Dear Colleague:

As a recent state-approved Educator Preparation Program completer, the Florida Department of Education is seeking your input as to how well your program prepared you for teaching this year. This information is vital to the Department and to teacher preparation programs around the state for continuous improvement. To gather this input, we are requesting your assistance in completing an annual survey. This survey is provided to all teachers who completed one of the following types of preparation programs last year: (1) initial teacher preparation programs at colleges and universities; (2) district alternative certification programs; or (3) educator preparation institutes. As a survey respondent, your identity will be held in strict confidence and no information that is specific to you will become a part of the survey results. The Department prepares a report on teacher preparation programs each year that includes overall results of this survey. To view the most recent report, go to http://www.fldoe.org/profdev/approval.asp.

To begin the survey, select the button on the left to create an account. If you are unable to complete the survey in one sitting, you can log back in and continue the survey at a later time. In those instances, you will select the button on the right and use the email and password you set up initially to log back in to complete the survey. Thank you for your assistance.

[LOGIN PAGE]

Please enter in the following information and click “Login” to start your survey! Please note, the password can be whatever you would like and is only being used to login to this survey. Please do not use your personal email password!

If you have problems logging in, please contact technical support at survey@fcim.org. Please respond to all survey items.

Information about you

First name: ______________
Last name: ______________
District: Drop Down List
School: Drop Down List
If other: ______________

Returning User Login Information

Email: ______________
Password: ______________
Verify Password: ______________

[SURVEY PAGES]
Thank you for your support in completing this survey. Please mark each item to the best of your knowledge and then click **Next** at the bottom of the page when you have finished to continue with the survey.

1. Please identify the type of program that you completed:
   - District Alternative Certification Program
   - Educator Preparation Institute
   - Bachelor’s four year teacher education program
   - Master’s or postbaccalaureate teacher education program
   - Master’s or specialist program in one of the following:
     - Educational Leadership
     - School Psychology
     - Guidance and Counseling

2. Please identify the school district from which you completed a district alternative certification program:
   - Alachua
   - Baker
   - Bay
   - Bradford
   - Brevard
   - Broward
   - Calhoun
   - Charlotte
   - Citrus
   - Clay
   - Collier
   - Columbia
   - Miami-Dade
   - DeSoto
   - Dixie
   - Duval
   - Escambia
   - Flagler
   - Franklin
   - Gadsden
   - Gilchrist
   - Glades
   - Gulf
   - Hamilton
   - Hardee
   - Hendry
   - Hernando
   - Highlands
   - Hillsborough
   - Holmes
   - Indian River
   - Jackson
   - Jefferson
   - Lafayette
   - Lake
   - Lee
   - Leon
   - Levy
   - Liberty
   - Madison
   - Manatee
   - Marion
   - Martin
   - Monroe
   - Nassau
   - Okaloosa
   - Okeechobee
   - Orange
   - Osceola
   - Palm Beach
   - Pasco
   - Pinellas
   - Polk
   - Putnam
   - St. Johns
   - St. Lucie
   - Santa Rosa
   - Sarasota
   - Seminole
   - Sumter
   - Suwannee
   - Taylor
   - Union
   - Volusia
   - Wakulla
   - Walton
   - Washington
   - FL School for the Deaf & Blind
   - FAU Lab School (A.D. Henderson)
   - FSU Lab School (FSU Schools)
   - FAMU Lab School (FAMU DRS)
2 Please identify the EPI institution from which you completed:

- Brevard Community College
- Broward College
- College of Central Florida
- Chipola College
- Daytona State College
- Edison State College
- Florida State College at Jacksonville
- Florida Gulf Coast University
- Florida Keys Community College
- Gulf Coast Community College
- Hillsborough Community College
- Indian River State College
- Florida Gateway College
- Lake-Sumter Community College
- State College of Florida, Manatee-Sarasota
- Miami-Dade College
- North Florida Community College
- Northwest Florida State College
- Palm Beach State College
- Pasco-Hernando Community College
- Pensacola State College
- Polk State College
- Santa Fe College
- Seminole State College
- South Florida Community College
- St. Johns River State College
- St. Petersburg College
- Tallahassee Community College
- Teacher Education University
- University of Florida
- University of North Florida
- University of South Florida
- Valencia Community College

