

EVALUATION OF THE TASC AFTER-SCHOOL PROGRAM

Survey of Program Staff School Year 2002/2003

Dear Staff Member:

Thank you for taking the time to complete this survey. As part of the evaluation of the TASC After-School Program, Policy Studies Associates is surveying all program staff to gather information about: the program's goals, activities, and services; staffing patterns; partnership with participating schools; and professional development opportunities. This information will help TASC improve the program for students and other stakeholders.

Your responses to this survey are confidential. The evaluation will report combined results only. It will not report individual program staff members' responses. If you are uncomfortable answering a question, you may leave it blank. However, we hope you will answer as many questions as you can. When you have completed the survey, please return it to your site coordinator.

Thank you for your participation.

SAMPLE QUESTIONS: To answer a question, circle the number to the right that best describes your answer. For example, to answer question #1, if you have one sister, circle the number '2'.

1. How many sisters do you have?

- a. None..... 1
- b. One 2
- c. Two..... 3
- d. Three or more 4

2. Below are some statements about different types of food. Please circle a '1' if you strongly agree, '2' if you agree, '3' if you disagree, or '4' if you strongly disagree with each statement.

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
a. Chocolate ice cream is better than vanilla ice cream	1	2	3	4
b. I like tea better than coffee	1	2	3	4

Your Job

1. What is your job title (e.g., counselor, teacher, tutor, arts specialist, parent liaison, AmeriCorps Member)?

2. Which of the following best describes your involvement in student activities or instruction?

a.	Teach or lead student activities	1
b.	Assist in student activities	2
c.	Not directly involved in student activities.....	3

3. Which best describes your primary role(s) in **this** after-school program?
(Circle **all** that apply.)

a.	Homework help/tutoring	1
b.	Performing or creative arts instruction	1
c.	Athletic/physical education/fitness/martial arts instruction.....	1
d.	Supervision of other recreational activities/games.....	1
e.	Reading/language arts instruction	1
f.	Math/science instruction	1
g.	Parent/community outreach	1
h.	Other (Specify) _____	1

4. In a typical week, how many days per week and hours per day do you work in **this** after-school program? *Note: Please answer paid days and hours worked for the TASC after-school program only. Do not count other jobs you may have or unpaid hours worked in this program.*

	<i>Less than one</i>	<i>One</i>	<i>Two</i>	<i>Three</i>	<i>Four</i>	<i>Five</i>	<i>More than five</i>
a. Days per week	1	2	3	4	5	6	7
b. Hours per day	1	2	3	4	5	6	7

5. What activities, classes, or services do you provide as a staff member in the TASC After-School Program? **(Please circle all that apply.)**
- a. Homework help/tutoring 1
 - b. Academic enrichment activities/projects (research projects, debate teams, mock trial)..... 1
 - c. Community service projects 1
 - d. Career preparation (internships, job searches, etc.) 1
 - e. College preparation (PSAT or SAT prep, college exploration, etc.) 1
 - f. Cultural clubs, activities, programs (language clubs, cultural celebrations, etc.) 1
 - g. Arts and crafts 1
 - h. Arts instruction (dance, music, drama, graphic arts, etc.) 1
 - i. Health education 1
 - j. Sports and fitness activities 1
 - k. Referrals for health/social services..... 1
 - l. Social clubs, activities, events 1
 - m. Informal recreational activities (e.g., open game rooms) 1
 - n. Other (Please specify) _____ 1

6. What hourly wage do you earn for your work in **this** after-school program?
- a. \$0 -- I am a volunteer 1
 - b. Between \$6 and \$10.99 per hour 2
 - c. Between \$11 and \$15.99 per hour..... 3
 - d. Between \$16 and \$20.99 per hour..... 4
 - e. Between \$21 and \$25.99 per hour..... 5
 - f. Between \$26 and \$30.99 per hour..... 6
 - g. \$31 per hour or higher 7
 - h. Annual stipend (Specify): \$ _____ per year 8

