

# **First Teaching Job Survey**



**May 2023**

**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 and Fellowship 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 two target audiences. The first group consisted of high school seniors who were enrolled in the Region 15 Educational Service Center's Rise and Teach program. According to the service center web site, the mission is stated as follows: *Rise and Teach Education, an initiative geared to support the next great Texas educators, was created to assist students who are intent on becoming aspiring new teachers, in supporting the transition to higher education through partnerships with the Education Service Center Region 15, Angelo State University, Howard College, educator professionals, and local communities.* The second target audience was clinical teachers from Angelo State University who were completing their "student teaching" and preparing to graduate. Leaders of the two programs were instrumental in pushing out the e-mail links to the potential voluntary participants.

### **Results**

A total of 58 student participants returned a completed survey (nineteen Rise and Teach students and 39 Angelo State clinical teachers). The actual instrument is provided on the next page with the results following. The student's results were broken down into three distinct categories: 1) All participants, 2) participants that indicated a first job preference to teach in a small town or small rural district, and 3) students who specifically indicated they preferred to teach in a small rural school 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....)*

Reputation of the district, campus, and/or community

Size and location of the school district

Availability of housing

Campus or district leadership

Compensation Package

Participation in a strong mentor program

Teaching Assignment

Opportunities for professional growth

Type of students I will have

**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

Sign-on Bonus

Health Insurance

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

Day Care for Teacher's Children

School Housing

Local Sick Leave

Pay off Student Loans

**5. Gender**

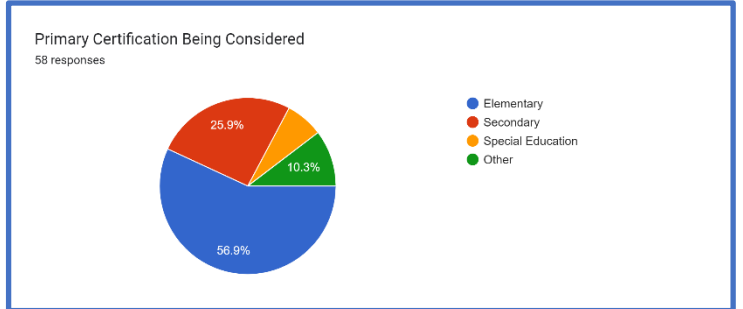
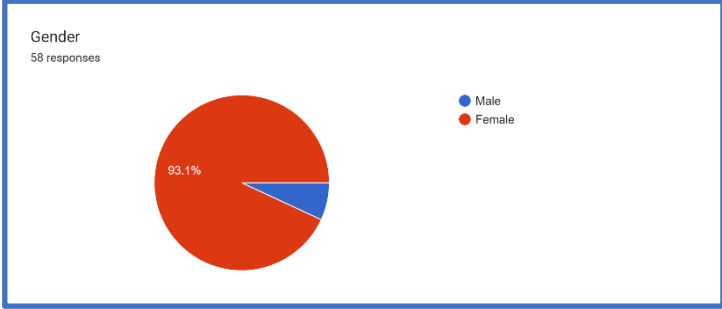
Male/Female

