

The 2022 Hybrid Schools Teacher Survey (HSTS) is the first effort at exploring the group of teachers who work in hybrid schools (schools in which students physically meet for fewer than five days per week, and are homeschooled on the other days). The survey asked hybrid school teachers to respond to a variety of questions about their own education in terms of college degrees, their preparation to become teachers, their experiences as teachers over the course of their careers, their work environments in hybrid schools, and others. While some research has been conducted on the families who attend hybrid schools¹, and on their general operations², almost none has been done on the teachers within these schools. Most of these schools employ either one full time person (usually the school principal/director), or zero³. Teachers in these schools tend to be very part-time, teaching only a few classes, or only a few days per week. A major purpose of the HSTS is to explore who teaches in these schools, and how these teachers might differ from teachers in conventional, five-day schools on a variety of measures.

The HSTS included teachers from a subset of schools who participated in the 2022 National Hybrid Schools Survey⁴. HSTS questions were based in part on the National Center for



 KENNESAW STATE







Table 8. Hybrid Teacher Work Experience

	Total Years					Hybrid Years				
	1-5	6-10	11-15	16-20	21+	1-5	6-10	11-15	16-20	21+
Overall	23.7	29.8	17.6	29.0	0	51.9	29.8	9.9	4.6	3.8
School Classification										
Public	24.6	29.2	16.0	26.1	0	40.9	39.2	10.2	2.0	0.2
Private	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Location										
Urban	14.3	0	46.4	28.6	10.7	3.6	10.7	25	42.9	17.9
Suburban	0	0	0	0	0	0	0	0	0	0
Rural	0	0	0	0	0	0	0	0	0	0
Grades Served										
Elementary	0	66.7	0	33.3	0	33.3	33.3	0	33.3	0
100	0	0	0	0	100	0	0	0	0	0
High School	0	0	0	0	0	0	0	0	0	0
All Grades	28.4	17.9	31.0	5.0	31.0	11.2	4.3	3.4	0	23.3
Less than 100	25	50	0	25	0	25	37.5	0	12.5	25

Table 9. Course 51 Course Usage

	BEFORE your first year of teaching					during the first two years of teaching				
	1-5	6-10	11-15	16-20	21+	1-5	6-10	11-15	16-20	21+
Overall	48.5	46.6	34.3	38.9	0	35.1	31.1	29.5	29.5	11.1
School Characteristics										
Public	40	44.6	22.2	24.8	0	29.6	26.1	29.6	29.6	11.1
Private	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
School Classification										
Public	40	44.6	22.2	24.8	0	29.6	26.1	29.6	29.6	11.1
Private	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Location										
Urban	14.3	0	46.4	28.6	10.7	3.6	10.7	25	42.9	17.9
Suburban	0	0	0	0	0	0	0	0	0	0
Rural	0	0	0	0	0	0	0	0	0	0
Grades Served										
Elementary	0	66.7	0	33.3	0	33.3	33.3	0	33.3	0
100	0	0	0	0	100	0	0	0	0	0
High School	0	0	0	0	0	0	0	0	0	0
All Grades	28.4	17.9	31.0	5.0	31.0	11.2	4.3	3.4	0	23.3
Less than 100	25	50	0	25	0	25	37.5	0	12.5	25



