

Retaining Teacher Talent Survey of Teachers: Full Survey Data



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RETAINING TEACHER TALENT SURVEY OF TEACHERS

FULL SURVEY DATA

July 2, 2009

These survey data were collected for the [Retaining Teacher Talent project](#), conducted by [Public Agenda](#) and [Learning Point Associates](#) to better understand the views of teachers, particularly teachers from Generation Y (e.g., born between 1977-1995), on various policy reform ideas.

Number of participants (N) = 890 public school teachers in continental U.S.

Form split: Form A/Form B - each a random ½ of sample

Interviewing dates: April 16 - June 22, 2009

Mixed mode - telephone and online

SAMPLE SIZE/MARGIN OF ERROR:

890 Total (%) Teachers (plus or minus 4)

241 Gen-Y Teachers ages 18-32 (plus or minus 11)

642 Teachers age 33 or older (plus or minus 5)

The margin of error is higher when only a selected portion of the sample were asked a question item.

SAMPLING TOLERANCE:

Only differences greater than 8 points are likely to be significant when comparing Gen Y (%) teachers to those aged 33 years and older.

Notes: Because percentages are rounded, they may not Total (%) 100%.

An asterisk () indicates less than 1%.*

SECTION 1: SCREENER DEMOGRAPHICS

To start, I have a few questions about your current position...

D1. RECORD RESPONDENT'S SEX (DO NOT ASK/READ)

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|---------|
| 25 | 22 | 26 | Male |
| 73 | 73 | 73 | Female |
| 2 | 6 | 1 | Refused |

D2. Just to confirm, do you currently teach in a regular public school, a charter school, a private school or something else?

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|---------|
| 99 | 100 | 98 | Public |
| 1 | * | 2 | Charter |

D3. Do you teach at...(READ)

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|----------------------------------|
| 51 | 53 | 51 | An elementary school, |
| 17 | 17 | 17 | A middle or junior high school, |
| 27 | 28 | 27 | A high school, OR |
| 5 | 3 | 5 | Someplace else? (SPECIFY) |
| * | 0 | * | (DO NOT READ) Don't know/Refused |

D4. How many years have you been a teacher in the public schools? (READ)

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|----------------------------------|
| 5 | 25 | * | Less than 5 years |
| 24 | 73 | 14 | 5 - 10 years |
| 36 | 2 | 43 | 11 - 20 years |
| 35 | 0 | 42 | More than 20 years |
| * | 0 | * | (DO NOT READ) Don't know/Refused |

D4b. How many years have you been teaching at your current school? (READ)

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|----------------------------------|
| 17 | 51 | 10 | Less than 5 years |
| 27 | 47 | 23 | 5 - 10 years |
| 37 | 2 | 44 | 11 - 20 years |
| 18 | 0 | 22 | More than 20 years |
| 1 | * | 1 | (DO NOT READ) Don't know/Refused |

D5. What is your age?

D5a. [IF REFUSED AGE] Would you mind telling me if you are under 30 years of age, or age 30 or older?

| | |
|----|---------------------|
| 17 | Total 18-32 / Gen-Y |
| 82 | Total 33+ |
| 1 | Undesignated 30+ |

SECTION 2: MOTIVATIONS FOR TEACHING

Q1. Would you say that you ended up choosing your current profession by chance, was it something you decided upon in college, or was it something you had been hoping to do for quite some time?

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | | <u>2007 / 1st</u> <u>Yr¹ (%)</u> |
|------------------|------------------|--------------------|----------------------------------|--|
| 13 | 4 | 15 | Chose it by chance | 8 |
| 36 | 39 | 35 | Decided upon in college | 28 |
| 50 | 57 | 49 | Hoping to do for quite some time | 62 |
| * | * | * | (DO NOT READ) Don't know/Refused | 2 |

¹ 2007 trends are based on a national mixed mode survey (phone and online) of 641 first-year teachers, conducted by PSRAI between March 12 and April 23, 2007.

Q2. How important was each of the following factors to your decision to go into teaching? (First,) How about (READ AND RANDOMIZE)?

READ FOR THE FIRST ITEM, THEN AS NECESSARY: Would you say that this was one of the most important factors, a major factor, a minor factor, or not a factor at all?

| | <u>One of most important</u> | <u>Major factor</u> | <u>Minor factor</u> | <u>Not a factor</u> | <u>DK/ Ref.</u> |
|---|--------------------------------------|-------------------------|-------------------------|-------------------------|---------------------|
| a. Having a teacher who really inspired you as a student | | | | | |
| Total (%): | 32 | 34 | 21 | 11 | 1 |
| Gen Y (%): | 39 | 36 | 22 | 3 | 0 |
| Age 33+ (%): | 31 | 34 | 21 | 13 | 1 |
| 2007 / 1st Yr (%): | 29 | 38 | 22 | 11 | * |
| b. Having a parent or family member who was a teacher | | | | | |
| Total (%): | 11 | 12 | 12 | 65 | * |
| Gen Y (%): | 14 | 9 | 9 | 68 | 0 |
| Age 33+ (%): | 11 | 12 | 12 | 64 | 1 |
| 2007 / 1st Yr (%): | 7 | 17 | 17 | 58 | 1 |
| c. The idea of putting underprivileged kids on the path to success | | | | | |
| Total (%): | 26 | 42 | 22 | 9 | 1 |
| Gen Y (%): | 39 | 38 | 18 | 4 | * |
| Age 33+ (%): | 24 | 43 | 22 | 10 | 1 |
| 2007 / 1st Yr (%): | 37 | 49 | 12 | 3 | * |
| d. The practical job benefits such as summers off, more time with family and job security | | | | | |
| Total (%): | 15 | 35 | 33 | 16 | * |
| Gen Y (%): | 15 | 32 | 39 | 14 | 0 |
| Age 33+ (%): | 14 | 37 | 32 | 16 | 1 |
| 2007 / 1st Yr (%): | 14 | 39 | 35 | 12 | * |
| e. Teaching a subject that you love and getting kids excited about it | | | | | |
| Total (%): | 48 | 42 | 7 | 3 | 1 |
| Gen Y (%): | 45 | 43 | 11 | 1 | * |
| Age 33+ (%): | 49 | 41 | 5 | 3 | 1 |
| 2007 / 1st Yr (%): | 44 | 44 | 9 | 3 | 1 |

Q3. If salary were not an issue, would you prefer to teach in a public school, a private school or a charter school?

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | | <u>2007 / 1st Yr² (%)</u> |
|------------------|------------------|--------------------|--------------------|--|
| 71 | 79 | 70 | Public | 78 |
| 20 | 17 | 21 | Private | 18 |
| 6 | 4 | 7 | Charter school | n/a |
| 2 | * | 3 | Don't know/Refused | 4 |

Q4. Regardless of where you currently teach, if you could choose the type of public school to work in, would you choose a rural school, a suburban school or an urban school?

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | | <u>2007 / 1st Yr³ (%)</u> |
|------------------|------------------|--------------------|--------------------|--|
| 42 | 46 | 42 | Rural | 42 |
| 42 | 38 | 43 | Suburban | 35 |
| 14 | 14 | 14 | Urban | 19 |
| 1 | 3 | 1 | Don't know/Refused | 4 |

² 2007 question wording was: "If salary were not an issue, would you prefer to teach in a public school, or would you prefer to teach in a private school?" The current answer category "Charter school" was not offered in this trend survey.

³ 2007 question wording was: "Regardless of where you currently teach, if you could choose the type of public school to work in, would you choose a rural school, a suburban school, an urban school, or an inner-city school?" Results for "Urban" reflect combined "Urban" and "Inner-city school" responses.

