**NOTICE** – This report is authorized by law (20 U.S. Code 1221e). Your answers will be kept strictly confidential. Results from this survey will appear in summary or statistical form only, so that individuals cannot be identified.

FORM **TFS-2** (12-16-94)

U.S. Department of Education National Center for Education Statistics

# TEACHER FOLLOW-UP SURVEY QUESTIONNAIRE FOR FORMER TEACHERS 1994 – 1995

Conducted by:

U.S. Department of Commerce Bureau of the Census



#### THIS SURVEY HAS BEEN ENDORSED BY:

American Association for Counseling and Development

American Association of School Administrators

American Federation of Teachers

Bureau of Indian Affairs

Council for American Private Education

Council of Chief State School Officers

National Association of Elementary School Principals

National Association of Independent Schools

National Association of Secondary School Principals

National Catholic Educational Association

National Education Association

П	N	C	ΓD	П		ГΙО	A	IC
	W	-	חו	u	L I		т	

Most of the items on this questionnaire are arranged so that the answer categories or spaces for written answers are under the questions. Please answer the questions by marking the appropriate answer category with an X, or recording your answer in the space provided. We suggest that you use a pencil, rather than a pen or marker.

Notice that at the end of some answer categories and answer spaces, there are instructions to go to later questions or to continue with the next question on the questionnaire.

If you are unsure about how to answer a question, please give the best answer you can and make a comment in the "Notes" space. Please include the item number.

If you have any questions, call the Bureau of the Census, toll free, at 1-800-221-1204.

Return your completed questionnaire to the Bureau of the Census in the enclosed preaddressed envelope. Please return it within two weeks.

Please keep count of the time you spend completing this questionnaire. At the end of the survey, you are asked to record the amount of time spent.

Are you currently teaching – full-time, part-time, or as a long-term substitute – in grades K through 12?

1 Yes sто

Yes STOP RETURN THIS FORM to the Bureau of the Census in the enclosed envelope. You will be sent another form for teachers who are still teaching.

2 No PLEASE CONTINUE with this survey.

### **SECTION I - EMPLOYMENT STATUS**

☐ Working in an elementary or secondary school with an assignment OTHER THAN teaching
2 ☐ Working in an occupation outside of elementary or secondary education → GO to item 3
₃□Student at a college or university
4 ☐ Caring for family members
₅ □ Retired
6 □ Disabled
7 □ Other – Specify ⊋

#### 2. What is your MAIN school assignment?

Mark (X) only one box.

005

, i di i	k (74) only one box
	1 ☐ Administrator (e.g., principal, assistant principal, director, head)
	2 ☐ Nonteaching specialist (e.g., counselor, librarian)
Г,	3 ☐ Resource person for other teachers (e.g., department head, resource teacher, curriculum coordinator, mentor teacher)
	₄□Support staff (e.g., secretary, aide)
	5 □ Coach
	6 ☐ Other – Specify <sub>▼</sub>
<b>\</b>	

GO to item 4.

SE	CTION I – EMPLOYMENT STATUS – CONTINUED				
	TE: Answer questions 3a–e ONLY if you marked box 2 in answer to question 1 on page 2.  For whom do you work? Record the name of the company, business, or organization.				
-	Ter thie de year trent necera are name or the company, sachiese, or organization of				
b.	What kind of business or industry is this? For example, retail shoe store, State Labor Department, bicycle manufacturer, farm.   ✓				
006	Office use only				
c.	What kind of work do you do? Please record your job title; for example, electrical engineer, cashier, typist, farmer, loan officer.   ✓				
007	Office use only				
d.	What are your most important activities or duties at this job? For example, typing, selling cars, driving delivery truck, caring for livestock.				
e.	How would you classify yourself on this job?				
	Mark (X) only one box.				
008	1 ☐ An employee of a PRIVATE company, business, or individual for wages, salary, or commission				
	2 □ A FEDERAL government employee				
	3 ☐ A STATE government employee				
	4 ☐ A LOCAL government employee				
	5 ☐ SELF-EMPLOYED in your own business, professional practice, or farm				
	6 Working WITHOUT PAY in a family business or farm				
	7 □ Working WITHOUT PAY in a volunteer job				
4.	Which of these best describes your position as an EMPLOYEE?				
	Mark (X) only one box.				
009	1 Full time employee				
	2 3/4 time or more, but less than full-time employee				
	3 ☐ 1/2 time or more, but less than 3/4 time employee				
	4 □ 1/4 time or more, but less than 1/2 time employee				
	5 Less than 1/4 time employee				
5.	Altogether, how much do you usually earn at this job before taxes?				
010	\$ per				
	Dollars Cents				
011	1 ☐ Hour				
	2 □ Day				
	3 ☐ Week				
	4 ☐ Biweekly				
	5 ☐ Month				
	6 ☐ Year				
	¬□Other –Specify <sub>▼</sub>				