Table 4: Student Teaching

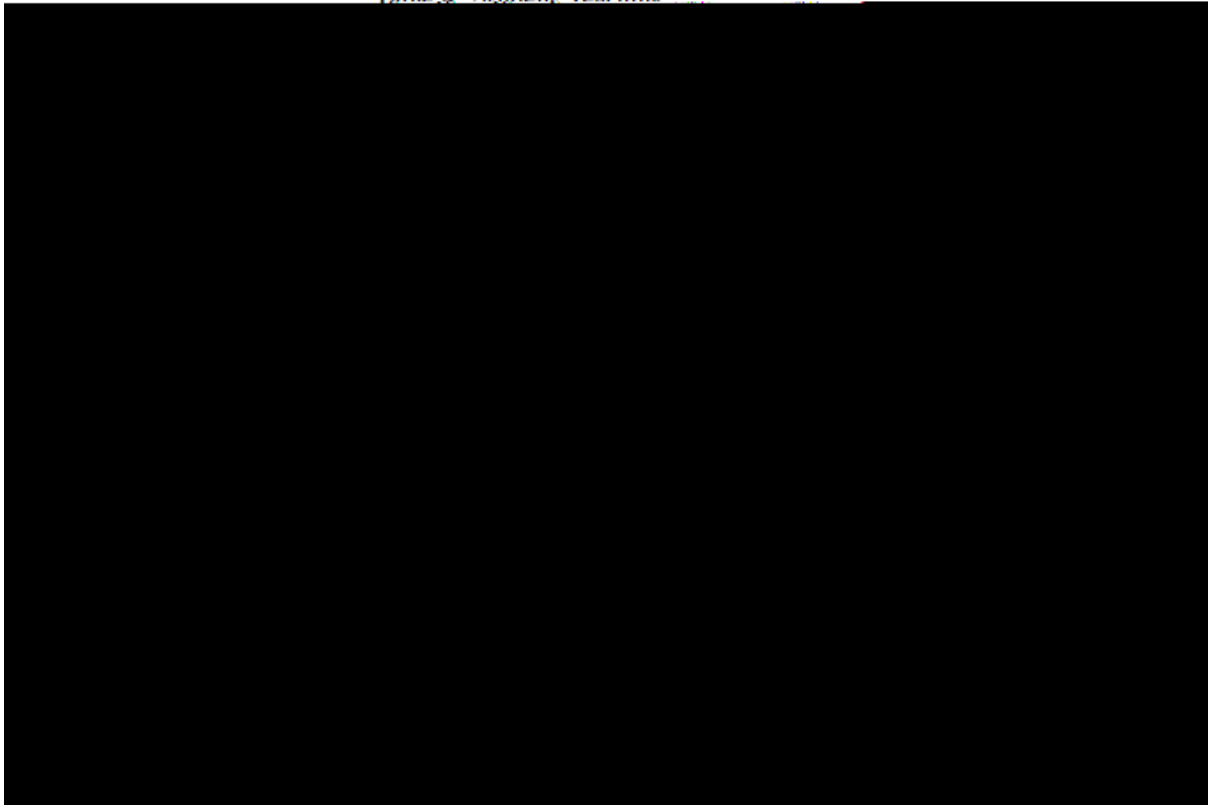


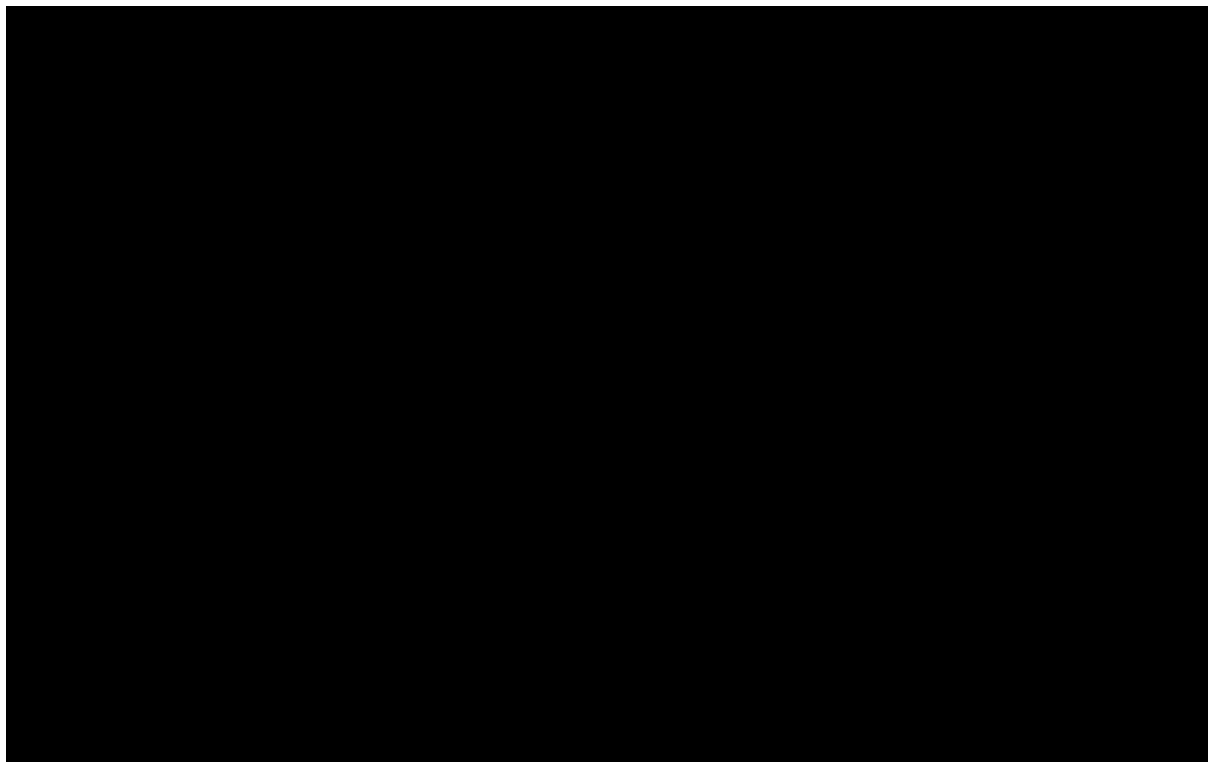
Table 6: Hybrid Teacher Gender

School Classification	Male	Female	Other	Not Reported
Overall	8.7	87.0	2.1	2.1
School Classification				
Public	7.8	90.2	0	2.0
Other	0	100	0	0
Location				
Urban	3.4	80.5	0	16.1
Suburban	10	80.5	0	9.5
Rural	0	100	0	0

Table 7: Hybrid Teacher Salary

School Classification	Extracurricular Academic Job		Job outside School System	
	Average Salary	Percentage	Average Salary	Percentage
Overall	17,333.4	9.8	282.8	33.3
Public	15,150.0	10.0	5,352.9	12,595.4
Location				
Urban	39.5	3,748.5	16,706.5	19,100
Suburban	36,833.0	34.1	1,408.5	1,170.7
Rural	0	0	0	0
Grades Served				
Elementary	0	0	0	0
Middle School	0	0	0	0
High School	39,056.0	35,900.0	34.1	1,099.0
All	17,333.4	9.8	282.8	33.3





	Setting performance standards for students at this school			Establishing curriculum ... at this school			Overall
	A great deal	No	Moderate	A great deal	No	Moderate	
Influence of influence	12.4	22.7	37.1	27.8	8.4	17.9	31.6
School Classification							
Public	19.1	28.6	33.3	19.1	4.9	14.6	39.0
Private	0	0	50	50	0	100	0
Location							
Urban	0	13.8	44.8	41.4	7.1	7.1	39.3
Suburban	0	0	0	0	0	0	0
Rural	0	0	0	0	0	0	0
Grades Served							
Elementary	0	0	0	0	0	0	0
Middle School	0	0	0	0	0	0	0
High School	0	0	100	0	0	0	50
All Grades	0	0	0	0	0	0	0
Student Population							
Less than 100	0	0	0	0	0	0	0
100-199	0	0	0	0	0	0	0
200-499	0	0	33.3	50	16.7	16.7	50