2 Please identify the college or university from which you graduated:

- Barry University
- Bethune-Cookman University
- Chipola College
- Clearwater Christian College
- Edison State College
- Edward Waters College
- Flagler College
- Florida A&M University
- Florida Atlantic University
- Florida College
- Florida Gulf Coast University
- Florida Institute of Technology
- Florida International University
- Florida Memorial University
- Florida Southern College
- Florida State University
- Indian River State College
- Jacksonville University
- Keiser University
- Lynn University
- Miami-Dade College
- Northwest Florida State College
- Nova Southeastern University
- Palm Beach Atlantic University
- Rollins College
- Saint Leo University
- Southeastern University
- Southwest Florida College
- St. Petersburg College
- Stetson University
- University of Central Florida
- University of Florida
- University of Miami
- University of North Florida
- University of South Florida
(To ITP respondents only):

What program/subject area did you complete? (Drop Down Box of Programs)

3 Please identify the answer that best describes your teaching experience:
   - 0-1 Year
   - 1-2 Years
   - 2-3 years
   - More than 3 years

4 Gender:
   - Male
   - Female

5 Race/Ethnicity:
   - White
   - Black
   - Hispanic
   - Asian
   - American Indian
   - Hawaiian/ Pacific Islander
   - Other

6 Age:
   - 20-29 years
   - 30-39 years
   - 40-49 years
   - 50-59 years
   - 60 years or more

7 What is the highest degree you have earned?
   - Bachelors
   - Masters
   - Educational Specialist
   - Doctorate (Ph.D. or Ed.D.)

8 What was your main activity the year before you began teaching at the elementary or secondary level?
   - Worked full-time
   - Worked part-time
9. What was your most recent professional job prior to beginning teaching at the elementary or secondary level?

- Business
- Substitute Teacher
- Paraprofessional
- Teacher
- Health-related
- Education
- Day care worker
- Student
- Administrative staff/secretary
- Social work
- Legal-related

If other, please specify:

10. What grade level do you teach?

- Pre K
- K to 5
- 6 to 8
- 9 to 12

11. What is your main teaching assignment (e.g., elementary, math, science, social studies, etc.)?

- Elementary
- ESE (Exceptional Student Ed)
- Fine Arts
- Foreign Language
- Math
- PE/Health

If other, please specify:

12. How effective was your teacher preparation program in preparing you to do the following?

Identify strategies that expand students’ critical thinking.
Highly effective
Effective
Not very effective
Ineffective

Plan activities that require students to gather information and solve problems.

Highly effective
Effective
Not very effective
Ineffective

Incorporate activities that promote positive communication among students.

Highly effective
Effective
Not very effective
Ineffective

Provide opportunities for students to receive constructive feedback on individual work and behavior.

Highly effective
Effective
Not very effective
Ineffective

Use relevant materials and technologies to promote student learning.

Highly effective
Effective
Not very effective
Ineffective

Apply learning theories and knowledge of human development to first and second language acquisition processes.

Highly effective
Effective
Not very effective
Ineffective

Plan lessons with specific learning and performance outcomes that are based on the Next Generation Sunshine State Standards and that meet the needs of all students.

Highly effective
13 How effective was your teacher preparation program in preparing you to do the following?

Establish classroom routines and procedures that promote a positive and safe learning environment.
Employ a variety of assessment strategies to determine students’ performance of specified outcomes such as Next Generation Sunshine State Standards.

Maintain academic focus for all students through the use of various techniques that address differences in learning styles.

Use a variety of teaching techniques and strategies to effectively instruct all students, including students with diverse learning needs.

Use instructional time effectively.

Modify instruction based upon assessed student performance.

Use technology in instructional delivery to enrich student learning experiences.
Use resources outside the classroom to enrich student learning experiences.