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SE	CTION I – EMPLOYMENT STATUS – CONTINUED
	How long do you plan to remain in this job?  Mark (X) only one box.  1 As long as I am able 2 Until I am eligible for retirement 3 Will probably continue unless something better comes along 4 Definitely plan to leave as soon as I can 5 Undecided at this time  GO to item 8.
7.	In how many years do you plan to retire?
013	Years
8.	What do you expect your MAIN activity will be NEXT SCHOOL YEAR (1995–96)?
	Mark (X) only one box.  □ Teaching any of grades K-12  □ Teaching at the prekindergarten or postsecondary level  □ Student at a college or university  □ Working in a nonteaching occupation in the field of education  □ Working in an occupation outside the field of education  □ Caring for family members  □ Unemployed and seeking work  □ Military service  □ Retired  □ Other - Specify
SE	CTION II – EDUCATIONAL ACTIVITIES AND FUTURE PLANS
<b>9.</b> 015	Have you earned any new degrees in the past 12 months?    Yes
10.	When did you earn this degree?
016	Month Year
	What type of degree is it?  Mark (X) only one box.  1 Associate degree  2 Bachelor's  3 Master's  4 Education specialist or professional diploma (at least one year beyond Master's level)  5 Doctorate (e.g., Ph.D., Ed.D.)  6 Professional (e.g., M.D., D.D.S., J.D., L.L.B.)

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#### SECTION II – EDUCATIONAL ACTIVITIES AND FUTURE PLANS – CONTINUED

#### **MAJOR FIELD OF STUDY CODES FOR QUESTIONS 12 and 16 EDUCATION GENERAL**

		ed		

- **01** Pre-elementary/early childhood education
- **03** Elementary education
- **04** Secondary education

#### Subject area education

- 07 Agricultural education
- **11** Art education
- **13** Bilingual education
- 15 Business, commerce, and distributive education
- 89 Crosscultural education
- 22 English education
- 23 English as a second language
- 24 Foreign languages education
- 29 Home economics education
- 88 American Indian/Native American education
- 30 Industrial arts, vocational and technical, trade and industry education
- 34 Mathematics education
- 38 Music education
- 40 Physical education/health education
- 43 Reading education
- **45** Religious education
- 46 Science education
- 48 Social studies/social sciences education

#### Special education

- **67** Special education, general
- 68 Emotionally disturbed
- 69 Mentally retarded
- 70 Speech/language impaired71 Deaf and hard-of-hearing
- 72 Visually handicapped
- 73 Orthopedically impaired

- 74 Mildly handicapped75 Severely handicapped76 Specific learning disabilities
- 77 Other special education

# Other education

- 78 Curriculum and instruction
- 79 Educational administration
- 80 Educational psychology
- 81 Counseling and guidance
- **82** Other education