7. Are you an employee of this after-school program, a subcontractor, an AmeriCorps Member, or a volunteer?

- a. Employee 1
- b. Subcontractor 2
- c. AmeriCorps Member 3
- d. Volunteer 4

8. For what period were you hired to provide services to this after-school program?

- a. Most or all of the school year 1
- b. Most or all of one semester 2
- c. Less than one semester 3
- d. Other (Specify) _____ 4

9. How often do you use the following other strategies in your work with students?

	<i>4 to 5 days a week</i>	<i>1 to 3 days a week</i>	<i>1 to 3 times a month</i>	<i>Less than once a month</i>	<i>Never</i>
a. Have students work individually to complete worksheets or exercises	1	2	3	4	5
b. Group students across grade levels	1	2	3	4	5
c. Cooperative activities or games	1	2	3	4	5

10. Do you use an **externally developed curriculum** to guide any or all of your activities?

- a. No (**Skip to Question 12**) 1
- b. Yes..... 2

11. For each curriculum you use, list the name of the curriculum and the subject area(s)/topic(s) addressed by the curriculum (e.g., reading/language arts, math, science, conflict resolution).

12. Do you share written activity or lesson plans with supervisors or colleagues?
- a. No--I **do not prepare** written activity or lesson plans (**Skip to Question 14**).... 1
 - b. No--I prepare written activity or lesson plans but **do not share** them with anyone (**Skip to Question 14**)..... 2
 - c. Yes--I **prepare and share** written activity or lesson plans with others 3

13. With whom do you share your written activity or lesson plans? (**Circle all that apply.**)
- a. Other teachers in the TASC program 1
 - b. School staff not employed by the TASC program 1
 - c. School principal 1
 - d. Site coordinator..... 1
 - e. Other (Specify) _____ 1

14. To what extent, if at all, do the following conditions act as barriers to the work you are trying to do with students?

	<i>To a great extent</i>	<i>To some extent</i>	<i>A little</i>	<i>Not at all</i>
a. There are too many students in my group	1	2	3	4
b. Students are tired at the end of the school day	1	2	3	4
c. Students are not very motivated	1	2	3	4
d. Students do not have the skills for the types of activities I would like to do with them	1	2	3	4
e. There are too many disruptive students in my group	1	2	3	4
f. I have trouble communicating with students who do not speak English	1	2	3	4
g. I do not control the classroom space/arrangement	1	2	3	4
h. I do not have the materials or equipment I need	1	2	3	4
i. I do not have the training or experience with some strategies I would like to use in my work with students	1	2	3	4
j. Other (Specify) _____	1	2	3	4

15. Are you assigned to a group of students for the semester or year (e.g., as a counselor, “homeroom” staff, or group leader)?
- a. No (**Skip to Question 17**) 1
- b. Yes..... 2

16. Do you meet regularly with your assigned students?
- a. No 1
- b. Yes..... 2

17. Below are some statements that might describe your after-school program’s activities and procedures and participants’ experiences in the program. Please circle whether you strongly agree, agree, disagree, or strongly disagree with each statement.

	<i>Strongly agree</i>	<i>Agree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Not applicable</i>
a. Groups are small enough for staff to meet participants’ individual needs.	1	2	3	4	5
b. The time allowed for activities is generally appropriate.	1	2	3	4	5
c. Participants have freedom in selecting activities.	1	2	3	4	5
d. Students have opportunities to lead group activities.	1	2	3	4	5
e. Students have regular opportunities to spend time alone if needed or desired.	1	2	3	4	5
f. This program has a process in place for obtaining student input and accommodating their suggestions.	1	2	3	4	5
g. Staff are available to provide homework help to bilingual students in their native language.	1	2	3	4	5
h. Participants make adequate progress with homework in the time set aside.	1	2	3	4	5
i. Procedures for dealing with student behavior issues are in place and effective.	1	2	3	4	5
j. Children with disabilities are successfully integrated in the program.	1	2	3	4	5

Job Satisfaction, Supervision, and Support

Below are some questions about your experience working in the program.

