



# CTA ENGAGEMENT SURVEYS BY MEMBERSHIP YEAR

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## CTA Engagement Survey 2016 – 2017

1. We are excited you're starting in our district this year. Are you a new educator?
  - A. How long have you been a teacher or ESP?
2. Where did you graduate/get trained/get certified?
3. What would you find most useful to help you and your students succeed?
  - A. Classroom management
  - B. Access to mentors and/or coaches
  - C. Access to professional development or professional support
  - D. Other
4. Which are the following areas and issues are most important to you?
  - A. Teaching and learning
  - B. Negotiating collectively for working and learning conditions
  - C. Social justice
  - D. Parental and community engagement
  - E. Education policy (testing, funding, etc.)
  - F. Other
5. Which are the following activities and tools are most valuable to you?
  - A. Degrees, not debt – reducing your student loan payments and pursuing loan forgiveness
  - B. Advocacy – opportunities to advocate for laws and policies that ensure the schools our students deserve
  - C. Professional development – trainings, conferences, and webinars designed to help you improve your practice
  - D. Social and economic justice – opportunities to improve the conditions our students face inside and outside of the classroom

# CTA ENGAGEMENT SURVEYS BY MEMBERSHIP YEAR

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## CTA Engagement Survey 2017 – 2018 - Certificated

1. We are excited you're starting in our district this year. Are you a new educator?
  - A. How long have you been a teacher or ESP?
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3. What would you find most useful to help you and your students succeed?
  - A. Classroom management
  - B. Access to mentors and/or coaches
  - C. Access to professional development or professional support
  - D. Other
4. Which are the following areas and issues are most important to you?
  - A. Teaching and learning
  - B. Negotiating collectively for working and learning conditions
  - C. Social justice
  - D. Parental and community engagement
  - E. Education policy (testing, funding, etc.)
  - F. Other?
5. Which are the following tools and activities are most valuable to you?
  - A. Degrees, not debt – reducing your student loan payments and pursuing loan forgiveness
  - B. Advocacy – opportunities to advocate for laws and policies that ensure the schools our students deserve
  - C. Professional development – trainings, conferences, and webinars designed to help you improve your practice
  - D. Social and economic justice – opportunities to improve the conditions our students face inside and outside of the classroom

# CTA ENGAGEMENT SURVEYS BY MEMBERSHIP YEAR

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## CTA Engagement Survey 2017 – 2018 – Higher Ed

1. How long have you been a community college educator?
2. Have you had any experience with unions?
3. What describes your job?
4. What issues are most important to you?
  - A. Academic Freedom
  - B. Campus safety
  - C. Job security
  - D. Office spaces and resources
  - E. Promotion and tenure
  - F. Shared governance
  - G. Wages and benefits
5. Which of the following areas are most important to you?
  - A. Degrees not debt: reducing student loan payments, pursuing loan forgiveness
  - B. Advocacy: opportunities to lobby for laws and policies on issues in higher education
  - C. Professional development: training, conferences and webinars designed to help you improve in your career
  - D. Social, economic and racial justice: opportunities to improve conditions on and off campus

# CTA ENGAGEMENT SURVEYS BY MEMBERSHIP YEAR

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## CTA Engagement Survey 2017 – 2018 - ESP

1. How long have you been an education support professional?
  - A. I am:
2. What support areas would be most useful to help you and your students succeed?
  - A. Student behavior
  - B. Classroom management
  - C. Access to mentors and/or coaches
  - D. Professional development/trainings
3. Which of the following issues are most important to you?
  - A. Conditions in the workplace
  - B. Social and racial justice
  - C. Parent and community engagement
  - D. Education policy (testing, funding, etc.)
  - E. Respect and recognition
  - F. Wage and benefits
  - G. Meeting the needs of students in poverty
4. Which of the following tools are most valuable to you?
  - A. Student bullying and suicide prevention
  - B. Degrees not debt
  - C. Child nutrition
  - D. Whole student education tools
  - E. Special education
  - F. Privatization/outourcing
  - G. Communications and advocacy training
5. Which of the following best describes your position?