**6. Primary Certification**

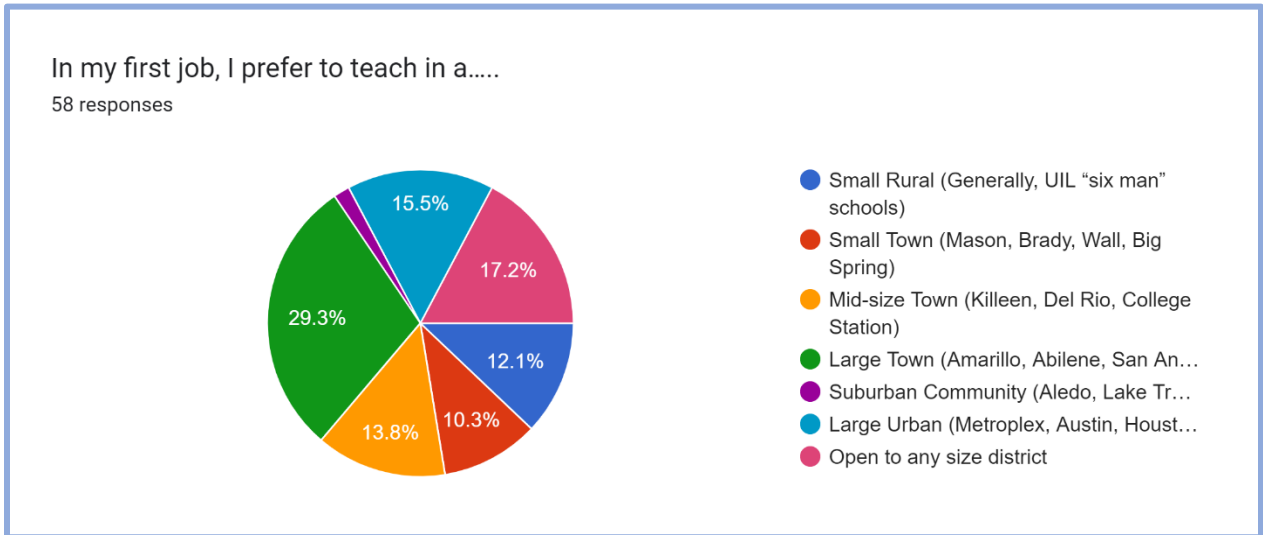
Elementary/Secondary/Special Ed/Other

# First Job Student Teacher Survey

## ALL RESPONSES

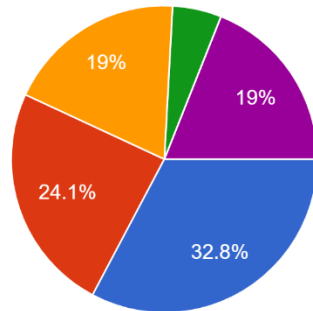


### Where do they want to teach?



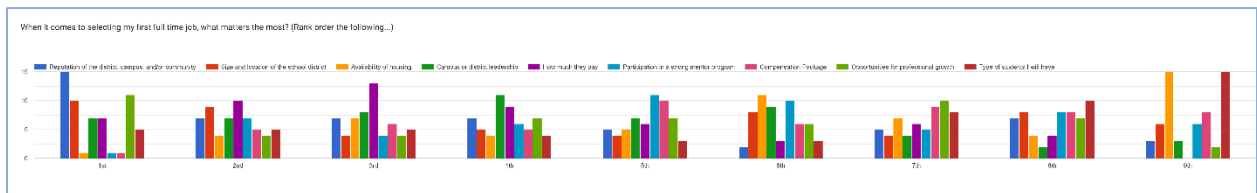
For my first job, I believe I would like to.....

58 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?

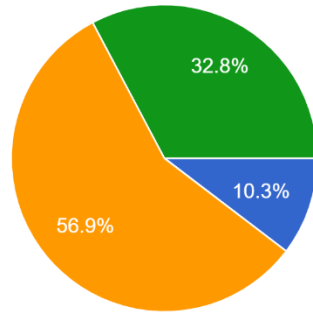


First Job Top 3	58 Responses	Percentage
Pay/Compensation	30	52%
Reputation of District, Campus, and/or Community	29	50%
Campus or District Leadership	22	38%

## Compensation – 2 Part Question

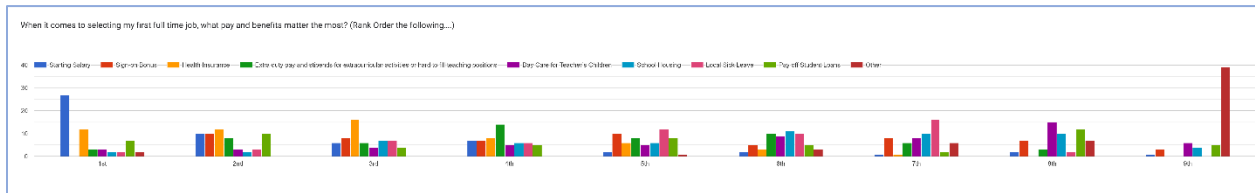
When it comes to selecting my first job, I will primarily consider.....

