

## The New Jersey Department of Education's Employer Survey

1. Have you hired any educators during the two most recent academic years 2015-16 and 2016-17 who could be classified as "novice" (i.e. having three years or fewer experience as a teacher in a New Jersey classroom)?

*Response scale:*

Yes                      No

2. Please rate how likely you would be to hire additional novice educators (having three years or less experience as an instructor in a New Jersey classroom) from the following providers, if you have hired from this provider within the past two academic years 2015-16 and 2016-17?

*Response scale:*

Very Likely                      Likely                      Neutral                      Unlikely                      Very Unlikely

3. How satisfied were you with the novice educator(s) hired within the past two academic years and/or from the following provider? Please select N/A for any provider from which you have not hired from, in the past two academic years.

*Response scale:*

Very Satisfied                      Satisfied                      Neutral                      Unsatisfied                      Very Unsatisfied

4. In which subject(s) do you have an open position in your district in the upcoming academic year 2017-18 where you anticipate hiring instructional personnel (novice and/experienced educators)? Please give the appropriate number of openings for each subject area for the upcoming academic year. If you have no open positions, please select N/A.

*Subject areas where respondent can indicate if they have a vacancy:*

Art; Athletics; Business; Educational Services; English; Family & Consumer Sciences  
Foreign Languages; Health/PE; Home Economics; Industrial Arts; Mathematics;  
Music; Sciences; Social Studies; Special Education; Vocational Education

*Response scale for each subject area where a district may have a vacancy:*

1 vacancy; 2 vacancies; 3 vacancies; 4 vacancies; 5 vacancies; 6 vacancies; 7 vacancies;  
8 vacancies; 9 vacancies; More than 10 vacancies

5. Has your district experienced a reduction in force (RIF) of instructional personnel within the past two academic years 2015-16 and 2016-17?

*Response scale:*

Yes                  No