

Survey Results: Teacher Perspectives on Factors Influencing Effectiveness

Section 2. Preservice Stage

Question 11: How did you receive your teaching certification?

Responses	308 Respondents	
	%	<i>n</i>
a. Bachelor's program	65.91%	203
b. Master's program	12.66%	39
c. Postbaccalaureate (with BA/BS from same institution)	3.57%	11
d. Postbaccalaureate (with BA/BS from different institution)	6.17%	19
e. Certification associated in any way with participation in an alternative program (e.g., Teach For America, The New Teacher Project); specify program: _____	6.17%	19
f. Other (specify): _____	5.52%	17

Question 12: In what year did you complete your preparation program?

Responses	310 Respondents	
	%	<i>n</i>
a. Before 1990	57.10	177
b. 1991–1995	15.81	49
c. 1996–2000	16.45	51
d. 2001–2005	8.39	26
e. 2006–2010	2.26	7
f. After 2010	0.00	0

Question 13: Thinking back to the preservice stage of your career, please indicate whether you received the following supports.

Responses	%	<i>n</i>	Total Respondents per Item
a. Theoretical coursework (that is, coursework focused on reading and researching issues directly and indirectly related to teaching)	81.49%	251	308
b. Content coursework in your certification area	92.88%	287	309
c. Pedagogy-related coursework	86.42%	261	302

Responses	%	<i>n</i>	Total Respondents per Item
d. Applied coursework on specific skills (such as classroom management, lesson planning, adapting instruction)	76.95%	237	308
e. Coursework on literacy instruction	60.00%	180	300
f. Coursework on data analysis (such as how to assess, interpret, adjust instruction based on data)	27.36%	81	296
g. A final clinical practicum (also referred to as “field experience,” “residency,” or “student teaching”) that you found to be of high quality	87.95%	270	307
h. Fieldwork preceding a final clinical practicum/full-time classroom experience	72.85%	220	302
i. Formal opportunities for conversations with practicing teachers through courses	38.72%	115	297
j. Informal opportunities for conversations with practicing teachers outside of class	66.78%	203	304
k. Early opportunities to observe in the PK–12 classroom	69.61%	213	306
l. Substitute teaching experiences	30.85%	91	295
m. Summer school teaching experiences	17.23%	51	296
n. Instruction by professors with a deep theoretical understanding of instruction	72.70%	221	304
o. Instruction by professors with recent, relevant PK–12 teaching experience	46.67%	140	300
p. Support for preservice teachers from your union or association	16.61%	49	295

Question 14: You indicated that you received the following supports. Please rate the importance of each in developing your effectiveness as a teacher.

Responses	Total Respondents per Item	Very Important	Somewhat Important	Neither Unimportant or Important	Not Very Important	Not at All Important
		<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)
a. Theoretical coursework	248	105 (42.34%)	117 (47.18%)	14 (5.65%)	10 (4.03%)	2 (0.81%)
b. Content coursework in your certification area	287	225 (78.40%)	57 (19.86%)	3 (1.05%)	1 (0.35%)	1 (0.35%)
c. Pedagogy-related coursework	258	171 (66.28%)	79 (30.62%)	6 (2.33%)	0 (0.00%)	2 (0.78%)
d. Applied coursework on specific skills	237	184 (77.64%)	41 (17.30%)	6 (2.53%)	4 (1.69%)	2 (0.84%)
e. Coursework on literacy instruction	178	121 (67.98%)	45 (25.28%)	8 (4.49%)	3 (1.69%)	1 (0.56%)
f. Coursework on data analysis	80	44 (55.00%)	31 (38.75%)	2 (2.50%)	2 (2.50%)	1 (1.25%)

Responses	Total Respondents per Item	Very Important	Somewhat Important	Neither Unimportant or Important	Not Very Important	Not at All Important
		<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)
g. A final clinical practicum that you found to be high quality	269	241 (89.59%)	24 (8.92%)	3 (1.12%)	0 (0.00%)	0 (0.00%)
h. Fieldwork preceding a final clinical practicum/full-time classroom experience	220	159 (72.27%)	52 (23.64%)	7 (3.18%)	1 (0.45%)	1 (0.45%)
i. Formal opportunities for conversations with practicing teachers through courses	114	78 (68.42%)	27 (23.68%)	9 (7.89%)	0 (0.00%)	0 (0.00%)
j. Informal opportunities for conversations with practicing teachers outside of class	201	123 (61.19%)	70 (34.83%)	7 (3.48%)	1 (0.50%)	0 (0.00%)
k. Early opportunities to observe in the PK–12 classroom	213	135 (63.38%)	66 (30.99%)	8 (3.76%)	3 (1.41%)	1 (0.47%)
l. Substitute teaching experiences	91	41 (45.05%)	36 (39.56%)	14 (15.38%)	0 (0.00%)	0 (0.00%)
m. Summer school teaching experiences	50	30 (60.00%)	16 (32.00%)	3 (6.00%)	1 (2.00%)	0 (0.00%)
n. Instruction by professors with a deep theoretical understanding of instruction	220	129 (58.64%)	68 (30.91%)	13 (5.91%)	8 (3.64%)	1 (0.45%)
o. Instruction by professors with recent, relevant PK–12 teaching experience	140	107 (76.43%)	28 (20.00%)	5 (3.57%)	0 (0.00%)	0 (0.00%)
p. Support for preservice teachers from your union or association	49	21 (42.86%)	19 (38.78%)	8 (16.33%)	1 (2.04%)	0 (0.00%)

Question 15: Of the supports that you rated “very important,” please rank up to three as the most important, in order of importance.

Responses	% Indicating 1st/2nd/3rd Most Important
a. Theoretical coursework	15.14%
b. Content coursework in your certification area	53.31%
c. Pedagogy-related coursework	34.87%
d. Applied coursework on specific skills	43.46%
e. Coursework on literacy instruction	22.22%
f. Coursework on data analysis	18.52%
g. A final clinical practicum that you found to be of high quality	73.70%
h. Fieldwork preceding a final clinical practicum/full-time classroom experience	31.82%
i. Formal opportunities for conversations with practicing teachers through courses	19.13%

Responses	% Indicating 1st/2nd/3rd Most Important
j. Informal opportunities for conversations with practicing teachers outside of class	23.15%
k. Early opportunities to observe in the PK–12 classroom	23.94%
l. Substitute teaching experiences	20.88%
m. Summer school teaching experiences	19.61%
n. Instruction by professors with a deep theoretical understanding of instruction	16.29%
o. Instruction by professors with recent, relevant PK–12 teaching experience	33.57%
p. Support for preservice teachers from your union or association	10.20%

Question 16: What type(s) of theoretical coursework significantly improved your effectiveness?

Responses	222 Respondents	
	%	<i>n</i>
a. Learning and the brain	64.41%	143
b. Human development	71.17%	158
c. Managing student behavior	73.87%	164
d. Social foundations of education and schooling	40.99%	91
e. Knowledge of school systems	23.42%	52
f. Collaborative practice models	44.14%	98
g. Other (specify): _____	6.76%	15

Question 17: Please indicate whether you received the following supports or experiences as part of your (high-quality) final clinical practicum.

