

First Teaching Job Survey



May 2024

**DEDICATED TO EXCELLENCE IN EDUCATION
THROUGH LEADERSHIP PARTNERSHIP AND
SERVICE.**

First job student teacher survey

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Introduction

The evidence from educational research is clear that the most important factor in students' success is the quality of their classroom teacher. Providing a quality education for all students means placing an effective teacher in every classroom. This goal can be accomplished only when districts are able to effectively recruit, develop, and retain highly effective educators.

Many districts, particularly those in rural settings, may struggle to find and recruit highly qualified candidates. In fact, many district leaders face the prospect of not being able to put anyone, much less a high-quality teacher, in front of each student on the first day of school. As a recipient of the Texas Education Agency's Strategic Compensation Fellowship and Grant, Region 15 put together a short survey instrument to potentially help answer the charge.

Instrumentation and Participants

A Google questionnaire was developed and offered to 57 clinical teachers from Angelo State University who were completing their "student teaching/residencies" and preparing to graduate. Wendy Sklenarik was instrumental in pushing out the e-mail links to the potential voluntary participants and her help is greatly appreciated.

Results

Forty of the 57 clinical teachers (70%) returned a completed survey. The actual instrument is provided on the next two pages. The student's results follow and were broken down into two distinct categories: (1) All participants and, (2) the 11 participants that indicated a preference to teach in a small town or small rural district for their first job. Results to individual questions are presented in both graphical and table formats.

Limitations - Results should be summarized considering the populations, sample size, and location of the participants. These items inhibit the survey results from being generalizable to other districts across the state.

First Job Student Teacher Survey

This survey will help districts determine what matters most to student teachers looking to secure their first full time teaching position.

1. **Type and Size of District** - *In my first job, I prefer to teach in a.....*

Small Rural (Generally, UIL "six man" schools)

Small Town (Mason, Brady, Wall, Big Spring)

Mid-size Town (Killeen, Del Rio, College Station)

Large Town (Amarillo, Abilene, San Angelo, Midland, Lubbock)

Suburban Community (Aledo, Lake Travis, Plano, Round Rock)

Large Urban (Metroplex, Austin, Houston, San Antonio)

Open to any size district

2. **Location** - *For my first job, I prefer to....*

Teach in the school or district I student taught in

Teach in a district near my university and student teaching experience

Teach in a district near my HS home town (if different from college)

A particular region of the state – what region(s)?

As far away from home as possible - Location does not matter

3. **What Matters** - *When it comes to selecting my first full time job, what matters the most? (Rank Order the following....)*

Size and location of the school district

Reputation of the district, campus, and/or community

Compensation Package

Campus or district leadership

Participation in a strong mentor program

Opportunities for professional growth

Availability of housing

4(a) Compensation - *When it comes to selecting my first job, I will primarily consider.....*

A strong starting base salary

Sign-on bonuses

The total compensation package (salary, insurance, other benefits)

Pay is secondary to being in the right district for me

4(b) Compensation - *When it comes to selecting my first full time job, what pay and benefits matter the most?
(Rank Order the following....)*

Starting Salary

Health Insurance

Extra duty pay and stipends for extracurricular activities or hard to fill teaching positions

Sign-on Bonus

District Participation in the Teacher Incentive Allotment

Day Care for Teacher's Children

Discounted School Housing

Pay off Student Loans

5. Gender

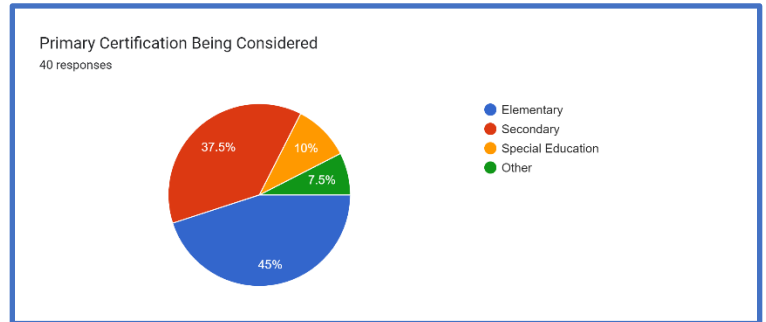
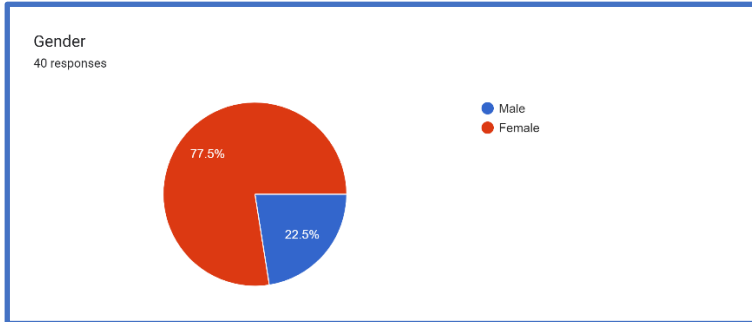
Male/Female