18. For each statement, please circle the response that best describes your experience.

	<i>Strongly agree</i>	<i>Agree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. I enjoy working here	1	2	3	4
b. I find the work here challenging and rewarding	1	2	3	4
c. I have timely access to the materials and equipment I need to do a good job	1	2	3	4
d. I have sufficient access to technology, such as computers and the Internet	1	2	3	4
e. I get the support and feedback I need from my supervisor(s)	1	2	3	4
f. I have access to the training I need to do a good job	1	2	3	4
g. I generally work on my own	1	2	3	4
h. After-school staff members are committed to their work	1	2	3	4
i. After-school staff members support each other and work as a team	1	2	3	4
j. The site coordinator involves staff in important decisions about program operations and design	1	2	3	4
k. I have enough planning time to develop the types of activities I would like to do with students	1	2	3	4
l. I have enough opportunities to talk and share ideas with other staff	1	2	3	4

19. How often do program staff meet as a group (for staff meetings, program planning, etc.)?
- a. Weekly 1
 - b. 1-2 times a month 2
 - c. Less than once a month 3
 - d. Don't meet regularly 4
20. Are you compensated for time spent in staff meetings?
- a. No 1
 - b. Yes..... 2
21. Are you planning to return to this job for the next school year (2003-2004)?
- a. No 1
 - b. Yes (**Skip to Question 23**) 2
 - c. Not sure..... 3
22. If no or not sure, why not? (**Circle all that apply.**)
- a. I am graduating from high school/college and have other plans for next year 1
 - b. The pay is too low 1
 - c. I need to work more hours or plan to find a full-time job 1
 - d. I have another job and found the additional work to be too much 1
 - e. There are no opportunities for advancement..... 1
 - f. I plan to enroll in school or training classes/program next year 1
 - g. The work is too stressful 1
 - h. I do not enjoy working with the students..... 1
 - i. I do not enjoy working with the staff 1
 - j. The program does not provide me with adequate support
(e.g., lack of materials and equipment, lack of adequate space) 1
 - k. Other (Specify) _____ 1
23. Are you an AmeriCorps Member?
- a. No (**Skip to Question 26**) 1
 - b. Yes..... 2

24. To what extent has your experience working as an AmeriCorps Member in this after-school program:

	<i>To a great extent</i>	<i>To some extent</i>	<i>A little</i>	<i>Not at all</i>
a. Increased your commitment to community service	1	2	3	4
b. Increased your awareness of the needs and resources of the community served by the school	1	2	3	4
c. Increased your understanding of the strengths and successes of the New York City public schools	1	2	3	4
d. Increased your understanding of the challenges facing New York City public schools	1	2	3	4
e. Improved your ability to communicate with others	1	2	3	4
f. Improved your ability to create solutions to problems	1	2	3	4
g. Improved your ability to work as a member of a team	1	2	3	4
h. Improved your teaching skills	1	2	3	4
i. Improved your organization skills	1	2	3	4
j. Improved your ability to lead projects	1	2	3	4
k. Improved your ability to take direction from supervisors	1	2	3	4

25. Have you organized, supported, or participated in at least one community service project this year (2002-2003)?

- a. No 1
- b. Yes (Please describe) _____
 _____ 2

Training and Technical Assistance

Below are some questions about the training and technical assistance available in the program. For each question, please circle the response or responses which best describe(s) your experience(s) with the training and technical assistance activities.

26. Do you participate in training or technical assistance activities as part of your job in the TASC after-school program?
- a. No (**Skip to Question 32**) 1
 - b. Yes..... 2
27. Are you paid for time spent in training outside of program hours?
- a. No 1
 - b. Yes..... 2
28. How fully does the training and technical assistance serve your purposes? (**Circle one.**)
- a. They serve my purposes completely 1
 - b. They are a good start 2
 - c. They are a start, but they did not provide sufficient information or guidance to enable me to follow-up or to implement new strategies..... 3
 - d. They do not serve my purposes..... 4
29. To what extent have you and your colleagues implemented the ideas and strategies presented in the training and technical assistance? (**Circle one.**)
- a. We have implemented the ideas and strategies and they have improved our project (**Skip to Question 31**)..... 1
 - b. We are in the process of implementing the ideas and strategies..... 2
 - c. We will try to implement the ideas and strategies later 3
 - d. We tried to implement the ideas and strategies, but they did not work very well in our project..... 4
 - e. We are unlikely to implement any of the ideas/strategies 5