Responses	%	<i>n</i>	Total Respondents per Item
a. I had opportunities to learn from multiple cooperating teachers (defined as the individuals who formally supervised your clinical work).	56.06%	148	264
b. I had a cooperating teacher who was effective in promoting student learning.	82.44%	216	262
c. I had a cooperating teacher who was an effective adult mentor.	79.77%	209	262
d. I had a cooperating teacher who was rather ineffective at teaching (which helped me differentiate strong from weak instruction).	21.96%	56	255
e. My final clinical practicum lasted one full school year.	12.60%	33	262
f. My final clinical practicum included multiple placements.	40.23%	105	261
g. My final clinical practicum was preceded by early clinical experiences before or at the start of my coursework.	66.41%	174	262

Responses	%	<i>n</i>	Total Respondents per Item
h. My final clinical practicum included observations from my university supervisor.	89.27%	233	261
i. I received written feedback from observations.	88.12%	230	261
j. My final clinical practicum involved coteaching.	37.84%	98	259
k. My final clinical practicum involved observations conducted by clinical supervisors.	65.25%	169	259
l. My final clinical practicum involved videotaping.	18.46%	48	260
m. My final clinical practicum involved simulations.	8.53%	22	258

Question 18: You indicated that you received the following supports or experiences during your final clinical practicum. Please rate the importance of each in developing your effectiveness as a teacher.

Responses	Total Respondents per Item	Very Important	Somewhat Important	Neither Unimportant or Important	Not Very Important	Not at All Important
		<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)
a. I had opportunities to learn from multiple cooperating teachers.	149	107 (71.81%)	38 (25.50%)	3 (2.01%)	1 (0.67%)	0 (0.00%)
b. I had a cooperating teacher who was effective in promoting student learning.	215	191 (88.84%)	22 (10.23%)	2 (0.93%)	0 (0.00%)	0 (0.00%)
c. I had a cooperating teacher who was an effective adult mentor.	208	168 (80.77%)	35 (16.83%)	4 (1.92%)	1 (0.48%)	0 (0.00%)
d. I had a cooperating teacher who was rather ineffective at teaching.	56	20 (35.71%)	23 (41.08%)	5 (8.93%)	3 (5.36%)	4 (7.14%)
e. My final clinical practicum lasted one full school year.	33	26 (78.79%)	7 (21.21%)	0 (0.00%)	0 (0.00%)	0 (0.00%)
f. My final clinical practicum included multiple placements.	104	62 (59.62%)	29 (27.88%)	11 (10.58%)	2 (1.92%)	0 (0.00%)
g. My final clinical practicum was preceded by early clinical experiences before or at the start of my coursework.	173	108 (62.43%)	54 (31.21%)	7 (4.05%)	4 (2.31%)	0 (0.00%)
h. My final clinical practicum included observations from my university supervisor.	232	88 (37.93%)	103 (44.40%)	27 (11.64%)	10 (4.31%)	4 (1.72%)
i. I received written feedback from observations.	229	145 (63.32%)	63 (27.51%)	14 (6.11%)	5 (2.18%)	2 (0.87%)
j. My final clinical practicum involved coteaching.	97	61 (62.89%)	29 (29.90%)	7 (7.22%)	0 (0.00%)	0 (0.00%)
k. My final clinical practicum involved observations conducted by clinical supervisors.	167	72 (43.11%)	75 (44.91%)	15 (8.98%)	3 (1.80%)	2 (1.20%)

Responses	Total Respondents per Item	Very Important	Somewhat Important	Neither Unimportant or Important	Not Very Important	Not at All Important
		<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)
l. My final clinical practicum involved videotaping.	48	27 (56.25%)	13 (27.08%)	6 (12.50%)	2 (4.17%)	0 (0.00%)
m. My final clinical practicum involved simulations.	22	10 (45.45%)	10 (45.45%)	0 (0.00%)	2 (9.09%)	0 (0.00%)

Question 19: Of the supports that you rated “very important,” please rank up to three as the most important, in order of importance.

Responses	% Indicating 1st/2nd/3rd Most Important
a. I had opportunities to learn from multiple cooperating teachers.	48.65%
b. I had a cooperating teacher who was effective in promoting student learning.	82.41%
c. I had a cooperating teacher who was an effective adult mentor.	65.07%
d. I had a cooperating teacher who was rather ineffective at teaching.	25.00%
e. My final clinical practicum lasted one full school year.	54.55%
f. My final clinical practicum included multiple placements.	30.48%
g. My final clinical practicum was preceded by early clinical experiences before or at the start of my coursework.	41.95%
h. My final clinical practicum included observations from my university supervisor.	17.60%
i. I received written feedback from observations.	40.43%
j. My final clinical practicum involved coteaching.	36.73%
k. My final clinical practicum involved observations conducted by clinical supervisors.	13.02%
l. My final clinical practicum involved videotaping.	29.17%
m. My final clinical practicum involved simulations.	18.18%

Question 20: Please rate how important you believe it is that cooperating teachers possess the following qualifications and experiences in order to help preservice teachers become effective.

Responses	Total Respondents per Item	Very Important	Somewhat Important	Neither Unimportant or Important	Not Very Important	Not at All Important
		<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)
a. The cooperating teacher has received training for the role of cooperating teacher.	307	204 (66.45%)	79 (25.73%)	7 (2.28%)	6 (1.95%)	0 (0.00%)

Responses	Total Respondents per Item	Very Important	Somewhat Important	Neither Unimportant or Important	Not Very Important	Not at All Important
		<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)
b. The cooperating teacher has taught in the same grade level as the preservice teacher.	306	133 (43.46%)	133 (43.46%)	28 (9.15%)	6 (1.96%)	2 (0.65%)
c. The cooperating teacher has taught in the same field as the preservice teacher.	302	206 (68.21%)	78 (25.83%)	12 (3.97%)	3 (0.99%)	1 (0.33%)
d. The cooperating teacher has achieved National Board Certification, Teacher of the Year, department chairmanship, or another esteemed recognition.	306	38 (12.42%)	71 (23.20%)	125 (40.85%)	33 (10.78%)	30 (9.80%)
e. The cooperating teacher has a teacher leader role in the school.	303	70 (23.10%)	124 (40.92%)	80 (26.40%)	17 (5.61%)	7 (2.31%)
f. The cooperating teacher has at least five years of teaching experience.	307	221 (71.99%)	63 (20.52%)	18 (5.86%)	2 (0.65%)	2 (0.65%)

Question 21: Please rate how important you believe it is that cooperating teachers possess the following qualifications and experiences in order to help preservice teachers become effective. Of the supports that you rated “very important,” please rank up to three as the most important, in order of importance.

Responses	% Indicating 1st/2nd/3rd Most Important
a. The cooperating teacher has received training for the role of cooperating teacher.	66.43%
b. The cooperating teacher has taught in the same grade level as the preservice teacher.	35.71%
c. The cooperating teacher has taught in the same field as the preservice teacher.	62.68%
d. The cooperating teacher has achieved National Board Certification, Teacher of the Year, department chairmanship, or another esteemed recognition.	29.36%
e. The cooperating teacher has a teacher leader role in the school.	29.90%
f. The cooperating teacher has at least five years of teaching experience.	71.83%

Section 3. Novice and Advanced Beginner Stage¹

Question 22: Please indicate whether you received the following supports or experiences in your first five years in the classroom.