Demonstrate how knowledge can be applied to real-world settings.

Use assessment data to improve student achievement.

Use questions and activities that engage students in higher order thinking.

Use a variety of developmentally appropriate activities to engage and motivate students.

Demonstrate an understanding of how the subject is linked to other disciplines.
Use results from individual reading assessments to improve student academic performance.

- Highly effective
- Effective
- Not very effective
- Ineffective

Recognize signs of students' difficulty with the reading and use appropriate techniques to improve students' reading.

- Highly effective
- Effective
- Not very effective
- Ineffective

Prepare students for taking standardized tests by using aggregated data to create and assess instruction that focuses on improving student achievement.

- Highly effective
- Effective
- Not very effective
- Ineffective

Monitor student performance on core benchmarks throughout the year.

- Highly effective
- Effective
- Not very effective
- Ineffective

14 How well did your teacher preparation program prepare you to do the following?

Use technology tools to manage and evaluate student data.

- Highly effective
- Effective
- Not very effective
- Ineffective

Make reasonable efforts to protect students from harmful conditions that interfere with their learning.

- Highly effective
- Effective
Adhere to ethical standards expected of an educator in the classroom and in the school community.

Adhere to the Code of Ethics and Principles of Professional Conduct of the Education Profession in Florida.

Treat students equitably by fostering acceptance of diversity in the classroom.

Communicate effectively with families and students from culturally diverse backgrounds.

Adapt communication style based on the needs of individuals and groups.

Access relevant educational research.
Implement strategies acquired through professional growth opportunities.

- Highly effective
- Effective
- Not very effective
- Ineffective

Provide meaningful feedback regarding student performance to families.

- Highly effective
- Effective
- Not very effective
- Ineffective

Work with colleagues to improve students’ educational experiences.

- Highly effective
- Effective
- Not very effective
- Ineffective

Demonstrate knowledge of research-based, developmentally appropriate reading strategies.

- Highly effective
- Effective
- Not very effective
- Ineffective

[If answered 0-1 Year for question 3, given questions 15 - 25]

15. When seeking your first teaching position, how many different positions did you apply for?

- I only applied for one position
- I applied for 2 positions
- I applied for 3 or more positions

16. Which of the following factors was important to choosing your first teaching position? Check all that apply.

   When the contract was offered

   - Yes
   - No

   The salary amount offered

   - Yes
- No
  - The amount and types of benefits offered
- Yes
- No
  - Where the district or school is located
- Yes
- No
  - Change in residence
- Yes
- No
  - Your teaching assignment, including the grade level and subject(s) you would teach
- Yes
- No
  - The district or school’s reputation as being a “safe” place to work
- Yes
- No
  - Overall levels of student achievement in the district or school
- Yes
- No
  - The types of students served by the district or school
- Yes
- No
  - Opportunities to lead extracurricular activities, such as sports, music, drama, or other academic clubs
- Yes
- No
  - District or school administration and leadership
- Yes
- No
Opportunities for new teacher induction and mentoring

○ Yes
○ No

The people you met on your job interview

○ Yes
○ No

Other

○ Yes
○ No

If other, please specify:

17. Which of the following sources of information did you use when searching for your first teaching position? Check all that apply.

   On-campus recruitment or job fairs

   ○ Yes
   ○ No

   District job fair

   ○ Yes
   ○ No

   Great Florida Teach-In

   ○ Yes
   ○ No

   Job listings on the Florida DOE Website

   ○ Yes
   ○ No

   Job listings on district or school Websites

   ○ Yes
   ○ No

   Job listings on national teacher employment Websites
School or district administrators

Faculty or instructors in your teacher preparation program

Applications for fellowships or other programs that place teachers (e.g., Teach for America)

Word-of-mouth from family and friends

Other

If other, please specify:

18 What is your employment status for next year?

Contract Signed
Contract Expected
Teaching in another district
Teaching in another state
Unsure
Leaving teaching
Not rehired

[Given if select leaving teaching]

18 If leaving teaching altogether, please indicate your reasons for doing so. Check all that apply.

Low salary

Yes
No

Lack of administrative support

Yes
Required duties were too demanding

Student behavior

Dissatisfied with teaching as a career

To take courses to improve career opportunities within the field of education

Did not feel prepared to teach

Pregnancy or child rearing

Promotion within education

Other

If other, please specify:

[Given for all other options from original question 18]

18 How long do you plan to remain in the position of a PK – 12 teacher?

As long as I am able to
o Until I am eligible for retirement benefits
o Until I am eligible for social security benefits
o Until a specific life event occurs (e.g., parenthood, marriage)
o Until a more desirable job opportunity comes along
o Definitely plan to leave as soon as I can
o Undecided at this time

19 Did you participate in a new teacher induction (beginning teacher training/support) program?
   o Yes
   o No

[Given if answer yes]

19 How would you rate your induction/beginning teacher program?
   o Highly effective
   o Effective
   o Not very effective
   o Ineffective

[Given if answer yes]

20 Are you currently assigned a peer mentor (coach, tutor)?
   o Yes
   o No

[All given if answer yes]

20 How often have you been in contact with your mentor?
   o Not yet
   o Once
   o Once monthly
   o A few times a month
   o Weekly
   o Nearly everyday

20 Is your mentor experienced in the same or similar subject area(s) which you are currently assigned to teach?
   o Yes
   o No

20 How important has your mentor been in helping you develop as a teacher?
   o Highly important
   o Somewhat important
   o Important
   o Not very important

21 How often do you meet formally with other new teachers?
22 How many times have you been formally observed in the classroom?

- Never
- Rarely
- 1-2 times
- 3-5 times
- More than five times

23 How often does your principal/assistant principal provide you with feedback about your teaching?

- Never
- Rarely
- Sometimes
- Frequently

24 Has your principal/assistant principal helped you understand the overall mission and vision of your school?

- Yes
- No
- Somewhat

25 Has your principal/assistant principal helped you become a valued member of the school community?

- Yes
- No
- Somewhat

[If not answered 0-1 Year for question 3, given questions 26 -35]

26 What is your employment status for next year?

- Contract Signed
- Contract Expected
- Teaching in another district
- Teaching in another state
- Unsure
- Leaving teaching
- Not rehired

[Given if answered Leaving teaching]

27 If leaving teaching altogether, please indicate your reasons for doing so. Check all that apply.

Low salary

- Yes
- No

Lack of administrative support

- Yes
No

Required duties were too demanding

Yes

No

Student behavior

Yes

No

Dissatisfied with teaching as a career

Yes

No

To take courses to improve career opportunities within the field of education

Yes

No

Did not feel prepared to teach

Yes

No

Pregnancy or child rearing

Yes

No

Promotion within education

Yes

No

Other

Yes

No

If other, please specify:

[Given if not answered for Leaving Teaching]

27 How long do you plan to remain in the position of a PK – 12 teacher?

As long as I am able to
o Until I am eligible for retirement benefits
o Until I am eligible for social security benefits
o Until a specific life event occurs (e.g., parenthood, marriage)
o Until a more desirable job opportunity comes along
o Definitely plan to leave as soon as I can
o Undecided at this time

28 Are you teaching in the same school you were teaching during the 2009-2010 school year?

o Yes
o No

[Given if answer No]

28A Why did you change schools?

o Lack of administrative support
o Student behavior
o Negative atmosphere among the teachers
o School policies regarding discipline and/or curriculum
o Location
o Was offered a job in a different assignment/grade level
o Other

If other, please specify:

28B Are you teaching the same subject and/or grade assignment that you were teaching during the 2009-2010 school year?

o Yes
o No

[Given if answer is No to 28B]

28C Please indicate the subject area and/or grade level you were teaching during the 2009-2010 school year. _______________________

Please indicate why your teaching assignment changed.

o Personal choice
o Administrative request
o Other

If other, please specify:
28D When seeking a teaching position for the 2010-2011 school year, how many different positions did you apply for?