- 06 Agriculture and natural resources
- **86** American Indian/Native American studies
- 87 Other area and ethnic studies
- **08** Architecture and environmental design
- **10** Art, fine and applied
- **14** Business and management
- **16** Communications and journalism
- 17 Computer and information sciences
- 19 Drama, theater
- 20 Engineering
- 21 English (literature, letters, speech, classics)
- **25** General studies
- 27 Health professions and occupations
- 28 Home economics
- 85 Humanities
- **31** Law
- 32 Library science
- 33 Mathematics
- **35** Military science
- 36 Multi/interdisciplinary studies
- 37 Music
- 39 Philosophy
- 41 Psychology
- 42 Public affairs and services
- **44** Religion, theology

#### Foreign languages

- **51** French
- 52 German
- **53** Latin
- 54 Russian
- 55 Spanish56 Other foreign languages

# **Natural sciences**

- **57** Biology/life science
- **58** Chemistry
- 59 Geology/earth science60 Physics
- 61 Other natural sciences

### Social sciences

- **62** Economics
- **63** History
- 64 Political science and government
- 65 Sociology
- 66 Other social sciences
- 84 All others

# 12. What is the major field of study for your NEW degree?

Enter the field and two-digit code from the list above.

019

Code

Major field

#### 13. For what purpose did you earn this degree? Mark (X) only one box.

- 1 To increase salary
  - <sup>2</sup> For professional development in current field
  - 3 ☐ To teach in a different field than the one taught last year
  - 4 ☐ For a nonteaching position in elementary or secondary education
  - 5 For an occupation outside elementary or secondary education other than current job

SI	ECTION II – EDUCATIONAL ACTIVITIES AND FUTURE PLANS – CONTINUED
14.	Are you currently enrolled in a degree program?
	Mark (X) only one box.
021	1 □ No
02.	2 Tes, as a full-time student
	□ Yes, as a part-time student
15	What type of degree are you pursuing?
	Mark (X) only one box.
022	1 □ Associate degree
	₂□Bachelor's
	₃ □ Master's
	4 Education specialist or professional diploma (at least one year beyond Master's level)
	5 Doctorate (e.g., Ph.D., Ed.D.)
	6 Professional (e.g., M.D., D.D.S., J.D., L.L.B.)
16.	What is the major field of study for the degree you are pursuing?
	Enter the field and two-digit code from the list on page 5.
023	
	Code Major field
17.	For what purpose are you pursuing this degree?
	Mark (X) only one box.
024	□To increase current salary
	2 For professional development in current field
	₃ To teach in a different field than the one taught last year
	4 For a nonteaching position in elementary or secondary education
	5 For an occupation outside elementary or secondary education other than current job
	6□Other – <i>Specify <sub>₹</sub></i>
18.	Do you plan to return to teaching?
	Mark (X) only one box.
025	∫1□Undecided
	<sup>2</sup> Yes
	$3\square N_0 \longrightarrow GO$ to item 21.
	<u> </u>
19.	How soon might you return to teaching?
	Mark (X) only one box.
026	□ Later this school year
	2 Next year
	3 ☐ Within five years
	4 More than five years from now
	5 Undecided

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SEC	CTION II – EDUCATIONAL ACTIVITIES AND FUTURE PLANS – CONTINUED				
20. 027 028 029 030 031	At which level would you teach?  Mark (X) all that apply.  1 Prekindergarten  2 Elementary (including kindergarten)  3 Junior high/middle school  4 Senior high  5 Postsecondary				
21.  032  033  034  035  036	Has there been a change in your teacher certification status since last year?  Mark (X) all that apply.  □ No change □ Yes, certification has lapsed □ Yes, certification has been upgraded from temporary or emergency to a regular certificate □ Yes, certified in a different field □ Other change – Specify ▼				
<b>22.</b> 037	Do you plan to maintain or reinstate your teaching certificate?  1 Yes  2 No  3 Undecided				
NOT	TES				

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	POSSIBLE REASONS FOR LEAVING THE TEACHING PROFESSION (Use codes to answer items 23a, b, and c.)
01	Family or personal move
02	Pregnancy/child rearing
03	Health
04	To retire
05	To pursue another career
06	For better salary or benefits
07	To take courses to improve career opportunities in the field of education
08	To take courses to improve career opportunities outside the field of education
09	School staffing action (e.g., reduction-in-force, lay-off, school closing, school reorganization, reassignment)
10	To take a sabbatical or other break from teaching
11	Dissatisfied with teaching as a career
12	Other family or personal reason
23a.	What was your main reason for leaving the teaching profession?
	Enter code from above.
039	Code Main reason
	main roadsii
<b>b.</b>	Did you have a second reason for leaving?  The second reason? Enter code, then continue with item 23c.  What was your second reason? Enter code, then continue with item 23c.
041	Code
<b>C.</b>	Did you have a third reason for leaving?    Yes   2   No   GO to item 23d.
043	What was your third reason? Enter code.  Code
<b>d.</b>	Did you enter code 11 for one of your reasons in question 23a, b, or c?    Yes

**SECTION III - YOUR OPINIONS** 

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#### **SECTION III - YOUR OPINIONS - CONTINUED**

#### POSSIBLE AREAS OF DISSATISFACTION

(Use codes to answer items 23e, f, and g.)

- 01 Poor opportunity for professional advancement
- **02** Lack of recognition and support from administration
- **03** Lack of resources and material/equipment for your classroom.
- **04** Inadequate support from administration
- 05 Lack of influence over school policies and practices
- 06 Lack of control over own classroom
- 07 Intrusions on teaching time (i.e., not enough time working directly with teaching students)
- **08** Inadequate time to prepare lesson/teaching plans
- 09 Poor student motivation to learn
- 10 Class sizes too large
- 11 Student discipline problems
- 12 Poor salary

045

047

23e.	What was	your main area	of dissatisf	action with	the teachi	ng profession?
------	----------	----------------	--------------	-------------	------------	----------------

Enter code from above.

Code	Main dissatisfaction

f. Did you have a second area of dissatisfaction?

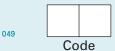
What was your second area? Enter code, then continue with item 23g.



g. Did you have a third area of dissatisfaction?



What was your third area? Enter code.



## **SECTION III - YOUR OPINIONS - CONTINUED**

# POSSIBLE STEPS SCHOOLS MIGHT TAKE TO ENCOURAGE TEACHERS TO REMAIN IN TEACHING

(Use codes to answer items 24a, b, and c.)

- **01** Providing higher salaries and/or better fringe benefits
- 02 Improving opportunities for professional advancement
- 03 Dealing more effectively with student discipline and making schools safer
- **04** Giving teachers more authority in the school and in their own classrooms
- 05 Increasing standards for students' academic performance
- 06 Providing better resources and materials for classroom use
- **07** Decreasing class size
- 08 Giving special recognition and/or special assignments to excellent or outstanding teachers
- **09** Reducing the paperwork burden on teachers
- **10** Providing more support for new teachers (e.g., mentor teacher programs)
- 11 Increasing parent involvement in the schools
- 12 Reducing teacher workload
- 13 Providing merit pay or other pay incentives to teachers
- 14 Improving opportunities for professional development
- 15 Providing tuition reimbursement for coursework required for certification or career advancement

	16 Revising health insurance program to include stress reduction seminars, counseling, and physical fitness options
24a.	What would be the most effective step that schools might take to encourage teachers to remain in teaching?
	Enter code from above.
050	Most effective step
b.	What would be the second most effective step?
	Enter code from above.
051	Second step Code
C.	What would be the third most effective step?
	Enter code from above.
052	Third step Code

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#### **SECTION III - YOUR OPINIONS - CONTINUED** Is your MAIN occupational status "working" (i.e., box 1 or 2 marked in 25. question 1)? 1 Yes 053 2 No GO to item 28. 26. How would you rate teaching relative to your current Better in Better in No MAIN occupation in terms of EACH of the following current teaching difference aspects? Please indicate (a) Better in teaching, (b) position Better in current position, or (c) No difference. (a) (b) (c) 2 3 054 Salary 2 3 b. Opportunities for professional advancement 2 Opportunities for professional development 3 056 C. 3 d. Opportunities for learning from colleagues 057 3 Recognition and support from administrators/managers e. Safety of environment 2 3 f. 059 3 Influence over workplace policies and practices g. 060 3 Autonomy or control over your own work h. 2 Professional prestige 3 i. 062 **Benefits** j. 063 3 Procedures for performance evaluation 2 064 2 3 Manageability of workload I. 3 Availability of resources and materials/equipment for doing job m. 066 2 3 General work conditions n. 067 2 3 Job security 0. 3 Professional caliber of colleagues 069 3 Intellectual challenge 070 2 1\_\_\_ Overall job satisfaction 3 071