Responses	%	<i>n</i>	Total Respondents per Item
a. I attended an orientation program that sufficiently acquainted me with school policies and protocols from Day 1.	50.49%	155	307
b. I attended new teacher workshops, trainings, or seminars in my content area.	51.16%	155	303
c. I attended new teacher workshops, trainings, or seminars on specific cross-content pedagogical issues such as classroom management, college- and career-ready standards, understanding of state teaching standards, or working with special student populations.	39.87%	122	306
d. I had a school placement that aligned with my talents, training, or certification.	80.33%	245	305
e. I received a reduced workload.	2.29%	7	306
f. I received ongoing support from my preparation program.	13.44%	41	305
g. I had a specific district support team for new teachers.	19.61%	60	306
h. I had common planning time with other teachers.	30.07%	92	306
i. I received access to a mentor (assigned or informal).	54.75%	167	305
j. I received access to a highly supportive principal.	57.33%	176	307
k. I received support for new teachers from my union or association.	19.67%	60	305
l. I engaged in professional organizations.	67.10%	206	307
m. I participated in professional conferences.	78.10%	239	306
n. I conducted continued coursework on a master's degree.	61.44%	188	306

Question 23: Please rate the importance of each in developing your effectiveness as a teacher.

Responses	Total Respondents per Item	Very Important	Somewhat Important	Neither Unimportant or Important	Not Very Important	Not at All Important
		<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)
a. I attended an orientation program that sufficiently acquainted me with school policies and protocols from Day 1.	154	74 (48.05%)	62 (40.26%)	11 (7.14%)	6 (3.90%)	1 (0.65%)

¹ This stage was renamed Novice Stage.

Responses	Total Respondents per Item	Very Important	Somewhat Important	Neither Unimportant or Important	Not Very Important	Not at All Important
		n (%)	n (%)	n (%)	n (%)	n (%)
b. I attended new teacher workshops, trainings, or seminars in my content area.	155	102 (65.81%)	42 (27.10%)	9 (5.81%)	1 (0.65%)	1 (0.65%)
c. I attended new teacher workshops, trainings, or seminars on specific cross-content pedagogical issues such as classroom management, college- and career-ready standards, understanding of state teaching standards, or working with special student populations.	121	78 (64.46%)	38 (31.40%)	5 (4.13%)	0 (0.00%)	0 (0.00%)
d. I had a school placement that aligned with my talents, training, or certification.	245	195 (79.59%)	43 (17.55%)	6 (2.45%)	0 (0.00%)	0 (0.00%)
e. I received a reduced workload.	6	3 (50.00%)	3 (50.00%)	0 (0.00%)	0 (0.00%)	0 (0.00%)
f. I received ongoing support from my preparation program.	39	20 (51.28%)	18 (46.15%)	1 (2.56%)	0 (0.00%)	0 (0.00%)
g. I had a specific district support team for new teachers.	59	30 (50.85%)	26 (44.07%)	2 (3.39%)	1 (1.69%)	0 (0.00%)
h. I had common planning time with other teachers.	91	63 (69.23%)	22 (24.18%)	5 (5.49%)	1 (1.10%)	0 (0.00%)
i. I received access to a mentor (assigned or informal).	164	129 (78.66%)	25 (15.24%)	7 (4.27%)	1 (0.61%)	2 (1.22%)
j. I received access to a highly supportive principal.	176	140 (79.55%)	34 (19.32%)	1 (0.57%)	1 (0.57%)	0 (0.00%)
k. I received support for new teachers from my union or association.	59	24 (40.68%)	24 (40.68%)	10 (16.95%)	1 (1.69%)	0 (0.00%)
l. I engaged in professional organizations.	205	97 (47.32%)	89 (43.41%)	15 (7.32%)	4 (1.95%)	0 (0.00%)
m. I participated in professional conferences.	238	131 (55.04%)	97 (40.76%)	9 (3.78%)	1 (0.42%)	0 (0.00%)
n. I conducted continued coursework on a master's degree.	186	102 (54.84%)	64 (34.41%)	19 (10.22%)	0 (0.00%)	1 (0.54%)

Question 24: Of the supports that you rated “very important,” please rank up to three as the most important, in order of importance.

Responses	% Indicating 1st/2nd/3rd Most Important
a. I attended an orientation program that sufficiently acquainted me with school policies and protocols from Day 1.	28.39%
b. I attended new teacher workshops, trainings, or seminars in my content area.	37.42%
c. I attended new teacher workshops, trainings, or seminars on specific cross-content pedagogical issues such as classroom management, college- and career-ready standards, understanding of state teaching standards, or working with special student populations.	42.62%
d. I had a school placement that aligned with my talents, training, or certification.	62.86%
e. I received a reduced workload.	14.29%
f. I received ongoing support from my preparation program.	21.95%
g. I had a specific district support team for new teachers.	21.67%
h. I had common planning time with other teachers.	52.17%
i. I received access to a mentor (assigned or informal).	68.26%
j. I received access to a highly supportive principal.	67.05%
k. I received support for new teachers from my union or association.	21.67%
l. I engaged in professional organizations.	26.21%
m. I participated in professional conferences.	38.49%
n. I conducted continued coursework on a master’s degree.	34.57%

Question 25: Did you have an assigned mentor at any time during your first five years of teaching?

Responses	308 Respondents	
	%	<i>n</i>
Yes	37.34%	115

Question 26: Please indicate whether your assigned mentor possessed the following characteristics.

Responses	%	<i>n</i>	Total Respondents per Item
a. My mentor was in the same subject area or grade level as I was.	69.70%	79	115
b. My mentor was a great teacher.	73.91%	85	115
c. My mentor modeled effective teaching practices for me.	58.26%	67	115
d. My mentor exhibited traits such as empathy or compassion.	83.48%	96	115

Responses	%	<i>n</i>	Total Respondents per Item
e. My mentor’s personality or interests aligned with or were complementary to mine.	67.83%	78	115
f. My mentor had sufficient time to spend with me.	53.04%	61	115
g. My mentor was in close physical proximity within my school.	69.91%	79	113
h. My mentor provided me with helpful support/advice.	85.96%	98	114
i. My mentor had previous mentoring experience.	62.61%	72	115

Question 27: Please rate the importance of each in developing your effectiveness as a teacher [Official Mentor].

Responses	Total Respondents per Item	Very Important	Somewhat Important	Neither Unimportant or Important	Not Very Important	Not at All Important
		<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)
a. My mentor was in the same subject area or grade level as I was.	79	46 (58.23%)	28 (35.44%)	5 (6.33%)	0 (0.00%)	0 (0.00%)
b. My mentor was a great teacher.	85	67 (78.82%)	67 (21.18%)	0 (0.00%)	0 (0.00%)	0 (0.00%)
c. My mentor modeled effective teaching practices for me.	67	59 (88.06%)	8 (11.94%)	0 (0.00%)	0 (0.00%)	0 (0.00%)
d. My mentor exhibited traits such as empathy or compassion.	96	70 (72.92%)	23 (23.96%)	3 (3.13%)	0 (0.00%)	0 (0.00%)
e. My mentor’s personality or interests aligned with or were complementary to mine.	77	25 (32.47%)	40 (51.95%)	11 (14.29%)	1 (1.30%)	0 (0.00%)
f. My mentor had sufficient time to spend with me.	61	39 (63.93%)	21 (34.43%)	1 (1.64%)	0 (0.00%)	0 (0.00%)
g. My mentor was in close physical proximity within my school.	79	47 (59.49%)	26 (32.91%)	5 (6.33%)	1 (1.27%)	0 (0.00%)
h. My mentor provided me with helpful support/advice.	98	86 (87.76%)	12 (12.24%)	10 (13.89%)	1 (1.39%)	0 (0.00%)
i. My mentor had previous mentoring experience.	72	29 (40.28%)	31 (43.06%)	10 (13.89%)	1 (1.39%)	0 (0.00%)

Question 28: Of the supports that you rated “very important,” please rank up to three as the most important, in order of importance [Official Mentor].

Responses	% Indicating 1st/2nd/3rd Most Important
a. My mentor was in the same subject area or grade level as I was.	43.04%
b. My mentor was a great teacher.	52.94%

Responses	% Indicating 1st/2nd/3rd Most Important
c. My mentor modeled effective teaching practices for me.	67.16%
d. My mentor exhibited traits such as empathy or compassion.	44.79%
e. My mentor's personality or interests aligned with or were complementary to mine.	14.10%
f. My mentor had sufficient time to spend with me.	40.98%
g. My mentor was in close physical proximity within my school.	25.32%
h. My mentor provided me with helpful support/advice.	65.31%
i. My mentor had previous mentoring experience.	12.50%

Question 29: Did you have an informal/unofficial mentor at any time during your first five years of teaching?

305 Respondents		
Responses	%	<i>n</i>
Yes	53.44%	163

Question 30: Please indicate whether your informal/unofficial mentor possessed the following characteristics.

Responses	%	<i>n</i>	Total Respondents per Item
a. My mentor was in the same subject area or grade level as I was.	75.63%	121	160
b. My mentor was a great teacher.	86.08%	136	158
c. My mentor modeled effective teaching practices for me.	68.35%	108	158
d. My mentor exhibited traits such as empathy or compassion.	95.00%	152	160
e. My mentor's personality or interests aligned with or were complementary to mine.	82.39%	131	159
f. My mentor had sufficient time to spend with me.	57.86%	92	159
g. My mentor was in close physical proximity within my school.	81.88%	131	160
h. My mentor provided me with helpful support/advice.	96.84%	153	158
i. My mentor had previous mentoring experience.	48.73%	77	158

Question 31: Please rate the importance of each in developing your effectiveness as a teacher [Unofficial Mentor].

Responses	Total Respondents per Item	Very Important	Somewhat Important	Neither Unimportant or Important	Not Very Important	Not at All Important
		<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)
a. My mentor was in the same subject area or grade level as I was.	121	80 (66.12%)	35 (28.93%)	6 (4.96%)	0 (0.00%)	0 (0.00%)
b. My mentor was a great teacher.	135	117 (86.67%)	18 (13.33%)	0 (0.00%)	0 (0.00%)	0 (0.00%)
c. My mentor modeled effective teaching practices for me.	107	90 (84.11%)	17 (15.89%)	0 (0.00%)	0 (0.00%)	0 (0.00%)
d. My mentor exhibited traits such as empathy or compassion.	150	115 (76.67%)	33 (22.00%)	2 (1.33%)	0 (0.00%)	0 (0.00%)
e. My mentor’s personality or interests aligned with or were complementary to mine.	130	65 (50.00%)	52 (40.00%)	11 (8.46%)	1 (0.77%)	1 (0.77%)
f. My mentor had sufficient time to spend with me.	91	67 (73.63%)	22 (24.18%)	2 (2.20%)	0 (0.00%)	0 (0.00%)
g. My mentor was in close physical proximity within my school.	129	85 (65.89%)	42 (32.56%)	1 (0.78%)	1 (0.78%)	0 (0.00%)
h. My mentor provided me with helpful support/advice.	152	136 (89.47%)	16 (10.53%)	0 (0.00%)	0 (0.00%)	0 (0.00%)
i. My mentor had previous mentoring experience.	76	26 (34.21%)	31 (40.79%)	14 (18.42%)	3 (3.95%)	1 (1.32%)

Question 32: Of the supports that you rated “very important,” please rank up to three as the most important, in order of importance [Unofficial Mentor].

Responses	% Indicating 1st/2nd/3rd Most Important
a. My mentor was in the same subject area or grade level as I was.	44.63%
b. My mentor was a great teacher.	64.71%
c. My mentor modeled effective teaching practices for me.	64.81%
d. My mentor exhibited traits such as empathy or compassion.	45.39%
e. My mentor’s personality or interests aligned with or were complementary to mine.	16.79%
f. My mentor had sufficient time to spend with me.	36.96%
g. My mentor was in close physical proximity within my school.	34.35%
h. My mentor provided me with helpful support/advice.	61.44%
i. My mentor had previous mentoring experience.	6.49%

Question 33: Please indicate whether you engaged in the following activities to accelerate your professional growth during your first five years in the classroom.

Responses	%	<i>n</i>	Total Respondents per Item
a. I developed my own professional growth plan.	64.82%	199	307
b. I had formal opportunities for self-reflection.	30.72%	94	306
c. I had structured activities around frameworks such as the National Board for Professional Teaching Standards or Teacher Leader Model Standards.	9.21%	28	304
d. I had exposure to my own teacher evaluation framework.	41.31%	126	305
e. I had formal evaluations of my strengths and weaknesses.	77.12%	236	306
f. I had informal evaluations of my strengths and weaknesses.	57.43%	174	303
g. I participated in collaborative activities with colleagues.	73.44%	224	305
h. I participated in data analysis teams.	10.93%	33	302
i. I participated in a professional learning community.	27.63%	84	304

Question 34: Please rate the importance of each in developing your effectiveness as a teacher.

Responses	Total Respondents per Item	Very Important	Somewhat Important	Neither Unimportant or Important	Not Very Important	Not at All Important
		<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)
a. I developed my own professional growth plan.	199	136 (68.34%)	58 (29.15%)	4 (2.01%)	1 (0.50%)	0 (0.00%)
b. I had formal opportunities for self-reflection.	93	67 (72.04%)	26 (27.96%)	0 (0.00%)	0 (0.00%)	0 (0.00%)
c. I had structured activities on frameworks such as the National Board for Professional Teaching Standards or Teacher Leader Model Standards.	28	20 (71.43%)	7 (25.00%)	1 (3.57%)	0 (0.00%)	0 (0.00%)
d. I had exposure to my own teacher evaluation framework.	126	58 (46.03%)	59 (46.83%)	5 (3.97%)	4 (3.17%)	0 (0.00%)
e. I had formal evaluations of my strengths and weaknesses.	236	124 (52.54%)	89 (37.71%)	16 (6.78%)	6 (2.54%)	1 (0.42%)
f. I had informal evaluations of my strengths and weaknesses.	173	110 (63.58%)	55 (31.79%)	6 (3.47%)	2 (1.16%)	0 (0.00%)
g. I participated in collaborative activities with colleagues.	222	164 (73.87%)	51 (22.97%)	7 (3.15%)	0 (0.00%)	0 (0.00%)
h. I participated in data analysis teams.	33	16 (48.48%)	15 (45.45%)	1 (3.03%)	0 (0.00%)	1 (3.03%)
i. I participated in a professional learning community.	84	61 (72.62%)	20 (23.81%)	1 (1.19%)	1 (1.19%)	1 (1.19%)

Question 35: Of the supports that you rated “very important,” please rank up to three as the most important, in order of importance.