6. Primary Certification Being Considered

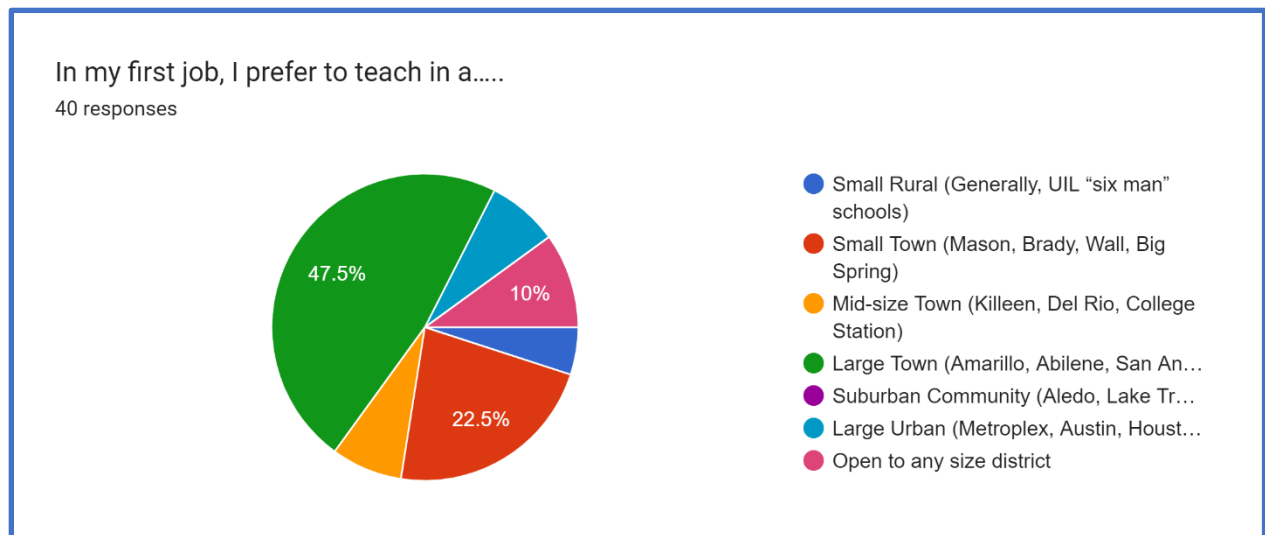
Elementary/Secondary/Special Ed/Other

First Job Student Teacher Survey

ALL RESPONSES

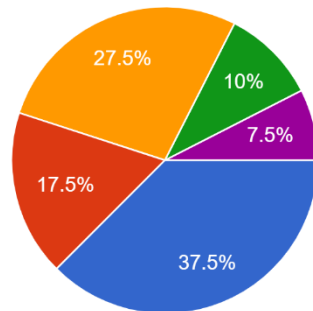


Where do they want to teach?



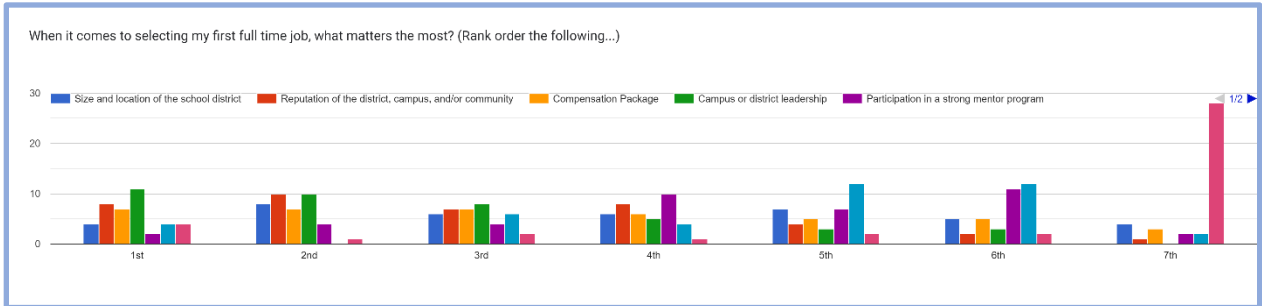
For my first job, I believe I would like to.....