58 responses



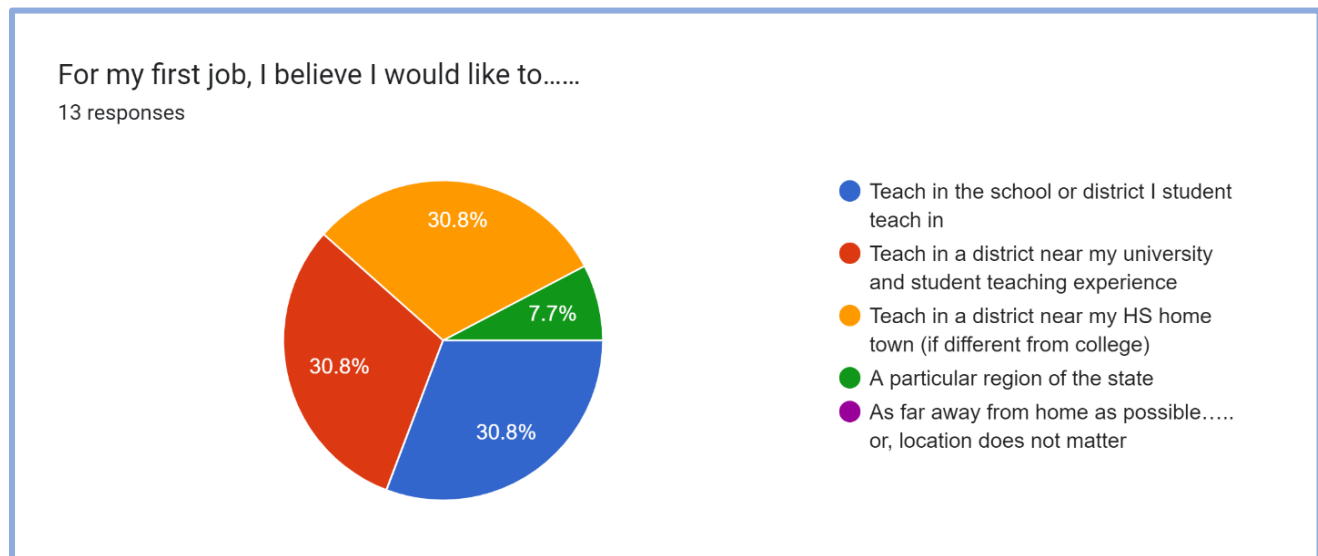
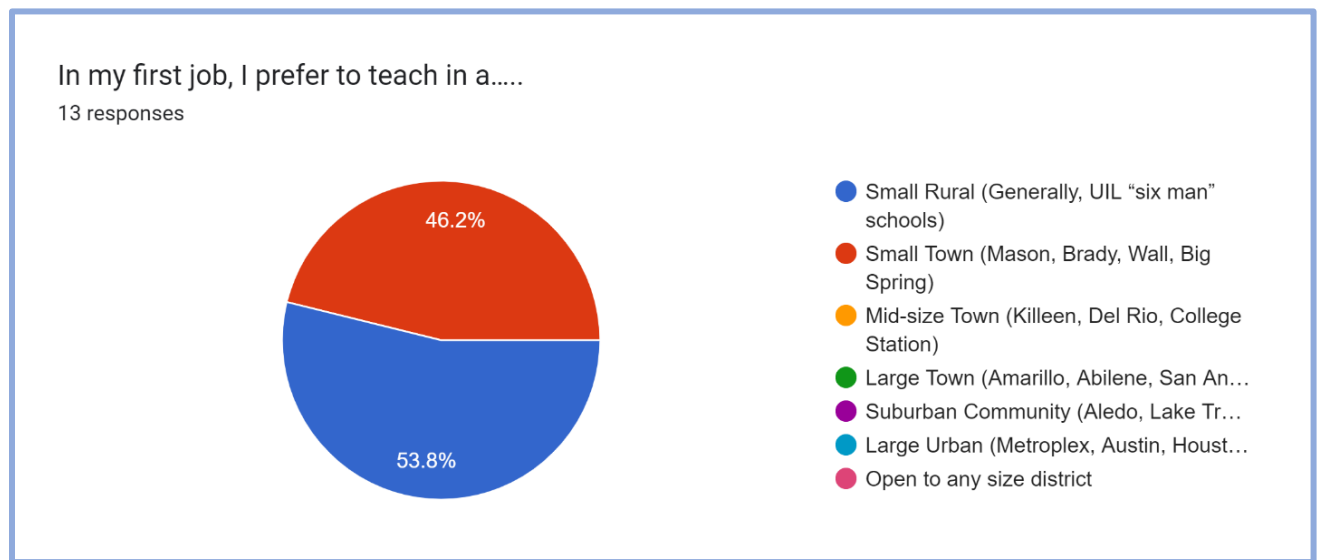
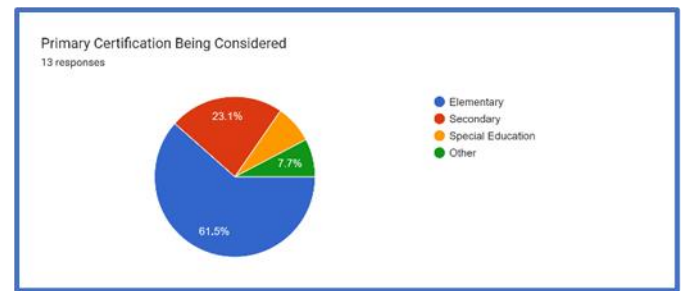
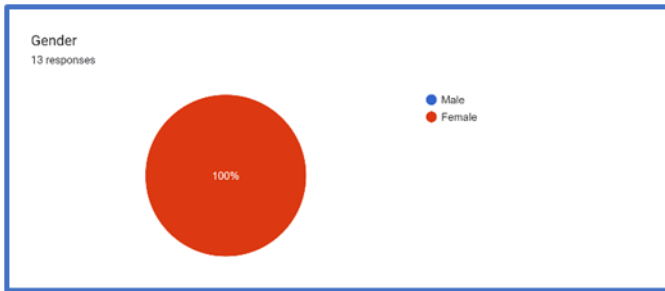
- A strong starting base salary
- Sign-on Bonuses
- The total compensation package (salary, insurance, other benefits)
- Pay is secondary to being in the right district for me

