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.

A. How important is salary for your job acceptance?  
   1. Poor  
   2. Fair  
   3. Average  
   4. Good  
   5. Excellent  
   **MEANS:** 3.5

B. How important is the school district for your job acceptance?  
   1. Poor  
   2. Fair  
   3. Average  
   4. Good  
   5. Excellent  
   **MEANS:** 4.2

C. How important is the location of a school district for your job acceptance?  
   1. Poor  
   2. Fair  
   3. Average  
   4. Good  
   5. Excellent  
   **MEANS:** 4.2

D. How important is grade level assignment for your job acceptance?  
   1. Poor  
   2. Fair  
   3. Average  
   4. Good  
   5. Excellent  
   **MEANS:** 3.6

E. How important is new teacher support within a district for your job acceptance?  
   1. Poor  
   2. Fair  
   3. Average  
   4. Good  
   5. Excellent  
   **MEANS:** 4.4

F. Overall satisfaction with the recruitment process?  
   1. Poor  
   2. Fair  
   3. Average  
   4. Good  
   5. Excellent  
   **MEANS:** 4.1

G. What is the probability you will be offered a job based on this Fair?  
   1. Poor  
   2. Fair  
   3. Average  
   4. Good  
   5. Excellent  
   **MEANS:** 3.8

H. What is the probability that you will accept a job based on this Fair?  
   1. Poor  
   2. Fair  
   3. Average  
   4. Good  
   5. Excellent  
   **MEANS:** 4.4

I. What characteristics are most notable about the “best recruiter” (please rate each)?  
   1. Knowledge of district  
   2. Knowledge of job  
   3. Interpersonal relations  
   4. Explanation of the hiring process  
   **MEANS:** 4.2

J. What characteristics are most notable about the “worst recruiter” (please rate each)?  
   1. Knowledge of district  
   2. Knowledge of job  
   3. Interpersonal relations  
   4. Explanation of the hiring process  
   **MEANS:** 2.9
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 27.6%
   [ ] Female 68.4%
   1.7 (Female)

3. National origin
   3.9% [ ] African American
   19.7% [ ] Hispanic
   2.6% [ ] Asian/Pacific Islander
   0% [ ] Native American/Alaskan
   60.5% [ ] White/European American
   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: