

These results represent a small fraction of the actual number of participants. Caution should be utilized when reviewing these statistics.

## Recruitment Fair Survey

**Instructions:** Please circle one answer for each criterion.

						<u>MEANS</u>		
A.	How important is salary for your job acceptance?					<b>3.5</b>		
	1	2	3	4	5			
	Poor	Fair	Average	Good	Excellent			
B.	How important is the school district for your job acceptance?					<b>4.2</b>		
	1	2	3	4	5			
	Poor	Fair	Average	Good	Excellent			
C.	How important is the location of a school district for your job acceptance?					<b>4.2</b>		
	1	2	3	4	5			
	Poor	Fair	Average	Good	Excellent			
D.	How important is grade level assignment for your job acceptance?					<b>3.6</b>		
	1	2	3	4	5			
	Poor	Fair	Average	Good	Excellent			
E.	How important is new teacher support within a district for your job acceptance?					<b>4.4</b>		
	1	2	3	4	5			
	Poor	Fair	Average	Good	Excellent			
F.	Overall satisfaction with the recruitment process?					<b>4.1</b>		
	1	2	3	4	5			
	Poor	Fair	Average	Good	Excellent			
G.	What is the probability you will be offered a job based on this Fair?					<b>3.8</b>		
	1	2	3	4	5			
	Poor	Fair	Average	Good	Excellent			
H.	What is the probability that you will accept a job based on this Fair?					<b>4.4</b>		
	1	2	3	4	5			
	Poor	Fair	Average	Good	Excellent			
I.	What characteristics are most notable about the "best recruiter" (please rate each)?							
	1.	Knowledge of district	1	2	3	4	5	<b>4.2</b>
	2.	Knowledge of job	1	2	3	4	5	<b>4.2</b>
	3.	Interpersonal relations	1	2	3	4	5	<b>4.2</b>
	4.	Explanation of the hiring process	1	2	3	4	5	<b>4.1</b>
J.	What characteristics are most notable about the "worst recruiter" (please rate each)?							
	1.	Knowledge of district	1	2	3	4	5	<b>2.9</b>
	2.	Knowledge of job	1	2	3	4	5	<b>3.0</b>
	3.	Interpersonal relations	1	2	3	4	5	<b>3.0</b>
	4.	Explanation of the hiring process	1	2	3	4	5	<b>2.9</b>

## Demographic Questionnaire

Please provide responses to the following questions by checking the appropriate box(es) or filling in the blank. Confidentiality of your responses is assured.

1. Date of Birth **34.81 (Low 21, High 57)**
2. Gender  
 Male  Female **1.7 (Female)**  
**27.6%** **68.4%**
3. National origin  
**3.9%**  African American **0%**  Native American/Alaskan  
**19.7%**  Hispanic **60.5%**  White/European American  
**2.6%**  Asian/Pacific Islander **7.9%**  Other (please describe)
4. Grade level seeking (check all that apply)  
**60.5%**  Elementary **7.9%**  Middle School **26.3%**  High School
5. Credential type  
**22.4%**  Single Subject **69.7%**  Multiple Subject
6. EL/CLAD Certification  
**76.3%**  Yes **18.4%**  No
7. Passed CSET  
**59.2%**  Yes **34.2%**  No
8. Check the one that applies (exclude student teaching):
  - a. First teaching assignment  **52.6%**
  - b. Second teaching assignment  **18.4%**
  - c. Third/or more teaching assignment  **18.4%**
9. Current education employment status  
**56.6%**  employed **36.8%**  unemployed
10. Highest degree: BA **84.2%** MA **11.8%** Doctorate **0%**

See citation for more information regarding question format and theoretical background:

Winter, P. A., Ronau, R. N., & Muñoz, M. A. (2004). Evaluating urban teacher recruitment programs: An application of private sector recruitment theories. *Journal of School Leadership*, 14, 85-104.