Responses	% Indicating 1st/2nd/3rd Most Important
a. I developed my own professional growth plan.	59.80%
b. I had formal opportunities for self-reflection.	52.13%
c. I had structured activities on frameworks such as the National Board for Professional Teaching Standards or Teacher Leader Model Standards.	46.43%
d. I had exposure to my own teacher evaluation framework.	28.57%
e. I had formal evaluations of my strengths and weaknesses.	43.22%
f. I had informal evaluations of my strengths and weaknesses.	48.28%
g. I participated in collaborative activities with colleagues.	63.84%
h. I participated in data analysis teams.	21.21%
i. I participated in a professional learning community.	60.71%

Section 4. Career Stage

Question 36: Considering your ongoing development after the first five years of teaching, please indicate whether you have received the following supports or experiences.

Responses	%	<i>n</i>	Total Respondents per Item
a. I have received ongoing formal education.	92.23%	285	309
b. I have received career advancement/teacher leader opportunities.	87.01%	268	308
c. I have received school- or district-mandated professional development.	96.10%	296	308
d. I have received external professional development that I chose, funded by the district.	81.49%	251	308
e. I have received self-directed, self-funded external professional development.	89.94%	277	308
f. I have received professional development delivered by teachers.	94.46%	290	307
g. I have received actionable feedback through formal and informal evaluation.	75.16%	230	306
h. I have achieved National Board Certification.	25.25%	77	305
i. I have served as a teacher leader.	81.11%	249	307
j. I have taught on a team with a teacher leader jointly accountable for my students' outcomes.	33.99%	104	306
k. I have participated in professional learning communities/collaboration activities with other teachers.	89.61%	276	308
l. I have presented at conferences or to peer groups.	98.37%	302	307
m. I have participated in activities aimed at improving my awareness of teaching as a profession, such as membership in a professional association or teachers' union.	92.36%	286	310

Question 37: Please rate the importance of each in developing your effectiveness as a teacher.

Responses	Total Respondents per Item	Very Important	Somewhat Important	Neither Unimportant or Important	Not Very Important	Not at All Important
		<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)
a. I have received ongoing formal education.	279	204 (73.12%)	68 (24.37%)	3 (1.08%)	4 (1.42%)	0 (0.00%)
b. I have received career advancement/teacher leader opportunities.	263	183 (69.58%)	75 (28.52%)	4 (1.52%)	1 (0.38%)	0 (0.00%)
c. I have received school- or district-mandated professional development.	285	86 (30.18%)	122 (42.81%)	50 (17.54%)	23 (8.07%)	4 (1.40%)

Responses	Total Respondents per Item	Very Important	Somewhat Important	Neither Unimportant or Important	Not Very Important	Not at All Important
		n (%)	n (%)	n (%)	n (%)	n (%)
d. I have received external professional development that I chose, funded by the district.	248	180 (72.58%)	66 (26.61%)	1 (0.40%)	1 (0.40%)	0 (0.00%)
e. I have received self-directed, self-funded external professional development.	271	201 (74.17%)	67 (24.72%)	2 (0.74%)	1 (0.37%)	0 (0.00%)
f. I have received professional development delivered by teachers.	286	162 (56.64%)	106 (37.06%)	16 (5.59%)	2 (0.70%)	0 (0.00%)
g. I have received actionable feedback through formal and informal evaluation.	227	102 (44.93%)	104 (45.81%)	19 (8.37%)	1 (0.44%)	1 (0.44%)
h. I have achieved National Board Certification.	75	58 (77.33%)	10 (13.33%)	5 (6.67%)	2 (2.67%)	0 (0.00%)
i. I have served as a teacher leader.	242	180 (74.28%)	55 (22.73%)	7 (2.89%)	0 (0.00%)	0 (0.00%)
j. I have taught on a team with a teacher leader jointly accountable for my students' outcomes.	103	68 (66.02%)	28 (27.18%)	7 (6.80%)	0 (0.00%)	0 (0.00%)
k. I have participated in professional learning communities/ collaboration activities with other teachers.	272	180 (66.18%)	84 (30.88%)	5 (1.84%)	2 (0.74%)	1 (0.37%)
l. I have presented at conferences or to peer groups.	297	169 (56.90%)	109 (36.70%)	18 (6.06%)	1 (0.34%)	0 (0.00%)
m. I have participated in activities aimed at improving my awareness of teaching as a profession, such as membership in a professional association or teachers' union.	281	138 (49.11%)	102 (36.30%)	37 (12.17%)	2 (0.71%)	2 (0.71%)

Question 38: Of the supports that you rated “very important,” please rank up to three as the most important, in order of importance.

Responses	% Indicating 1st/2nd/3rd Most Important
a. I have received ongoing formal education.	49.47%
b. I have received career advancement/teacher leader opportunities.	37.69%
c. I have received school- or district-mandated professional development.	10.81%
d. I have received external professional development that I chose, funded by the district.	38.65%
e. I have received self-directed, self-funded external professional development.	32.13%
f. I have received professional development delivered by teachers.	22.76%

Responses	% Indicating 1st/2nd/3rd Most Important
g. I have received actionable feedback through formal and informal evaluation.	21.30%
h. I have achieved National Board Certification.	67.53%
i. I have served as a teacher leader.	35.74%
j. I have taught on a team with a teacher leader jointly accountable for my students' outcomes.	29.81%
k. I have participated in professional learning communities/collaboration activities with other teachers.	42.75%
l. I have presented at conferences or to peer groups.	25.83%
m. I have participated in activities aimed at improving my awareness of teaching as a profession, such as membership in a professional association or teachers' union.	18.88%

Question 39: What type(s) of ongoing formal education significantly improved your continual development? Check all that apply.

Responses	272 Respondents	
	%	<i>n</i>
a. M.A.	79.41%	216
b. Ed.D.	16.54%	45
c. Ph.D.	7.72%	21
d. Additional certification	34.93%	95
e. Graduate coursework	54.41%	148
f. Licensure renewal activities	30.15%	82
g. National Board Certification	23.53%	64
h. Formal teacher leader training	33.46%	91
i. Conducting teaching and learning focused action research	27.21%	74
j. Other (specify): _____	15.07%	41

Question 40: Please rate the importance of the following characteristics of your school- or district-mandated professional development in terms of helping you continue to develop skills and knowledge to effectively help your students learn.