- Q5a. What one thing would you change in order to improve the teaching profession?
[OPEN-END; PROBE FOR CLARITY ONLY]

Based on Form A: Half of survey respondents were asked this item

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|--|
| 14 | 10 | 15 | Greater professionalism/Accountability/Empowerment |
| 13 | 8 | 14 | Higher teacher salaries |
| 11 | 23 | 9 | Parental involvement/ accountability/ support/ communication |
| 10 | 6 | 11 | Less politics/Government mandates/interference |
| 9 | 10 | 8 | Better training/professional development/mentoring for teachers |
| 8 | 9 | 7 | Well behaved/Prepared/Motivated students |
| 8 | 8 | 8 | Less emphasis on standardized testing/Less time spent testing/teaching to a test |
| 8 | 6 | 9 | Smaller class size/Lower teacher to student ratio |
| 7 | 9 | 7 | Reduce non-teaching responsibilities/Less paperwork |
| 6 | 12 | 5 | Secure/Equal funding for education |
| 6 | 6 | 6 | More time for planning/collaboration |
| 5 | * | 6 | Respect/Better public perception of teachers |
| 3 | 1 | 4 | Supportive administration/Good leadership |
| 2 | * | 3 | More instructional time/different school schedule |
| * | 0 | 1 | Attendance |
| 0 | 0 | 0 | Educational decisions/programs based on students' ability/needs/interests |
| 8 | 10 | 7 | Other |
| 4 | 3 | 4 | Don't know/Refused |

(n=441) (n=123) (n=316)

Note: Total (%) may exceed 100% due to multiple responses

Q5b. What one thing would you change in order to improve student achievement?
[OPEN END; PROBE FOR CLARITY ONLY]

Based on Form B: Half of survey respondents were asked this item

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|--|
| 31 | 27 | 32 | Parental involvement/ accountability/ support/ communication |
| 13 | 8 | 14 | Less emphasis on standardized testing/Less time spent testing/teaching to a test |
| 13 | 16 | 12 | Smaller class size/Lower teacher to student ratio |
| 13 | 10 | 14 | Well behaved/Prepared/Motivated students |
| 8 | 7 | 8 | Educational decisions/programs based on students' ability/needs/interests |
| 7 | 9 | 6 | More instructional time/different school schedule |
| 5 | 9 | 4 | Secure/Equal funding for education |
| 3 | 4 | 3 | Less politics/Government mandates/interference |
| 2 | * | 3 | Better training/professional development/mentoring for teachers |
| 1 | 1 | 1 | More time for planning/collaboration |
| 1 | 1 | 1 | Attendance |
| 1 | * | 2 | Greater professionalism/Accountability/Empowerment |
| 1 | * | 1 | Reduce non-teaching responsibilities/Less paperwork |
| 1 | * | 1 | Supportive administration/Good leadership |
| * | 1 | * | Respect/Better public perception of teachers |
| * | 0 | * | Higher teacher salaries |
| 10 | 2 | 12 | Other |
| 5 | 9 | 4 | Don't know/Refused |
| (n=449) | (n=118) | (n=326) | |

Note: Total (%) may exceed 100% due to multiple responses

- Q6. Next, here are some things that are often considered to be drawbacks to teaching. Based on your personal experience, please tell us whether each is a major drawback, a minor drawback, or not a drawback for you. (First,/Next,) (READ AND RANDOMIZE):

READ FOR THE FIRST ITEM, THEN AS NECESSARY: Is this a major drawback, a minor drawback, or not a drawback for you?

| | <u>Major drawback</u> | <u>Minor drawback</u> | <u>Not a drawback</u> | <u>DK/ Ref.</u> |
|---|---------------------------|---------------------------|---------------------------|---------------------|
| a. Low salary | | | | |
| Total (%): | 38 | 47 | 15 | * |
| Gen Y (%): | 37 | 52 | 12 | 0 |
| Age 33+ (%): | 38 | 45 | 16 | * |
| 2007 / 1st Yr ⁴ (%): | 33 | 45 | 22 | * |
| b. There is so little prestige associated with being a teacher | | | | |
| Total (%): | 19 | 41 | 39 | 0 |
| Gen Y (%): | 17 | 38 | 45 | 0 |
| Age 33+ (%): | 20 | 42 | 38 | 0 |
| 2007 / 1st Yr (%): | 12 | 35 | 53 | * |
| c. There's a lack of support from administrators | | | | |
| Total (%): | 29 | 42 | 29 | * |
| Gen Y (%): | 29 | 36 | 35 | 0 |
| Age 33+ (%): | 29 | 43 | 27 | * |
| 2007 / 1st Yr (%): | 17 | 36 | 47 | 1 |
| d. Too many threats to personal safety | | | | |
| Total (%): | 6 | 32 | 62 | * |
| Gen Y (%): | 7 | 31 | 62 | 0 |
| Age 33+ (%): | 6 | 32 | 62 | * |
| 2007 / 1st Yr (%): | 3 | 29 | 67 | * |
| e. There is too much testing | | | | |
| Total (%): | 58 | 32 | 9 | 1 |
| Gen Y (%): | 47 | 42 | 11 | 0 |
| Age 33+ (%): | 61 | 30 | 9 | 1 |
| f. There is not enough freedom to be creative | | | | |
| Total (%): | 25 | 43 | 32 | * |
| Gen Y (%): | 16 | 50 | 34 | 0 |
| Age 33+ (%): | 27 | 42 | 32 | * |
| 2007 / 1st Yr ⁵ (%): | 42 | 44 | 13 | * |

Q6 continued...

⁴ In March/April 2007, item wording was: "Low salary and not much opportunity for growth"

⁵ In March/April 2007, item wording was: "There is so much testing and not enough freedom to be creative"

Q6 continued...

| | <u>Major drawback</u> | <u>Minor drawback</u> | <u>Not a drawback</u> | <u>DK/ Ref.</u> |
|---|---------------------------|---------------------------|---------------------------|---------------------|
| g. Too many kids with discipline and behavior issues | | | | |
| Total (%): | 50 | 38 | 12 | * |
| Gen Y (%): | 41 | 41 | 18 | 0 |
| Age 33+ (%): | 52 | 38 | 11 | * |
| 2007 / 1st Yr (%): | 36 | 45 | 19 | * |
| h. There is not enough room to grow in the profession | | | | |
| Total (%): | 11 | 38 | 50 | 1 |
| Gen Y (%): | 9 | 31 | 59 | 1 |
| Age 33+ (%): | 11 | 40 | 48 | 1 |

- Q7. What is your best estimate for how many more years you think you'll be a classroom teacher? Do you think it will be for the next year or so, 2 to 4 years, 5 to 10 years or more than 10 years, or do you think you will not come back next year?
[IF NECESSARY: Just your best guess is fine.]

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | | <u>2007 / 1st Yr⁶ (%)</u> |
|----------------------|----------------------|------------------------|---------------------------|--|
| 2 | * | 3 | Not coming back next year | 1 |
| 6 | 4 | 6 | Next year or so | 4 |
| 16 | 11 | 16 | 2 to 4 years | 12 |
| 33 | 17 | 36 | 5 to 10 years | 14 |
| 43 | 68 | 38 | More than 10 years | 68 |
| * | 0 | * | Don't know/Refused | 1 |

- Q8. Do you think of teaching as a lifelong career choice, do you think you'll probably leave the classroom for another job in education, or will you change fields altogether?

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | | <u>2007 / 1st Yr (%)</u> | <u>2003 / Total (%)⁷</u> |
|----------------------|----------------------|------------------------|---|------------------------------|---|
| 72 | 56 | 75 | Lifelong career choice | 64 | 74 |
| 20 | 42 | 15 | Probably leave the classroom for another job in education | 27 | 12 |
| 7 | 2 | 8 | Change fields altogether | 6 | 7 |
| 1 | * | 2 | Don't know/Refused | 4 | 7 |

⁶ 2007 trend had modified answer categories: "Next year or two", "3 to 5 years", "6 to 10 years". The remaining answer categories are consistent with the current survey categories.

⁷ 2003 trends are based on a national random sample of 1,345 K-12 public school teachers. The survey was conducted by mail between March 17 and April 21, 2003.

- Q9. We'd like to know what factors might change your mind about leaving teaching. For each that I read, please tell me if this would change your mind, might change your mind, or would not change your mind: (First,/Next,) how about... (READ AND RANDOMIZE)?

READ FOR FIRST ITEM, THEN AS NECESSARY: Would this change your mind, might change your mind, or would not change your mind?

Based on those who don't see teaching as a lifelong career

| | <u>Would change mind</u> | <u>Might change mind</u> | <u>Would not change mind</u> | <u>DK/ Ref.</u> | <u>(N)</u> |
|--|----------------------------------|----------------------------------|--------------------------------------|---------------------|------------|
| a. A significantly higher salary | | | | | |
| Total (%): | 63 | 29 | 8 | * | (264) |
| Gen Y (%): | 66 | 26 | 8 | * | (105) |
| Age 33+ (%): | 62 | 30 | 8 | 1 | (158) |
| 2007 / 1st Yr (%): | 54 | 37 | 9 | 0 | (213) |
| b. Working with a principal who really helps you improve your effectiveness as a teacher | | | | | |
| Total (%): | 38 | 29 | 33 | 0 | (264) |
| Gen Y (%): | 45 | 27 | 28 | 0 | (105) |
| Age 33+ (%): | 36 | 30 | 34 | 0 | (158) |
| c. Working with a principal who really focuses on making sure students are well-behaved | | | | | |
| Total (%): | 40 | 29 | 31 | 0 | (264) |
| Gen Y (%): | 26 | 38 | 36 | 0 | (105) |
| Age 33+ (%): | 44 | 26 | 29 | 0 | (158) |
| 2007 / 1st Yr ⁸ (%): | 28 | 38 | 33 | 1 | (213) |
| d. Working with a highly motivated team of teachers | | | | | |
| Total (%): | 46 | 27 | 27 | 1 | (264) |
| Gen Y (%): | 48 | 26 | 25 | 0 | (105) |
| Age 33+ (%): | 45 | 27 | 27 | 1 | (158) |
| e. Reducing the number of students in your classes | | | | | |
| Total (%): | 38 | 37 | 24 | 1 | (264) |
| Gen Y (%): | 40 | 27 | 33 | 0 | (105) |
| Age 33+ (%): | 37 | 41 | 21 | 1 | (158) |
| 2007 / 1st Yr (%): | 27 | 41 | 31 | 1 | (213) |

Q9 continued...