SECTION III – YOUR OPINIONS – CONTINUED									
27.	How satisfied are you with EACH of the following aspects of your CURRENT job? Are you (a) Very satisfied, (b) Somewhat satisfied, (c) Somewhat dissatisfied, or (d) Very dissatisfied with –		Very itisfied	Somewhat satisfied	Somewhat dissatisfied	Very dissatisfied			
			(a)	(b)	(c)	(d)			
a.	Salary	072	1	2	3	4 🔲			
b.	Opportunities for professional advancement	073	1	2	3	4			
c.	Recognition and support from administrators/managers	074	1	2	3	4			
d.	Safety of environment	075	1	2	3	4			
e.	Your influence over workplace policies and practices	076	1	2	3 🗆	4			
f.	Autonomy or control over your own work	077	1	2	3 🗆	4			
g.	Professional prestige	078	1	2	3	4			
h.	Benefits	079	1	2	3 🗌	4 🗌			
i.	Procedures for performance evaluation	080	1	2	3	4			
j.	Manageability of work	081	1	2	3 🗌	4 🔲			
k.	Availability of resources and materials for doing job	082	1	2	3	4			
ı.	General work conditions	083	1	2	3	4			
m.	Job security	084	1	2	3 🗌	4			
n.	Professional caliber of colleagues	085	1	2	3	4 🔲			
о.	Intellectual challenge	086	1	2	3	4			
p.	Overall job satisfaction	087	1	2	3 🗌	4			
NOT	NOTES								