30. What are the primary obstacles preventing you and your staff from effectively implementing the strategies and techniques learned during training? **(Circle all that apply.)**
- a. We do not have the materials we need..... 1
 - b. We do not have adequate space 1
 - c. We do not have enough staff 1
 - d. We need further training 1
 - e. The ideas and strategies did not seem likely to be useful in our site 1
 - f. Other (Specify) _____ 1
31. What training topics are most useful to you? **(Circle all that apply.)**
- a. Classroom management 1
 - b. Academic enrichment and literacy development (e.g., project-based learning, thematic curricula, effective homework help) 1
 - c. Fine and performing arts (e.g., bookmaking) 1
 - d. Athletic instruction (e.g., cooperative games)..... 1
 - e. Health promotion/education and support services (e.g., identifying abuse, working with health/social services agencies) 1
 - f. Youth development (e.g., conflict resolution, leadership, mentoring, community service) 1
 - g. Working with a diverse, multicultural student population..... 1
 - h. Other (Specify) _____ 1

Relationship with the School

Below are several statements and questions about the relationship and communication between the TASC after-school program and the school.

32. How often do you...

	<i>At least 2 to 3 times a month</i>	<i>Once a month</i>	<i>1 to 2 times a semester</i>	<i>1 to 2 times a year</i>	<i>Never</i>
a. Attend a school faculty or other school meeting?	1	2	3	4	5
b. Attend a meeting of another after-school program located at your school?	1	2	3	4	5
c. Attend a school event (play, sports, family night)?	1	2	3	4	5
d. Attend a PTA meeting?	1	2	3	4	5
e. Attend an in-service or other training with the school faculty?	1	2	3	4	5

33. How often do school staff not employed by the TASC after-school program...

	<i>At least 2 to 3 times a month</i>	<i>Once a month</i>	<i>1 to 2 times a semester</i>	<i>1 to 2 times a year</i>	<i>Never</i>
a. Talk with you about curriculum concepts currently being taught in school?	1	2	3	4	5
b. Talk with you about homework assignments?	1	2	3	4	5
c. Talk with you about the needs or progress of individual students?	1	2	3	4	5
d. Talk with you about issues related to classroom space?	1	2	3	4	5

34. In the last month, how **many** teachers not employed by the TASC program have you:

	<i>More than 10</i>	<i>4 to 10</i>	<i>1 to 3</i>	<i>None</i>
a. Talked with about curriculum concepts currently being taught in school?	1	2	3	4
b. Talked with about homework assignments?	1	2	3	4
c. Talked with about the needs or progress of individual students?	1	2	3	4
d. Talked with about issues related to classroom space?	1	2	3	4

35. Overall, are teachers and other school staff not employed by the TASC program responsive when you ask for information or assistance?

- | | |
|--|---|
| a. Very much..... | 1 |
| b. Somewhat..... | 2 |
| c. A little..... | 3 |
| d. Not at all..... | 4 |
| e. I have never asked school staff for information or assistance | 5 |

36. Do you have access to information about the concepts and methods currently being taught in the school curriculum for the age group(s) you work with in this after-school program?

- | | |
|---|---|
| a. No, I do not have access to information about the curriculum
(Skip to Question 38) | 1 |
| b. Yes..... | 2 |

37. How have you learned about the school curriculum? (**Circle all that apply.**)

- | | |
|---|---|
| a. I have written information about the curriculum..... | 1 |
| b. I have information based on a few conversations with school staff..... | 1 |
| c. I talk regularly with teachers in the school about what they are teaching..... | 1 |
| d. I know the curriculum because I am a teacher in New York City | 1 |

38. Are you a teacher or other member of the **regular school staff for this school?**
- a. No (**Skip to Question 40**) 1
 - b. Classroom teacher 2
 - c. Instructional specialist (e.g., music, art, physical education, reading) 3
 - d. Classroom aide/teaching assistant 4
 - e. Pupil support staff (e.g., counselor, social worker) (**Skip to Question 40**) 5
 - f. Administrator (**Skip to Question 40**) 6
 - g. Other (e.g., clerical, food service) (**Skip to Question 40**) 7