⁸ 2007 item wording was: "Working in a better-managed school with a more supportive principal"

Q9 continued...

| | <u>Would change mind</u> | <u>Might change mind</u> | <u>Would not change mind</u> | <u>DK/ Ref.</u> | <u>(N)</u> |
|--|----------------------------------|----------------------------------|--------------------------------------|---------------------|------------|
| f. Being able to teach part-time and still get benefits | | | | | |
| Total (%): | 34 | 37 | 29 | * | (264) |
| Gen Y (%): | 28 | 30 | 43 | 0 | (105) |
| Age 33+ (%): | 36 | 40 | 24 | * | (158) |
| g. Being in a special leadership training program where you would divide time between the classroom and working with a principal to learn that job as well | | | | | |
| Total (%): | 26 | 31 | 42 | * | (264) |
| Gen Y (%): | 39 | 24 | 37 | 0 | (105) |
| Age 33+ (%): | 21 | 34 | 45 | * | (158) |
| h. Being a specialized teacher who works with small groups of students rather than having your own classes | | | | | |
| Total (%): | 27 | 31 | 41 | * | (264) |
| Gen Y (%): | 38 | 31 | 31 | 0 | (105) |
| Age 33+ (%): | 23 | 31 | 45 | * | (158) |
| i. Having less paperwork to fill out | | | | | |
| Total (%): | 37 | 32 | 30 | * | (264) |
| Gen Y (%): | 44 | 21 | 34 | 0 | (105) |
| Age 33+ (%): | 35 | 36 | 29 | * | (158) |

Q10. Please tell me if you agree or disagree with each of the following statements.
(First,/Next,) (READ AND RANDOMIZE)

READ FOR FIRST ITEM, THEN AS NECESSARY: ...Do you strongly agree, somewhat agree, somewhat Disagree, or strongly Disagree with this statement?

| | <u>Strongly agree</u> | <u>Somewhat agree</u> | <u>Somewhat disagree</u> | <u>Strongly disagree</u> | <u>DK/Ref.</u> |
|---|-----------------------|-----------------------|--------------------------|--------------------------|----------------|
| a. Teaching is so demanding, it's a wonder that more people don't burn out. | | | | | |
| Total (%): | 51 | 40 | 8 | 2 | 0 |
| Gen Y (%): | 41 | 53 | 4 | 2 | 0 |
| Age 33+ (%): | 52 | 37 | 8 | 2 | 0 |
| 2007 / 1st Yr (%): | 38 | 43 | 15 | 4 | * |
| b. Teaching is exactly what I wanted - there is nothing I'd rather be doing. | | | | | |
| Total (%): | 50 | 36 | 11 | 2 | * |
| Gen Y (%): | 36 | 51 | 10 | 3 | * |
| Age 33+ (%): | 53 | 33 | 11 | 2 | 0 |
| 2007 / 1st Yr (%): | 56 | 33 | 9 | 2 | * |
| c. I believe that all my students, given the right support, can go to college if they choose. | | | | | |
| Total (%): | 39 | 34 | 17 | 10 | * |
| Gen Y (%): | 44 | 35 | 19 | 2 | 0 |
| Age 33+ (%): | 38 | 34 | 17 | 11 | * |

SECTION 3: WORKING CONDITIONS

Q11. What's the first thing that comes to mind when you think about a school with "good working conditions?" [OPEN-END. ALLOW ONLY ONE MENTION. PROBE FOR CLARITY ONLY]

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|--|
| 35 | 30 | 36 | SUPPORT (NET) |
| 19 | 17 | 20 | <i>Supportive administration/Leadership</i> |
| 3 | 3 | 3 | <i>Supportive/Good staff/co-workers/fellow teachers</i> |
| 2 | 1 | 2 | <i>Supportive/Involved parents</i> |
| 1 | * | 2 | <i>Community support/Support for Budget</i> |
| 6 | 5 | 7 | <i>Support - combination/all of the above</i> |
| 2 | 4 | 2 | <i>Support - unspecified</i> |
| 10 | 14 | 9 | <i>Positive/Welcoming/Caring atmosphere/High morale</i> |
| 10 | 6 | 10 | <i>Teamwork/Cooperation/Collaboration</i> |
| 5 | 9 | 4 | <i>Clean/well kept/comfortable/up-to-date building</i> |
| 5 | 5 | 6 | <i>Professionalism/High standards</i> |
| 5 | 3 | 6 | <i>Effective teaching/Good learning environment/Successful</i> |
| 4 | 4 | 4 | <i>Sufficient resources/Materials</i> |
| 4 | 4 | 4 | <i>Safety</i> |
| 4 | 2 | 4 | <i>Well behaved students/Fair/Consistent discipline</i> |
| 3 | 3 | 3 | <i>Small class size</i> |
| 3 | 2 | 3 | <i>Respect</i> |
| 2 | 5 | 1 | <i>Technology</i> |
| 2 | 1 | 2 | <i>Motivated/Prepared/Responsible students</i> |
| 1 | 4 | 1 | <i>Communication</i> |
| 6 | 4 | 6 | <i>Other</i> |
| 2 | 5 | 1 | <i>Don't know/Refused</i> |

- Q12. If you had to pick from this list, which would be the most difficult thing about being a teacher, is it [READ AND RANDOMIZE 1-5]?

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | | <u>2003 / Total (%)</u> |
|------------------|------------------|--------------------|--|-------------------------|
| 32 | 27 | 33 | Unreasonable pressure to raise student achievement | 36 |
| 25 | 23 | 25 | Lack of effort from students | 19 |
| 23 | 18 | 23 | Lack of support from parents | 21 |
| 11 | 12 | 11 | Lack of support from administrators | 7 |
| 8 | 19 | 6 | Low pay and lack of opportunity for advancement | 16 |
| * | * | * | (VOL.) None of these | n/a |
| 1 | 1 | 1 | (DO NOT READ) Don't know/Refused | 2 |

- Q13. When it comes to having an orderly, safe and respectful school atmosphere, are the working conditions at your school...(READ 1-3)

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | | <u>2003 / Total (%)</u> |
|------------------|------------------|--------------------|----------------------------------|-------------------------|
| 55 | 46 | 57 | Very good, | 56 |
| 39 | 48 | 37 | Manageable, OR | 35 |
| 6 | 6 | 6 | A serious problem? | 9 |
| 0 | 0 | 0 | (DO NOT READ) Don't know/Refused | * |

- Q14. And when it comes to class size and teaching load, are the working conditions at your school...(READ 1-3)

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | | <u>2003 / Total (%)</u> |
|------------------|------------------|--------------------|----------------------------------|-------------------------|
| 29 | 31 | 29 | Very good, | 31 |
| 58 | 61 | 57 | Manageable, OR | 51 |
| 13 | 8 | 14 | A serious problem? | 17 |
| 0 | 0 | 0 | (DO NOT READ) Don't know/Refused | 1 |

- Q15. Overall, how would you rate your current principal? Would you say that your current principal is doing an excellent job, a good job, only fair or a poor job when it comes to [READ FIRST ITEM. RANDOMIZE ITEMS]?/How about [READ ITEM]

READ AS NECESSARY: Would you say your current principal is doing an excellent job, a good job, only fair or a poor job?

| | <u>Excellent</u> | <u>Good</u> | <u>Only fair</u> | <u>Poor</u> | <u>DK/Ref.</u> |
|--|------------------|-------------|------------------|-------------|----------------|
| a. Supporting you as a teacher | | | | | |
| Total (%): | 43 | 30 | 18 | 9 | * |
| Gen Y (%): | 46 | 29 | 19 | 6 | 0 |
| Age 33+ (%): | 43 | 30 | 18 | 9 | * |
| b. Providing useful instructional feedback | | | | | |
| Total (%): | 26 | 34 | 27 | 14 | * |
| Gen Y (%): | 26 | 33 | 26 | 15 | 0 |
| Age 33+ (%): | 26 | 33 | 27 | 13 | * |
| c. Making decisions that improve your school | | | | | |
| Total (%): | 37 | 35 | 19 | 9 | * |
| Gen Y (%): | 34 | 43 | 20 | 3 | 0 |
| Age 33+ (%): | 38 | 33 | 19 | 10 | 1 |

Q16. Which comes closer to your view, even if neither is exactly right? [READ AND RANDOMIZE 1-2]

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|--|
| 63 | 70 | 61 | I prefer having a principal who frequently observes my classroom and gives me detailed feedback on how I am doing (OR) |
| 36 | 30 | 38 | I prefer having a principal who conducts formal observations of my teaching only once a year or so and gives me only general feedback (OR) |
| 1 | * | 1 | (DO NOT READ) Don't know/Refused |

Q17a AND Q17b rotated

Q17a. Given a choice between two schools in otherwise identical districts, which would you prefer to work in... (READ AND ROTATE 1-2)?