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



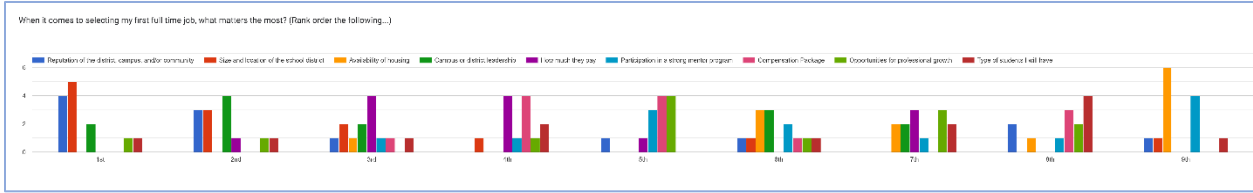
Compensation Top 3	58 Responses	Percentage
Starting Pay	43	74%
Insurance	40	69%
Sign-on Bonus	18	31%

## SMALL AND RURAL SCHOOLS



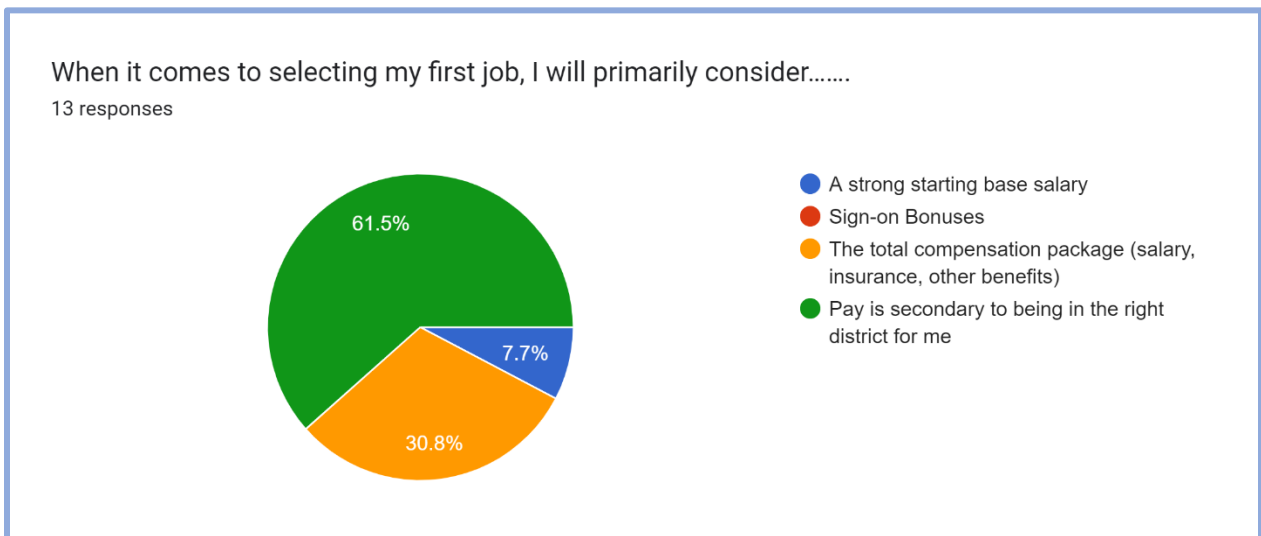


## What am I looking for in my first job?

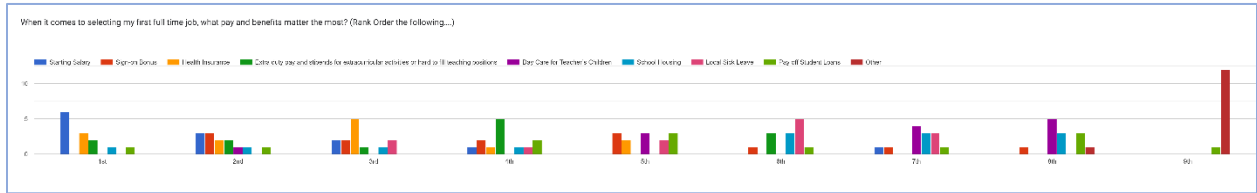


