

**EVALUATION OF THE  
BAY AREA SCHOOL REFORM  
COLLABORATIVE**

**DISTRICT ADMINISTRATOR SURVEY  
BASRC Districts**

2004



## ABOUT THE SURVEY

This survey is being conducted by the Center for Research on the Context of Teaching (CRC) at Stanford University and by MDRC as part of a longitudinal evaluation of the Bay Area School Reform Collaborative (BASRC) during the second phase of its work beginning in 2001.

District administrators from all BASRC districts are included in the survey. This survey asks district administrators to describe conditions in their schools and districts and to share experiences and views on initial work within their BASRC Local Collaborative. A similar survey is also being conducted to other districts in the Bay Area.

The questionnaire includes four parts:

- District Central Office Conditions
- District-School Relations
- BASRC Participation and Local Collaborative
- Professional Background and Experience

**Time needed to complete the questionnaire is approximately 40 minutes. Of course, additional written comments of any length are welcome.**

All responses are entirely confidential. The survey is governed by stringent Stanford University and MDRC regulations designed to safeguard study participants by ensuring privacy of individuals' responses. ID numbers are used for follow-up and record keeping. All survey results will be reported only in summary statistical form that ensures that **no individuals can be identified.**

**Thank you for contributing your time and thoughtful responses to this survey.** It is important that *all district administrators* in the Bay Area be represented in the survey.

### FOR FURTHER INFORMATION

If you have any questions about this survey, please feel free to call us collect:

Joan Talbert, CRC Co-Director, (650) 725-1241 or Pai-rou Chen, BASRC Project Director, (650) 725-9809, CRC, Stanford University



## DISTRICT CENTRAL OFFICE CONDITIONS

Questions in this section concern your district’s culture, conditions, and central office practices – including how district staff work together, share ideas, and support a vision of reform. Please respond according to your own experience and perceptions.

1. Please indicate how strongly you agree or disagree with each of the following statements regarding **how your district works with schools**.

This district ...	Strongly disagree					Strongly agree
a. Ensures that student learning is the “bottom line” in schools.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
b. Helps schools focus on teaching and learning.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
c. Builds community confidence in our schools.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
d. Is committed to high standards for every student.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
e. Has consistent standards from school to school.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
f. Promotes the professional development of all teachers.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
g. Uses data as a basis for decision-making.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
h. Is committed to ongoing reform.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	

2. Now consider your district’s approach to **resource allocation**. To what extent does your district do each of the following?

This district central office ...	Not at all					A great deal
a. Maintains on-going communication between site-level leaders and district administrators regarding schools’ resource needs.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
b. Concentrates resources on schools with the highest proportions of low-performing students.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
c. Acquires new funds in support of its reform work.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
d. Works with each school to ensure that categorical funds support its improvement effort.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
e. Eliminates special programs and funding not directly tied to its reform agenda.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
f. Is taking steps to ensure that its most qualified teachers staff low-performing schools.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
g. Promotes the view that equity often involves an unequal distribution of resources among district schools.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
h. Changes the allocation of resources based on evaluation of student and teacher needs.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
i. Assigns district administrators based on the needs of the individual schools.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
j. Works to recruit and retain a diverse teaching staff.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
k. Is working to ensure the schools have the resources needed to continue reform work next year.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	

3. Some strategies that districts might use to **close achievement gaps within and between schools** are listed below. How, if at all, is the district currently doing each of the following?

To address the special needs of target students, this district central office has...	Has not actively encouraged or enforced this	Has encouraged schools to do this	Enforces this as district policy
a. Created special academic programs for low-performing students.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
b. Focused professional development on instruction in heterogeneous classrooms.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
c. Assigned the most highly qualified teachers to classrooms and schools with target students.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
d. Established special support services (e.g., reading labs, tutoring centers).....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
e. Ensured small class sizes for these students.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
f. Worked with parents to design specific supports and interventions to enhance these students' learning opportunities.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
g. Reduced the number of pull-out programs.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
h. Implemented a supplemental reading program.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
i. Identified specific instructional strategies for target students.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
j. Required that schools use an ELD block (where ELLs are grouped by proficiency level).....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
k. Required that schools use a school- or grade-wide literacy block.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
l. Other (specify): _____	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>

4. Consider the following statements about how a district might work to **develop and broaden leadership**. To what extent does the district do each of the following?

This district...	Not at all					A great deal
a. Creates structure, time, and resources for administrators and teachers to participate in joint decision-making.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
b. Uses data to foster shared responsibility and accountability for closing achievement gaps.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
c. Shares responsibilities and decision-making with site-level administrators.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
d. Implements specific strategies to develop shared leadership between administrators and teachers.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
e. Creates opportunities for educators at the district and school level to take on new leadership roles.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	

5. This question concerns strategies a district might use to **promote accountability**. Please indicate whether your district does each of the following.

This district...	Does not do this	Does this informally	Enforces this as district policy
a. Uses benchmarks to evaluate the performance of individual schools.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
b. Ties school administrators' salaries (and bonuses) to the performance of their schools.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
c. Financially rewards schools that make significant overall progress in student achievement.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
d. Financially rewards schools that make significant progress in closing the achievement gap.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
e. Gives teachers financial rewards for the improved academic performance of their students.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
f. Other (Specify): .....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>

6. The following statements concern **context conditions of the district**. How well does each statement describe your district?

	Strongly disagree			Strongly agree	
a. The Board of Education understands and supports the reform work of the district.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
b. The Board of Education promotes inquiry as the basis for reform in the district and its schools.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
c. Members of the Board of Education are in agreement about important matters of education.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
d. As leaders and decision makers, members of the Board of Education act on their collective commitment to close achievement gaps across schools..	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
e. The Board of Education has been a catalyst for reform in the district.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
f. The Board of Education sometimes undermines the district reform efforts..	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
g. The teacher's union supports reform work underway in this district.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
h. The teacher's union sometimes stands in the way of innovations at the school site (e.g., teacher walk-thoughts).....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>

Continued from p.3

	Strongly disagree				Strongly agree
i. This district's current collective bargaining agreement limits reform work in this district.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
j. The relationship between this district and the union is one of mutual trust and respect.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
k. This district is competitive in recruiting qualified administrators.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
l. District policies and practices support the retention of effective administrators.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
m. This district is competitive in recruiting qualified teachers.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
n. District policies and practices support the retention of effective teachers....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>

7. Please mark the extent to which you agree or disagree with these statements about **district relations with parents and the broader community**.

	Strongly disagree				Strongly agree
a. Parents are well-informed about the district's improvement efforts.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
b. Parents are active partners in the district's improvement efforts.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
c. This district actively supports schools in developing new strategies for involving parents in their children's education.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
d. This district helps schools build trusting relationships with parents of low-performing students.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
e. This district makes a special effort to include all parent groups in decision-making.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
f. This district has forged partnerships with outside agencies and groups in the community to support education improvement.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
g. The local community is supportive of the district's reform efforts.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
h. This district has forged partnerships with higher education institutions in support of its reform work.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
i. The business community actively supports district reform goals and strategies.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
j. The district provides schools with resources needed for communicating with non-English speaking parents (e.g. translation of materials, translators).....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>



8. Now consider how **central office administration and staff** work together and indicate the extent to which you agree or disagree with each of the following statements.

Central office administrators and staff ...	Strongly disagree					Strongly agree
a. Share a clear vision for reform.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
b. Examine assessment of student performance in making decision about the district's curriculum.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
c. Examine progress toward the district's teaching.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
d. Collectively analyze student performance data.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
e. Have made changes designed to better meet the needs of our diverse student body.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
f. Are continually learning and seeking new ideas.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
g. Collect and use data to improve district support for schools.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
h. Are encouraged and supported in analyzing and discussing teacher performance data.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	

9. Please indicate to what extent your district central office staff is actively involved in using **Inquiry (Cycle of Inquiry)** in each of the following ways.

	No one	1 or 2 central office staff	A few central office staff	Most or all district central office staff
a. Examine district-wide student data and identify achievement gaps between schools.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
b. Examine district-wide student data and identify achievement gaps within schools.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
c. Investigate how particular state and district programs and policies have been implemented by schools.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
d. Examine how the district can differentiate its support for low-achieving schools to close the achievement gap between schools....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
e. Use data to answer questions about how teacher practices affect student achievement.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
f. Examine research to develop reform strategies to meet the needs of individual schools and their students.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>

Continued from p. 5

	No one	1 or 2 central office staff	A few central office staff	Most or all district central office staff
g. Revise district programs and policies based on feedback from schools.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
h. Use research findings to make program improvement decisions.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
i. Use student data to make decisions about targeting resources and setting policies.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
j. Examine data to evaluate the effectiveness of district programs and policies in supporting each school's improvement efforts.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
k. Use data to evaluate individual teachers' instructional effectiveness.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
l. Use data to evaluate administrators' effectiveness.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>

*Please add any comments you would like to make about your district's central office.*

## DISTRICT-SCHOOL RELATIONS

Questions in this section concern district central office relationships with schools and possible ways they might support improvement efforts in their schools.

10. To what extent does your district provide each of the following kinds of *support for school improvement*?

This district's central office ...	Not at all					A great deal
a. Helps schools develop and maintain high standards.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
b. Helps schools set benchmarks and evaluate progress toward school and district standards.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
c. Helps principals promote and nurture a focus on teaching and learning in school.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
d. Provides support so teachers adjust curriculum and instruction to meet all students' individual needs.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
e. Understands and is responsive to each school's data needs.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
f. Helps schools use information about student achievement relative to standards to improve instruction.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
g. Has a good understanding of each school's reform agenda.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
h. Provides different levels and kinds of support for school reform based on data on student skill gaps.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
i. Helps schools identify research-based strategies to better meet their reform goals.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
j. Supports schools' efforts to be accountable to their own local communities.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
k. Helps schools establish systems of governance and decision-making that include participation by key stakeholder groups (i.e., students, parents, and staff).....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
l. Helps schools maintain open communication and public accountability to key stakeholders regarding the performance of students and the school.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
m. Helps schools implement state programs and policies in support of their reform efforts.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
n. Fosters communication among schools in the district.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
o. Helps schools establish processes and strategies for handling stress, conflict, and divergent views.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
p. Uses the experiences of its schools to improve its strategies and approaches for supporting reform.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
q. Seeks and uses feedback from its schools in order to improve policies and practices.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
r. Supports collaboration between district schools.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	

11. Indicate the extent to which you agree or disagree with each of the following statements about **professional development** in your district.

Professional development in this district ...	Strongly disagree					Strongly agree
a. Is provided as part of a comprehensive plan .....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
b. Reflects a specific, coherent view of what quality instruction looks like.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
c. Is based on evidence of student needs .....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
d. Is tailored to each school's improvement needs .....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
e. Is regularly evaluated .....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
f. Includes peer observations and review .....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
g. Includes provision of structures and opportunities for collaboration among schools and teachers .....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
h. Differentiates support for teachers at different stages of their careers...	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
i. Targets struggling teachers with intensive support .....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
j. Promotes differentiated instruction for low-performing students.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
k. Provides leaders with opportunities for modeling or shadowing.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
l. Is tailored to the needs of individual administrators.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
m. Supports administrators' capacity to assess and improve teacher effectiveness .....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
n. Provides targeted support to principals in low-performing schools.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
o. Provides intensive support for teachers' implementation of the district's literacy program.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
p. Provides intensive support for teachers' implementation of the district's math program.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	

12. Schools often use several **kinds of data** to evaluate their overall success and identify areas for further attention. Indicate which kind(s) and in which formats your district regularly provides the following information to schools. Check (✓) all that apply.