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | | <u>2007 / 1st Yr (%)</u> |
|------------------|------------------|--------------------|---|--------------------------|
| 84 | 83 | 84 | The school where student behavior and parental support were significantly better (OR) | 83 |
| 15 | 17 | 15 | The school that paid a significantly higher salary (OR) | 15 |
| 1 | 0 | 1 | (DO NOT READ) Don't know/Refused | 1 |

Q17b. Given a choice between two schools in otherwise identical districts, which would you prefer to work in... (READ AND ROTATE 1-2)?

| <u>Total</u> <u>(%)</u> | <u>Gen Y</u> <u>(%)</u> | <u>Age 33+</u> <u>(%)</u> | | <u>2007 / 1st</u> <u>Yr (%)</u> |
|----------------------------|----------------------------|------------------------------|--|------------------------------------|
| 77 | 74 | 77 | The school where administrators gave strong backing and support to teachers (OR) | 79 |
| 22 | 26 | 21 | The school which paid a significantly higher salary (OR) | 20 |
| 1 | 0 | 1 | (DO NOT READ) Don't know/Refused | 1 |

SECTION 4: TENURE, SENIORITY AND CURRENT TEACHER QUALITY

Q18. This year, about how many teachers in your building do you think fail to do a good job and are simply going through the motions? (READ 1-4)

| <u>Total</u> <u>(%)</u> | <u>Gen Y</u> <u>(%)</u> | <u>Age 33+</u> <u>(%)</u> | | <u>2003 /</u> <u>Total (%)</u> |
|----------------------------|----------------------------|------------------------------|----------------------------------|-----------------------------------|
| 18 | 15 | 19 | None, | 19 |
| 59 | 54 | 60 | A few, | 59 |
| 18 | 28 | 16 | More than a few, OR | 17 |
| 4 | 3 | 4 | Quite a large number? | 2 |
| 1 | 0 | 1 | (DO NOT READ) Don't know/Refused | 3 |

Q19. And do you think that most teachers in your building could pretty much agree on who the truly great teachers are, or would there be lots of disagreement?

| <u>Total</u> <u>(%)</u> | <u>Gen Y</u> <u>(%)</u> | <u>Age 33+</u> <u>(%)</u> | | <u>2003 /</u> <u>Total (%)</u> |
|----------------------------|----------------------------|------------------------------|---------------------------------------|-----------------------------------|
| 81 | 81 | 81 | Most teachers could pretty much agree | 72 |
| 18 | 19 | 18 | There would be lots of disagreement | 20 |
| 1 | 0 | 1 | (DO NOT READ) Don't know/Refused | 8 |

Q20. Which of the following two statements comes closer to your view, even if neither is exactly right? (READ AND ROTATE 1-2)

Based on 18-29 year-old teachers

| <u>Current (%)</u> | | <u>2007 / 1st</u> <u>Yr⁹ (%)</u> |
|--------------------|--|--|
| 92 | I may be new to teaching, but compared to what other teachers are doing, my students are probably lucky to have me. (OR) | 79 |
| 8 | I'm sometimes afraid that my students are paying a heavy price because of my lack of experience. (OR) | 16 |
| * | (DO NOT READ) Don't know/Refused | 5 |
| (n=204) | | (n=641) |

⁹ 2007 trend was asked of first-year teachers of all ages.

SECTION 5: EFFECTIVE TEACHER IDENTIFICATION

Q21. Which comes closer to your view, even if neither is exactly right? (READ IN ORDER)

| <u>Total</u> <u>(%)</u> | <u>Gen Y</u> <u>(%)</u> | <u>Age 33+</u> <u>(%)</u> | | <u>2007 / 1st</u> <u>Yr (%)</u> |
|----------------------------|----------------------------|------------------------------|--|------------------------------------|
| 75 | 88 | 73 | Good teachers can lead all students to learn, even those from poor families or who have uninvolved parents. (OR) | 74 |
| 24 | 12 | 26 | It is too hard even for good teachers to overcome these barriers (OR) | 8 |
| 1 | 0 | 1 | (DO NOT READ) Don't know/Refused | 17 |

Q22. How confident are you that most of your students will learn the skills and knowledge they were supposed to by the end of the year? (READ 1-4)

| <u>Total</u> <u>(%)</u> | <u>Gen Y</u> <u>(%)</u> | <u>Age 33+</u> <u>(%)</u> | | <u>2003 /</u> <u>Total (%)</u> |
|----------------------------|----------------------------|------------------------------|----------------------------------|-----------------------------------|
| 42 | 36 | 43 | Very confident | 36 |
| 52 | 57 | 51 | Somewhat confident | 53 |
| 6 | 5 | 6 | Not too confident | 10 |
| 1 | 2 | * | Not confident at all | 2 |
| * | 0 | * | (DO NOT READ) Don't know/Refused | * |

Q23. And how confident are you that you can turn around your hardest-to-reach students by the end of the year? (READ 1-4)

| <u>Total</u> <u>(%)</u> | <u>Gen Y</u> <u>(%)</u> | <u>Age 33+</u> <u>(%)</u> | | <u>2003 /</u> <u>Total (%)</u> |
|----------------------------|----------------------------|------------------------------|----------------------------------|-----------------------------------|
| 19 | 15 | 20 | Very confident | 11 |
| 60 | 61 | 59 | Somewhat confident | 50 |
| 18 | 22 | 18 | Not too confident | 28 |
| 3 | 2 | 3 | Not confident at all | 11 |
| 0 | 0 | 0 | (DO NOT READ) Don't know/Refused | 1 |

- Q24. How would you complete this statement: This year, as a result of my instruction, the subject matter test scores of most of my students...(READ 1-4 IN ORDER):

| <u>Total</u> <u>(%)</u> | <u>Gen Y</u> <u>(%)</u> | <u>Age 33+</u> <u>(%)</u> | |
|----------------------------|----------------------------|------------------------------|--|
| 43 | 38 | 44 | Increased a lot from the beginning of the year, |
| 52 | 57 | 52 | Increased somewhat from the beginning of the year, |
| 2 | 2 | 2 | Did not increase, or |
| 1 | * | 1 | Decreased somewhat? |
| 2 | 3 | 2 | (DO NOT READ) Don't know/Refused |

- Q25. What different ways do you use to assess your students' learning? [IF NECESSARY: Just tell me what things come to mind.] [PRECODED OPEN-END; ACCEPT UP TO 7 RESPONSES; DO NOT PROBE FOR ADDITIONAL RESPONSES]

| <u>Total</u> <u>(%)</u> | <u>Gen Y</u> <u>(%)</u> | <u>Age 33+</u> <u>(%)</u> | |
|----------------------------|----------------------------|------------------------------|----------------------------------|
| 77 | 72 | 78 | Tests |
| 39 | 45 | 37 | Observation |
| 28 | 33 | 27 | Projects |
| 13 | 12 | 13 | Class participation |
| 8 | 15 | 6 | Papers |
| 1 | 1 | 1 | Attendance |
| 1 | * | 1 | Behavioral issues |
| 81 | 80 | 81 | Other [SPECIFY] |
| 3 | 4 | 2 | (DO NOT READ) Don't know/Refused |

Note: Total (%) may exceed 100% due to multiple responses

Q26. Please tell me how good you think the following measures are at indicating your success as a teacher? (First,/Next,) (READ AND RANDOMIZE)

READ FOR FIRST ITEM, THEN AS NECESSARY: Would you say this measure is excellent, good, fair or poor at indicating your success as a teacher?

| | <u>Excellent</u> | <u>Good</u> | <u>Fair</u> | <u>Poor</u> | <u>DK/ Ref.</u> |
|--|------------------|-------------|-------------|-------------|---------------------|
| a. How well the students perform on your district's standardized tests | | | | | |
| Total (%): | 12 | 44 | 30 | 12 | 2 |
| Gen Y (%): | 10 | 40 | 40 | 7 | 3 |
| Age 33+ (%): | 12 | 45 | 27 | 13 | 2 |
| b. Whether the students are engaged in their coursework | | | | | |
| Total (%): | 46 | 46 | 7 | 1 | 0 |
| Gen Y (%): | 41 | 47 | 11 | 1 | 0 |
| Age 33+ (%): | 47 | 46 | 6 | 1 | 0 |
| c. The feedback you get from your principal and other administrators | | | | | |
| Total (%): | 20 | 51 | 22 | 8 | * |
| Gen Y (%): | 19 | 56 | 24 | 1 | 0 |
| Age 33+ (%): | 19 | 50 | 21 | 9 | * |
| d. How much your students are learning compared with students in other schools | | | | | |
| Total (%): | 26 | 46 | 21 | 7 | 1 |
| Gen Y (%): | 16 | 54 | 27 | 3 | 1 |
| Age 33+ (%): | 28 | 44 | 20 | 8 | 1 |

Q27. Next, I'm going to read you some pairs of statements. For each pair, please tell me which one comes closest to your view, even if neither is exactly right.

(The first pair is.../The next pair is...) (ROTATE ITEMS a-d BUT READ STATEMENTS 1-2 IN ORDER WITHIN EACH PAIR)

| a. | <u>Total</u> <u>(%)</u> | <u>Gen Y</u> <u>(%)</u> | <u>Age 33+</u> <u>(%)</u> | | <u>2003 /</u> <u>Total (%)</u> ¹⁰ |
|----|----------------------------|----------------------------|------------------------------|---|---|
| | 39 | 40 | 39 | The effort students make is mainly determined by the level of motivation they bring to the classroom (OR) | 42 |
| | 59 | 60 | 59 | It is mainly determined by what teachers do to motivate them once they get there | 48 |
| | 2 | * | 2 | (DO NOT READ) Don't know/Refused | 11 |

¹⁰ The 2003 trend was a standalone question with the following wording: "Is the effort students make mainly determined by the level of motivation they bring to the classroom, or is it mainly determined by what teachers do to motivate them once they get there?" Answer categories were: "Mainly determined by the motivation students bring" and "Mainly determined by what teachers do"

| b. | <u>Total</u> <u>(%)</u> | <u>Gen Y</u> <u>(%)</u> | <u>Age 33+</u> <u>(%)</u> | |
|----|----------------------------|----------------------------|------------------------------|--|
| | 73 | 78 | 72 | I am usually able to differentiate my instruction for diverse learners (OR) |
| | 26 | 22 | 28 | I am not able to do this as much as I would like because of the size of my classes |
| | * | * | * | (DO NOT READ) Don't know/Refused |

| c. | <u>Total</u> <u>(%)</u> | <u>Gen Y</u> <u>(%)</u> | <u>Age 33+</u> <u>(%)</u> | |
|----|----------------------------|----------------------------|------------------------------|---|
| | 61 | 56 | 63 | I am able to create high quality lesson plans (OR) |
| | 38 | 42 | 37 | I am not able to do this as much as I would like because of limited planning time |
| | 1 | 2 | 1 | (DO NOT READ) Don't know/Refused |

| d. | <u>Total</u> <u>(%)</u> | <u>Gen Y</u> <u>(%)</u> | <u>Age 33+</u> <u>(%)</u> | |
|----|----------------------------|----------------------------|------------------------------|---|
| | 25 | 23 | 26 | I believe it's very important to use test scores to monitor student progress (OR) |
| | 74 | 77 | 73 | I think student test scores are less important than a lot of other measures |
| | 1 | 0 | 1 | (DO NOT READ) Don't know/Refused |

SECTION 6: PROPOSALS FOR IMPROVING TEACHING

Now, I have just a few questions about some general policy issues.

Q28. How effective do you think each of the following proposals would be in terms of improving teacher effectiveness? (First,) How about...(READ AND RANDOMIZE)?¹¹

READ FOR FIRST ITEM, THEN AS NECESSARY: Would you say it would be very effective, somewhat effective, not too effective, or not effective at all (in terms of improving teacher effectiveness)?

| | <u>Very effective</u> | <u>Somewhat effective</u> | <u>Not too effective</u> | <u>Not effective at all</u> | <u>DK/Ref.</u> |
|--|-----------------------|---------------------------|--------------------------|-----------------------------|----------------|
| a. Requiring new teachers to spend much more time teaching in classrooms under the supervision of experienced teachers | | | | | |
| Total (%): | 36 | 50 | 11 | 2 | * |
| Gen Y (%): | 25 | 59 | 11 | 5 | * |
| Age 33+ (%): | 38 | 48 | 11 | 2 | * |
| 2007 / 1st Yr (%): | 35 | 41 | 16 | 6 | 1 |
| b. Eliminating teacher tenure | | | | | |
| Total (%): | 9 | 26 | 32 | 34 | * |
| Gen Y (%): | 12 | 27 | 39 | 23 | * |
| Age 33+ (%): | 7 | 26 | 30 | 36 | * |
| 2007 / 1st Yr (%): | 12 | 31 | 27 | 22 | 8 |
| c. Making it easier to terminate ineffective teachers | | | | | |
| Total (%): | 34 | 42 | 19 | 4 | 1 |
| Gen Y (%): | 30 | 49 | 16 | 4 | 1 |
| Age 33+ (%): | 35 | 41 | 19 | 4 | 1 |
| 2007 / 1st Yr ¹² (%): | 41 | 43 | 9 | 3 | 3 |
| d. Requiring teachers to pass tough tests of their knowledge of the subjects they are teaching | | | | | |
| Total (%): | 15 | 40 | 31 | 14 | * |
| Gen Y (%): | 10 | 43 | 34 | 13 | * |
| Age 33+ (%): | 16 | 39 | 31 | 14 | * |
| 2007 / 1st Yr (%): | 21 | 43 | 22 | 13 | 1 |

Q28 continued...

¹¹ 2007 trend question wording was as follows: "How effective do you think each of the following proposals would be in terms of improving teacher quality?"

¹² 2007 trend item wording was: "Making it easier to terminate unmotivated or incompetent teachers"

Q28 continued...

| | <u>Very effective</u> | <u>Somewhat effective</u> | <u>Not too effective</u> | <u>Not effective at all</u> | <u>DK/Ref.</u> |
|--|-----------------------|---------------------------|--------------------------|-----------------------------|----------------|
| e. Increasing teacher salaries to levels similar to other professional jobs such as lawyers and doctors | | | | | |
| Total (%): | 49 | 39 | 10 | 2 | * |
| Gen Y (%): | 47 | 45 | 8 | * | 0 |
| Age 33+ (%): | 50 | 38 | 10 | 2 | * |
| 2007 / 1st Yr ¹³ (%): | 57 | 36 | 5 | 2 | 1 |
| f. Reducing class size by approximately 5 students | | | | | |
| Total (%): | 66 | 29 | 3 | 2 | * |
| Gen Y (%): | 63 | 28 | 2 | 5 | 2 |
| Age 33+ (%): | 67 | 29 | 3 | 1 | * |
| 2007 / 1st Yr ¹⁴ (%): | 76 | 21 | 1 | 1 | 1 |
| g. Improving professional development opportunities for teachers | | | | | |
| Total (%): | 51 | 42 | 6 | 1 | * |
| Gen Y (%): | 50 | 44 | 6 | * | * |
| Age 33+ (%): | 52 | 41 | 5 | 1 | * |
| 2007 / 1st Yr ¹⁵ (%): | 54 | 39 | 3 | 2 | 2 |
| h. Preparing teachers to adapt or vary their instruction to meet the needs of a diverse classroom | | | | | |
| Total (%): | 61 | 35 | 3 | 1 | 1 |
| Gen Y (%): | 65 | 33 | * | 1 | * |
| Age 33+ (%): | 61 | 35 | 3 | 1 | 1 |
| 2007 / 1st Yr (%): | 63 | 31 | 3 | 1 | 2 |
| i. Ensuring that students who are severe discipline problems are removed from the classroom and placed in alternative programs more suited to them | | | | | |
| Total (%): | 68 | 27 | 5 | * | 1 |
| Gen Y (%): | 56 | 36 | 7 | 1 | * |
| Age 33+ (%): | 70 | 24 | 4 | * | 1 |

Q28 continued...

