

PROFESSIONAL CAPITAL SURVEY

For Teachers

Our book *Professional Capital* (Hargreaves & Fullan, 2012) advances a new strategy to revitalize the teaching profession so that it becomes a force of positive change that benefits all individuals, public education systems, and society as a whole. Professional Capital consists of three interrelated components: human capital (the quality of the individual), social capital (the quality of interactions within a group), and decisional capital (the capacity to make good decisions based on information and professional judgment).

In our effort to help teachers and leaders cultivate and circulate professional capital in their schools and systems, we have created a professional capital index. This index seeks to (i) assist teachers and school leaders to self-assess the status of professional capital in their schools, and (ii) deepen understanding of how and to what extent schools and educational systems develop and circulate professional capital. We have a school leader version, and a teacher version of the survey. Schools and systems interested can sign on for an online service and an automated report of the findings (for more information please contact us at: professionalcapital@icloud.com or visit www.michaelfullan.ca).

This school leader survey has 36 items (12 for each of the three dimensions of professional capital: human, social, and decisional capital). For each item you will be asked to indicate the degree to which you agree or disagree with a short statement. The whole survey should take about 15 minutes to complete.

We want to emphasize that this survey should not serve to assess schools, teachers, and/or school administrators as part of an accountability system of any sort. It was developed only to allow teachers and school leaders to illuminate the ways in which professional capital is distributed throughout their schools and systems and subsequently empower practitioners at every level to work collaboratively to improve the way all forms of capital are developed and circulated.

Many thanks for taking the time to complete this survey.

With our best wishes,

Andy Hargreaves and Michael Fullan

HUMAN CAPITAL

Please indicate the degree to which you agree or disagree with the following statements.

	Strongly Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Strongly Agree
1. I am able to advance the learning of the most disadvantaged students.	☐	☐	☐	☐	☐
2. When students from my class move on to the next grade they are prepared for their class work in my subject area(s).	☐	☐	☐	☐	☐
3. There is only so much that I can do as a teacher; if a student doesn't put in the effort, it is not always my fault.	☐	☐	☐	☐	☐
4. I regularly search for professional learning opportunities to improve my teaching.	☐	☐	☐	☐	☐
5. I am offered the professional development needed to improve my teaching practice.	☐	☐	☐	☐	☐
6. My school provides me with career opportunities that improve my professional growth and practice.	☐	☐	☐	☐	☐
7. I am provided with feedback I need to improve my professional practice by administrators in my school.	☐	☐	☐	☐	☐
8. I can readily access and consult with specialists who can support my teaching practice.	☐	☐	☐	☐	☐
9. I am assigned to the class(es) that are best suited to my talent and expertise.	☐	☐	☐	☐	☐
10. Our school places a high priority on attracting highly effective teachers.	☐	☐	☐	☐	☐
11. In my school, teachers with little teaching experience are often placed in classrooms with the greatest needs.	☐	☐	☐	☐	☐
12. I feel that I have little influence when it comes to making school-wide decisions related to student learning.	☐	☐	☐	☐	☐

SOCIAL CAPITAL

Please indicate the degree to which you agree or disagree with the following statements.

	Strongly Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Strongly Agree
13. My colleagues and I have high expectations for the learning of all students.	☐	☐	☐	☐	☐
14. I have time built into my regular school schedule to examine and improve my instructional practice with other teachers	☐	☐	☐	☐	☐
15. I regularly examine student work in collaboration with other teachers.	☐	☐	☐	☐	☐
16. I work with other teachers to look into the reasons for differences in student achievement across classes.	☐	☐	☐	☐	☐
17. I am provided with opportunities to observe other colleagues teaching.	☐	☐	☐	☐	☐
18. I provide feedback to my colleagues about their classroom practice.	☐	☐	☐	☐	☐
19. I share and try out new teaching methods with my colleagues to enhance student learning.	☐	☐	☐	☐	☐
20. I rely on the teachers I work with in this school for professional guidance and support.	☐	☐	☐	☐	☐
21. I regularly participate in teacher collaboration meetings where our principal is involved.	☐	☐	☐	☐	☐
22. I have improved the way I teach as a result of collaborating with other teachers at my school.	☐	☐	☐	☐	☐
23. I have positively influenced student learning by working together with other teachers at my school.	☐	☐	☐	☐	☐
24. I collaborate with teachers from other schools to improve teaching and learning in my and their classrooms.	☐	☐	☐	☐	☐

DECISIONAL CAPITAL

Please indicate the degree to which you agree or disagree with the following statements.