500-999	0	0	0	0	0	0	0
1000-1499	0	0	0	0	0	0	0
1500-1999	0	0	0	0	0	0	0
2000-2499	0	0	0	0	0	0	0
2500-2999	0	0	0	0	0	0	0
3000-3499	0	0	0	0	0	0	0
3500-3999	0	0	0	0	0	0	0
4000-4499	0	0	0	0	0	0	0
4500-4999	0	0	0	0	0	0	0
5000-5499	0	0	0	0	0	0	0
5500-5999	0	0	0	0	0	0	0
6000-6499	0	0	0	0	0	0	0
6500-6999	0	0	0	0	0	0	0
7000-7499	0	0	0	0	0	0	0
7500-7999	0	0	0	0	0	0	0
8000-8499	0	0	0	0	0	0	0
8500-8999	0	0	0	0	0	0	0
9000-9499	0	0	0	0	0	0	0
9500-9999	0	0	0	0	0	0	0
10000+	0	0	0	0	0	0	0

Table 16. Statement Assessment - Middle School/Elementary

[REDACTED]

Table 17. Statement Assessment - Middle School/Elementary

	Strongly Disagree	Moderately Disagree	Moderately Agree	Strongly Agree	Strongly Disagree	Moderately Disagree	Moderately Agree	Strongly Agree	School Characteristics
Overall	16.9	27.4	16.8	38.9	4.3	9.5	9.7	31.0	
School Classification									
Elementary	26.4	27.4	23.2	23.0	1.0	7.5	12.0	22.4	50
Middle School	17.0	27.0	16.7	35.3	0.0	10.0	10.0	14.0	50
Gender									
Female	16.9	27.0	16.7	35.3	0.0	10.0	10.0	14.0	50
Male	16.9	27.0	16.7	35.3	0.0	10.0	10.0	14.0	50
Grade/Level									
Elementary	26.4	27.4	23.2	23.0	1.0	7.5	12.0	22.4	50
High School	17.0	27.0	16.7	35.3	0.0	10.0	10.0	14.0	50
Student Enrollment									
Less than 100	16.7	27.0	16.7	35.3	0.0	10.0	10.0	14.0	50
100-199	16.7	27.0	16.7	35.3	0.0	10.0	10.0	14.0	50
200-499	16.7	27.0	16.7	35.3	0.0	10.0	10.0	14.0	50
500-999	16.7	27.0	16.7	35.3	0.0	10.0	10.0	14.0	50
more than 1000	16.7	27.0	16.7	35.3	0.0	10.0	10.0	14.0	50

