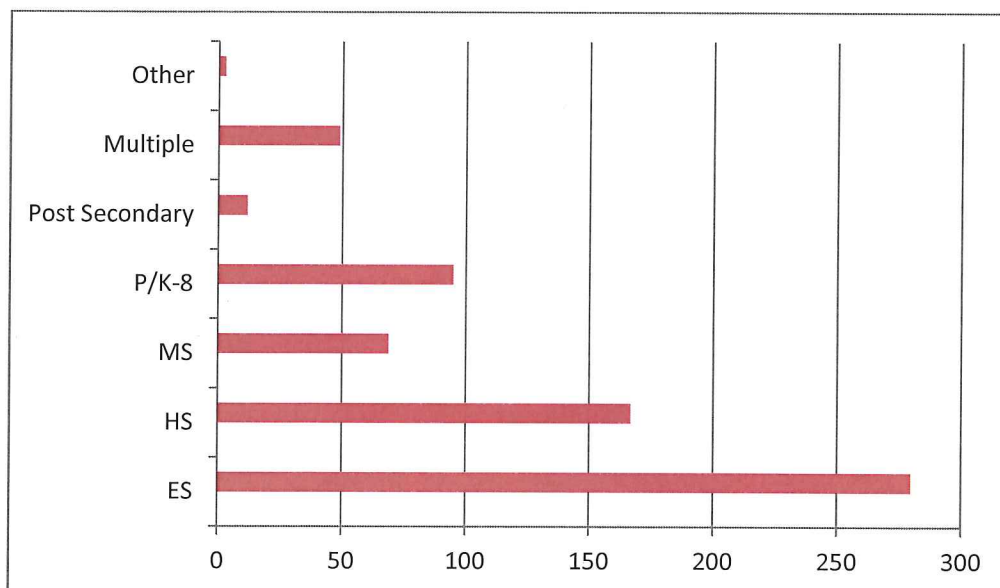


Total Participant 675

Question #1 What is your teaching level?

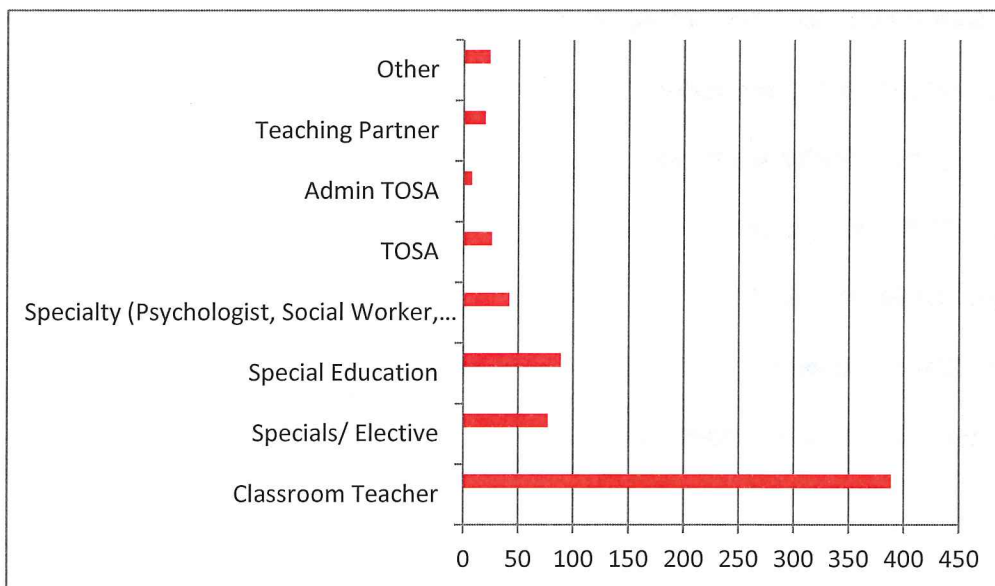
ES	280
HS	167
MS	69
P/K-8	95
Post Secondary	12
Multiple	49
Other	3



Total Participant 675

Question #2 What is your teaching assignment?