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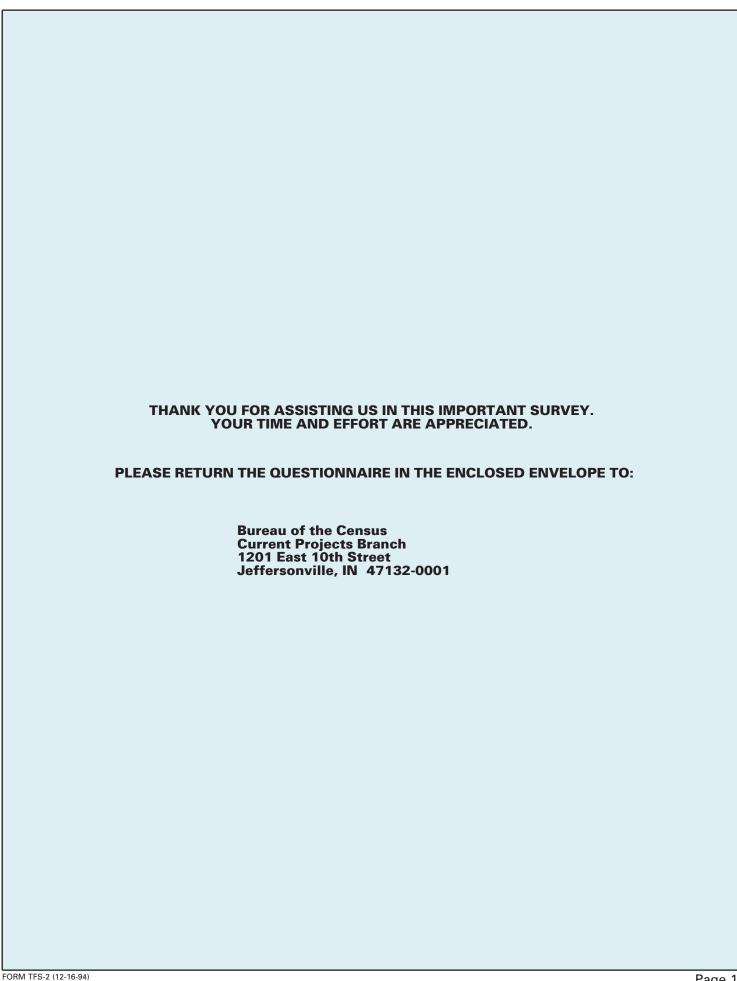
SEC	SECTION IV – BACKGROUND INFORMATION					
28.	Which category represents the total combined income (include your own income) of ALL FAMILY MEMBERS age 14 and older in your household during 1994? Include money from jobs, net business or farm income, pensions, dividends, interest, rent, Social Security payments, and any other income received by family members in your household.					
	Mark (X) only one box.					
088	1 ☐ Less than \$10,000					
	<sub>2</sub> □\$10,000 - \$14,999					
	₃ □\$15,000 - \$19,999					
	4 🗆 \$20,000 - \$24,999					
	<sub>5</sub> \$25,000 - \$29,999					
	<sub>6</sub> □\$30,000 - \$34,999					
	7 □\$35,000 - \$39,999					
	8 🗆 \$40,000 - \$49,999					
	9 □\$50,000 - \$59,999					
	10 🗆 \$60,000 - \$74,999					
	11 🗆 \$75,000 - \$99,999					
	12 □\$100,000 or more					
29.	What is your current marital status?					
089	1 ☐ Married					
	<sup>2</sup> Widowed, divorced, or separated					
	3 ☐ Never married					
30.	. How many children do you have who are dependent on you (and your spouse) for more than half of their financial support?					
090	0 ☐ None → GO to item 32a.					
	OR					
091	Children supported					
31.	What was the age of your youngest child on his/her last birthday? If child is less than one year, please enter "0."					
092	Age of youngest child					
32a.	Do you have persons other than your spouse or children who are dependent on you for more than half of their financial support?					
093	T Yes  -2□ No					
093	▼ 140					
	GO to item 33.					
	<b>+</b>					
b.	How many persons other than your spouse or children are dependent on you for more than half of their financial support?					
094	Number of persons supported					
004						

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SECTION V - RESPONDENT INFORMATION								
	The survey you have completed may involve a brief follow-up at a later time in order to gain information on former teachers' movements in the labor force. The following information would assist us in contacting you if you move or change jobs.							
33.	Please PRINT your name, your spouse's name (if applicable), your home address, telephone number, and the most convenient time to reach you.							
095	1□ Same as ad	1 ☐ Same as address label						
oge Your name				Telephone number – <i>Include area code</i> (				
Spouse's full name				Days/t	imes convenient to reach you			
Street address				In whose name is the telephone number listed?  Mark (X) only one.  1 No phone 2 My name				
City		State	ZIP Code	3 🗔	Other – <i>Specify</i>			
34. What are the names and addresses of two other people who will know where to get in touch with you during the coming years? List no more than one person who now lives with you. Remember to record the relationship of these persons to you (for example, parent, friend, sister, cousin, etc.).								
097	Name			Telephone number – <i>Include area code</i>				
Relationship to you					,			
Street address				In whose name is the telephone number listed?  Mark (X) only one.  1 □ No phone  2 □ Name entered above  3 □ Other – Specify ✓				
City		State	ZIP Code		Other Opening			
098 Name		Telephone number – <i>Include area code</i>						
Relationship to you								
Street address				In whose name is the telephone number listed?  Mark (X) only one.  1 No phone 2 Name entered above				
City		State	ZIP Code	3 📙	Other – Specify 7			
35.	35. Not counting interruptions, how long did it take to complete this survey?							
099	Minutes							

THIS COMPLETES THE QUESTIONNAIRE.
THANK YOU FOR ASSISTING US IN THIS IMPORTANT RESEARCH.
YOUR TIME AND EFFORT ARE APPRECIATED.

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(Please correct any error in name, address, and ZIP Code.)



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