

The pilot included two questions related to persistence in the profession. These were only available to 36 respondents. They were asked if they would continue to be a professional educator next year. Indicating that they would stay in the profession 83% strongly agreed ($n = 30$), 11% somewhat agreed ($n = 4$), and 6% strongly disagreed ($n = 2$). They were also asked if they enjoyed working in their school. Respondents shared that 47% strongly agreed ($n = 17$), 42% somewhat agreed ($n = 15$), 3 % neither agree or disagree ($n = 1$), 6% Somewhat disagreed ($n = 2$), and 3 % strongly disagreed ($n = 1$).

One open-ended item asked, “What would you change to improve the teaching profession?” All responses are available in Appendix E. There were 27 responses. Two readers coded and had similar results. The themes that emerged were support/working conditions, resources/salary, and standardized testing. Comments about support and working conditions described “under-staffed” conditions. Several asked for more support from administration. One completer desired “more opportunities for teachers to influence education policy.”

The other frequent theme that emerged was resources/salary. Completers described adequate compensation for the amount of time and effort put into the work. They also shared that more classroom resources would improve the profession.

Less standardized testing was the final theme that was present in this data. Six completers suggested that there was too much standardized testing.

Appendix B
Completer Satisfaction Demographic and Survey Pilot Items

Item	Question
Q46	For what content area were you prepared? (e.g., elementary gifted, music, social studies)
Q29	How would you describe the school in which you work?
Q30	I will continue to be a professional educator next year. (m = 3.72; n = 36)
Q31	I enjoy working in my school. (m = 3.35; n = 36)
Q32	What would you change to improve the teaching profession?

Appendix D
Eigenvalues of the Correlation Matrix: Total
= 19 Average = 1

	Eigenvalue	Difference	Proportion	Cumulative
1	9.93419785	8.23611340	0.5229	0.5229
2	1.69808445	0.35362728	0.0894	0.6122
3	1.34445718	0.25249675	0.0708	0.6830
4	1.09196043	0.20184516	0.0575	0.7405
5	0.89011527	0.04830459	0.0468	0.7873
6	0.84181068	0.20466613	0.0443	0.8316
7	0.63714454	0.04086910	0.0335	0.8651
8	0.59627544	0.08093322	0.0314	0.8965
9	0.51534222	0.11259076	0.0271	0.9237
10	0.40275146	0.06805997	0.0212	0.9448
11	0.33469150	0.10557173	0.0176	0.9625
12	0.22911977	0.03674317	0.0121	0.9745
13	0.19237659	0.03827095	0.0101	0.9846
14	0.15410564	0.05545977	0.0081	0.9928
15	0.09864586	0.02531138	0.0052	0.9980
16	0.07333448	0.05987367	0.0039	1.0018
17	0.01346081	0.02129721	0.0007	1.0025
18	-.00783640	0.03220137	-0.0004	1.0021
19	-.04003777		-0.0021	1.0000

Appendix E Qualitative Responses

What would you change to improve the teaching profession?

1. More resources! We are chronically under-staffed and under-funded and that makes the work very difficult.
2. The support of teachers from community and admin, reform around state testing, pay increase, and a treatment of the profession as a profession and career.
3. Smaller classes, more emphasis on student learning rather than standardized testing, and funding for classroom activities.
4. More time given for paperwork/planning/etc
5. higher pay, amount of hours teachers have to work OUTSIDE of school
6. Greater funding for behavioral and educational supports within schools, along with a smaller class ratio.
7. I wish the band curriculum was more culturally relevant. I work hard to incorporate relevant materials, videos, and examples to show students, but at least in Texas, I feel like band is still disconnected from what most people will experience musically after they graduate high school.
8. More practice with classroom management with difficult students.
9. The pay.
10. Respect for teachers, less emphasis on standardized testing
11. Less constraints with standardized testing
12. I wish there were more opportunities for teachers to influence education policy.
13. I would definitely make sure that students deal more realistically with parents.
14. Better compensation for the amount of work
15. More support for teachers in the classroom.
16. The strong hand of expectations on teachers to teach multiple curriculums also while trying to keep every student on the same track. Growth is more powerful than performance.
17. Adequate time to prep and recess for middle school students.
18. Better pay!
19. More hands on strategies that challenge students to think instead of standardized testing
20. More support in terms of both classroom materials and student behavior
21. Support from parents and administrators
22. More experience from the start
23. Less emphasis on "feels," more emphasis on "reals." Where you grow up and how poor you are doesn't change the way a mitochondria does it's thing. Where you come from doesn't matter, what you do matters, and if you're not doing what you need to do, then you deserve the F. Focusing on "cultural differences" or whatever other PC buzzword we're working under this week does nothing. The new state science standards and curriculum are a reflection of the failure of this line of thinking.
24. Being able to provide schools and students with the right outside resources, because there are many students whose educational needs are being hindered because their fundamental and other needs are not meet.
25. More teacher collaboration within the district.
26. More technology integration
27. There needs to be less emphasis on standardized testing. Teachers should have more training before having a solo classroom. There should be a teacher increase.