**RURAL EDUCATOR WORKFORCE APPLICATION QUESTIONS**

Thank you for filling out this application. Short answers are fine. Your candid responses will help us understand the needs of rural schools and the concerns of rural educators and administrators. Individual and identifying responses will be held in the strictest confidence.

1. What is your district name and code? (This information may be used to look up some characteristics of your district, allowing for a shorter application.)
2. What is your name?
3. What is your role?
	* 1. Superintendent
		2. Assistant Superintendent
		3. Other
		Please note, we request that this grant application be submitted by your district’s Superintendent or Assistant Superintendent. If you require a special arrangement, please refer to our website and contact a PFF staff member to discuss this.
4. How many years have you been in your role?
5. Please help us understand your district by the number:

Number of teachers

Number of career and/or guidance counselors

Number of nurses (staff or contractors)

Number of mental health professionals (staff or contractors)

Number of other clinicians such as speech pathologists

1. How many of the schools in your district have a nurse present for all or most of every day?
2. How many of the schools in your district offer mental health services?
3. Does your school offer other health-related services?
	* 1. If yes, please describe these services.
4. Some areas we serve have experienced teacher shortages. Has your district struggled for more than one year because of any of the following issues? Please check all that apply.

Quantity of applicants

Quality/credentials of applicants

Inability to compete with other districts in the region for new graduates due to differences in pay or benefits.

Educator retention at 1-5 years due to competition over pay or benefits

None of these

1. Have staffing or budgetary shortfalls led to any of the following conditions?
	* + - 1. Increased student-to-teacher ratio
				2. Suboptimal classroom schedules (days of week or divided time)
				3. Reduction in the overall variety and number of courses being offered.
				4. Converting what were once face-to-face, synchronous courses to online, asynchronous instruction (beyond pandemic-related needs).
				5. Not being able to offer specific courses you feel are needed by students.
				6. Courses being taught by teachers certified in a different content area.
				7. None of these
2. What positions or roles, if any, has your district struggled to fill?
3. How many educator vacancies does your district currently have? (If applications are open, how many did you have last year?)
4. Is your district able to offer the following courses expected for admission by some colleges?
	1. Two units of foreign language
	2. Fine arts classes
	3. Music classes such as choir or band
	4. None of these courses
5. Which of the following STEM-related courses does your district offer at the high school level? Check all that apply.
	1. Geometry
	2. Trigonometry
	3. Math Analysis
	4. Pre-Calculus
	5. Calculus
	6. Analytical Geometry
	7. Computer Programming
	8. Earth Science (not the same as General Science)
	9. Biology
	10. Chemistry
	11. Physics
	12. None of these courses
6. Does your district offer any AP and/or Concurrent Credit courses?
	1. If yes, what are the courses?
7. In your opinion, do any of the following conditions in your community cause significant challenges to your ability to attract and retain staff? Check all that apply.
	1. Community location
	2. Inadequate school funding/tax base
	3. Lack of access to affordable housing
	4. Lack of opportunity for spouse/partner employment
	5. Access to entertainment and amenities
	6. Access to health care services
	7. None of these apply
8. What is your typical or average educator tenure (in years?)
9. How many non-educator vacancies does your district currently have?
	1. Which positions?
10. Does your district or community offer any incentives to attract and retain staff?
	1. If yes, what are your strategies for attracting and retaining staff?
11. If awarded this grant, which of the following do you anticipate using the funds for?
	1. Advanced degrees or training for educators
	2. Additional certification for educators
	3. Advanced degrees or training for health care staff
	4. Advanced degrees or training for guidance and/or career counselors’
	5. Other
		* 1. Please describe your intended use for grant funds
12. If awarded this grant, how will you determine which staff will receive funds to pursue additional education and/or training?
13. What measurable outcomes (staff retention, student learning outcomes, health outcomes, etc.) do you anticipate seeing If you are awarded these funds?
14. How will you measure and report these outcomes?
15. If your district is awarded funds, would the Patterson Family Foundation be able to reach out to the staff who receive funding during, and after, their education and/or training is completed?
16. Is there anything else you would like us to know?