¹³ 2007 trend item wording was: "Increasing teacher salaries"

¹⁴ 2007 trend item wording was: "Reducing class size"

¹⁵ 2007 trend item wording was: "Increasing professional development opportunities for teachers"

Q28 continued..

| | <u>Very effective</u> | <u>Somewhat effective</u> | <u>Not too effective</u> | <u>Not effective at all</u> | <u>DK/Ref.</u> |
|--|-----------------------|---------------------------|--------------------------|-----------------------------|----------------|
| j. Making sure that students in the classroom have roughly the same academic abilities | | | | | |
| Total (%): | 17 | 42 | 31 | 8 | 1 |
| Gen Y (%): | 23 | 35 | 38 | 3 | 0 |
| Age 33+ (%): | 16 | 44 | 29 | 10 | 1 |
| k. Ensuring that the latest technology is available in each classroom to aid instruction | | | | | |
| Total (%): | 55 | 38 | 7 | 1 | * |
| Gen Y (%): | 52 | 44 | 5 | 0 | 0 |
| Age 33+ (%): | 55 | 36 | 8 | 1 | * |
| l. Tying teacher rewards to their students' performance | | | | | |
| Total (%): | 8 | 24 | 29 | 38 | * |
| Gen Y (%): | 10 | 39 | 27 | 24 | 0 |
| Age 33+ (%): | 8 | 21 | 29 | 41 | * |
| 2007 / 1st Yr ¹⁶ (%): | 13 | 30 | 27 | 28 | 2 |

Q29. Which comes closer to your view, even if neither is exactly right? (READ AND ROTATE 1-2)

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|---|
| 71 | 67 | 72 | I would rather teach a smaller class even if there are students of all different levels. (OR) |
| 28 | 33 | 27 | I would rather teach in a larger class if the students all have similar academic capabilities. (OR) |
| 1 | 0 | 1 | (DO NOT READ) Don't know/Refused |

¹⁶ 2007 trend item wording was: "Tying teacher rewards and sanctions to their students' performance"

SECTION 7: STANDARDS AND TESTING

Q30. And which comes closest to your view? (READ 1-3 IN ORDER)

| <u>Total</u> <u>(%)</u> | <u>Gen Y</u> <u>(%)</u> | <u>Age 33+</u> <u>(%)</u> | | <u>2003 /</u> <u>Total (%)</u> |
|----------------------------|----------------------------|------------------------------|--|-----------------------------------|
| 21 | 19 | 21 | Standardized tests do much more harm than good – the schools would be better off if they were completely abandoned, OR | 18 |
| 65 | 67 | 65 | Standardized tests are a necessary evil – ultimately, the schools need some kind of standardized assessment, OR | 62 |
| 13 | 15 | 13 | Standardized tests are necessary and valuable – they are a reliable yardstick for measuring student performance | 14 |
| 1 | 0 | 1 | (DO NOT READ) Don't know/Refused | 6 |

SECTION 8: PERFORMANCE PAY

Q31. Which of the following is generally the better way to determine the salaries of teachers? [READ AND RANDOMIZE 1-4] ALLOW ONLY ONE REPOSE

| <u>Total</u> <u>(%)</u> | <u>Gen Y</u> <u>(%)</u> | <u>Age 33+</u> <u>(%)</u> | | <u>2003 / Total</u> <u>(%)¹⁷</u> |
|----------------------------|----------------------------|------------------------------|---|--|
| 46 | 33 | 49 | Their years of experience | 34 |
| 33 | 46 | 31 | Their education and formal qualifications | 18 |
| 12 | 11 | 12 | How much their students improve during the year | n/a |
| 5 | 10 | 4 | The judgment of their principal | n/a |
| 4 | * | 4 | (DO NOT READ) Don't know/Refused | 15 |

Q32. Which comes closer to your view? (READ AND ROTATE 1-2)

| <u>Total</u> <u>(%)</u> | <u>Gen Y</u> <u>(%)</u> | <u>Age 33+</u> <u>(%)</u> | |
|----------------------------|----------------------------|------------------------------|--|
| 22 | 28 | 20 | Teachers can make a difference in what kids learn and they should be financially rewarded when they succeed. (OR) |
| 77 | 72 | 77 | It's not fair to attach teacher pay to what kids learn when so many things that affect student learning are beyond their control. (OR) |
| 2 | * | 2 | (DO NOT READ) Don't know/Refused |

¹⁷ In 2003, there was an additional answer category: "How well they do their work" (34%)

Q33. Does your school offer some form of performance-based compensation to particular teachers?

| <u>Total</u> (%) | <u>Gen Y</u> (%) | <u>Age 33+</u> (%) | |
|---------------------|---------------------|-----------------------|----------------------------------|
| 7 | 8 | 7 | Yes |
| 92 | 90 | 93 | No |
| * | 2 | * | (DO NOT READ) Don't know/Refused |

Q35. If some form of performance-based compensation for teachers was implemented at your school, which do you think would be more likely to happen? (READ AND RANDOMIZE 1-2)

Based on those who teach in schools that do not offer performance pay

| <u>Total</u> (%) | <u>Gen Y</u> (%) | <u>Age 33+</u> (%) | | <u>2003 / Total (%)</u> ¹⁸ |
|---------------------|---------------------|-----------------------|--|---|
| 60 | 54 | 62 | Principals would play favorites and reward teachers who are loyal to them or who don't rock the boat. (OR) | 52 |
| 35 | 46 | 33 | It would give principals a way to reward the teachers who really help kids learn. (OR) | 23 |
| 5 | * | 6 | (DO NOT READ) Don't know/Refused | 25 |
| (n=823) | (n=224) | (n=593) | | (n=1,345) |

Q36. If some form of performance-based pay for teachers was implemented at your school, which do you think would be more likely to happen? (READ AND RANDOMIZE 1-2)

Based on those who teach in schools that do not offer performance pay

| <u>Total</u> (%) | <u>Gen Y</u> (%) | <u>Age 33+</u> (%) | | <u>2003 / Total (%)</u> ¹⁹ |
|---------------------|---------------------|-----------------------|---|---|
| 73 | 65 | 74 | Instead of cooperation, there would be unhealthy competition and jealousy among teachers (OR) | 63 |
| 25 | 35 | 23 | Teachers would be motivated to work harder and find ways to be more effective (OR) | 22 |
| 2 | 0 | 2 | (DO NOT READ) Don't know/Refused | 15 |
| (n=823) | (n=224) | (n=593) | | (n=1,345) |

¹⁸ 2003 question wording was: "If some form of merit pay for teachers was implemented at your school, which do you think would be more likely to happen?" Question was asked of Total (%).

¹⁹ 2003 question wording was: "If some form of merit pay for teachers was implemented at your school, which do you think would be more likely to happen?" Question was asked of Total (%).

Q37. How much do you favor or oppose giving financial incentives or merit pay to each of the following groups of teachers? (READ AND RANDOMIZE a-h; ALWAYS ASK i LAST)²⁰

READ FOR FIRST ITEM, THEN AS NECESSARY: ...Do you strongly favor, somewhat favor, somewhat oppose or strongly oppose giving financial incentives or merit pay to this group of teachers?

| | <u>Strongly favor</u> | <u>Somewhat favor</u> | <u>Somewhat oppose</u> | <u>Strongly oppose</u> | <u>DK/Ref.</u> |
|---|-----------------------|-----------------------|------------------------|------------------------|----------------|
| a. Teachers who consistently receive excellent evaluations by their principals | | | | | |
| Total (%): | 16 | 37 | 20 | 26 | 1 |
| Gen Y (%): | 17 | 44 | 18 | 19 | 1 |
| Age 33+ (%): | 16 | 36 | 21 | 27 | 1 |
| 2003 / Total (%) ²¹ : | 28 | 34 | 13 | 20 | 6 |
| b. Teachers who consistently work harder, putting in more time and effort than other teachers | | | | | |
| Total (%): | 32 | 33 | 13 | 20 | 2 |
| Gen Y (%): | 25 | 46 | 15 | 13 | 1 |
| Age 33+ (%): | 33 | 30 | 13 | 21 | 2 |
| 2003 / Total (%): | 31 | 36 | 14 | 15 | 4 |
| c. Teachers whose students routinely score higher than similar students on standardized tests | | | | | |
| Total (%): | 11 | 35 | 24 | 28 | 1 |
| Gen Y (%): | 7 | 33 | 34 | 26 | 1 |
| Age 33+ (%): | 12 | 35 | 23 | 29 | 1 |
| 2003 / Total (%) ²² : | 12 | 27 | 24 | 32 | 6 |
| d. Teachers whose kids consistently show academic growth during the school year | | | | | |
| Total (%): | 29 | 37 | 13 | 20 | 2 |
| Gen Y (%): | 28 | 38 | 18 | 15 | 1 |
| Age 33+ (%): | 29 | 36 | 12 | 21 | 2 |

Q37 continued...