This district regularly provides schools with...	School level data disaggregated across...				Grade level data disaggregated across...			
	Race and Ethnicity	Socio-economic Status	English Language proficiency status	English Language proficiency status and native language	Race and Ethnicity	Socio-economic Status	English Language proficiency status	English Language proficiency status and native language
<b>Outcome data from the district</b>								
a. Assessments of student performance in core content Areas	<input type="checkbox"/> <sub>a</sub>	<input type="checkbox"/> <sub>b</sub>	<input type="checkbox"/> <sub>c</sub>	<input type="checkbox"/> <sub>d</sub>	<input type="checkbox"/> <sub>e</sub>	<input type="checkbox"/> <sub>f</sub>	<input type="checkbox"/> <sub>g</sub>	<input type="checkbox"/> <sub>h</sub>
b. Assessments that identify students' specific knowledge and skills within subjects	<input type="checkbox"/> <sub>a</sub>	<input type="checkbox"/> <sub>b</sub>	<input type="checkbox"/> <sub>c</sub>	<input type="checkbox"/> <sub>d</sub>	<input type="checkbox"/> <sub>e</sub>	<input type="checkbox"/> <sub>f</sub>	<input type="checkbox"/> <sub>g</sub>	<input type="checkbox"/> <sub>h</sub>
c. Assessments of English language proficiency (progress in learning English as a second language)	<input type="checkbox"/> <sub>a</sub>	<input type="checkbox"/> <sub>b</sub>	<input type="checkbox"/> <sub>c</sub>	<input type="checkbox"/> <sub>d</sub>	<input type="checkbox"/> <sub>e</sub>	<input type="checkbox"/> <sub>f</sub>	<input type="checkbox"/> <sub>g</sub>	<input type="checkbox"/> <sub>h</sub>
<b>Outcome data from the state</b>								
d. Assessments of student performance in core content areas	<input type="checkbox"/> <sub>a</sub>	<input type="checkbox"/> <sub>b</sub>	<input type="checkbox"/> <sub>c</sub>	<input type="checkbox"/> <sub>d</sub>	<input type="checkbox"/> <sub>e</sub>	<input type="checkbox"/> <sub>f</sub>	<input type="checkbox"/> <sub>g</sub>	<input type="checkbox"/> <sub>h</sub>
e. Assessments that identify specific knowledge and skills within subjects	<input type="checkbox"/> <sub>a</sub>	<input type="checkbox"/> <sub>b</sub>	<input type="checkbox"/> <sub>c</sub>	<input type="checkbox"/> <sub>d</sub>	<input type="checkbox"/> <sub>e</sub>	<input type="checkbox"/> <sub>f</sub>	<input type="checkbox"/> <sub>g</sub>	<input type="checkbox"/> <sub>h</sub>
f. State graduation / exit exams	<input type="checkbox"/> <sub>a</sub>	<input type="checkbox"/> <sub>b</sub>	<input type="checkbox"/> <sub>c</sub>	<input type="checkbox"/> <sub>d</sub>	<input type="checkbox"/> <sub>e</sub>	<input type="checkbox"/> <sub>f</sub>	<input type="checkbox"/> <sub>g</sub>	<input type="checkbox"/> <sub>h</sub>
<b>Other student data</b>								
g. Diagnostic assessments of student literacy/reading progress	<input type="checkbox"/> <sub>a</sub>	<input type="checkbox"/> <sub>b</sub>	<input type="checkbox"/> <sub>c</sub>	<input type="checkbox"/> <sub>d</sub>	<input type="checkbox"/> <sub>e</sub>	<input type="checkbox"/> <sub>f</sub>	<input type="checkbox"/> <sub>g</sub>	<input type="checkbox"/> <sub>h</sub>
h. Reclassification/transition rates for English Language Learners	<input type="checkbox"/> <sub>a</sub>	<input type="checkbox"/> <sub>b</sub>	<input type="checkbox"/> <sub>c</sub>	<input type="checkbox"/> <sub>d</sub>	<input type="checkbox"/> <sub>e</sub>	<input type="checkbox"/> <sub>f</sub>	<input type="checkbox"/> <sub>g</sub>	<input type="checkbox"/> <sub>h</sub>
i. Student mobility	<input type="checkbox"/> <sub>a</sub>	<input type="checkbox"/> <sub>b</sub>	<input type="checkbox"/> <sub>c</sub>	<input type="checkbox"/> <sub>d</sub>	<input type="checkbox"/> <sub>e</sub>	<input type="checkbox"/> <sub>f</sub>	<input type="checkbox"/> <sub>g</sub>	<input type="checkbox"/> <sub>h</sub>
j. Student attendance	<input type="checkbox"/> <sub>a</sub>	<input type="checkbox"/> <sub>b</sub>	<input type="checkbox"/> <sub>c</sub>	<input type="checkbox"/> <sub>d</sub>	<input type="checkbox"/> <sub>e</sub>	<input type="checkbox"/> <sub>f</sub>	<input type="checkbox"/> <sub>g</sub>	<input type="checkbox"/> <sub>h</sub>
k. Student survey responses	<input type="checkbox"/> <sub>a</sub>	<input type="checkbox"/> <sub>b</sub>	<input type="checkbox"/> <sub>c</sub>	<input type="checkbox"/> <sub>d</sub>	<input type="checkbox"/> <sub>e</sub>	<input type="checkbox"/> <sub>f</sub>	<input type="checkbox"/> <sub>g</sub>	<input type="checkbox"/> <sub>h</sub>
l. Student discipline data (e.g. suspensions, incidences, etc)	<input type="checkbox"/> <sub>a</sub>	<input type="checkbox"/> <sub>b</sub>	<input type="checkbox"/> <sub>c</sub>	<input type="checkbox"/> <sub>d</sub>	<input type="checkbox"/> <sub>e</sub>	<input type="checkbox"/> <sub>f</sub>	<input type="checkbox"/> <sub>g</sub>	<input type="checkbox"/> <sub>h</sub>
m. Other (Specify):	<input type="checkbox"/> <sub>a</sub>	<input type="checkbox"/> <sub>b</sub>	<input type="checkbox"/> <sub>c</sub>	<input type="checkbox"/> <sub>d</sub>	<input type="checkbox"/> <sub>e</sub>	<input type="checkbox"/> <sub>f</sub>	<input type="checkbox"/> <sub>g</sub>	<input type="checkbox"/> <sub>h</sub>

Please add any comments you would like to make about your district-school relations.

## BASRC PARTICIPATION AND LOCAL COLLABORATIVE

This section addresses your district's involvement with BASRC and with your Local Collaborative. Please respond according to your experience and perceptions.

13. Please indicate the extent to which **you were involved**, if at all, in each of the following **BASRC** activities in the past 12 months.

	I was not involved		I was very involved	
a. Summer Leadership Institute (Summer 2003).....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
b. Best Practices Institute (June 2004).....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
c. District Leaders' Network.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
d. Review of Progress (ROP) documents (May 2004).....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
e. Coaching from a Local Collaborative Coach.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
f. Coaching from BASRC staff.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
g. BASRC Listserves.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
h. Professional development with our support provider (write in name): _____	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
i. Other (Specify): _____	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>

14. Please indicate how often, if at all, you have worked with your district's **Executive Coach** during the past year on each of the following.

➤ ***If you do not work in a Focal District, please skip to Question #15***

<i>With my district's BASRC Executive Coach, I have...</i>	Never	Once	A few times	Many times
a. Analyzed and discussed student achievement data.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
b. Analyzed and discussed other kinds of data (e.g., survey data).....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
c. Worked on Cycle of Inquiry (to evaluate a specific reform effort).....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
d. Reflected on my management style.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
e. Researched curricula and textbooks.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
f. Planned district staff development.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
g. Discussed strategies for district reform.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
h. Worked on communications with schools.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
i. Other (Specify): _____	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>

15. About how often have you done each of the following activities with other educators in your Local Collaborative in the school year of 2003-04?

With other members of the local collaborative this year, I have...	Never	Once	A few times	Many times
a. Discussed ideas on teaching strategies and student learning.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
b. Discussed ideas and instructional strategies for closing achievement gaps within schools.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
c. Worked on aligning curricula and instruction across grade levels.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
d. Shared strategies for involving more teachers in inquiry-based reform.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
e. Planned professional development opportunities across schools.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
f. Discussed specific challenges school(s) and the district(s) face in its reform efforts.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
g. Worked on accountability and reporting to the public.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
h. Discussed what schools and the district central office have learned at workshops or conferences.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
i. Discussed district strategies for addressing the resource needs of low-performing schools.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
j. Analyzed and discussed student achievement data.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
k. Discussed the adoption of curriculum programs and textbooks.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>
l. Analyzed and discussed teacher performance data.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>

16. Please write in the name of each district school you have worked with on data-based inquiry and reform planning:

a. \_\_\_\_\_

b. \_\_\_\_\_

c. \_\_\_\_\_

17. To what extent do you agree or disagree with each of the following statements about **relationships within your Local Collaborative**.

	Strongly disagree				Strongly agree
a. Educators throughout this Local Collaborative provide support and feedback to one another.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
b. The relationship between schools in this Local Collaborative is one of respect and trust.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>

Continued from p.11

	Strongly disagree				Strongly agree
c. The relationship between Local Collaborative schools and the district is one of respect and trust.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
d. Schools in this Local Collaborative have developed a shared understanding of how to further their reform work.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
e. Schools in this Local Collaborative provide the district meaningful feedback on strategies to better support inquiry-based reform.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
f. The district is accountable to the Local Collaborative for actively supporting inquiry-based reform.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
g. The work of the Local Collaborative is helping the district to address special needs of low-performing schools.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
h. Principals and coaches bring back ideas from BASRC networks and share them with the Local Collaborative.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>

18. On the basis of your experience, please indicate how valuable each of the following aspects of the Local Collaborative and BASRC have been in supporting your **district central office's progress** to improve practice through inquiry-based reform?

