

OREGON SPECIAL EDUCATOR RECRUITMENT & RETENTION SURVEY

A. BACKGROUND INFORMATION

1. Please check the following box that best describes your current situation:

- Beginning (1st or 2nd year) special educator/related service provider, prepared in Oregon.
- Beginning (1st or 2nd year) special educator/related service provider, prepared outside of Oregon.
- Experienced (3+ years) Oregon special educator/related service provider, new to this position.
- Experienced (3+ years) special educator/related service provider, new to Oregon.
- Experienced (3+ years) educator/therapist, new to Special Education.
- Other: _____

2. Please identify the age group you primarily work with:

- EI/ECSE
- Elementary School.
- Middle School
- High School
- Other: _____

3. How well do you feel that your training and experienced prepared you for your current job roles and responsibilities?

Very well Prepared	Well Prepared	Unevenly Prepared	Not well Prepared	Not at all Prepared
5	4	3	2	1

B. RECRUITMENT AND HIRING

4. If you are new to Oregon, what were the main reasons you relocated here?

5. How did you find out about your current job?

- | | | |
|---|--|--|
| <input type="checkbox"/> Job Fair in Oregon | <input type="checkbox"/> Student Teaching/Practicum Settings | <input type="checkbox"/> Internet Search |
| <input type="checkbox"/> Job Fair outside Oregon | <input type="checkbox"/> Campus Recruiting Day | <input type="checkbox"/> Job Clearinghouse |
| <input type="checkbox"/> State level conference | <input type="checkbox"/> Campus Career Service | <input type="checkbox"/> Website |
| <input type="checkbox"/> Regional/National Conference | <input type="checkbox"/> Newspaper | <input type="checkbox"/> Agency Website |
| <input type="checkbox"/> Colleague/Word or mouth | <input type="checkbox"/> Other: _____ | |

CDS# _____

6. What are the most positive things you remember about the recruitment, application, and interview process with your current employer? (e.g., friendliness of people, speed of process, materials in application packet, members of interview committee, etc.)

7. What were the most frustrating things you remember about the recruitment, application and interview process with your current employer?

8. Many factors weigh into someone's decision to take a specific job. **Please rate each** of the following items in terms of **how important** they were in your decision to **accept your current position**. If an item represents something that was not discussed, or not available, circle N/A.

	N/A	Not Important	Minimally Important	Moderately Important	Very Important	Critically Important
...Overall treatment received during the hiring process	N/A	1	2	3	4	5
...Interaction with potential colleagues	N/A	1	2	3	4	5
...Salary & benefits	N/A	1	2	3	4	5
...Access to formal mentor program	N/A	1	2	3	4	5
...Case load (size, diversity)	N/A	1	2	3	4	5
...Access to instructional resources/technology	N/A	1	2	3	4	5
...Program philosophy/services	N/A	1	2	3	4	5
...SpEd staff relationships	N/A	1	2	3	4	5
...Administrative support	N/A	1	2	3	4	5
...Support and encouragement for professional development	N/A	1	2	3	4	5
...Relationships with regular educators	N/A	1	2	3	4	5
...Support with paperwork	N/A	1	2	3	4	5
...Proximity to family/friends	N/A	1	2	3	4	5
...Proximity to partner's employment	N/A	1	2	3	4	5

	N/A	Not Important	Minimally Important	Moderately Important	Very Important	Critically Important
...Proximity to social/cultural opportunities	N/A	1	2	3	4	5
...Proximity to recreational opportunities	N/A	1	2	3	4	5
...The specific community	N/A	1	2	3	4	5

Other important/critical factors:

9. Please identify the 3 things that were most attractive to you about your current position.

D. RETENTION/ SUPPORT

10. Please list three aspects of your current job that bring you the most satisfaction.

11. Please list the three greatest sources of support you receive in your current position.

12. Please list three areas in which you feel you need more support.

13. Numerous studies indicate the importance of various kinds of orientation or induction activities. Based on experiences in your current position please indicate whether or not you received/experienced each of the following. In addition, please rate how helpful you think each of the following has been (or would be if you did not experience the activity) in easing the transition to your new job.

	Received/ Experienced Yes/No	Not Helpful 1	Minimally Helpful 2	Moderately Helpful 3	Fairly Helpful 4	Very Helpful 5
...Orientation to agency policies, procedures, and practices	Y / N	1	2	3	4	5
...Review of ISFP/IEP procedures and software	Y / N	1	2	3	4	5
...Being paired with an experienced staff member to "learn the ropes"	Y / N	1	2	3	4	5
...Having your role and expectations clearly defined	Y / N	1	2	3	4	5
...One-to-one time with supervisor	Y / N	1	2	3	4	5
Other:	Y / N	1	2	3	4	5

14. Based on your experiences, please indicate whether or not you have taken part in each of the following. In addition, please rate how important you think each of the following has been (or would be if you did not experience the activity) in easing your transition to the profession.

	Received/ Experienced Yes/No	Not Important 1	Minimally Important 2	Moderately Important 3	Fairly Important 4	Very Important 5
...Being assigned a formal mentor	Y / N	1	2	3	4	5
...Being assigned an informal mentor	Y / N	1	2	3	4	5
...Having the opportunity to observe others	Y / N	1	2	3	4	5
...Regular sharing/meeting times with others in your same role	Y / N	1	2	3	4	5
...One-to-one time with supervisor	Y / N	1	2	3	4	5
...Other:	Y / N	1	2	3	4	5

15. Based on your experiences please indicate whether or not you received/experienced each of the following. In addition, please rate how important you think each of the following has been (or would be if you did not have the type of support) in keeping you in your current position or in the profession.

	Received/ Experienced Yes/No	Not Important 1	Minimally Important 2	Moderately Important 3	Fairly Important 4	Very Important 5
...SpEd Administrator support/access	Y / N	1	2	3	4	5
...School Administrators knowledgeable about IDEA and supportive of my role	Y / N	1	2	3	4	5
...Access to professional development and PDU's	Y / N	1	2	3	4	5
...Financial support for professional development	Y / N	1	2	3	4	5
...Good working relationships with regular education staff	Y / N	1	2	3	4	5
...Adequate instructional/ technological resources for students	Y / N	1	2	3	4	5
...Support with paper work/scheduling	Y / N	1	2	3	4	5
...Well prepared paraprofessionals	Y / N	1	2	3	4	5
...Adequate number of paraprofessionals	Y / N	1	2	3	4	5
...Information/support for meeting licensure/HQT requirements	Y / N	1	2	3	4	5
Other:	Y / N	1	2	3	4	5

16. If this is not your first position, what contributed most to you leaving your previous position?

17. What, if anything, would cause you to consider leaving your current position?

Please use the back of this page if you have any additional comments.

THANK YOU!