



TLCC 2026

Welcome to the Teaching and Learning Conditions in Colorado Survey!

Research has demonstrated that positive teaching and learning conditions are important influences on student success and teacher retention. Colorado policymakers and education stakeholders want to gather information about these conditions from those who know them best - teachers and administrators from across the state. This survey will provide you, your school, your district, and the state with information you can use to guide school improvement conversations and planning. Your participation in this survey is voluntary and your anonymity is guaranteed. Please be honest in your answers. Reports on the results will NOT include data that could identify individuals. You are being asked basic demographic information (e.g., position, years of experience) to tailor the types of questions to ask you. In reporting the results, information will be shared at the school, district and state levels. Demographic information will help explain how educators with different backgrounds and experiences look at teaching and learning conditions across the state.

1. What is your current position at the school?

Teacher (e.g., general education, special education, interventionist, instructional coach)

Special Service Provider (e.g., psychologist, counselor, physical therapist)

Education Support Professional (e.g., paraprofessional, teaching assistant, physical therapist assistant)

School Leader (e.g., principal, assistant principal, dean)

Combined District and School Leader Role (e.g., dual principal and superintendent in a small, rural district)

2. How many years have you worked in your career in this position/role?

First Year

2-3 Years

4-5 Years

6-10 Years

11-20 Years

20+ years

3. How many years have you worked at your present school in the position identified in question 1?

First Year

2-3 Years

4-5 Years

6-10 Years

11-20 Years

20+ years

4. Do you spend more than 50% of your time working directly with students in a classroom?

Yes

No

5. Have you received any training specifically for your role at this school?

Yes

No

I don't know

6. Have you been assigned a formal mentor this school year?

Yes

No

I don't know

7. To what extent do you meet with your mentor during a typical school week?

Great extent

Moderate extent

Limited extent

Not at all

I don't know

To what extent do you focus on the following types of work with your mentor?



8. Job support and classroom support (e.g., ideas, resources, advice on doing my job well)

Great extent

Moderate extent

Limited extent

Not at all

I don't know

9. Personal support (e.g., social connections, help with stress)

Great extent

Moderate extent

Limited extent

Not at all

I don't know

10. Reflective support (e.g., helping me think about my work and how it is impacting students)

Great extent

Moderate extent

Limited extent

Not at all

I don't know

11. Professional support (e.g., advice on career, professional networking)

Great extent

Moderate extent

Limited extent

Not at all

I don't know

12. Evaluative support (e.g., formative evaluation feedback, advice related to job expectations)

Great extent

Moderate extent

Limited extent

Not at all

I don't know

13. To what degree do you feel that you have received adequate support as a new staff member at this school?

Great extent

Moderate extent

Limited extent

Not at all

I don't know

14. Which of the following new staff supports have you received at this school? (Select all that apply)

New staff orientation (e.g., welcome, administrative procedures)

Training on my primary responsibilities

Scheduled shared planning time

Coverage to enable me to observe my peers

Ongoing dialogue with school leaders

Networking with other new peers

Other

15. How many years have you worked in your career in this position/role (school leader or combined district/school leader)?

First Year

2-3 Years

4-5 Years

6-10 Years

11-20 Years

20+ years

16. How many years have you worked at your present school in the position identified in question 1 (school leader or combined district/school leader)?

First Year

2-3 Years

4-5 Years

6-10 Years

11-20 Years

20+ years

Professional Climate

Indicate your level of agreement with the following statements about your school:

17. This school is led by an effective team.

Strongly agree

Agree

Disagree

Strongly disagree

I don't know



18. Our work at this school is guided by a shared vision that is student focused.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

19. School staff show respect for each other.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

20. I regularly engage with colleagues at my school.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

21. School staff feel comfortable raising important issues with school leadership.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

22. School leadership puts suggestions made by staff into operation.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

23. School leadership works to build trust among staff.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

24. Our school is a safe place to work.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

Staff Evaluation

Indicate your level of agreement with the following statements about your school:

25. Staff are provided with informal feedback to improve their instruction/work performance.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

26. Staff effectiveness is accurately assessed through the school's evaluation process.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

27. The evaluation process provides staff with actionable feedback for improvement.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

Staff Leadership

Indicate your level of agreement with the following statements about your school:



28. Staff professional expertise is valued.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

29. There is a process in place for collaborative problem solving in this school.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

30. Staff have leadership opportunities in this school.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

31. Staff have an appropriate level of influence on important school decisions.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

32. School staff have meaningful opportunities to participate in the school's improvement planning process (e.g., Unified Improvement Plan, school based improvement).

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

Student Behavior

Indicate your level of agreement with the following statements about your school:

33. Students know how they are expected to act in the school.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

34. Students have the behavioral supports needed to be successful in school.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

35. Rules for student behavior are enforced in a consistent manner.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

36. This school is a safe place for students to learn.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

37. Students at this school have at least one staff member they can trust to support them with personal concerns.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

Student Supports

Indicate your level of agreement with the following statements:



38. Our school provides effective academic supports to students who need them.

- Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

39. Our school provides effective social emotional supports to students who need them.

- Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

40. Our school's system of supports for students (e.g., MTSS, Student Intervention Teams, Response to Intervention) effectively supports all students' needs.

- Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

41. I feel comfortable discussing life skills with my students.

- Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

42. I feel comfortable discussing resilience strategies with my students.

- Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

43. I feel comfortable discussing mental health with my students.

- Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

44. I feel comfortable discussing suicide with my students.

- Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

Instructional Practice - Shared Responsibility for Learning

Indicate your level of agreement with the following statements about your school:

45. Staff in this school consistently seek new and improved ways of providing instruction.

- Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

46. Staff in this school hold themselves accountable for the academic growth of every child.

- Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

47. The school provides opportunities for me to learn from other staff members.

- Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know



48. Students understand how class activities relate to learning objectives.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

49. The school's efforts to engage families are individualized based on student needs.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

50. The school provides interactive strategies that families can use at home to support their children's learning.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

51. The school utilizes two-way communication methods (e.g., text app, email, call) in families' home language to share what is happening in the school.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

Instructional Practice - Meeting Diverse Student Needs

Indicate your level of agreement with the following statements about your school:

52. Academic programming in this school encourages different cultural viewpoints.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

53. The diverse academic needs of our students are met by this school.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

54. Multilingual Learners are adequately supported in this school.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

55. Students with disabilities are adequately supported in this school.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

56. Gifted students are adequately supported in this school.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

57. Students' social emotional learning is adequately supported in this school.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

Instructional Practice - Supportive Conditions

Indicate your level of agreement with the following statements:



58. I have the autonomy to make important decisions in the classroom (e.g., pacing, materials, and/or pedagogy).

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

59. I feel supported in trying new instructional strategies.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

60. I use formative assessment data to improve my students' learning.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

61. My class size(s) is reasonable.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

62. Instructional resources are adequate to support student learning.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

63. I have adequate physical space to work productively.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

64. It is easy for me to secure a substitute for personal leave.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

Professional Development - All Staff

Indicate your level of agreement with the following statements:

65. I receive adequate professional development to carry out my job responsibilities.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

66. The effectiveness of professional development is regularly evaluated.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

67. I receive adequate professional development to support my students' social emotional learning.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

68. I am able to participate in the professional development that is offered.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know



69. I am appropriately compensated for professional development.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

70. I feel that my employer invests in my career.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

Professional Development - Instructional Staff

Indicate your level of agreement with the following statements:

71. The school improvement plan (e.g., Unified Improvement Plan) influences staff professional learning choices.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

72. Professional learning opportunities are personalized and aligned to staff needs and strengths.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

73. Professional learning opportunities are reinforced through coaching (e.g., knowledge building over time).

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

74. Professional learning opportunities (e.g., instructional coaching, PLCs, training) improve instruction in this school.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

75. I receive ongoing support and coaching to improve my practice.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

76. I receive adequate professional development to effectively use student data (e.g., assessments, surveys).

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

77. Which of the following would be most beneficial for you to learn more about? (Select up to 4)

| | | | | | | |
|--|---|---|--|----------------------------|---|----------------------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Best practices for my content area | Classroom management techniques | Developing students' social-emotional skills | Differentiating instruction | Family engagement | Supporting gifted and talented students | Supporting Multilingual Learners |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Supporting students with Individual Education plans (IEP) or 504 plans | Supporting students who have experienced trauma | Using assessment results to guide instruction | Using generative AI (e.g., Chat GPT) as part of my job | Using technology in my job | Instructional strategies | |



Time

Indicate your level of agreement with the following statements:

78. I have adequate time to prepare for my primary duties.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

79. My time is protected from duties that take away from my primary responsibilities.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

80. I have adequate time to analyze and respond to student assessment data.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

81. I have adequate time to support my students' social emotional learning.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

82. I have adequate time to communicate with my students' families.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

83. New initiatives (e.g., curriculum, assessments, instructional approach) are given enough time to determine their effectiveness.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

84. I have adequate time to engage in professional learning (e.g., attend trainings, refine new techniques, collaborate with grade level teams).

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

85. I am able to meet the expectations of my position within my contracted work hours.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

Support for Own Wellbeing

Indicate your level of agreement with the following statements:

86. I feel like I belong at my school.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

87. My work at this school makes me feel satisfied.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |



88. I have at least one colleague at my school that I trust.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

89. If I was concerned about my mental health, I would have access to the support I need.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

Job Satisfaction

Indicate your level of agreement with the following statements:

90. I feel respected by other staff members in my school.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

91. I feel respected by students in my school.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

92. My work schedule fits my personal needs.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

93. My work is very stressful.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

94. I feel adequately compensated for my work.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

95. My work duties reflect my initial expectations of the role.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

96. Frequent changes in my work duties make my job more stressful.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

97. I have ways to advance my career in education.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

Overall General Reflection

Indicate your level of agreement with the following statements:



98. I would recommend this school as a good place to work.

- Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

99. I feel satisfied with the recognition I get for doing a good job.

- Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

100. I would recommend this school as a good place for students to learn.

- Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

101. I'm satisfied with my choice to join this profession.

- Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

102. I still have as much enthusiasm for this profession as when I began.

- Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

103. Which of the following best describes your plans after the end of this school year? (Select one)

- Continue working in the same or a similar position at this school.
 Continue working in a different position at this school.
 Continue working in a similar position in this district but not at this school.
 Continue working in a similar position, but not in this district.
 Work in a different educational position not at this school.
 Leave the field of education.
 Retire.