SMALL/RURAL First Job Top 3	13 Responses	Percentage
Size and Location of District	10	77%
Reputation of District, Campus, and/or Community	8	62%
Campus or District Leadership	8	62%

## Compensation – 2 Part Question

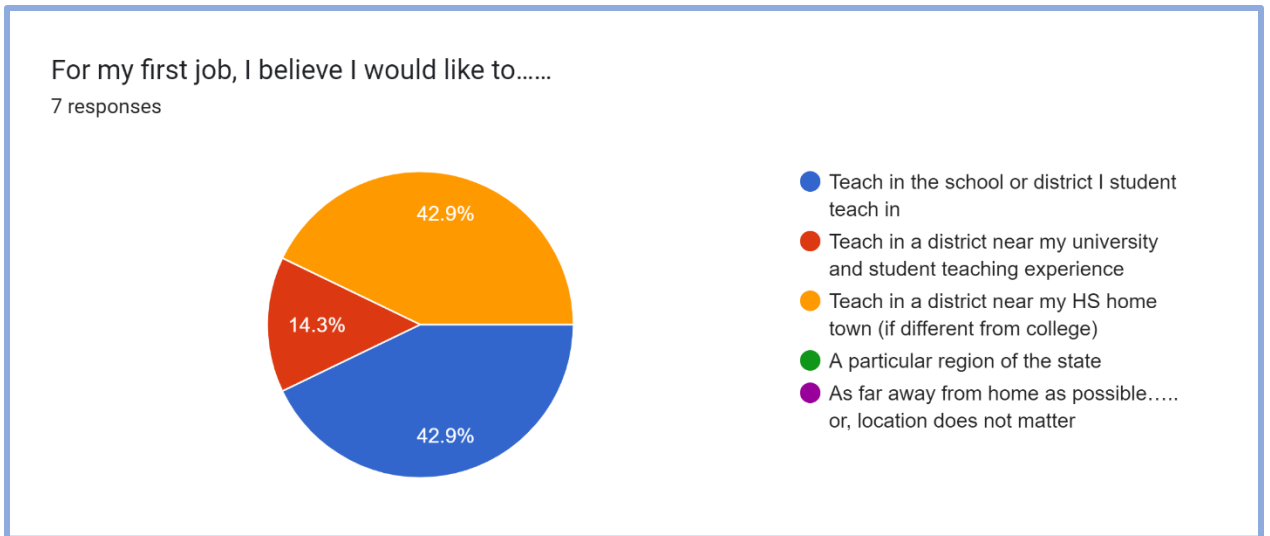
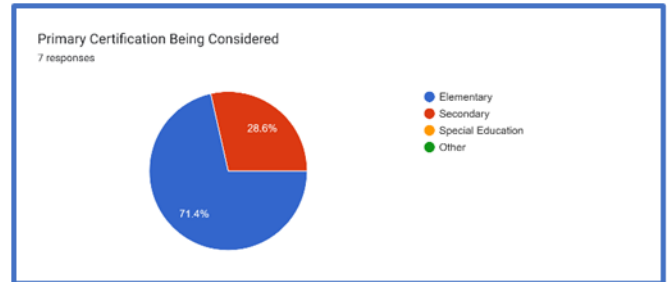
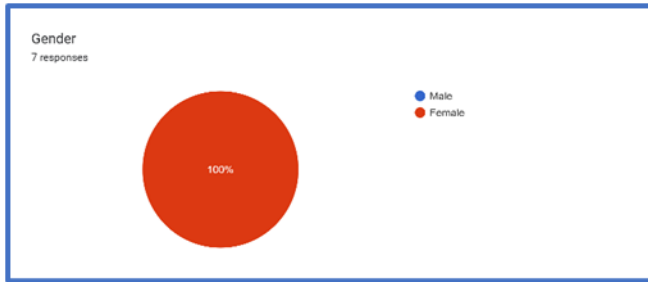


