

Tennessee Educator Survey

Snapshot Series

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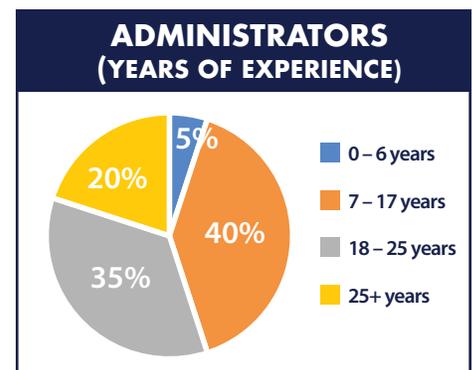
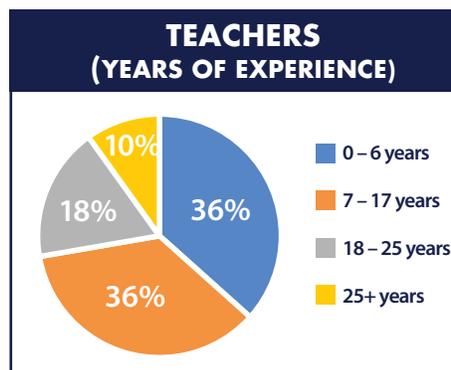
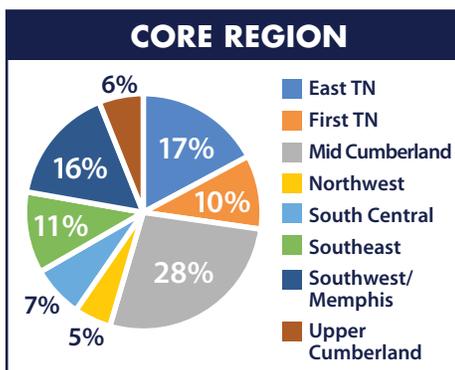
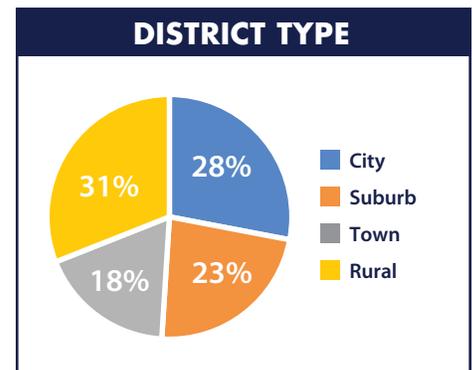
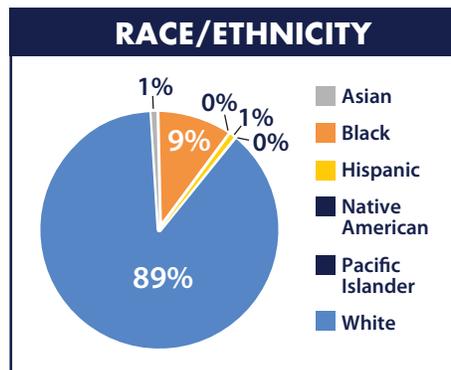
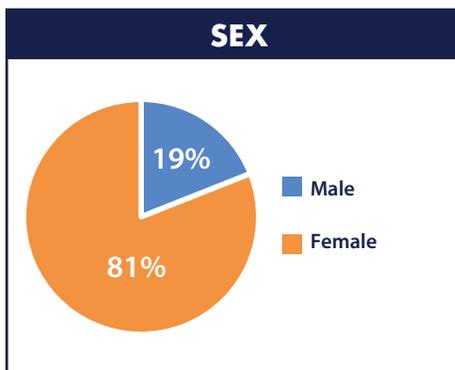
The Tennessee Educator Survey is an annual joint effort by the Tennessee Department of Education and the Tennessee Education Research Alliance (TERA) to gather information about schools across the state. Open to all teachers, administrators, and certified staff, the survey is a way for educators to provide feedback about what's working and where improvements can be made in areas like school climate, educator evaluation, state initiatives, and more. Survey responses directly inform state research and decision-making processes and are a tool for schools and districts to inform their practice.

In a series of shorter snapshots, TERA will provide a broad look at responses and trends from the 2018 survey

in several key areas relating to educators in Tennessee. Topics will include job satisfaction, hiring patterns, growth and professional learning, educator evaluation, aspects of school support roles (assistant principals and instructional coaches), and more. These snapshots will lay the groundwork for TERA research to come that will dive much deeper into survey trends over time, and relationships between survey responses and key outcomes such as student achievement, teacher retention, and teacher effectiveness.