Indicate the extent to which each of the following encourages you to remain working at your current school:

104. The length of my work day

- Great extent
 Moderate extent
 Limited extent
 Not at all
 I don't know

105. The length of my work week

- Great extent
 Moderate extent
 Limited extent
 Not at all
 I don't know

106. The facilities and resources available to me

- Great extent
 Moderate extent
 Limited extent
 Not at all
 I don't know

107. Community support and engagement

- Great extent
 Moderate extent
 Limited extent
 Not at all
 I don't know



108. My colleagues and fellow school staff

Great extent

Moderate extent

Limited extent

Not at all

I don't know

109. Leadership at my school

Great extent

Moderate extent

Limited extent

Not at all

I don't know

110. The mission of my school

Great extent

Moderate extent

Limited extent

Not at all

I don't know

111. Leadership at the district level

Great extent

Moderate extent

Limited extent

Not at all

I don't know

112. My compensation

Great extent

Moderate extent

Limited extent

Not at all

I don't know

113. The respect for my profession

Great extent

Moderate extent

Limited extent

Not at all

I don't know

Recruitment and Retention

Indicate your level of agreement with the following statements

114. Staffing shortages have a significant impact on my ability to lead my school.

Strongly agree

Agree

Disagree

Strongly disagree

I don't know

115. I am confident in my ability to retain teachers at my school

Strongly agree

Agree

Disagree

Strongly disagree

I don't know

116. I am confident in my ability to retain staff other than teachers at my school

Strongly agree

Agree

Disagree

Strongly disagree

I don't know

117. The district provides effective support to help schools recruit new staff.

Strongly agree

Agree

Disagree

Strongly disagree

I don't know

118. The district provides effective support to help schools retain staff.

Strongly agree

Agree

Disagree

Strongly disagree

I don't know



District Support

Indicate your level of agreement with the following statements

119. There is an atmosphere of trust and mutual respect between district and school administrators.

- Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

120. The district provides principals with support when they need it.

- Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

121. The district makes principal professional development a priority.

- Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

122. My school receives instructional resources on par with other schools in the district.

- Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

123. The district involves principals in decisions that directly impact the operations of their school.

- Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

124. District leadership takes steps to solve problems.

- Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

125. District leadership provides timely support when district priorities change.

- Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

126. In which of the following areas (if any) do you need additional support to lead your school effectively? (Select up to 4)

- | | | | | | | |
|--------------------------------|-----------------------|---|-----------------------------|--------------------------|--|-------------------------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Addressing chronic absenteeism | Budgeting | Creating positive learning environments | Data-driven decision making | Instructional leadership | School Improvement Planning (e.g., Unified Improvement Planning) | School scheduling |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Staffing (hiring etc.) | Student assessment | Support for students' social, emotional and mental health | Supporting staff wellness | Teacher evaluation | Teacher remediation/coaching | Working with families and community |

Leader Evaluation

Indicate your level of agreement with the following statements:



127. The district evaluation process provides school leaders with actionable feedback for improvement.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

128. The district clearly describes expectations for school leaders.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

129. The district provides constructive feedback to school leadership to improve performance.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

130. My effectiveness is accurately assessed through the district's evaluation process.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

Use of AI

Indicate your level of agreement with the following statements:

131. My school/district provides clear guidelines for responsible AI use.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

132. I have received adequate professional development related to using AI in education.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

133. I feel confident in evaluating the accuracy of AI-generated content (e.g., generated text, lesson ideas).

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

134. I am aware of potential ethical issues related to AI use (e.g., bias, privacy, academic integrity).

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

135. Overall, I am comfortable with the use of AI tools at my school.

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know

Instructional AI

Indicate your level of agreement with the following statements:

136. I have used AI tools in my instructional practice (e.g., lesson planning).

Strongly agree
 Agree
 Disagree
 Strongly disagree
 I don't know



137. AI tools help me differentiate instruction to meet diverse student needs.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

138. AI tools are accessible to all students in my classroom regardless of their background or abilities.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

139. I provide guidance to students on how to appropriately use AI tools when completing assignments.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

140. I have clear strategies for evaluating student work that include AI-generated content (e.g., originality, disclosure, critical thinking).

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

141. I feel prepared for future changes in education that involve AI integration.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

Support for AI

Indicate your level of agreement with the following statements:

142. My district has a shared vision for the use of AI in teaching and learning.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

143. My district approach to AI reflects input from school community members.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

144. We have adequate infrastructure (e.g., devices, connectivity) to support AI integration in classrooms.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

145. Our school provides equitable access to AI tools for all students.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |

146. I feel confident in supporting teachers as they integrate AI into instruction.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know |



147. We have clear guidelines for how students should use AI tools in their learning.

Strongly agree

Agree

Disagree

Strongly disagree

I don't know

SAMPLE FORM