* For label definitions, see Table 1 footnotes

Table 18: Statement Agreement - Administration/Salary

The school administration's behavior toward the staff is supportive and encouraging		I am satisfied with my teaching salary	
Agree	Disagree	Agree	Disagree
18.0	75.9	22.7	70.5
Overall		1.0	1.0

Table 19: Statement Agreement - Discipline/II

Determines the amount of homework		Disciplin	
Agree	Disagree	Agree	Disagree

Professional Development				
Instructional Leadership				
Professional Learning Communities				
Professional Development Programs				
Minor	Moderate	A great deal	No	
19.59	29.9	34.02	16.49	Overall
School Classification				
30.2	28.3	22.6	Public	18.9
30.9	38.1	9.5	Private	21.4
0	100	0	Other	0
Location				
32	28	12	Urban	28
27.6	31.0	31.0	Suburban	10.3
30.2	39.5	9.3	Rural	20.9
Grades Served				
0	0	100	0	Elementary
0	Middle School	0	0	0
50	High School	0	0	50
14.3	Multiple Grades	42.9	14.3	28.6
Student Population				
25	Less than 100	0	0	75
0	100	0	100-199	0
1.7	16.7	16.7	200-499	50
1.9	25.6	23.3	500-999	16.3

see Table 1 footnotes

^a For label definitions,

Table 25: First-Year Support

teaching? On which of the following did you receive support during your FIRST year of teaching?