²⁰ 2003 question wording was: "How much would you favor or oppose giving financial incentives to...?"

²¹ 2003 trend item wording was: "Teachers who consistently receive outstanding evaluations by their principals"

²² 2003 trend item wording was: "Teachers whose kids routinely score higher than similar students on standardized tests"

Q37 continued..

| | <u>Strongly favor</u> | <u>Somewhat favor</u> | <u>Somewhat oppose</u> | <u>Strongly oppose</u> | <u>DK/Ref.</u> |
|--|-----------------------|-----------------------|------------------------|------------------------|----------------|
| e. Teachers who receive certification from the National Board for Professional Teaching Standards | | | | | |
| Total (%): | 22 | 38 | 18 | 20 | 1 |
| Gen Y (%): | 25 | 45 | 14 | 16 | 1 |
| Age 33+ (%): | 21 | 37 | 19 | 21 | 1 |
| 2003 / Total (%) ²³ : | 23 | 33 | 16 | 18 | 10 |
| f. Teachers who specialize in hard-to-fill subjects such as science or mathematics | | | | | |
| Total (%): | 16 | 33 | 26 | 23 | 1 |
| Gen Y (%): | 11 | 33 | 34 | 21 | 1 |
| Age 33+ (%): | 18 | 33 | 25 | 23 | 1 |
| 2003 / Total (%): | 14 | 28 | 22 | 30 | 6 |
| g. Teachers who teach classes with hard-to-reach students | | | | | |
| Total (%): | 27 | 41 | 14 | 16 | 1 |
| Gen Y (%): | 25 | 44 | 17 | 12 | 1 |
| Age 33+ (%): | 28 | 40 | 14 | 17 | 1 |
| 2003 / Total (%) ²⁴ : | 26 | 37 | 16 | 17 | 5 |
| h. Teachers who work in tough neighborhoods with low performing schools | | | | | |
| Total (%): | 31 | 40 | 14 | 13 | 1 |
| Gen Y (%): | 24 | 44 | 20 | 9 | 3 |
| Age 33+ (%): | 33 | 40 | 13 | 13 | 1 |
| 2003 / Total (%): | 29 | 41 | 12 | 13 | 5 |
| i. All the teachers in the school if the students routinely score higher than similar students on standardized tests | | | | | |
| Total (%): | 21 | 35 | 21 | 21 | 2 |
| Gen Y (%): | 20 | 36 | 28 | 16 | 1 |
| Age 33+ (%): | 21 | 35 | 20 | 22 | 2 |

²³ 2003 trend item wording was: "Teachers who receive accreditation from the National Board for Professional Teaching Standards"

²⁴ 2003 trend item wording was: "Teachers who teach difficult classes with hard-to-reach students"

SECTION 9: UNIONS

Now on a different subject...

Q38. Are you currently a member of a teachers' union or association, or not?

| <u>Total</u> <u>(%)</u> | <u>Gen Y</u> <u>(%)</u> | <u>Age 33+</u> <u>(%)</u> | | <u>2003 / Total</u> <u>(%)</u> |
|----------------------------|----------------------------|------------------------------|----------------------------------|-----------------------------------|
| 78 | 77 | 78 | Yes | 83 |
| 19 | 19 | 19 | No | 17 |
| 2 | 1 | 2 | (VOL.) Not applicable | 0 |
| 1 | 3 | 1 | (DO NOT READ) Don't know/Refused | 0 |

Q39. Do you think of teachers' unions as... (READ 1-3)

| <u>Total</u> <u>(%)</u> | <u>Gen Y</u> <u>(%)</u> | <u>Age 33+</u> <u>(%)</u> | | <u>2003 / Total</u> <u>(%)</u> |
|----------------------------|----------------------------|------------------------------|----------------------------------|-----------------------------------|
| 43 | 38 | 45 | Absolutely essential, | 46 |
| 40 | 38 | 40 | Important but not essential, OR | 38 |
| 16 | 21 | 15 | Something you could do without? | 12 |
| 1 | 3 | * | (DO NOT READ) Don't know/Refused | 4 |

Q40. How much do you agree or disagree with the following statements? (First,/Next,)
(READ AND RANDOMIZE)

READ FOR FIRST ITEM, THEN AS NECESSARY: ...Do you strongly agree, somewhat agree, somewhat disagree or strongly disagree with this statement?

| | <u>Strongly agree</u> | <u>Somewhat agree</u> | <u>Somewhat disagree</u> | <u>Strongly disagree</u> | <u>(VOL.) N/A</u> | <u>DK/ Ref.</u> |
|--|---------------------------|---------------------------|------------------------------|------------------------------|-----------------------|---------------------|
| a. The union sometimes fights to protect teachers who really should be out of the classroom. | | | | | | |
| Total (%): | 22 | 44 | 18 | 7 | 6 | 3 |
| Gen Y (%): | 15 | 45 | 14 | 9 | 11 | 7 |
| Age 33+ (%): | 23 | 44 | 19 | 7 | 5 | 2 |
| 2003 / Total (%): | 11 | 37 | 17 | 12 | n/a | 24 |
| b. Teachers facing unfair charges from parents or students would have nowhere to turn without the union. | | | | | | |
| Total (%): | 49 | 31 | 12 | 4 | 2 | 2 |
| Gen Y (%): | 35 | 47 | 6 | 1 | 4 | 7 |
| Age 33+ (%): | 52 | 28 | 13 | 4 | 2 | 1 |
| 2003 / Total (%): | 45 | 33 | 11 | 5 | n/a | 7 |
| c. Without collective bargaining, the working conditions and salaries of teachers would be much worse. | | | | | | |
| Total (%): | 51 | 29 | 11 | 3 | 3 | 2 |
| Gen Y (%): | 36 | 38 | 13 | 2 | 5 | 7 |
| Age 33+ (%): | 54 | 26 | 11 | 4 | 3 | 1 |
| 2003 / Total (%): | 54 | 27 | 6 | 4 | n/a | 10 |
| d. Without a union, teachers would be vulnerable to school politics or administrators who abuse their power. | | | | | | |
| Total (%): | 51 | 31 | 10 | 4 | 3 | 2 |
| Gen Y (%): | 38 | 33 | 11 | 3 | 8 | 7 |
| Age 33+ (%): | 54 | 31 | 9 | 4 | 1 | 1 |
| 2003 / Total (%): | 52 | 29 | 8 | 4 | n/a | 7 |

SECTION 10: PENSIONS

Q41. Which comes closest to your view, even if neither is exactly right? (READ AND ROTATE 1-2)

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|--|
| 66 | 52 | 69 | I prefer to participate in a district-wide pension that guarantees retirement benefits. (OR) |
| 30 | 39 | 29 | I prefer to invest a portion of my salary in my own account, such as a 401K. (OR) |
| 3 | 9 | 2 | (DO NOT READ) Don't know/Refused |

Q42. If teachers could transfer pension benefits and receive salary credit when changing jobs, how likely do you think your fellow teachers would be to leave your school for another position? Would they be (READ 1-4)

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|----------------------------------|
| 18 | 10 | 20 | Very likely |
| 44 | 44 | 45 | Somewhat likely |
| 28 | 33 | 27 | Not too likely, OR |
| 6 | 4 | 6 | Not at all likely? |
| 4 | 9 | 2 | (DO NOT READ) Don't know/Refused |

SECTION 11: TRADEOFFS AND SCENARIOS

Q43. For this next series of questions, I'd like you to pretend you were considering transferring to a different school in your district. Would you prefer to move to a school... [READ AND RANDOMIZE THE DIFFERENT PAIRS OF ITEMS]

| a. | <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|----|------------------|------------------|--------------------|--|
| | 74 | 67 | 75 | To a school that has tenure and a guaranteed raise of three percent each year, but no opportunity for bonuses or merit pay? |
| | 22 | 27 | 21 | That does not offer tenure and set raises, but teachers can receive extra pay based on the principal's evaluation and their students' progress, OR |
| | 4 | 6 | 4 | (DO NOT READ) Don't know/Refused |

Q43 continued...

