cannot and do not guarantee or promise that you will receive any benefits from this study.

CONFIDENTIALITY: 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

We are interested in the position you most recently held within SFUSD.

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

- Teacher
- Principal or Assistant Principal
- Paraeducator
- Other School Staff
- Central Office Staff

Which of the following best describes your most recent teaching position?

- 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 specify):

Which of the following best describes your most recent administrative position?

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

Which of the following best describes your most recent staff position?

- Instructional Coach
- Special education teacher (pull-out or push-in), Resource specialist, or Intervention specialist
- Paraeducator
- Response to Intervention Specialist
- Office administrative staff
- Community liaison
- School nurse or health counselor
- Academic counselor
- Social Worker or Psychologist
- Occupational therapist, speech and language pathologist
- Librarian
- Security
- Health staff
- Food services staff
- Custodial, janitorial, or trades staff
- Other (please specify):

Which category best describes the position(s) you most recently held in SFUSD?

- Administrative support staff (e.g., clerk)
- Director, Executive Director, or Manager
- Teacher on Special Assignment (TSA)
- Program staff
- Data, analysis, and evaluation staff
- Budget, Accounting, and Finance staff
- Human resources staff
- DoT staff
- Custodial staff
- Food services staff
- Health staff
- Security

Other (please specify)

At which type of location did you most recently work?

- Early Education School (PreK/TK)
- Elementary School (PreK - 5)
- Middle School
- K-8 School
- High School
- Continuation School
- Central Office
- Other (please specify)

For how many school years (including 2017-2018) were you employed...

in your most recent school/location?

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

in schools/locations outside of SFUSD?

in schools or districts in general

Work Experience

Job Experiences

These next three questions will ask you about your experiences in the position you most recently held within SFUSD.

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

Not Applicable

	Strongly Agree	Agree	Disagree	Strongly disagree	Not Applicable
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	Not Applicable
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/culture 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"/>

	Strongly Agree	Agree	Disagree	Strongly disagree	Not Applicable
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	Not Applicable
I felt supported by my school or my central office department's 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 was dissatisfied with the benefits
- There were too many student discipline problems at my school
- The lack of professional growth advancement in my role
- The lack of a career ladder/advancement opportunities.
- The lack of teacher/employee influence on school policies
- The lack of competence of my colleagues
- The lack of balance between professional demands and my life outside of work
- I didn't feel like I fit with the culture of my school, department or work site
- I was dissatisfied with my school or department's leadership's administration
- To avoid a negative evaluation or being placed on a remediation plan
- I believed I would be formally dismissed if I did not resign
- I was offered a financial incentive to resign
- I felt my preparation/training program did not adequately prepare me to teach/work in my school or department
- I felt I could not be an effective employee teacher/staff person
- I no longer wanted to meet the requirements necessary to maintain my credential (teachers and administrators)
- I no longer wished to be a teacher
- I no longer wished to be in my current position
- I accepted a non-teaching position in my district (applies to teachers, administrators and paraeducators)
- I accepted a position with the City and County of San Francisco (outside of SFUSD)
- I accepted a higher paying or more prestigious opportunity outside of the District
- I no longer wished to be employed full-time
- I relocated out of San Francisco
- I relocated out of the Bay Area
- I wanted a job closer to my home
- I wanted to return to school
- I was laid off from SFUSD and accepted a position elsewhere before being recalled
- Medical reasons
- Personal reasons
- The commute time from home to work was too long
- Other (please specify)

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

- » I was dissatisfied with the salary
- » I was dissatisfied with the benefits
- » There were too many student discipline problems at my school
- » The lack of professional growth advancement in my role
- » The lack of a career ladder/advancement opportunities.
- » The lack of teacher/employee influence on school policies
- » The lack of competence of my colleagues
- » The lack of balance between professional demands and my life outside of work
- » I didn't feel like I fit with the culture of my school, department or work site
- » I was dissatisfied with my school or department's leadership's administration
- » To avoid a negative evaluation or being placed on a remediation plan
- » I believed I would be formally dismissed if I did not resign
- » I was offered a financial incentive to resign
- » I felt my preparation/training program did not adequately prepare me to teach/work in my school or department
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- » I wanted to return to school
- » I was laid off from SFUSD and accepted a position elsewhere before being recalled
- » Medical reasons
- » Personal reasons
- » The commute time from home to work was too long

» Other (please specify)

Which is the **SINGLE** most important reason you decided to relocate out of San Francisco or the Bay Area?

- Returning to home city/state
- Cost of living in San Francisco was too high
- Desire to purchase property in more affordable housing market
- Difficulty finding affordable housing
- Desire for different schooling options for child(ren)
- Pursuing higher education in another part of the state/country
- Desire to be closer to family
- Desire to live/work in a less urban environment
- Desire to teach/work in a different public school district
- Desire to teach/work in a public charter school outside of San Francisco
- Desire to teach/work in a private school outside of San Francisco
- 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).

In the past year, the District has:

- Announced a plan to build our first affordable housing complex for educators, partnering with the Mayor's office and selecting a developer to begin construction.
- Announced an 11% raise for educators over the next three years through collective bargaining
- Announced an additional 5% raise for educators over the next three years through an agreement with UESF regarding a parcel tax measure that will be the ballot in San Francisco in June 2018

How have these factors played into your decision to leave the District?

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?

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

- I am unemployed and seeking employment with another school district
- Other (please specify):

In which district did you accept a position (or in which school if it is a 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? (select all that apply)

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

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

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

Thank You

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.)

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.

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