40 responses



- Teach in the school or district I student teach in
- Teach in a district near my university and student teaching experience
- Teach in a district near my HS home town (if different from college)
- A particular region of the state
- As far away from home as possible..... or, location does not matter

What am I looking for in my first job? (Top three answers)

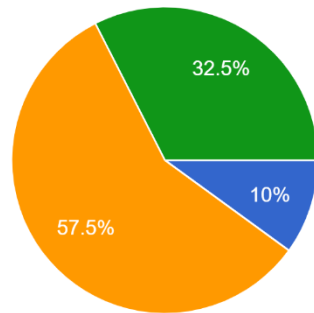


First Job Top 3	40 Responses	Percentage
Campus or District Leadership	29	73%
Reputation of District, Campus, and/or Community	25	63%
Pay/Compensation	21	53%

Compensation – 2 Part Question

When it comes to selecting my first job, I will primarily consider.....

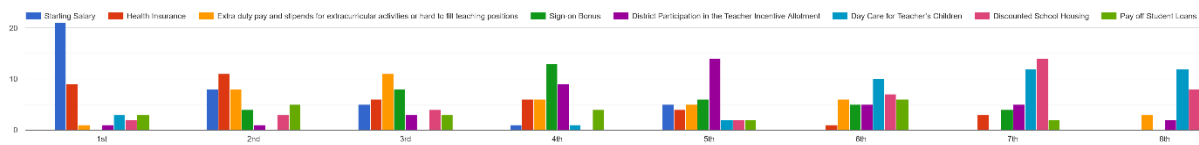
40 responses



- A strong starting base salary
- Sign-on Bonuses
- The total compensation package (salary, insurance, other benefits)
- Pay is secondary to being in the right district for me

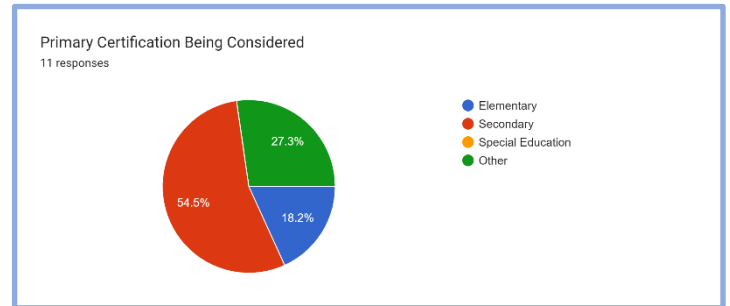
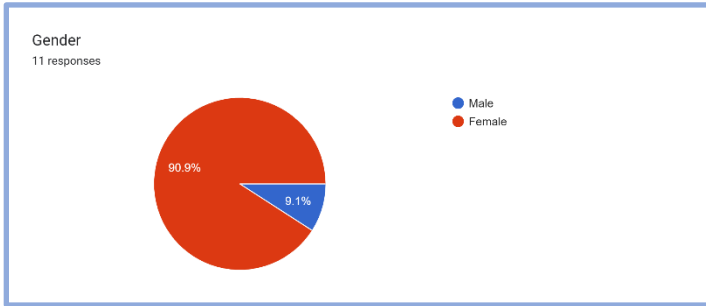
What pay and benefits matter the most? (Top three answers)

When it comes to selecting my first full time job, what pay and benefits matter the most? (Rank Order the following...)

