

Appendix II.

Questionnaire

**Improving Islamic Schools:
Attracting and Retaining Qualified
Teachers in U.S. Full-Time Islamic
Schools**

Section 1: School Directory Information

1. Enter the school mailing address (state)
2. Select the school accreditation status
 - Accredited
 - Not accredited
 - Granted candidacy status
 - In the process of applying
 - Other
3. Enter the total number of KG-12th grade students enrolled in your school. (Do not include Pre-K or daycare enrollment.)

Section 2: Student Demographic and Enrollment

4. What is the teacher-to-student ratio for each of the grade bands offered at your school? (Select N/A if you do not offer the particular grade band.)

Ratio	Elementary school: KG - 5th grade	Middle school: 6th - 8th grade	High school: 9th - 12th grade
1:1 - 1:10			
1:10 - 1:15			
1:15 - 1:25			
1:25+			
N.A			

Section 3: Staffing

5. Indicate the number of teachers at your school based on full-time/part-time status.
 - Number of full-time teachers
 - Number of part-time teachers
6. Please indicate the average annual

compensation for full-time elementary (KG-5) teachers. Select N/A if you do not offer the grade band.

- Below \$20,000
- \$20,000 - \$25,000
- \$26,000 - 30,000
- \$31,000 - \$35,000
- \$36,000 - \$40,000
- \$41,000 - \$45,000
- \$46,000 - \$50,000
- \$51,000 - \$60,000
- \$61,000 - \$65,000

7. Please indicate the average annual compensation for your full-time middle school teachers. Select N/A if you do not offer the grade band.

- Below \$20,000
- \$20,000 - \$25,000
- \$26,000 - 30,000
- \$31,000 - \$35,000
- \$36,000 - \$40,000
- \$41,000 - \$45,000
- \$46,000 - \$50,000
- \$51,000 - \$60,000
- \$61,000 - \$65,000

8. Please indicate the average annual compensation for your full-time high school teachers. Select N/A if you do not offer the grade band.

- Below \$20,000
- \$20,000 - \$25,000
- \$26,000 - 30,000
- \$31,000 - \$35,000
- \$36,000 - \$40,000
- \$41,000 - \$45,000
- \$46,000 - \$50,000
- \$51,000 - \$60,000
- \$61,000 - \$65,000

9. What benefits are provided to employees at your school? (Select all that apply).

- Health insurance
- Employee tuition discount
- Retirement plan
- Paid sick leave
- Paid vacation
- Paid family leave
- Professional development
- Continuing education reimbursement
- Other
- None

10. Indicate what percentage of your elementary teachers have:

Percentage	State teacher certification	Bachelor's Degree in Education	Masters Degree or Higher	Additional Credentials
1% - 10%				
11% - 25%				
26% - 50%				
51% - 75%				
76% - 100%				

11. Indicate what percentage of your middle school teachers have:

Percentage	State teacher certification	Bachelor's Degree in Education	Masters Degree or Higher	Additional Credentials
1% - 10%				
11% - 25%				
26% - 50%				
51% - 75%				
76% - 100%				

12. Indicate what percentage of your high school teachers have:

Percentage	State teacher certification	Bachelor's Degree in Education	Masters Degree or Higher	Additional Credentials
1% - 10%				
11% - 25%				
26% - 50%				
51% - 75%				
76% - 100%				

13. What was your school's teacher retention rate between the past academic year (2021-2022) and the current one (2022-2023)? In other words, what percentage of teachers REMAINED EMPLOYED at your school?

- 1-25%
- 26%-50%
- 51%-75%
- 76-100%

14. For THIS school year, how easy or difficult was it to fill teacher vacancies? Select "Not Applicable" if you did not have a vacancy in that field.

Subject	Easy	Difficult	Very Difficult	Not Filled	N/A
Elementary Lead					
Math					
English/Language Arts					
Social Studies					
Science					
Islamic Studies					
Quran					
Arabic					

Section 4: Finance and Operations

15. What is the current annual operating budget of your school?

- \$0 - \$99,000
- \$100,000- \$199,000
- \$200,000 - \$299,000
- \$300,000 - \$399,000
- \$400,000 - \$499,000
- \$500,000 - \$599,000
- \$600,000 - \$699,000
- \$700,000 - \$799,000
- \$800,000 - \$899,000
- \$900,000 - \$999,000
- \$1 million- \$1.99 million

- \$2 million - \$2.99 million
- \$3 million- \$3.99 million
- \$4 million- \$4.99 million
- \$5 million or more

16. What is the current annual revenue of your school (including tuition, fundraising, grants, etc)?

- \$0 - \$99,000
- \$100,000- \$199,000
- \$200,000 - \$299,000
- \$300,000 - \$399,000
- \$400,000 - \$499,000
- \$500,000 - \$599,000
- \$600,000 - \$699,000
- \$700,000 - \$799,000
- \$800,000 - \$899,000
- \$900,000 - \$999,000
- \$1 million- \$1.99 million
- \$2 million - \$2.99 million
- \$3 million- \$3.99 million
- \$4 million- \$4.99 million
- \$5 million or more

Section 5: Governance and Leadership

17. How many principals/head of school has your school employed in the past 10 years?

- 1
- 2
- 3
- 4
- 5