- I only applied for one position.
- I applied for 2 positions.
- I applied for 3 or more positions

29 Which of the following factors was important to choosing your teaching position? Check all that apply.

- When the contract was offered
  - Yes
  - No
- The salary amount offered
  - Yes
  - No
- Benefits offered
  - Yes
  - No
- Where the district or school is located
  - Yes
  - No
- Your teaching assignment, including the grade level and subject(s) you would teach
  - Yes
  - No
- The district or school’s reputation as being a “safe” place to work
  - Yes
  - No
- Overall levels of student achievement in the district or school
  - Yes
  - No
- The types of students served by the district or school
Opportunities to lead extracurricular activities, such as sports, music, drama, or other academic clubs

District or school administration and leadership

Opportunities for new teacher induction and mentoring

The people you met on your job interview

Other

If other, please specify:

28 Which of the following sources of information did you use when searching for your teaching position? Check all that apply.

On-campus recruitment or job fairs

District job fair

Great Florida Teach-In
Job listings on the Florida DOE Website

- Yes
- No

Job listings on district or school Websites

- Yes
- No

Job listings on national teacher employment Websites

- Yes
- No

School or district administrators

- Yes
- No

Faculty or instructors in your teacher preparation program

- Yes
- No

Applications for fellowships or other programs that place teachers (e.g., Teach for America)

- Yes
- No

Word-of-mouth from family and friends

- Yes
- No

Other

- Yes
- No

If other, please specify:

29 When you were a first-year teacher, did you participate in a new teacher induction (beginning teacher training/support) program?

- Yes
- No
Given if answer Yes

29 How would you rate your induction/beginning teacher program?
  - Highly effective
  - Effective
  - Not very effective
  - Ineffective

30 Were you assigned a peer mentor (coach, tutor) during your first year of teaching?
  - Yes
  - No

Given if answer Yes

30 How often were you in contact with your mentor?
  - Once
  - Once monthly
  - A few times a month
  - Weekly
  - Nearly every day

30 Was your mentor experienced in the same or similar subject area(s) which you were assigned to teach?
  - Yes
  - No

30 How important was your mentor in helping you develop as a teacher?
  - Highly important
  - Important
  - Somewhat important
  - Not very important

31 How often did you meet formally with other new teachers in your first year of teaching?
  - Never
  - Rarely
  - Sometimes
  - Frequently
32 How many times during your first year of teaching were you formally observed in the classroom?
   o Never
   o 1-2 times
   o 3-5 times
   o More than five times

33 How often during your first year of teaching did your principal/assistant principal provide you useful feedback about your teaching?
   o Never
   o Rarely
   o Sometimes
   o Frequently

34 Did your principal/assistant principal help you understand the overall mission and vision of your school?
   o Yes
   o No
   o Somewhat

35 Did your principal/assistant principal help you become a valued member of the school community?
   o Yes
   o No
   o Somewhat

36 How much are teachers involved in making important educational decisions in your school?
   o Teachers are rarely involved in making important decisions.
   o Teachers are involved in a few important decisions.
   o Teachers are involved in some important decisions.
   o Teachers are involved in most important decisions.
   o I am not sure.

37 How often do the teachers in your school give each other feedback about teaching?
   o Never
   o Rarely
   o Sometimes
   o Frequently

38 How often do the teachers in your school work together to respond to student needs?
   o Never
   o Rarely
39 How much do teachers at your school share common beliefs and values about what the mission of the school should be?
   - They share very few values.
   - They share some values.
   - They share most values.
   - I don’t know.