## What pay and benefits matter the most? (Top three answers)

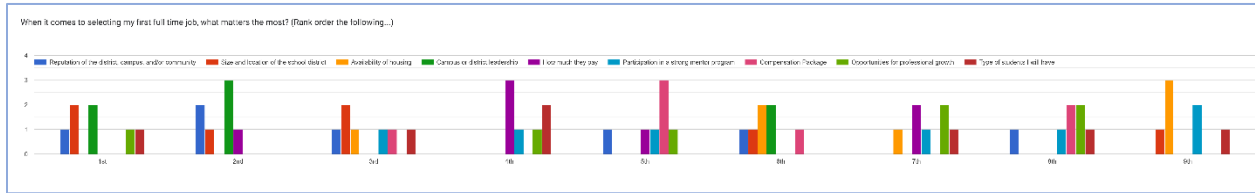


SMALL/RURAL CompensationTop 3	13 Responses	Percentage
Starting Pay	11	85%
Insurance	8	62%
Sign-on Bonus	5	38%

# Rural Schools

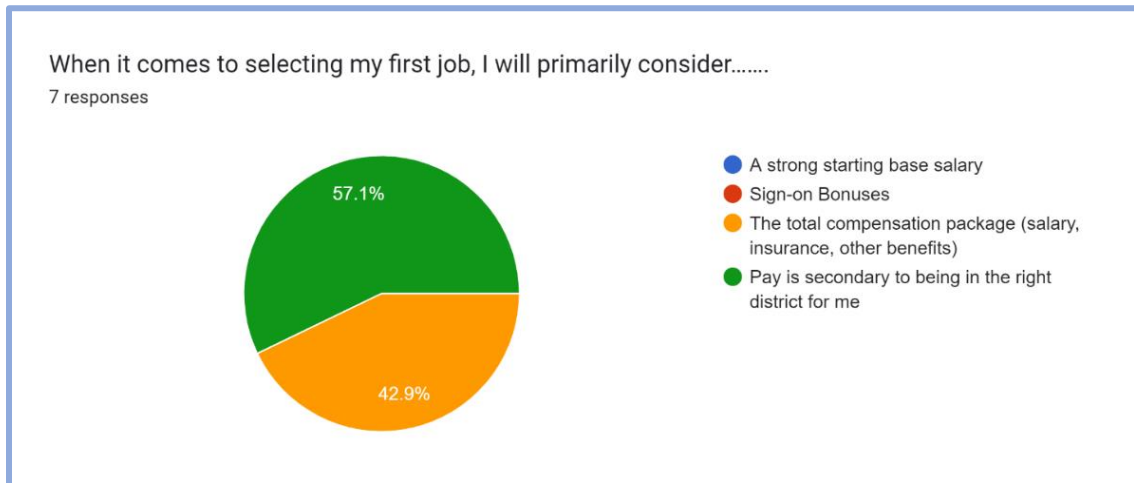


## What am I looking for in my first job?



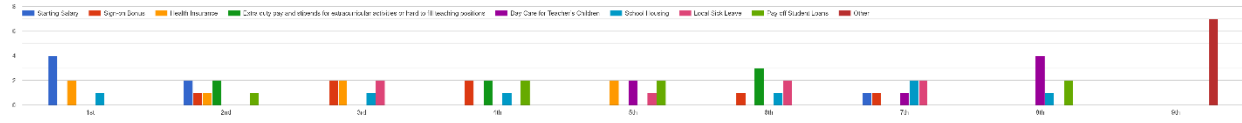
RURAL First Job Top 3	7 Responses	Percentage
Campus or District Leadership	6	86%
Size and Location of District	5	71%
Reputation of District, Campus, and/or Community	4	57%

## Compensation – 2 Part Question



## 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...)



RURAL Compensation Top 3	7 Responses	Percentage
Starting Pay	6	86%
Insurance	5	71%
Sign-on Bonus	3	43%