

Appendix B: Teacher Survey Questions by Construct

I. Perceived Advantages

a. Innovation Construct (survey questions: (12, 19, 20, 24, 28))

- i. I researched more new teaching strategies than in previous years.
- ii. I talked with other teachers in my school about new teaching methods.
- iii. I talked with other teachers in my school about changing the curriculum.
- iv. I implemented new “best practices” teaching strategies.
- v. I used the same teaching strategies I used previously.

b. Work Harder (survey questions: (16, 23, 27))

- i. I worked harder than I’ve worked in previous years.
- ii. I spent more time preparing for my job.

c. Salary Satisfaction (1, 10)

- i. I am satisfied with the current teacher salary system.
- ii. I am paid well for the amount of effort that I put into my work.

II. Perceived Disadvantages

a. Counterproductive Competition (survey questions: 4, 13, 17, 21, 25, 29)

- i. Teachers at my school get along well with each other.
- ii. I collaborated more with other teachers.
- iii. I talked with other teachers about our professional development training.
- iv. I talked with other teachers about committee, team, or school problems.
- v. I withheld ideas about teaching rather than sharing with other teachers.
- vi. I noticed that other teachers shared fewer of their ideas.

b. Environment (survey questions: 14, 18, 26, 30)

- i. I have enjoyed teaching in my school.
- ii. The culture in my school has become more negative.
- iii. My work environment became more positive.
- iv. Being a teacher has become more difficult.

c. Openness to Challenges (survey questions: 3, 9)

- i. If I have many low-performing students in my class, it is a burden.
- ii. If I have many low-performing students in my class, it is an opportunity to demonstrate my teaching ability.

III. Overall Effect

- a. Effective Teacher (survey questions: 31, 32)
 - i. I became a better teacher.
 - ii. Student performance improved in my school.

IV. Individual Questions

- a. Teacher Salary Policies
 - i. An end-of-year evaluation by the principal is an appropriate measure of my effectiveness.
 - ii. Teachers who have more teaching experience are generally more effective at teaching than those with less experience.
 - iii. Teachers who have advanced degrees are generally more effective at teaching than those without advanced degrees.
 - iv. Gains in student test scores are appropriate measures of teacher effectiveness.
- b. Merit Pay Policy
 - i. I think merit-pay programs increase collaboration among teachers.
 - ii. I think pay-for-performance programs lead to counterproductive competition between teachers.