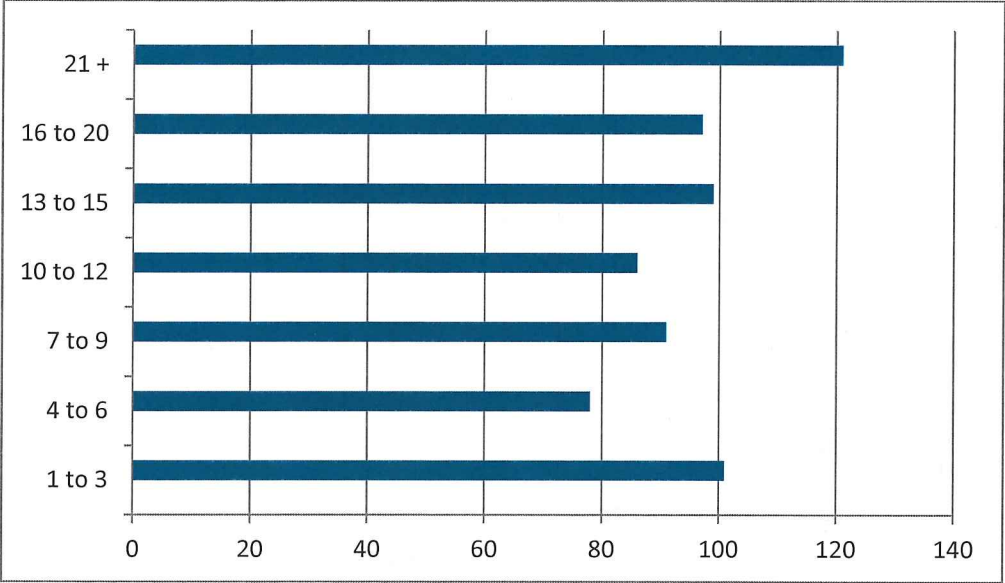
Classroom Teacher	389
Specials/ Elective	77
Special Education	89
Specialty (Psychologist, So	42
TOSA	26
Admin TOSA	8
Teaching Partner	20
Other	24



Total Participant 673

Question #3 How many years have you taught?

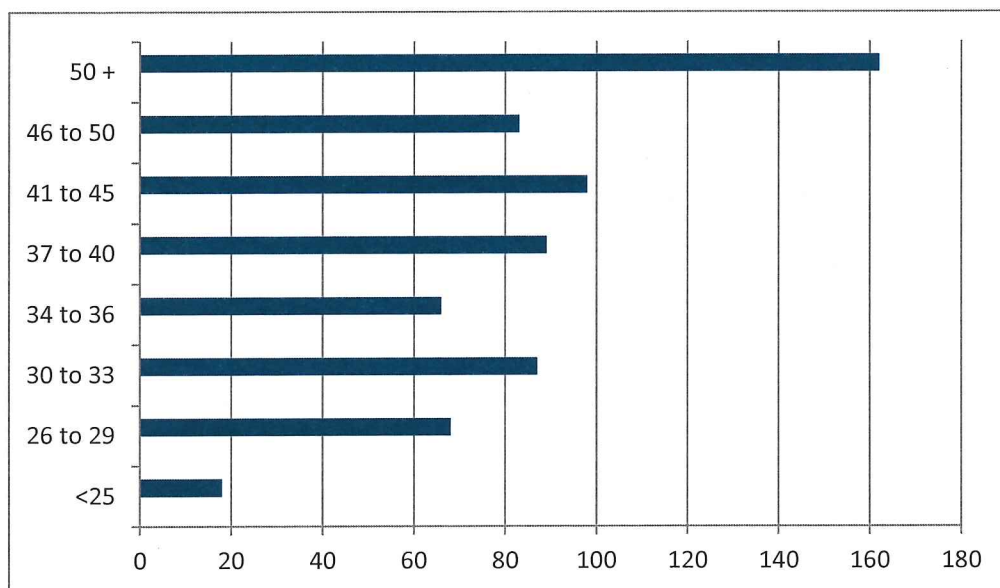
1 to 3	101
4 to 6	78
7 to 9	91
10 to 12	86
13 to 15	99
16 to 20	97
21 +	121



Total Participant 671

Question #4 What is your age range?

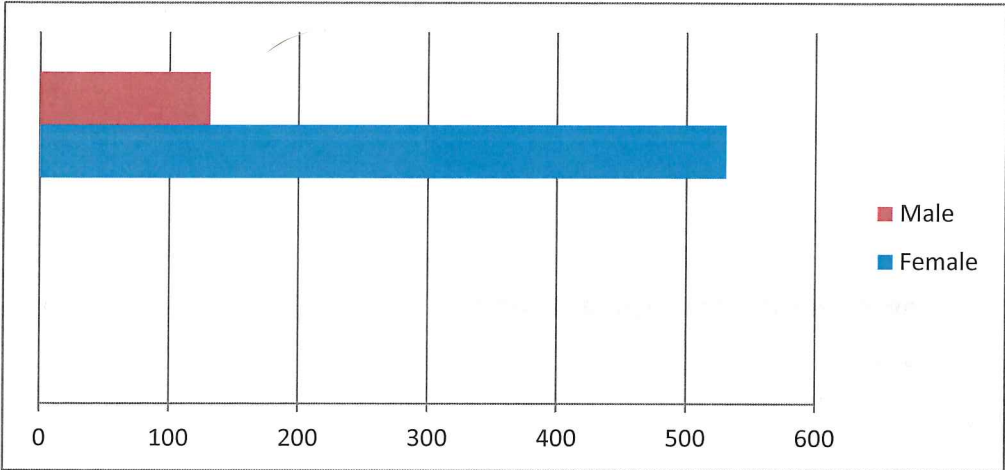
<25	18
26 to 29	68
30 to 33	87
34 to 36	66
37 to 40	89
41 to 45	98
46 to 50	83
50 +	162



Total Participant 663

Question #5 What is your gender?

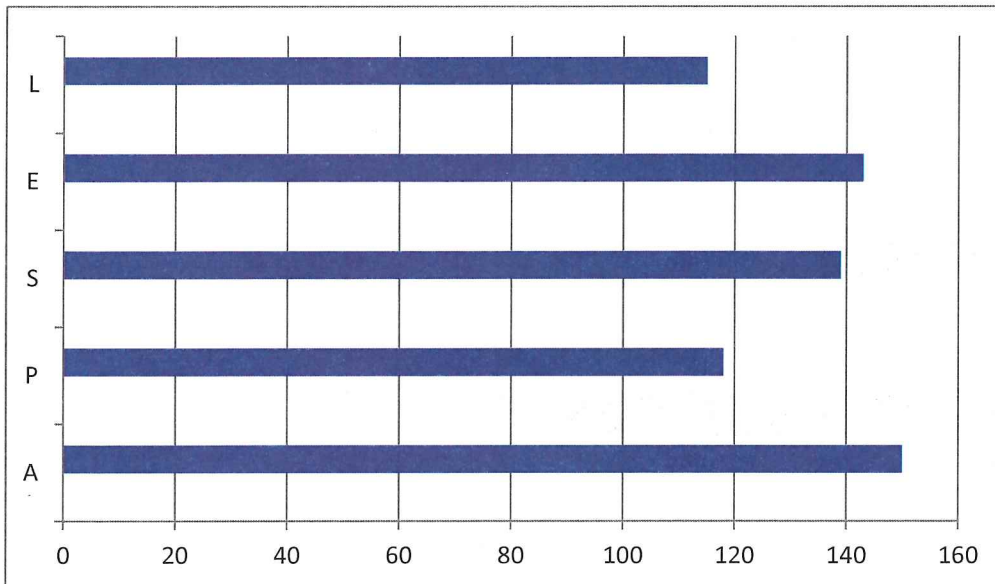
Female 531
Male 132



Total Participant 665

Question #6 In which Community do you teach?