39. As a result of working in the after-school program:
- | | <i>Strongly
agree</i> | <i>Agree</i> | <i>Disagree</i> | <i>Strongly
disagree</i> |
|---|---------------------------|--------------|-----------------|------------------------------|
| a. I get the chance to try new activities and teaching strategies | 1 | 2 | 3 | 4 |
| b. I have changed some activities or teaching strategies in my regular classroom | 1 | 2 | 3 | 4 |
| c. My relationships with some students have improved because I get to work with them after school | 1 | 2 | 3 | 4 |
| d. I have less time and energy for my regular teaching responsibilities | 1 | 2 | 3 | 4 |
| e. I am worried about getting burned out on teaching | 1 | 2 | 3 | 4 |

Your Background and Experience

Below are some questions about your professional background and experience. For each question, please circle the response that best describes you.

40. Prior to taking your job with this after-school program, how many years of experience did you have **working in a social services, youth services, community, or educational organization?** (**Circle one.**)
- a. None (**Skip to Question 42**) 1
 - b. 1 – 2 years 2
 - c. 3 – 5 years 3
 - d. 6 – 10 years 4
 - e. More than 10 years 5

41. If you worked in a social services, youth services, community, or educational program, how many years of experience did you have **providing direct services to children or youth**?
- a. None..... 1
 - b. 1 – 2 years..... 2
 - c. 3 – 5 years..... 3
 - d. 6 – 10 years 4
 - e. More than 10 years 5

42. Prior to taking your position with this after-school program, did you have experience **working in a school setting**?
- a. No (**Skip to Question 44**) 1
 - b. Yes..... 2

43. If you had prior experience working in a school setting, how many years of experience did you have in the following types of positions?

	<i>More than 10 years</i>	<i>6 – 10 years</i>	<i>3 – 5 years</i>	<i>1 – 2 years</i>	<i>None</i>
a. School administrator	1	2	3	4	5
b. Classroom teacher	1	2	3	4	5
c. Instructional specialist (e.g., music, art, physical education, reading)	1	2	3	4	5
d. Classroom aide/teaching assistant	1	2	3	4	5
e. Pupil support staff (e.g., school counselor, social worker, psychologist)	1	2	3	4	5
f. Some other position in a school setting (Specify)	1	2	3	4	5

44. Prior to taking your position with this after-school program, did you have experience working directly with children with disabilities?
- a. No (**Skip to Question 46**) 1
 - b. Yes..... 2
45. If you had prior experience did you have working directly with children with disabilities, what position(s) did you hold? (**Circle all that apply.**)
- a. Teacher for children with disabilities 1
 - b. School aide or paraprofessional in a classroom with students with disabilities ... 1
 - c. Some other position (Specify) _____ 1
46. Do you hold any type of teaching certificate or license for New York City, New York State, or another state? (**Circle one.**)
- a. No (**Skip to Question 48**) 1
 - b. Yes..... 2
47. Do you hold any of the following types of teaching certificates or licenses? (**Circle all that you hold.**)
- a. I hold an **Occasional Per Diem Certificate** (for substitute teachers) for New York City (NYC) 1
 - b. I hold a **Regular License** to teach in NYC 1
 - c. I hold a **Preparatory Provisional Certificate** for NYC (for teachers currently enrolled in a certification program) 1
 - d. I hold a **Certified Provisional Certificate** for NYC..... 1
 - e. I hold a New York State certificate 1
 - f. I hold a certificate for another state (other than NY)..... 1

48. Has your experience working in this after-school program increased your interest in:

	<i>Yes</i>	<i>No</i>	<i>Already Hold This Degree</i>
a. Pursuing a bachelor's degree with a major in education	1	2	3
b. Pursuing a bachelor's degree in another subject	1	2	3
c. Pursuing a teaching certificate and/or a master's degree in education	1	2	3
d. Pursuing a master's degree in social work or another field related to child/youth development	1	2	3