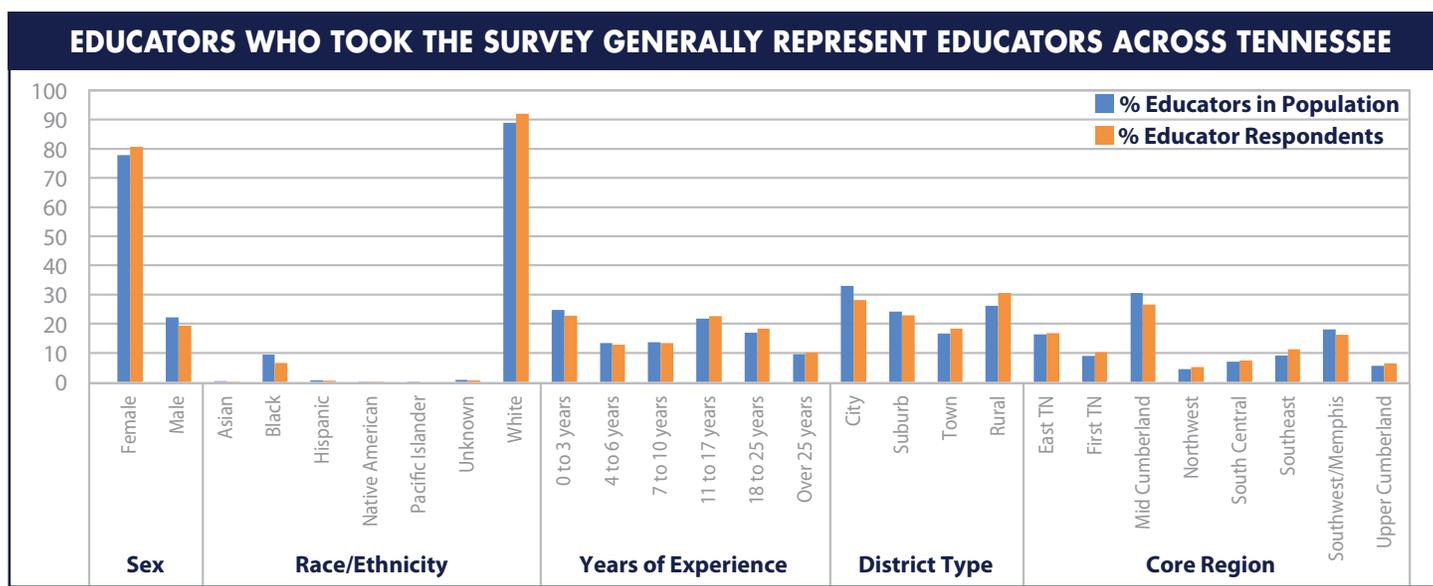
As a precursor to these snapshots, we first take a look at who responded to this year's survey and how those who responded compare to all educators in Tennessee.

OVER 37,000 EDUCATORS RESPONDED TO THIS YEAR'S SURVEY. WHAT DO WE KNOW ABOUT THEM?



How do 2018 survey respondents compare to all Tennessee educators?

Overall, educators who responded to the survey tended to be representative of teachers and administrators in Tennessee, though the largest differences occur across core region and district type. For example, while only 26 percent of teachers in Tennessee are from rural districts, they made up 31 percent of the survey sample. Conversely, 31 percent of all teachers live in cities, yet only 28 percent of respondents said they teach in an urban area.



1 Overall, the teachers and administrators who responded to the survey shared similar characteristics. However, they differ in years of experience, where more veteran administrators tended to respond at greater rates than their teacher counterparts and newer teachers were more likely to respond than more novice administrators.

What is important to know about these differences?

By comparing the educators who responded to the survey to all educators in Tennessee, we expose any potential biases that may exist when exploring trends across 2018 responses. Continuing with the example above, educators in rural areas tended to respond at greater rates than those who live in cities. Yet, each group may have different perspectives and needs. These perspectives matter when state and local leaders consider key decisions using information gleaned from survey responses.

However, we are able to use survey weights available in our data to bolster groups that may be underrepresented when we look at survey trends overall and between groups. As a result, when survey

weights are used, we know that the trends we report accurately reflect all educators in Tennessee.

What's coming next?

The annual Tennessee Educator Survey is an important tool for gathering specific feedback from teachers and school leaders across the state. State, district, and school leaders use this feedback to inform important policy and practice decisions. In 2018, more than 37,000 educators participated and shared their perspectives on what's going well and where improvements can be made in Tennessee education. In the coming months, we will analyze some of these perspectives and present high-level trends from this year's survey as we prepare to complete more comprehensive analyses later this year.