# CTA ENGAGEMENT SURVEYS BY MEMBERSHIP YEAR

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## CTA Engagement Survey 2018 – 2019 - Certificated

1. What year did you enter the profession?
2. I am:
  - A. Already a member
  - B. Transferring from another district
  - C. Joining the Association today
  - D. Interested in receiving more information about membership
3. Our Association provides resources and support to educators to ensure student success. How can we help you in your career and practice as an educator?
  - A. Student behavior / classroom management
  - B. Curriculum assistance
  - C. Access to mentors and/or coaches
  - D. Working with parents
  - E. Working with administrators
  - F. Understanding your evaluation / observation process
4. Our Association works to ensure every school provides our students with the opportunities to succeed. Which of the following issues are most important to you?
  - A. Social and racial justice
  - B. Economic justice
  - C. Parental and community engagement
  - D. Fully-funded schools
  - E. Conditions in the workplace
  - F. Education policy – policy that impacts you school at the local, state or national level
  - G. Political Advocacy – advocate for policies that ensure all students get the opportunities they deserve
5. Our Association advocates for conditions that retain high-quality educators for students. Which of these are you interested in learning about?
  - A. Compensation and Contracts
  - B. Educator rights and responsibilities
  - C. Health care and insurance
  - D. Pension and retirement benefits
  - E. Student debt
  - F. Stretching your paycheck

# CTA ENGAGEMENT SURVEYS BY MEMBERSHIP YEAR

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## CTA Engagement Survey 2018 – 2019 – Higher Ed

1. Year of Hire:
2. What issues are most important to you?
  - A. Academic Freedom
  - B. Campus safety
  - C. Job security
  - D. Office spaces and resources
  - E. Promotion and tenure
  - F. Shared governance
  - G. Wages and benefits
3. Our Association works to ensure every school provides students with opportunities to succeed. Which of the following issues are most important to you?
  - A. Social and racial justice
  - B. Economic justice
  - C. Conditions in the workplace
  - D. Education policy – policy that impacts you school at the local, state or national level
  - E. Political Advocacy – advocate for policies that ensure all students get the opportunities they deserve
4. Our Association advocates for conditions that retain high-quality faculty and staff. Which of the following are you interested in learning about?
  - A. Compensation and contracts
  - B. Health care and insurance
  - C. Pension and retirement benefits
  - D. Student debt
  - E. Stretching your paycheck

# CTA ENGAGEMENT SURVEYS BY MEMBERSHIP YEAR

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## CTA Engagement Survey 2018 – 2019 - ESP

1. What year did you enter the profession?
2. I am:
  - A. Already a member
  - B. Transferring from another district
  - C. Joining the Association today
  - D. I would like more information about membership
3. Our Association provides resources and support to members to ensure student success. What areas of support would be most useful to help you and your students succeed?
  - A. Student behavior / Classroom management
  - B. Access to mentors and/or coaches
  - C. Meeting the Needs of Students in Poverty
  - D. Student Bullying and Suicide Prevention
  - E. Child Nutrition
  - F. Whole Student Education Tools
  - G. Communication and Advocacy Training
4. Our Association works to ensure every school provides our students with the opportunities to succeed. Which of the following issues are most important to you?
  - A. Social and racial justice
  - B. Economic justice
  - C. Parent and community engagement
  - D. Fully-funded schools
  - E. Conditions in the workplace
  - F. Education policy – policy that impacts you school at the local, state or national level
  - G. Political Advocacy – advocate for policies that ensure all students get the opportunities they deserve
5. Our Association advocates for conditions that retain high-quality educators for every student. Which of these are you interested in learning about?
  - A. Wages and benefits
  - B. College affordability (continuing your education)
  - C. Educators rights and responsibilities
  - D. Health care and insurance
  - E. Pension and retirement benefits
  - F. Privatization / outsourcing
  - G. Stretching your paycheck



# CTA ENGAGEMENT SURVEYS BY MEMBERSHIP YEAR

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## CTA Engagement Survey 2019 – 2020

### **Certificated:**

1. What year did you enter the profession?
2. I am:
  - A. Already a member
  - B. Transferring from another district
  - C. Joining the Association today
  - D. I would like more information about membership
3. Your Association provides supports and tools to ensure your success with students. What tools/trainings would you like to hear more about?
  - A. Classroom management (e.g. student behavior, relationships with students)
  - B. Lesson planning
  - C. Working with mentors/coaches
  - D. Working with families
  - E. Collaborating with administrators and colleagues
  - F. Unpacking professional expectations (e.g. evaluations, observations)
4. Your Association works to ensure that schools provide students with opportunities to be successful. Which issues are most important to you?
  - A. Social and racial justice
  - B. Meeting the needs of students in poverty
  - C. Family and community engagement
  - D. Fully funded schools
  - E. Education policy – contributing to critical decisions affecting my students, school, and district
  - F. Political advocacy – supporting education policies to ensure all students have opportunities to succeed
5. Your Association advocates for conditions that retain high-quality educators for every student. Which of these are you interested in learning about?
  - A. Salary
  - B. Educator rights & responsibilities
  - C. Health care benefits
  - D. Pensions and retirement security
  - E. Student debt and/or finances
  - F. Stretching your paycheck
  - G. Working conditions

# CTA ENGAGEMENT SURVEYS BY MEMBERSHIP YEAR

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## CTA Engagement Survey 2019 – 2020

