

CRC SURVEY MEASURES OF
TEACHERS' PROFESSIONAL COMMUNITY,
COMMITMENT, AND INSTRUCTIONAL ADAPTATION¹

These survey measures were constructed using the 1991 CRC teacher survey instrument and data (N= 16 schools; 630 teachers). Items used to construct each scale are identified by their number in the CRC 1991 Teacher Questionnaire. In some instances, CRC survey items replicate teacher survey items from the 1984 ATS national survey (part of the High School & Beyond Program conducted by the National Center for Educational Statistics) ; the corresponding ATS question number is reported in parentheses. A "V" following an item indicates that the item values were reversed for inclusion in the scale. For each scale, the number of component items and their internal consistency (Alpha reliability score) are indicated.

I. PROFESSIONAL COMMUNITY INDICATORS

A. Collegiality (5-item scale: Alpha=.84)

CRC #29 (ATS #19). Using the scale provided, please indicate the extent to which you agree or disagree with each of the following statements:

a (d). You can count on most staff members to help out anywhere, anytime--even though it may not be part of their official assignment

w (x). Teachers in this school are continually learning and seeking new ideas

y (dd). There is a great deal of cooperative effort among staff members

z (ee). Staff members maintain high standards

cc (gg). This school seems like a big family, everyone is so close and cordial

B. Faculty Innovativeness (5 items; Alpha=.79)

CRC #29. Using the scale provided, please indicate the extent to which you agree or disagree with each of the following statements:

¹ This document enumerates only those CRC scales analyzed in Contexts That Matter for Teaching and Learning: Strategic Opportunities for Meeting the Nation's Education Goals (M.W. McLaughlin and J.E. Talbert, CRC, Stanford University: March 1993).

e. In this school, we solve problems; we don't just talk about them.

i. My job provides me continuing professional stimulation and growth.

t. In this school, I am encouraged to experiment with my teaching.

ee. The principal is interested in innovation and new ideas.

ii. I can get good advice from other teachers in this school when I have a teaching problem.

C. Support for Learning² (2 items; Alpha=.66)

CRC #18. Please indicate how strongly you agree or disagree with each of the following statements regarding your current feelings about teaching in general and your present job

a. I feel that I have many opportunities to learn new things in my present job.

b. I feel supported by colleagues to try out new ideas.

D. District Community (6 items; Alpha=.82)

CRC #19. Now indicate how strongly you agree or disagree with the statements regarding your feelings about the district in which you teach.

a. I would accept almost any class or school assignment in order to keep working for this district.

b. It would take very little change in my present circumstances to cause me to leave this district. -V

c. I feel that this district inspires the very best in the job performance of its teachers.

² A global measure of Teacher Learning Opportunities (8 items; Alpha=.85) combines the Support for Learning items (18a, b), items from the Faculty Innovation scale (18e, i, t, ee), and two additional items: 18k. "The staff seldom evaluates its programs and activities" (reverse coded) and 18w. "Teachers in this school are constantly learning and seeking new ideas." The component scales of this global measure are used in the analysis for Figure 3.

d. Often I find it difficult to agree with this district's policies on important matters relating to its teachers. -V

e. I am proud to tell others that I work for this district.

f. The district is a source of considerable dissatisfaction with my teaching job. -V

II. PROFESSIONAL COMMITMENT

C. Professional Commitment Index (8 items; Alpha=.75)

CRC #18. Please indicate how strongly you agree or disagree with each of the following statements regarding your current feelings about teaching in general and your present job.

c. I think that the stresses and disappointments involved in teaching at this school aren't really worth it. -V

d. I am willing to put in a great deal of effort beyond that usually expected of teachers.

e. If I could get a higher paying job, I'd leave teaching in a minute. -V

f. In general, I really enjoy my students.

h. I don't seem to have as much enthusiasm now as I did when I began teaching. -V

i. I really love the subject I teach most frequently.

j. I think about transferring to another school. -V

l. I feel little loyalty to the teaching profession.- V

III. CLASSROOM INSTRUCTION

Adaptation to Students (NELS:88 Items) 2-item scale; Alpha=. 72)

CRC #7. (replicates NELS:88 items and CRC 89, 90 items). On the scale below, indicate the extent to which you agree or disagree with each of the following statements:

c. If some students in my class are not doing well, I feel that I should change my approach to the subject.

d. By trying a different teaching method, I can significantly affect a student's achievement.