40 How often is time scheduled at your school to work collaboratively (e.g., team meetings, learning communities, lesson study, etc.)?
   - Never
   - Only on staff development/teacher planning days
   - Once a month
   - Bi-weekly
   - Once a week

41 Do the policies at your school contribute to or interfere with your ability to teach effectively?
   - Interfere a lot
   - Interfere a little
   - Contribute a little
   - Contribute a lot
   - I don’t know

42 How well are you able to control disruptive behavior in the classroom?
   - Not at all
   - Not very well
   - Fairly well
   - Very well

43 How well are you able to get children to follow classroom rules?
   - Not at all
   - Not very well
   - Fairly well
   - Very well

44 How well are you able to motivate students who show low interest in school work?
   - Not at all
   - Not very well
   - Fairly well
Very well

45 How well are you able to provide appropriate challenges for very capable students?
   o Not at all
   o Not very well
   o Fairly well
   o Very well

46 How well are you able to engage your students in classroom learning?
   o Not at all
   o Not very well
   o Fairly well
   o Very well

47 Overall, how effective do you feel as a teacher?
   o Highly effective
   o Effective
   o Not very effective
   o Ineffective

[Given if select ACP]

48 Did you know about the Alternative Certification option before you began teaching?
   o Yes
   o No

[Given if answer Yes]

48 Did knowing about the District’s Alternative Certification Program have an influence on your decision to teach?
   o Yes
   o No

49 Where did you first hear about the Alternative Certification Option?
   o During a teacher recruitment event
   o From a school or district administrator
   o From the Florida DOE Website
   o From any other website
   o Other

   If other, please specify:
50. How long did it take to complete your District’s Alternative Certification Program?
   - Less than 6 months
   - 6 months to 1 year
   - 1 year to 2 years
   - 2 years to 3 years
   - More than 3 years

51. Did your school district conduct a pre-assessment of your skills on the 12 Florida Educator Accomplished Practices?
   - Yes
   - No

52. Was an individual plan or Individual Professional Development Plan (IPDP) for your alternative certification program developed for you in collaboration with your Support Team?
   - Yes
   - No

[Given if answer Yes]

52. Was the individual plan or Individual Professional Development Plan (IPDP) for your alternative certification program maintained throughout your program participation?
   - Yes
   - No

53. When did you receive training in classroom management skills (classroom survival skills)?
   - Shortly after being hired and prior to beginning the teaching assignment
   - Within one month of beginning the teaching assignment
   - Two to three months after beginning the teaching assignment
   - Three to six months after beginning the teaching assignment
   - More than six months after beginning the teaching assignment
   - I did not receive training in classroom management skills either before or during my first year of employment as a classroom teacher

[Given if not answer “I did not receive training...”]

53. How useful was the training in classroom management skills (classroom survival skills training)?
   - Very useful
   - Somewhat useful
   - Not very useful
54. Is there anything else you would like to tell us about your District’s Alternative Certification Program?

Comment box

[Given if EPI]

55. Where did you earn your bachelors' degree?

- Florida public state university
- Florida public state or community college
- Florida private college or university
- Out-of-state college or university
- Other

If other, please specify:

56. Where did you first hear about the Educator Preparation Institute?

- Newspaper
- Radio
- Local Information Session
- School District
- Florida DOE website
- Other

If other, please specify:

57. Did knowing about Educator Preparation Institutes have an influence on your decision to teach?

- Yes
- No

58. What types of financial aid did you receive to attend the Educator Preparation Institutes?

- Critical Teacher Shortage Loan Forgiveness Program

  - Yes
  - No

- Federal Pell Grant

  - Yes
  - No

- Student Loan

  - Yes
No Scholarship from institution you attended

Yes

No

State Employee Tuition Waiver

Yes

No

Troops to Teachers/Spouses to Teachers

Yes

No

I did not receive financial aid

Yes

No

Other

Yes

No

If other, please specify:

59 How long did it take to complete your Educator Preparation Institute program?

3 months or less

4-6 months

7-12 months

More than 12 months

59 Did your Educator Preparation Institute conduct a pre-assessment of your skills on the 12 Florida Educator Accomplished Practices?

Yes

No

60 Was an individual plan for your Educator Preparation Institute program developed for you by an advisor?

Yes

No
61 Is there anything else you would like to tell us about your Educator Preparation Institute program?

Comment box

[Given if not an FACP or EPI]

62 Is there anything else you would like to tell us about your teacher preparation program?