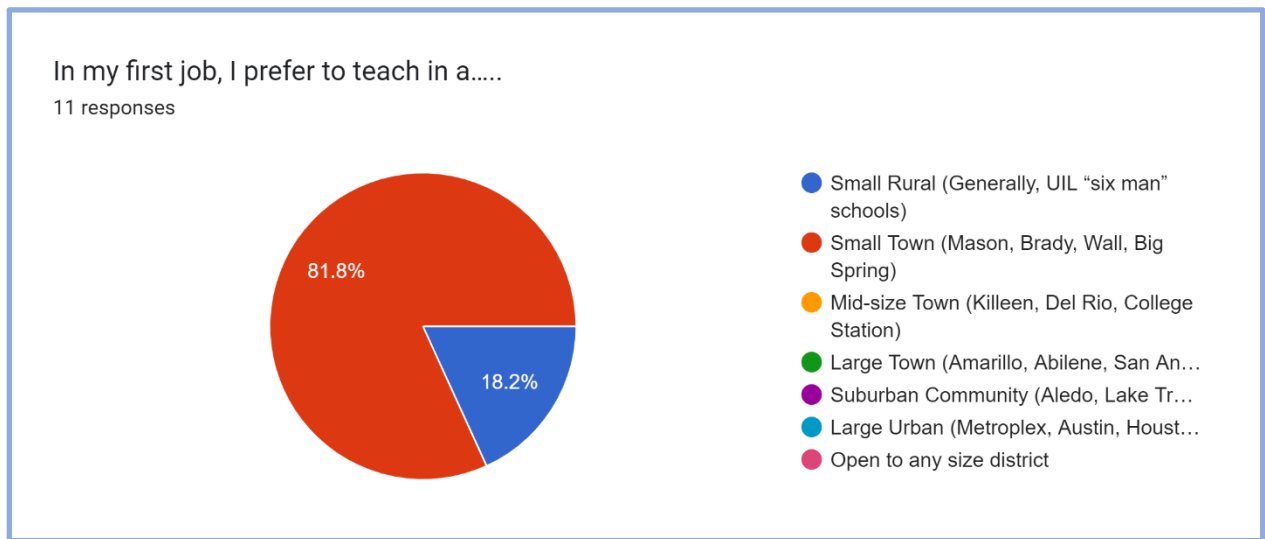


Compensation Top 3	40 Responses	Percentage
Starting Pay	34	85%
Insurance	26	65%
Extra Duty Pay and Stipends for Extracurricular activities or hard to fill positions	20	50%

Small and Rural Schools

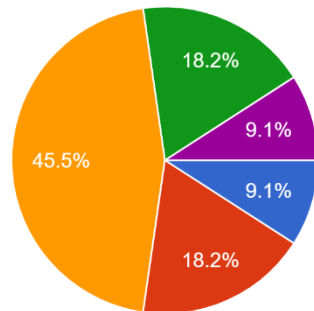


Where do they want to teach?



For my first job, I believe I would like to.....

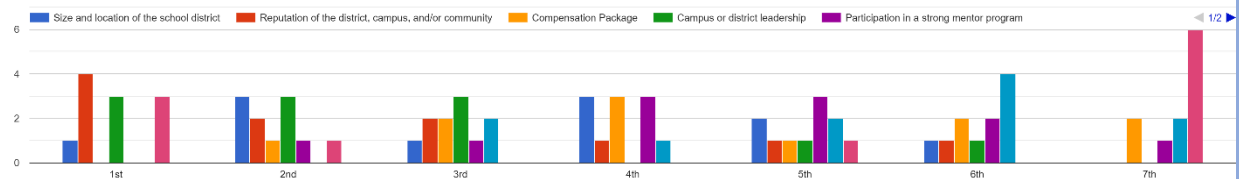
11 responses



- Teach in the school or district I student teach in
- Teach in a district near my university and student teaching experience
- Teach in a district near my HS home town (if different from college)
- A particular region of the state
- As far away from home as possible..... or, location does not matter

What am I looking for in my first job? (Top three answers)

When it comes to selecting my first full time job, what matters the most? (Rank order the following...)

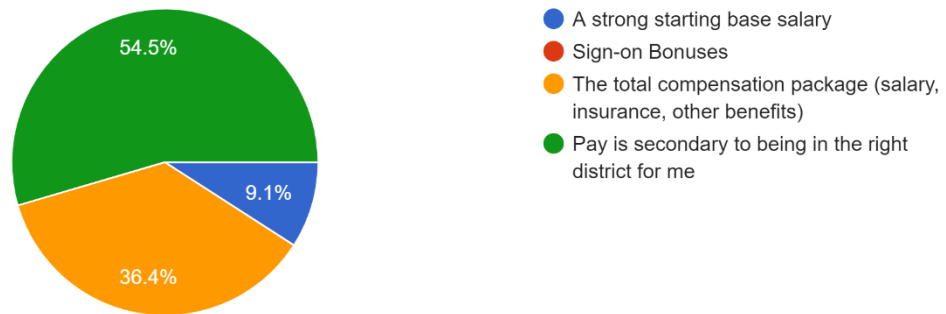


SMALL/RURAL First Job Top 3	11 Responses	Percentage
Campus or District Leadership	9	82%
Reputation of District, Campus, and/or Community	8	73%
Size and Location of District	5	45%

Compensation – 2 Part Question

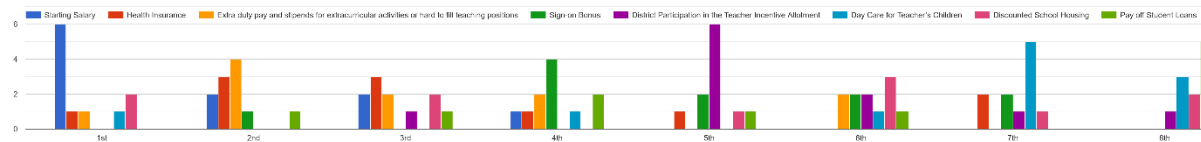
When it comes to selecting my first job, I will primarily consider.....

11 responses



What pay and benefits matter the most? (Top three answers)

When it comes to selecting my first full time job, what pay and benefits matter the most? (Rank Order the following...)



Compensation Top 3	11 Responses	Percentage
Starting Pay	10	91%
Health Insurance	7	64%
Extra Duty Pay and Stipends for Extracurricular activities or hard to fill positions	7	64%