### Higher Ed:

1. What year did you begin working in higher education?
2. I am:
  - A. Already a member
  - B. Joining the Association today
  - C. Interested in receiving more information about membership
3. Our Association provides resources and support to members to ensure student success. What areas of support would be most useful to help you and your students succeed?
  - A. Social and racial justice
  - B. Effective pedagogy
  - C. Community engagement
  - D. Fully funded colleges and universities
  - E. Education policy—*policy that impacts your college/ university at the local, state or national level*
  - F. Political advocacy—*advocate for policies that ensure all students get the opportunities they deserve*
4. Our Association advocates for conditions that retain high-quality educators for every student. Which of these are you interested in learning about?
  - A. Salary
  - B. Educator rights & responsibilities
  - C. Health care benefits
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  - F. Stretching your paycheck
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# CTA ENGAGEMENT SURVEYS BY MEMBERSHIP YEAR

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## CTA Engagement Survey 2019 – 2020

### ESP:

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  - C. Joining the Association today
  - D. Interested in more information about membership
3. Your Association provides supports and tools to ensure your success with students. What tools or trainings would you like to hear more about?
  - A. Managing student behavior
  - B. Peer mentoring and coaching
  - C. Meeting the needs of students with trauma
  - D. Student bullying and suicide prevention
  - E. School safety
  - F. Career development planning
4. Your Association works to ensure that schools provide students with opportunities to be successful. Which issues are most important to you?
  - A. Social and racial justice
  - B. Meeting the needs of students in poverty
  - C. Family and community engagement
  - D. Fully funded schools
  - E. Conditions in the workplace
  - F. Education policy – contributing to critical decisions affecting my students, school, and district
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# CTA ENGAGEMENT SURVEYS BY MEMBERSHIP YEAR

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## CTA Engagement Survey 2020 – 2021

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# CTA ENGAGEMENT SURVEYS BY MEMBERSHIP YEAR

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## CTA Engagement Survey 2021 – 2022

### **Certificated:**

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  - D. Fully funded schools
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  - E. Student debt and/or finances
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# CTA ENGAGEMENT SURVEYS BY MEMBERSHIP YEAR

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## CTA Engagement Survey 2021 – 2022

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# CTA ENGAGEMENT SURVEYS BY MEMBERSHIP YEAR

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## CTA Engagement Survey 2021 – 2022

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  - G. Working conditions

# CTA ENGAGEMENT SURVEYS BY MEMBERSHIP YEAR

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## CTA Engagement Survey 2022 – 2023

### Certificated:

1. What year did you enter the profession?
2. Your union provides training, support, and tools to ensure your success. What would you like to learn more about?
  - A. Building relationships and meeting students' social-emotional needs
  - B. Family and community engagement
  - C. Instructional and classroom strategies
  - D. Health and safety
  - E. Social justice and racial equity
  - F. Technology
  - G. Reducing student debt
  - H. Saving money with CTA/NEA Member Benefits
3. When we work together, we have a stronger voice. How would you like to participate in your union?
  - A. **Membership, Leadership & Advocacy** - Talking to colleagues about joining our union to build power for members. For example, participating as an organizer, building representative, or another Association leadership role.
  - B. **Political Activism** - Volunteering with my union to elect pro-public education candidates from both parties—from my local school board to the White House.
  - C. **Collective Action** - Helping get the word out about bargaining, meet & confer, or other workplace actions.
  - D. **School Funding & Education Policy** - Working to increase education funding at my school, district, and state.
  - E. **Leading Our Professions** - Supporting members to grow in their professional practices.
  - F. **Thinking About It...** - I'm not ready to volunteer right now but I'm looking forward to staying informed.

# CTA ENGAGEMENT SURVEYS BY MEMBERSHIP YEAR

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## CTA Engagement Survey 2022 – 2023

### Higher Ed:

1. What year did you enter the profession?
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  - B. Family and community engagement
  - C. Instructional and classroom strategies
  - D. Health and safety
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  - C. **Collective Action** - Helping get the word out about bargaining, meet & confer, or other workplace actions.
  - D. **School Funding & Education Policy** - Working to increase education funding at my school, district, and state.
  - E. **Leading Our Professions** - Supporting members to grow in their professional practices.
  - F. **Thinking About It...** - I'm not ready to volunteer right now but I'm looking forward to staying informed.

# CTA ENGAGEMENT SURVEYS BY MEMBERSHIP YEAR

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## CTA Engagement Survey 2022 – 2023

### ESP:

1. What year did you enter the profession?
2. Your union provides training, support, and tools to ensure your success. What would you like to learn more about?
  - A. Building relationships and meeting students' social-emotional needs
  - B. Family and community engagement
  - C. Instructional and classroom strategies
  - D. Health and safety
  - E. Social justice and racial equity
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