49. Are you currently a student?

a. No	1
b. I am a high school student	2
c. I am a college student	3
d. I am a graduate student.....	4
e. Other type of student	5

50. What is your highest level of education?

a. Less than high school.....	1
b. High school or GED	2
c. Some college, other classes/training not related to a degree	3
d. Completed two-year college degree	4
e. Completed four-year college degree	5
f. Some graduate work	6
g. Master's degree or higher	7

51. Do you speak and understand any languages other than English?

a. No (Skip to Question 53)	1
b. Yes.....	2

52. What languages **other than English** do you speak and understand? (Note: Circle a language only if you are fluent enough in that language to be able to work and communicate effectively with students and parents who speak that language.) (Circle all that apply.)

- a. Spanish 1
- b. Chinese 1
- c. Russian 1
- d. Haitian - Creole 1
- e. French 1
- f. Other (Specify) _____ 1

53. Which best describes your race or ethnicity? (Circle one.)

- a. Black (Not Hispanic) 1
- b. Hispanic/Latino 2
- c. Asian or Pacific Islander 3
- d. Native American or Alaskan Native 4
- e. White (Not Hispanic) 5
- f. Other (Specify) _____ 6

54. Are you:

- a. Female 1
- b. Male 2

55. What is your age?

- a. Under 18 1
- b. Between 18 and 21 2
- c. Between 22 and 25 3
- d. Between 26 and 35 4
- e. Between 36 and 45 5
- f. Over 45 6

56. Do you live within walking distance of this after-school program?

- a. Yes 1
- b. No 2

57. Do you have a child or children attending this school?
- a. Yes 1
- b. No 2
58. Did you work in this after-school program at this school last school year (2001-2002)?
- a. Yes (**Skip to Question 62**) 1
- b. No 2
59. Last school year (2001-2002), did you work in another position for the organization that sponsors this after-school program?
- a. No 1
- b. Yes..... 2
60. Did you begin working at this after-school site at the beginning of this school year (i.e., August/September 2002)?
- a. Yes (**STOP HERE—Thank you for completing this survey.**) 1
- b. No 2
61. In what month of this school year (2002-2003) did you begin working at this after-school site?
- a. October 1
- b. November 2
- c. December 3
- d. January 4
- e. February 5
- f. After February 6

IF YOU ARE NEW TO THIS SITE THIS SCHOOL YEAR (2002-2003), YOU MAY STOP HERE. THANK YOU FOR TAKING THE TIME TO COMPLETE THIS SURVEY.

IF YOU WORKED AT THIS SITE LAST SCHOOL YEAR (2001-2002), PLEASE COMPLETE ITEMS 62 AND 63 ON THE NEXT PAGE.

62. We would like to know how you think your program has changed between last school year (2001-2002) and this year (2002-2003). Below we have listed a number of statements about a number of components of the program. For each statement, please circle whether you strongly agree, agree, feel the program is about the same, disagree, strongly disagree, or feel the program did not need to improve on the dimension indicated.

	<i>Strongly agree</i>	<i>Agree</i>	<i>It is about the same</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Did not need to improve</i>
a. The program reaches more students	1	2	3	4	5	6
b. The program offers activities that are more appropriate for or attractive to the students you serve	1	2	3	4	5	6
c. The program does a better job of fostering positive relationships between students and project staff	1	2	3	4	5	6
d. The training I have received has been more useful	1	2	3	4	5	6
e. Teachers in the host school who do not work in the after-school program are more supportive of the program	1	2	3	4	5	6
f. The relationship between school staff and the program is stronger	1	2	3	4	5	6
g. The program provides more services to parents	1	2	3	4	5	6
h. There are stronger links between the surrounding community and the program	1	2	3	4	5	6

63. Did you work the same number of hours a week in the program last school year (2001-2002)?

- a. Yes..... 1
- b. No, I worked more hours last year..... 2
- c. No, I worked fewer hours last year 3

THANK YOU FOR THE THOUGHT, TIME, AND EFFORT YOU HAVE PUT INTO COMPLETING THIS SURVEY.