Responses	Total Respondents per Item	Very Important	Somewhat Important	Neither Unimportant or Important	Not Very Important	Not at All Important
		<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)
a. The professional development is grounded in my day-to-day teaching practice.	204	159 (77.94%)	41 (20.10%)	1 (0.49%)	0 (0.00%)	0 (0.00%)

Responses	Total Respondents per Item	Very Important	Somewhat Important	Neither Unimportant or Important	Not Very Important	Not at All Important
		n (%)	n (%)	n (%)	n (%)	n (%)
b. The professional development involves, at least, two hours per week to practice the new skills and knowledge.	201	62 (30.85%)	84 (41.79%)	31 (15.42%)	7 (3.48%)	2 (1.00%)
c. The professional development is sustained over a period of, at least, 6 months.	202	96 (47.52%)	71 (35.15%)	21 (10.40%)	4 (1.98%)	3 (1.49%)
d. The professional development is offered during school hours with substitute teachers available to cover classes.	202	61 (30.20%)	76 (37.62%)	43 (21.29%)	14 (6.93%)	2 (0.99%)
e. The professional development is self-selected to be specifically relevant to me.	202	136 (67.33%)	52 (25.74%)	7 (3.47%)	4 (1.98%)	0 (0.00%)
f. The professional development is led by other teachers in my school or district.	202	63 (31.19%)	82 (40.59%)	43 (21.29%)	7 (3.47%)	3 (1.49%)
g. The professional development involves observing or being observed by peers.	201	69 (34.33%)	86 (42.79%)	32 (15.92%)	1 (0.50%)	4 (1.99%)

Question 41: Of the supports that you rated “very important,” please rank up to three as the most important, in order of importance.

Responses	% Indicating 1st/2nd/3rd Most Important
a. The professional development is grounded in my day-to-day teaching practice.	50.34%
b. The professional development involves, at least, two hours per week to practice the new skills and knowledge.	10.47%
c. The professional development is sustained over a period of, at least, 6 months.	23.31%
d. The professional development is offered during school hours with substitute teachers available to cover classes.	10.81%
e. The professional development is self-selected to be specifically relevant to me.	41.22%
f. The professional development is led by other teachers in my school or district.	12.84%
g. The professional development involves observing or being observed by peers.	16.55%

Question 42: Please rate the importance of the following characteristics of your external professional development in terms of helping you continue to develop skills and knowledge to effectively help your students learn.

Responses	Total Respondents per Item	Very Important	Somewhat Important	Neither Unimportant or Important	Not Very Important	Not at All Important
		<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)
a. The external professional development is job embedded (that is, it is grounded in my day-to-day teaching practice).	290	227 (78.28%)	50 (17.24%)	4 (1.38%)	3 (1.02%)	1 (0.34%)
b. The external professional development is sustained over a significant period of time (for example, at least 6 months) rather than a one-off.	290	162 (55.86%)	88 (30.34%)	22 (7.59%)	6 (2.07%)	2 (0.69%)
c. The external professional development is offered during school hours with substitute teachers available to cover classes.	288	77 (26.74%)	96 (33.33%)	77 (26.74%)	20 (6.94%)	8 (2.78%)
d. The external professional development is self-selected to be specifically relevant to me.	293	229 (78.16%)	58 (19.80%)	4 (1.37%)	1 (0.34%)	0 (0.00%)
e. The external professional development is led by individuals with recent teaching experience.	292	181 (61.99%)	91 (31.16%)	13 (4.45%)	5 (1.71%)	0 (0.00%)

Question 43: You mentioned that participating in external professional development helped you become the effective teacher that you are today. Of the supports that you rated “very important,” please rank up to three as the most important, in order of importance.

Responses	% Indicating 1st/2nd/3rd Most Important
a. The external professional development is job embedded (that is, it is grounded in my day-to-day teaching practice).	78.34%
b. The external professional development is sustained over a significant period of time (for example, at least 6 months) rather than a one-off.	49.46%
c. The external professional development is offered during school hours with substitute teachers available to cover classes.	13.36%
d. The external professional development is self-selected to be specifically relevant to me.	78.70%
e. The external professional development is led by individuals with recent teaching experience.	50.54%

Question 44: Please rate the importance of the following experiences in terms of helping you continue to develop skills and knowledge to effectively help your students learn.

Responses	Total Respondents per Item	Very Important	Somewhat Important	Neither Unimportant or Important	Not Very Important	Not at All Important
		<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)
a. Membership in a teachers union or association	236	71 (30.08%)	83 (35.17%)	49 (20.76%)	18 (7.63%)	10 (4.24%)
b. Membership in professional organizations (for example, ASCD, Learning Forward)	234	87 (37.18%)	111 (47.44%)	23 (9.83%)	6 (2.56%)	4 (1.71%)
c. Membership in subject-specific organizations (for example, organizations like NCTM or ALA)	233	121 (51.93%)	83 (35.62%)	14 (6.01%)	6 (2.58%)	5 (2.15%)
d. Serving as union/association leader or building representative	232	32 (13.79%)	72 (31.03%)	69 (29.74%)	20 (8.62%)	16 (6.90%)
e. Advocating for the profession	233	160 (68.67%)	59 (25.32%)	11 (4.72%)	3 (1.29%)	0 (0.00%)
f. Engaging in policy work at the local, state, or federal level	236	98 (41.53%)	101 (42.80%)	27 (11.44%)	5 (2.12%)	0 (0.00%)
g. Teaching on a team with a teacher leader jointly accountable for my students' outcomes	233	76 (32.62%)	75 (32.19%)	33 (14.16%)	8 (3.43%)	4 (1.72%)

Question 45: You mentioned that participating in activities aimed at improving your awareness of teaching as a profession was an important support in terms of helping you continue to develop skills and knowledge to effectively help your students learn. Of the supports that you rated “very important,” please rank up to three as the most important, in order of importance.

Responses	% Indicating 1st/2nd/3rd Most Important
a. Membership in a teachers union or association	17.83%
b. Membership in professional organizations (for example, ASCD, Learning Forward)	21.68%
c. Membership in subject-specific organizations (for example, organizations like NCTM or ALA)	37.06%
d. Serving as union/association leader or building representative	5.59%
e. Advocating for the profession	48.25%
f. Engaging in policy work at the local, state, or federal level	27.27%
g. Teaching on a team with a teacher leader jointly accountable for my students' outcomes	22.38%

Question 46: Considering your ongoing development, please indicate whether you have received the following supports or experiences after the first five years of teaching.

Responses	%	<i>n</i>	Total Respondents per Item
a. I have had ongoing mentors (official or unofficial) to guide me through new experiences.	46.13%	137	297
b. I have had a collegial, collaborative school culture and colleagues.	84.28%	252	299
c. I have had a specific group of peers with whom to collaborate.	83.84%	249	297
d. I have had school leaders who have orchestrated meaningful professional learning opportunities.	58.25%	173	297
e. I have had a working environment that has encouraged emerging leadership roles for teachers beyond our classrooms.	64.77%	193	298
f. I have had opportunities for self-selection of learning activities.	83.95%	251	299
g. I have had access to journals, books, virtual resources, and other professional development resources.	87.88%	261	297
h. I have had access to classroom resources (for example, textbooks, technology, etc.).	91.89%	272	296
i. I have had access to supportive school leadership.	79.87%	238	298
j. I have had sufficient time to learn and grow.	71.57%	214	299

Question 47: Please rate the importance of the following experiences in terms of helping you continue to develop skills and knowledge to effectively help your students learn.