Q43 continued...

| | | | | |
|----|------------------|------------------|--------------------|--|
| b. | <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
| | 64 | 67 | 63 | To a school with a standard leadership and salary package, but where you will have more time for your own family and personal life? |
| | 33 | 26 | 35 | With a very dynamic and supportive principal and better salary potential, but where the teachers tend to work in the evenings and on weekends to keep up with their responsibilities, OR |
| | 3 | 7 | 2 | (DO NOT READ) Don't know/Refused |
| c. | <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
| | 57 | 64 | 56 | To a school that doesn't have as much technology, but in which no more than 22 students are ever in one classroom? |
| | 40 | 30 | 43 | That has cutting-edge technology for both faculty and students and allows you to be innovative with it but class size is generally greater than 22 students, OR |
| | 2 | 6 | 1 | (DO NOT READ) Don't know/Refused |
| d. | <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
| | 67 | 68 | 67 | Where there is a lot of collaboration among teachers and guidance from other instructional experts in developing lesson plans, OR |
| | 30 | 26 | 31 | To a school with less collaboration but where teachers are freer to design their own lessons? |
| | 3 | 6 | 2 | (DO NOT READ) Don't know/Refused |

Q44. How interested would you be in working at a charter school that was run and managed by teachers themselves? (READ 1-4)

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | | <u>2003 / Total (%)</u> |
|------------------|------------------|--------------------|----------------------------------|-------------------------|
| 18 | 9 | 19 | Very interested | 22 |
| 43 | 44 | 43 | Somewhat interested | 36 |
| 19 | 25 | 18 | Not too interested, OR | 16 |
| 17 | 16 | 18 | Not at all interested? | 19 |
| 3 | 6 | 2 | (DO NOT READ) Don't know/Refused | 7 |

SECTION 12: DEMOGRAPHICS

And now some questions to describe the teachers who are taking part in our study.

- D6. Have you received accreditation from the National Board for Professional Teaching Standards?

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|--------------------|
| 18 | 17 | 19 | Yes |
| 79 | 76 | 79 | No |
| 3 | 7 | 2 | Don't know/Refused |

- D7. In the past five years, have you ever received a financial bonus based on your individual performance?

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|--------------------|
| 8 | 7 | 8 | Yes |
| 90 | 88 | 91 | No |
| 2 | 5 | 1 | Don't know/Refused |

- D8. Have you participated in any elective professional development programs like college courses, seminars, or conferences that provide you with additional certification?

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|--------------------|
| 83 | 83 | 83 | Yes |
| 14 | 12 | 15 | No |
| 2 | 5 | 2 | Don't know/Refused |

- D9. What subjects are you currently teaching? (PRECODED OPEN-END)

Based on middle or high schoolteachers

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|----------------------------------|
| 23 | 23 | 23 | Math |
| 17 | 22 | 16 | Science |
| 15 | 28 | 12 | English |
| 22 | 22 | 22 | Social Studies |
| 5 | 2 | 5 | Foreign language |
| 1 | 0 | 1 | ESL |
| 8 | 3 | 9 | Special Ed |
| 14 | 24 | 11 | Reading/Language arts |
| 34 | 22 | 37 | Other (SPECIFY) |
| 3 | 7 | 2 | (DO NOT READ) Don't know/Refused |
| (n=505) | (n=112) | (n=388) | |

Note: Total (%) may exceed 100% due to multiple responses

D10. Approximately what is your typical class size? (READ 1-3)

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|----------------------------------|
| 10 | 15 | 10 | Less than 15 |
| 54 | 52 | 54 | 15-24 |
| 32 | 26 | 34 | 25 or more |
| 3 | 7 | 2 | (DO NOT READ) Don't know/Refused |

D11. In a typical class, about how many of your students would be classified as having special needs? Would you say... (READ 1-5)

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|---|
| 11 | 15 | 11 | Virtually all |
| 6 | 5 | 7 | Most |
| 42 | 35 | 43 | Some |
| 37 | 37 | 37 | Only a few, OR |
| 1 | 2 | 1 | None of your students have special needs? |
| 2 | 5 | 1 | (DO NOT READ) Don't know/Refused |

D12. Approximately what percentage of students in your school are eligible for the free or reduced-price lunch program? Would you say...(READ)

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|----------------------------------|
| 22 | 22 | 22 | 25% or under |
| 29 | 30 | 29 | 26%-50% |
| 45 | 41 | 45 | 51% or more |
| 4 | 7 | 3 | (DO NOT READ) Don't know/Refused |

D13. What path did you follow to become a teacher? Did you...(READ)

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|---|
| 60 | 75 | 57 | Receive an undergraduate degree in a four-year college or university program, such as getting a major or minor in education |
| 10 | 4 | 11 | Take a 5th year at college or in a university to get a degree in education |
| 20 | 11 | 22 | Get a Master's degree in education |
| 6 | 3 | 6 | Take an alternative certification path, OR |
| 2 | 2 | 2 | Something else? (SPECIFY) |
| 3 | 5 | 2 | (DO NOT READ) Don't know/Refused |

D14. What is the LAST grade or class that you COMPLETED in school? (DO NOT READ)

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|---|
| 2 | 0 | 2 | High School diploma or equivalent/Less than a 4-year college degree |
| 18 | 22 | 18 | College graduate (B.S., B.A., or other 4-year degree) |
| 30 | 26 | 31 | Some post-graduate training or professional schooling after college (In Master's or Ph.D program) but no degree |
| 48 | 46 | 48 | Masters, PH.D or other higher degree |
| 2 | 5 | 1 | Don't know/Refused |

D15. In college, did you major or minor in the subject area in which you are teaching, or not?

Based on middle or high schoolteachers

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|--------------------|
| 79 | 78 | 80 | Yes |
| 19 | 16 | 20 | No |
| 2 | 7 | 1 | Don't know/Refused |
| (n=505) | (n=112) | (n=388) | |

D16. Are you teaching any subjects that do not match your current certification or area of study?

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|--------------------|
| 9 | 8 | 9 | Yes |
| 89 | 87 | 90 | No |
| 2 | 5 | 1 | Don't know/Refused |

D17. Are you currently a tenured teacher, or not?

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|-----------------------|
| 77 | 56 | 82 | Yes |
| 12 | 36 | 8 | No |
| 8 | 3 | 9 | (VOL.) Does not apply |
| 2 | 5 | 1 | Don't know/Refused |

D18. Thinking about the time you were in high school, would you characterize yourself as...(READ)

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|----------------------|
| 37 | 42 | 36 | An excellent student |
| 48 | 50 | 48 | A good student |
| 12 | 2 | 14 | A fair student, OR |
| 1 | * | 2 | A poor student? |
| 2 | 5 | 1 | Don't know/Refused |

D20. Are you, yourself, of Hispanic or Latino background, such as Mexican, Puerto Rican, Cuban, or some other Spanish background?

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|--------------------|
| 5 | 2 | 6 | Yes |
| 92 | 90 | 93 | No |
| 3 | 8 | 1 | Don't know/Refused |

D21. What is your race? Are you white, black, Asian, or some other race? IF R SAYS HISPANIC OR LATINO, ASK: Do you consider yourself a WHITE Hispanic/Latino or a BLACK Hispanic/Latino?

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|----------------------------|
| 86 | 85 | 86 | White |
| 7 | 6 | 7 | Black or African-American |
| 2 | * | 2 | Asian |
| 1 | * | 1 | Other/Mixed race (SPECIFY) |
| 4 | 9 | 3 | Don't know/Refused |

D22. Are you married, LIVING as married, divorced, separated, widowed, or have you never been married?

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|----------------------|
| 72 | 71 | 73 | Married |
| 2 | * | 2 | Living as married |
| 8 | 0 | 10 | Divorced |
| 1 | 0 | 1 | Separated |
| 1 | 0 | 1 | Widowed |
| 13 | 24 | 11 | Never married/Single |
| 3 | 5 | 2 | Don't know/Refused |

D23. Including yourself, how many people are there living in your household?

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|---------------------|
| 12 | 10 | 13 | 1 person household |
| 31 | 39 | 30 | 2 person household |
| 23 | 31 | 21 | 3 |
| 20 | 12 | 22 | 4 |
| 8 | 3 | 9 | 5 |
| 3 | * | 3 | 6 |
| * | 0 | * | 7 |
| 0 | 0 | 0 | 8+ person household |
| 3 | 5 | 2 | Don't know/Refused |

D24. How many of these people are children, under the age of 18?

Based on multi-person households

| <u>Total (%)</u> | <u>Gen Y (%)</u> | <u>Age 33+ (%)</u> | |
|------------------|------------------|--------------------|--------------------------|
| 47 | 46 | 47 | No children in household |
| 26 | 37 | 24 | 1 child in household |
| 18 | 14 | 20 | 2 children in household |
| 6 | 3 | 7 | 3 |
| 2 | * | 2 | 4 |
| 0 | 0 | 0 | 5 |
| 0 | 0 | 0 | 6 |
| 0 | 0 | 0 | 7 |
| 0 | 0 | 0 | 8+ children in household |
| 1 | 0 | 1 | Don't know/Refused |
| (n=731) | (n=185) | (n=542) | |

CLOSING: That completes the interview. Thank you very much for your time and cooperation. Have a nice day/evening.