	Not useful				Extremely useful	N/A
a. Coaching support from a Local Collaborative Coach.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>
b. Coaching support from BASRC staff.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>
c. Coaching support from an Executive Coach.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>
d. Working with the Local Collaborative as a whole.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>
e. Sharing ideas with other BASRC district(s).....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>
f. BASRC tools and protocols (e.g. Review of Progress, rubrics for moral and ethical leadership).....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>
g. BASRC-convened meetings (e.g. Summer Institute; District Leaders' Network meetings).....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>
h. BASRC funding.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>
i. <i>Flexibility</i> of BASRC funding.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>
j. Other (Specify): .....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>



19. Now consider your interactions with BASRC schools and districts **beyond your own Local Collaborative** . To what extent do you consider each of the following useful for your district's work on inquiry-based reform?

How useful have interactions with OTHER BASRC districts and schools been for improving your district's...	Not useful					Extremely useful
	1	2	3	4	5	
a. Data systems.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
b. Standards and assessments.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
c. Strategies for professional development.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
d. Budgeting and resource allocation strategies.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
e. Reform leadership.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
f. Use of BASRC tools.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
g. Efforts to close student achievement gaps within and across schools.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
h. Use of research-based reform practices.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	
i. Strategies for continuing and sustaining reform.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	

20. What best describes the **status of BASRC funds in your district for 2004-05?**

- No carry-over funds..... 1
- Minimal carry-over funds (less than 25% of 2003-04 expenditures)..... 2
- Moderate carry-over funds (25 - 50% of 2003-04 expenditures)..... 3
- Substantial carry-over funds (more than 75% of 2003-04 expenditures)..... 4

21. Without continued BASRC funding in **2004-05**, how will each of the following **reform activities** be affected in your district?

	Will continue at 2003-04 level	Will continue at reduced level	Will discontinue
a. Reform coaching.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
b. School collaboration time.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
c. Time for teacher collaboration at grade levels or departments.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
d. Work on articulation of instruction across school levels.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
e. Work focused on special needs of under-performing students.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
f. Resources for external support providers.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>

**Continued from p. 13**

	Will continue at 2003-04 level	Will continue at reduced level	Will discontinue
g. District-wide professional development.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
h. Small class size.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
i. After-school programs for under-performing students.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
j. On-site support by literacy specialists or coordinators.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
k. ELD specialists at the site.....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
l. Other (Specify): _____	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>

*Please add any comments you would like to make about BASRC.*

**PROFESSIONAL BACKGROUND AND EXPERIENCE**

Questions 22-25 concern your background and experience.

22. *How many years have you working in this district as a:* (Include the school year of 2003-04)

- Teacher \_\_\_\_\_ years
- Principal \_\_\_\_\_ years
- Other school-level administrator \_\_\_\_\_ years
- District level staff \_\_\_\_\_ years

23. *How many years did you work in other district(s) as a:*

- Teacher \_\_\_\_\_ years
- Principal \_\_\_\_\_ years
- Other school-level administrator \_\_\_\_\_ years
- District level staff \_\_\_\_\_ years

24. *Have you worked in any other schools/districts that participated in BASRC between 1996 and 2001?*

- Yes
- No

- If yes, a. In what role? \_\_\_\_\_
- b. Where? \_\_\_\_\_
- c. For how long? \_\_\_\_\_

25. *Please check the box(es) next to the degree(s) you hold. Write in your major and minor fields of study for each degree. (If you do not have a second major or minor field, please write "none.")*

Major field		Second major or minor field
<input type="checkbox"/> <sub>a</sub>	Bachelor's Degree _____	_____
<input type="checkbox"/> <sub>b</sub>	Master's Degree _____	_____
<input type="checkbox"/> <sub>c</sub>	Doctorate Degree _____	_____
<input type="checkbox"/> <sub>d</sub>	Other Degree(s) or Credentials _____	_____

*Additional comments about your professional background are welcome.*

**THANK YOU FOR THE TIME AND THOUGHT YOU CONTRIBUTED TO THIS SURVEY!**