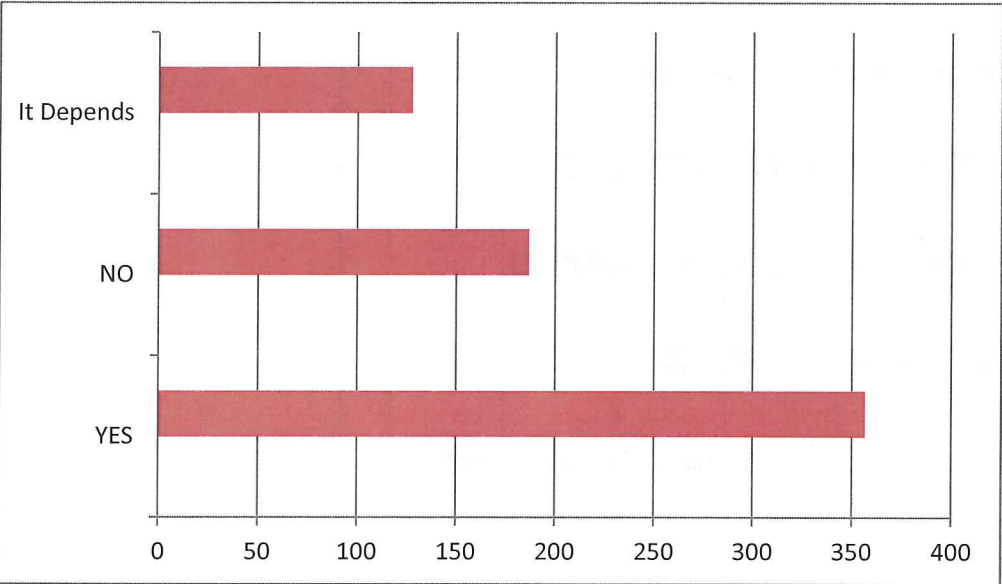
A	150
P	118
S	139
E	143
L	115



Total Participant 672

Question #7 Would you be in favor of paying teachers a "signing bonus" or stipend to fill hard to staff positions?

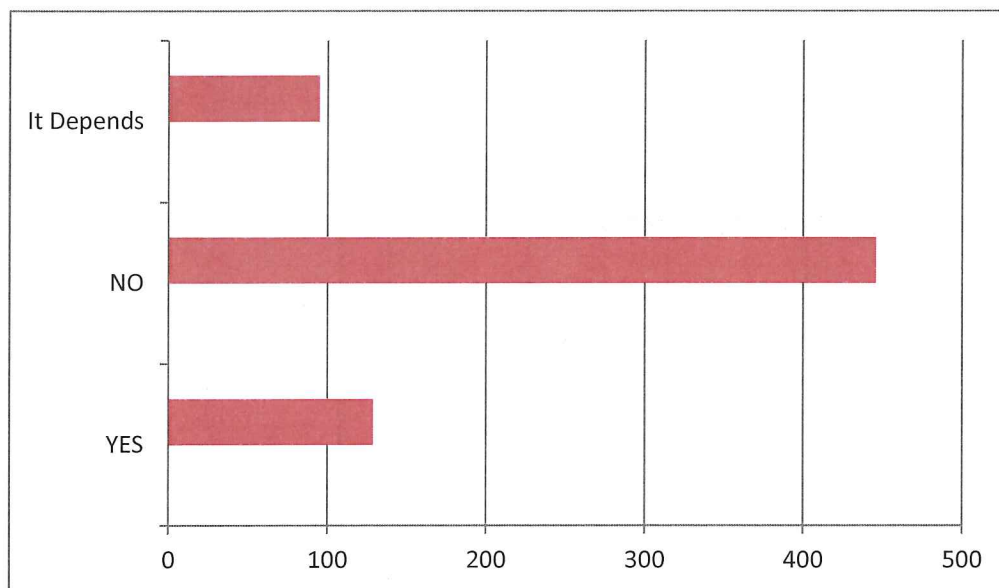
YES	357
NO	187
It Depends	128



Total Participant 670

Question #8 Would you be in favor of placing teachers on the salary schedule based on building or district need regardless of experience level?

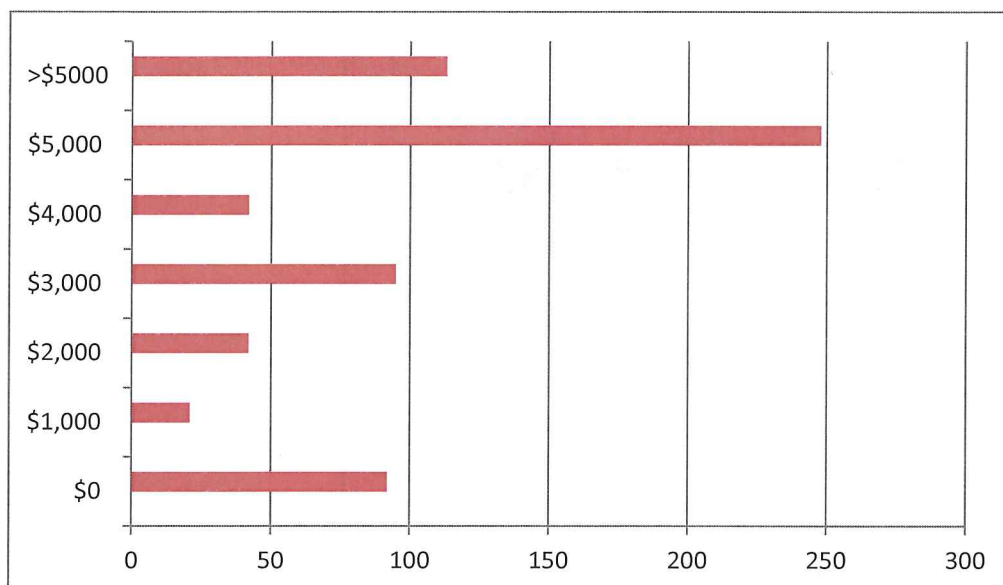
YES	129
NO	446
It Depends	95



Total Participant: 653

Question #9 What dollar amount on an annual basis would incentivize you to work in a Hard to Staff school for 3+ years?

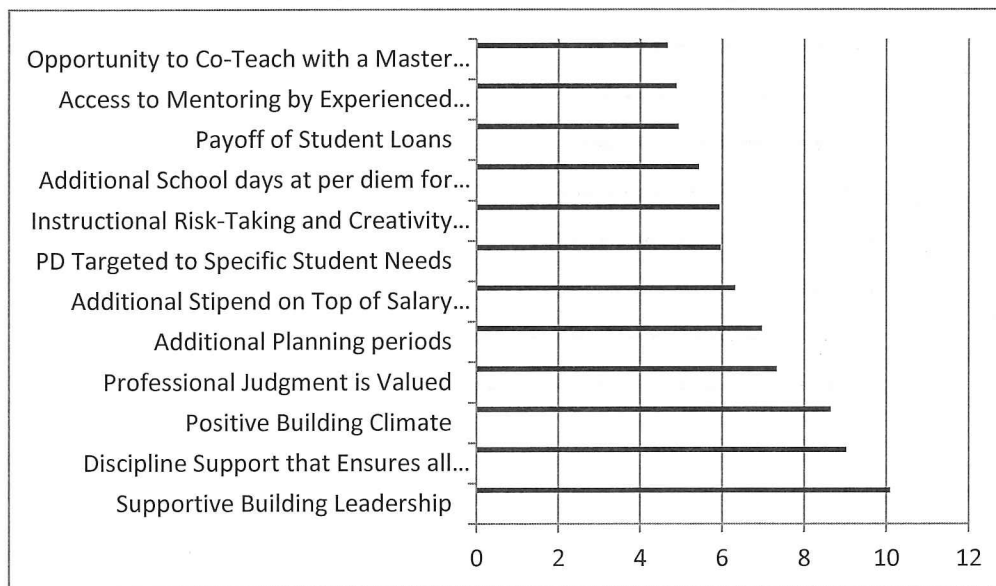
\$0	92
\$1,000	21
\$2,000	42
\$3,000	95
\$4,000	42
\$5,000	248
>\$5000	113



Total Participant 657

Question #10 Rank in order of preference the resources you would need to work in a Hard to Staff School?

	Score	Total
Supportive Building Leadership	10.09	618
Discipline Support that Ensures all Students can Lear	9.02	622
Positive Building Climate	8.65	617
Professional Judgment is Valued	7.33	610
Additional Planning periods	6.97	595
Additional Stipend on Top of Salary Schedule	6.32	597
PD Targeted to Specific Student Needs	5.96	571
Instructional Risk-Taking and Creativity Encouraged	5.93	596
Additional School days at per diem for PD and Planni	5.43	580
Payoff of Student Loans	4.93	559
Access to Mentoring by Experienced Teachers	4.88	565
Opportunity to Co-Teach with a Master Teacher	4.66	572



Total Participant 651

Question #11 Rank in order of importance the reason you would leave a Hard to Staff School?

	Score	Total
Unsupportive Building Leadership	8.02	630
Lack of Support with Student Discipline	7.13	626
Building Climate	6.37	610
Stress	6.02	609
Excessive Requirements outside of Classroo	5.73	612
Not Feeling Valued	5.62	608
Safety	5.16	603
Lack of Planning Time	4.6	605
Class Size	4.2	607
Salary	3.1	582