Responses	Total Respondents per Item	Very Important	Somewhat Important	Neither Unimportant or Important	Not Very Important	Not at All Important
		<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)
a. I have had ongoing mentors (official or unofficial) to guide me through new experiences.	133	113 (84.96%)	20 (15.04%)	0 (0.00%)	0 (0.00%)	0 (0.00%)
b. I have had a collegial, collaborative school culture and colleagues.	248	202 (81.45%)	45 (18.15%)	1 (0.40%)	0 (0.00%)	0 (0.00%)
c. I have had a specific group of peers with whom to collaborate.	246	193 (78.46%)	51 (20.73%)	2 (0.81%)	0 (0.00%)	0 (0.00%)
d. I have had school leaders who have orchestrated meaningful professional learning opportunities.	170	113 (66.47%)	55 (32.35%)	2 (1.18%)	0 (0.00%)	0 (0.00%)
e. I have had a working environment that has encouraged emerging leadership roles for teachers beyond our classrooms.	191	148 (77.49%)	42 (21.99%)	1 (0.52%)	0 (0.00%)	0 (0.00%)

Responses	Total Respondents per Item	Very Important	Somewhat Important	Neither Unimportant or Important	Not Very Important	Not at All Important
		n (%)	n (%)	n (%)	n (%)	n (%)
f. I have had opportunities for self-selection of learning activities.	249	183 (73.49%)	63 (25.30%)	3 (1.20%)	0 (0.00%)	0 (0.00%)
g. I have had access to journals, books, virtual resources, and other professional development resources.	257	118 (45.91%)	123 (47.86%)	14 (5.45%)	2 (0.78%)	0 (0.00%)
h. I have had access to classroom resources (for example, textbooks, technology).	268	159 (59.33%)	99 (36.94%)	10 (3.73%)	0 (0.00%)	0 (0.00%)
i. I have had access to supportive school leadership.	232	179 (77.16%)	52 (22.41%)	1 (0.43%)	0 (0.00%)	0 (0.00%)
j. I have had sufficient time to learn and grow.	211	159 (75.36%)	49 (23.22%)	2 (0.95%)	0 (0.00%)	0 (0.00%)

Question 48: Of the supports that you rated “very important,” please rank up to three as the most important, in order of importance.

Responses	% Indicating 1st/2nd/3rd Most Important
a. I have had ongoing mentors (official or unofficial) to guide me through new experiences.	48.91%
b. I have had a collegial, collaborative school culture and colleagues.	61.11%
c. I have had a specific group of peers with whom to collaborate.	49.00%
d. I have had school leaders who have orchestrated meaningful professional learning opportunities.	30.06%
e. I have had a working environment that has encouraged emerging leadership roles for teachers beyond our classrooms.	47.15%
f. I have had opportunities for self-selection of learning activities.	42.63%
g. I have had access to journals, books, virtual resources, and other professional development resources.	16.09%
h. I have had access to classroom resources (for example, textbooks, technology).	25.74%
i. I have had access to supportive school leadership.	50.00%
j. I have had sufficient time to learn and grow.	31.31%

Section 5. Teacher Leader Stage

Question 49: Please indicate whether you have had the following leadership experiences since you became a Teacher of the Year and/or assumed other teacher leadership responsibilities.

Responses	%	<i>n</i>	Total Respondents per Item
a. I have organized whole-school, whole-grade-level, or whole-team projects.	83.11%	246	296
b. I have had formal leadership roles in which I was jointly accountable for colleagues' student outcomes, while continuing to teach.	53.08%	155	292
c. I have had formal leadership roles in which I was jointly accountable for colleagues' student outcomes, but not continuing to teach.	27.84%	81	291
d. I have had informal leadership roles in improving colleagues' instructional practice.	81.63%	240	294
e. I have developed collaborative projects with the community.	66.10%	193	292
f. I have taken coursework in adult learning (demonstrated understanding of adult learning).	40.07%	117	292
g. I have had a leadership role in national, state, or local forums, workshops, or conferences.	89.19%	264	296
h. I have served on a school or district leadership team.	80.55%	236	293
i. I have served as a union/association leader, negotiating team member, union board member, committee member, or delegate to the union's representative assembly.	33.45%	99	296
j. I have interacted with policymakers.	84.69%	249	294
k. I have served on national, state, or local education policy and/or public policy committees, taskforces, or think tank activities.	75.09%	220	293
l. I have been involved in conducting or analyzing research.	48.63%	142	292
m. I achieved National Board Certification.	20.07%	58	289
n. I have had a role in which I reached more students than normal by using blended learning.	30.14%	88	292
o. I have had a role in which I reached more students than normal by leading a teaching team on which I was accountable for all student outcomes.	24.22%	70	289

Question 50: Please rate the importance of each in strengthening your craft as a teacher.

Responses	Total Respondents per Item	Very Important	Somewhat Important	Neither Unimportant or Important	Not Very Important	Not at All Important
		<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)
a. I have organized whole-school, whole-grade-level, or whole-team projects.	243	138 (56.79%)	90 (37.04%)	14 (5.76%)	1 (0.41%)	0 (0.00%)
b. I have had formal leadership roles in which I was jointly accountable for colleagues' student outcomes, while continuing to teach.	154	82 (53.25%)	69 (44.81%)	3 (1.96%)	0 (0.00%)	0 (0.00%)
c. I have had formal leadership roles in which I was jointly accountable for colleagues' student outcomes, but not continuing to teach.	81	41 (50.62%)	35 (43.21%)	4 (4.94%)	1 (1.23%)	0 (0.00%)
d. I have had informal leadership roles in improving colleagues' instructional practice.	239	149 (62.34%)	82 (34.31%)	8 (3.35%)	0 (0.00%)	0 (0.00%)
e. I have developed collaborative projects with the community.	189	113 (59.79%)	70 (37.04%)	6 (3.17%)	0 (0.00%)	0 (0.00%)
f. I have taken coursework in adult learning (demonstrated understanding of adult learning).	115	52 (45.22%)	57 (49.57%)	6 (5.22%)	0 (0.00%)	0 (0.00%)
g. I have had a leadership role in national, state, or local forums, workshops, or conferences.	263	164 (62.36%)	89 (33.84%)	9 (3.42%)	1 (0.38%)	0 (0.00%)
h. I have served on a school or district leadership team.	234	142 (60.68%)	82 (35.04%)	7 (2.99%)	2 (0.85%)	0 (0.00%)
i. I have served as a union/ association leader, negotiating team member, union board member, committee member, or delegate to the union's representative assembly.	99	40 (40.40%)	42 (42.42%)	13 (13.13%)	2 (2.02%)	1 (1.01%)
j. I have interacted with policymakers.	245	112 (45.71%)	121 (49.39%)	10 (4.08%)	2 (0.82%)	0 (0.00%)
k. I have served on national, state, or local education policy and/or public policy committees, taskforces, or think tank activities.	219	130 (59.36%)	80 (36.53%)	7 (3.20%)	2 (0.91%)	0 (0.00%)
l. I have been involved in conducting or analyzing research.	142	73 (51.41%)	62 (43.66%)	6 (4.23%)	1 (0.70%)	0 (0.00%)
m. I achieved National Board Certification.	56	40 (71.43%)	13 (23.21%)	2 (3.57%)	0 (0.00%)	0 (0.00%)
n. I have had a role in which I reached more students than normal by using blended learning.	88	54 (61.36%)	29 (32.95%)	5 (5.68%)	0 (0.00%)	0 (0.00%)

Responses	Total Respondents per Item	Very Important	Somewhat Important	Neither Unimportant or Important	Not Very Important	Not at All Important
		<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)
o. I have had a role in which I reached more students than normal by leading a teaching team on which I was accountable for all student outcomes.	70	47 (67.14%)	20 (28.57%)	3 (4.29%)	0 (0.00%)	0 (0.00%)

Question 51: Of the supports that you rated “very important,” please rank up to three as the most important, in order of importance.

Responses	% Indicating 1st/2nd/3rd Most Important
a. I have organized whole-school, whole-grade-level, or whole-team projects.	34.15%
b. I have had formal leadership roles in which I was jointly accountable for colleagues’ student outcomes, while continuing to teach.	30.97%
c. I have had formal leadership roles in which I was jointly accountable for colleagues’ student outcomes, but not continuing to teach.	23.46%
d. I have had informal leadership roles in improving colleagues’ instructional practice.	40.00%
e. I have developed collaborative projects with the community.	31.09%
f. I have taken coursework in adult learning (demonstrated understanding of adult learning).	17.09%
g. I have had a leadership role in national, state, or local forums, workshops, or conferences.	40.91%
h. I have served on a school or district leadership team.	36.02%
i. I have served as a union/association leader, negotiating team member, union board member, committee member, or delegate to the union’s representative assembly.	18.18%
j. I have interacted with policymakers.	20.08%
k. I have served on national, state, or local education policy and/or public policy committees, taskforces, or think tank activities.	42.27%
l. I have been involved in conducting or analyzing research.	19.72%
m. I achieved National Board Certification.	58.62%
n. I have had a role in which I reached more students than normal by using blended learning.	38.64%
o. I have had a role in which I reached more students than normal by leading a teaching team on which I was accountable for all student outcomes.	25.71%

Question 52: Please indicate whether you have had the following leadership experiences since you became a Teacher of the Year and/or assumed other teacher leadership responsibilities.

Responses	%	<i>n</i>	Total Respondents per Item
a. I conducted research.	50.87%	147	289
b. I shared research findings with colleagues.	57.59%	167	290
c. I provided formal coaching or mentoring to colleagues to improve their instructional practice.	68.71%	202	294
d. I conducted peer review observations of colleagues.	47.75%	138	289
e. I was observed by less effective peers.	59.17%	171	289
f. I delivered professional development activities.	91.81%	269	293
g. I participated in coursework or developed knowledge in advanced pedagogical practice.	66.10%	193	292
h. I participated in coursework on teacher leadership.	52.60%	152	289
i. I served as a scorer of educator assessments.	23.61%	68	288
j. I assumed a department chairmanship.	31.38%	91	290
k. I conducted curriculum development.	69.42%	202	291
l. I conducted preclinical supervision of student teachers/teacher candidates.	49.32%	144	292
m. I taught teacher preparation at the university level.	26.90%	78	290
n. I became a mentor or instructional coach.	58.02%	170	293
o. I presented at conferences or to peer groups.	91.75%	267	291

Question 53: Please rate the importance of each in strengthening your craft as a teacher.

Responses	Total Respondents per Item	Very Important	Somewhat Important	Neither Unimportant or Important	Not Very Important	Not at All Important
		<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)	<i>n</i> (%)
a. I conducted research.	146	55 (37.67%)	83 (56.85%)	6 (4.11%)	2 (1.37%)	0 (0.00%)
b. I shared research findings with colleagues.	165	67 (40.61%)	87 (52.73%)	9 (5.45%)	2 (1.21%)	0 (0.00%)
c. I provided formal coaching or mentoring to colleagues to improve their instructional practice.	202	143 (70.79%)	54 (26.73%)	4 (1.98%)	1 (0.50%)	0 (0.00%)
d. I conducted peer review observations of colleagues.	137	71 (51.82%)	60 (43.80%)	6 (4.38%)	0 (0.00%)	0 (0.00%)
e. I was observed by less effective peers.	171	53 (30.99%)	87 (50.88%)	18 (10.53%)	7 (4.09%)	5 (2.92%)

Responses	Total Respondents per Item	Very Important	Somewhat Important	Neither Unimportant or Important	Not Very Important	Not at All Important
		n (%)	n (%)	n (%)	n (%)	n (%)
f. I delivered professional development activities.	268	179 (66.79%)	83 (30.97%)	5 (1.87%)	1 (0.37%)	0 (0.00%)
g. I participated in coursework or developed knowledge in advanced pedagogical practice.	190	109 (57.37%)	77 (40.53%)	4 (2.11%)	0 (0.00%)	0 (0.00%)
h. I participated in coursework on teacher leadership.	151	85 (56.29%)	61 (40.40%)	5 (3.31%)	0 (0.00%)	0 (0.00%)
i. I served as a scorer of educator assessments.	67	20 (29.85%)	38 (56.72%)	9 (13.43%)	0 (0.00%)	0 (0.00%)
j. I assumed a department chairmanship.	90	43 (47.78%)	40 (44.44%)	6 (6.67%)	1 (1.11%)	0 (0.00%)
k. I conducted curriculum development.	201	134 (66.67%)	61 (30.35%)	5 (2.49%)	1 (0.50%)	0 (0.00%)
l. I conducted preclinical supervision of student teachers/teacher candidates.	144	82 (56.94%)	57 (39.58%)	3 (2.08%)	1 (0.69%)	0 (0.00%)
m. I taught teacher preparation at the university level.	78	50 (64.10%)	24 (30.77%)	4 (5.13%)	0 (0.00%)	0 (0.00%)
n. I became a mentor or instructional coach.	170	123 (72.35%)	44 (25.88%)	2 (1.18%)	1 (0.59%)	0 (0.00%)
o. I presented at conferences or to peer groups.	265	168 (63.40%)	88 (33.21%)	9 (3.40%)	0 (0.00%)	0 (0.00%)

Question 54: Of the supports that you rated “very important,” please rank up to three as the most important, in order of importance.

Responses	% Indicating 1st/2nd/3rd Most Important
a. I conducted research.	21.09%
b. I shared research findings with colleagues.	19.16%
c. I provided formal coaching or mentoring to colleagues to improve their instructional practice.	52.97%
d. I conducted peer review observations of colleagues.	16.67%
e. I was observed by less effective peers.	12.87%
f. I delivered professional development activities.	49.81%
g. I participated in coursework or developed knowledge in advanced pedagogical practice.	31.61%
h. I participated in coursework on teacher leadership.	22.37%
i. I served as a scorer of educator assessments.	14.71%
j. I assumed a department chairmanship.	23.08%

Responses	% Indicating 1st/2nd/3rd Most Important
k. I conducted curriculum development.	36.14%
l. I conducted preclinical supervision of student teachers/teacher candidates.	31.25%
m. I taught teacher preparation at the university level.	43.59%
n. I became a mentor or instructional coach.	46.47%
o. I presented at conferences or to peer groups.	39.70%