	Strongly Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Strongly Agree
25. Most decisions that guide my professional practice are based on a set of moral values that are shared with the other teachers at my school.	☐	☐	☐	☐	☐
26. I have developed an extensive set of teaching strategies to adapt my instruction to the learning needs of each student.	☐	☐	☐	☐	☐
27. I am confident that when a lesson isn't going as planned, I can change the plan immediately without losing the intended objectives of the lesson.	☐	☐	☐	☐	☐
28. On any given day, I would be able to provide evidence of what worked and what didn't in my lesson.	☐	☐	☐	☐	☐
29. It has become second nature to me to reflect on how well my lessons are going while I am teaching.	☐	☐	☐	☐	☐
30. I regularly take time to reflect on what didn't work in my teaching and figure out how to do things better next time.	☐	☐	☐	☐	☐
31. I am confident in my ability to mentor or coach other teachers.	☐	☐	☐	☐	☐
32. If other teachers visited my classroom, I would be uncomfortable displaying my teaching practice in front of them.	☐	☐	☐	☐	☐
33. Most decisions in my teaching are based on a combination of research evidence and practical experience.	☐	☐	☐	☐	☐
34. I regularly analyze and act on data related to student performance with colleagues.	☐	☐	☐	☐	☐
35. The passion I have for my work improves the judgments I make in the classroom.	☐	☐	☐	☐	☐
36. My teaching is up to date with current educational research about effective practice.	☐	☐	☐	☐	☐

If you are completing this survey upon invitation or at the request of a colleague, an administrator, or an organization, please proceed to the final section on the next page.

If you are taking this survey for self-assessment purposes only, you're done! You don't need to respond of the final section on the next page.

In this final section, you will be asked to provide some demographic information about yourself and the school you work in. This information will be used to examine trends in the aggregated data. Please note that this information CANNOT and WILL NOT be used to identify any survey respondents.

School Information

These questions are about the school you are currently working in. In responding to the questions, please mark the appropriate box.

What type of school are you working in? (**Please select all that apply.**)

Pre-Kindergarten	Kindergarten	Elementary school	Middle school	High school	College/University	Graduate school
☐	☐	☐	☐	☐	☐	☐

Where is the school you work in located?

Country: _____

State or Province: _____

Which of the following best describes the location of the school you are working in?

Urban	Suburban	Rural
☐	☐	☐

How many students attend the school you are working in?

Less than 50 students	51-100 students	100-300 students	300-600 students	600-1000 students	More than 1000 students
☐	☐	☐	☐	☐	☐

How many teachers work in the school you are working in?

1-2 teachers	3-10 teachers	11-30 teachers	31-50 teachers	51 – 75 teachers	More than 75 teachers
☐	☐	☐	☐	☐	☐

Background Information

These questions are about you, your education, and the time you have spent in teaching. In responding to the questions, please mark the appropriate box.

What is your gender?

Female	Male	Other	Prefer not to answer
☐	☐	☐	☐

How old are you?

Under 25	25-29	30-39	40-49	50-59	60+
☐	☐	☐	☐	☐	☐

What is the highest level of formal education that you have completed?

High School or Less	College Degree	Master's Degree	Ed.D or Ph.D
☐	☐	☐	☐

Please list your professional license(s) or certification(s):

What is your current role as a school administrator?

Principal	Vice-Principal	Other (Please Specify)
☐	☐	_____

How long have you been working as a school administrator?

This is my first year	1-2 years	3-5 years	6-10 years	11-15 years	16-20 years	More than 20 years
☐	☐	☐	☐	☐	☐	☐

How long have you been working as a school administrator at this school?

Where possible exclude extended periods of absence (e.g. career breaks)

This is my first year	1-2 years	3-5 years	6-10 years	11-15 years	16-20 years	More than 20 years
☐	☐	☐	☐	☐	☐	☐

What is your employment status as a teacher?

Part-time employment is where the contracted hours of work represent less than 90 percent of the normal or statutory number of hours of work for a full-time employee over a complete school year. Please consider your employment status for all of your teaching jobs combined.

- ☐ Full-time
- ☐ Part-time (50 – 90% of full-time hours)
- ☐ Part-time (less than 50% of full-time hours)

What is your employment status as a teacher at this school?

Please do not consider the probationary period of a contract as a separate contract.

- ☐ Permanent employment (an ongoing contract with no fixed end-point before the age of retirement)
- ☐ Fixed term contract for a period of more than 1 school-year
- ☐ Fixed-term contract for a period of 1 school-year or less

Please provide any final comments or suggestions you may have.

This is the end of the survey.

Thank you very much for your participation!