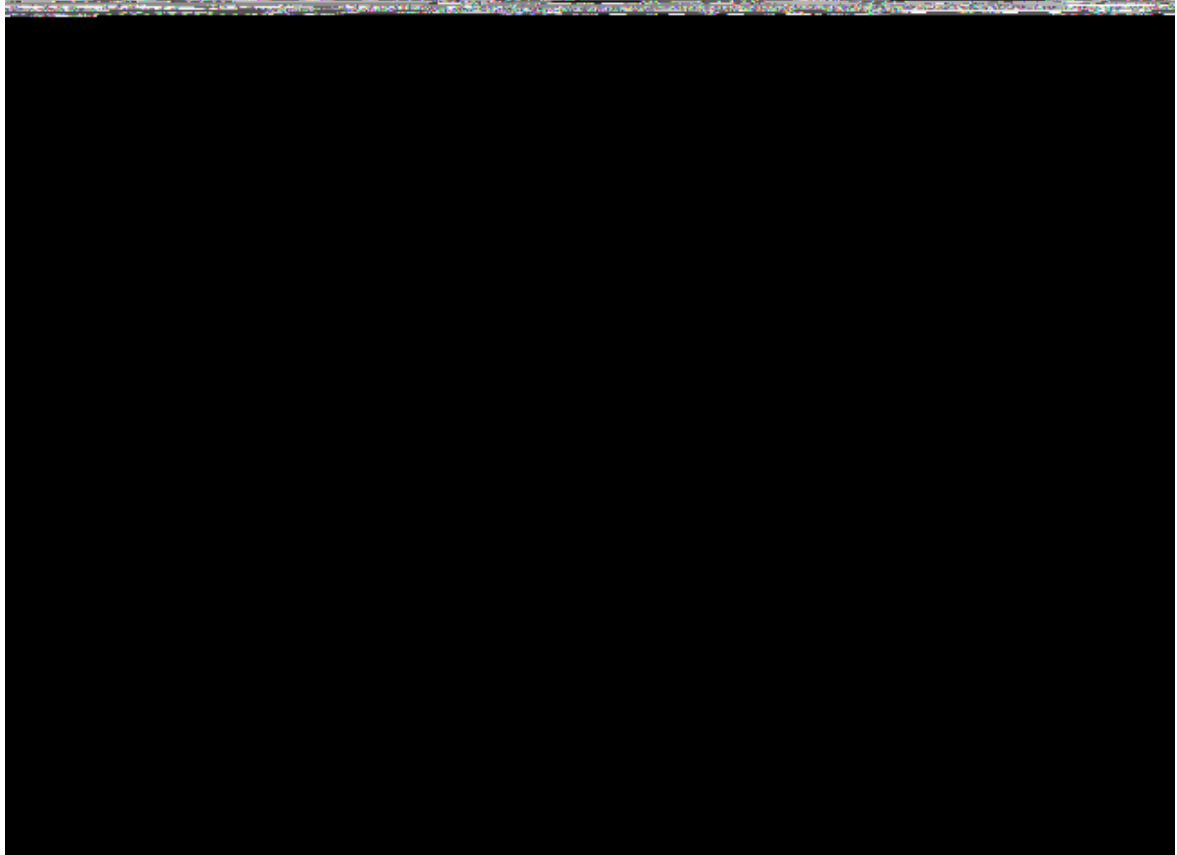


Table 20: First-year support

On which of the following did you receive support during your EPDST year of teaching?

	Yes	No	Total	Overall %	Row %	Column %
Communication with your principal on your teaching aimed at helping you develop and refine your teaching practice	100	0	100	100.0	100.0	100.0
Department chair	100	0	100	100.0	100.0	100.0
Other administrators	100	0	100	100.0	100.0	100.0
Other teachers	100	0	100	100.0	100.0	100.0
Other	100	0	100	100.0	100.0	100.0
None	0	0	0	0.0	0.0	0.0
Total	100	0	100	100.0	100.0	100.0
Overall %	100.0	0.0	100.0	100.0	100.0	100.0
Row %	100.0	0.0	100.0	100.0	100.0	100.0
Column %	100.0	0.0	100.0	100.0	100.0	100.0
Subtotal	100	0	100	100.0	100.0	100.0
Rural	87.5	12.5	100	87.5	87.5	12.5

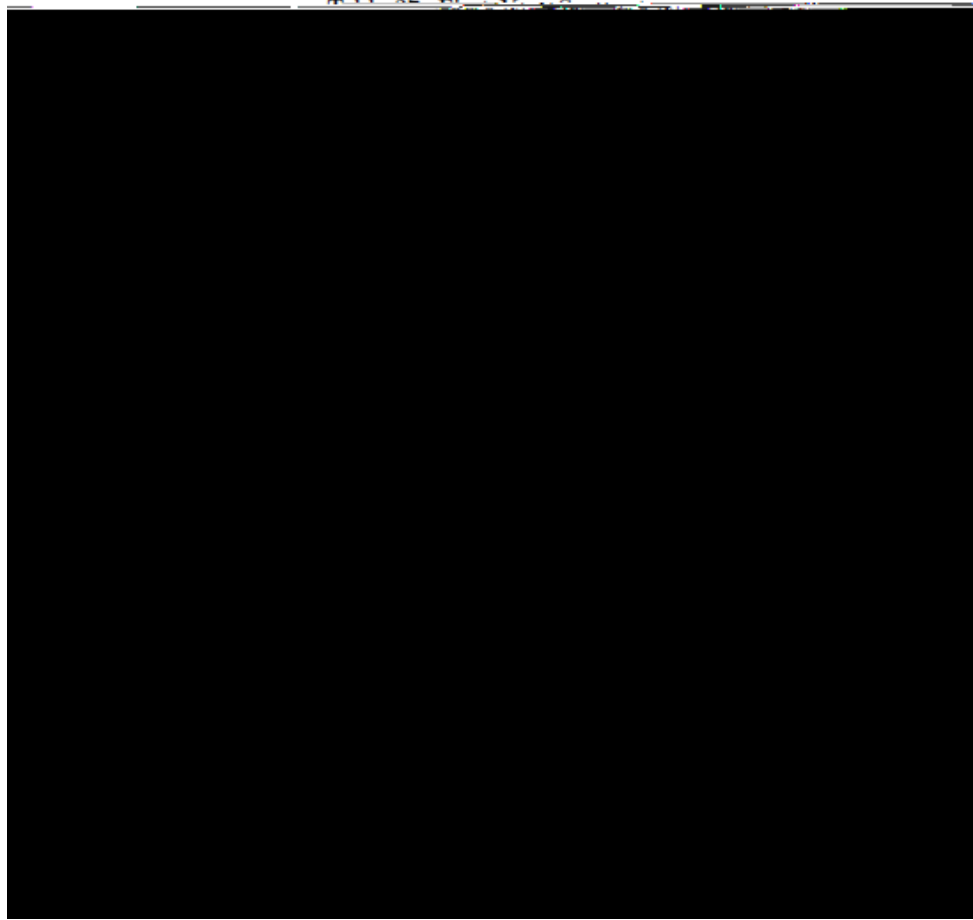
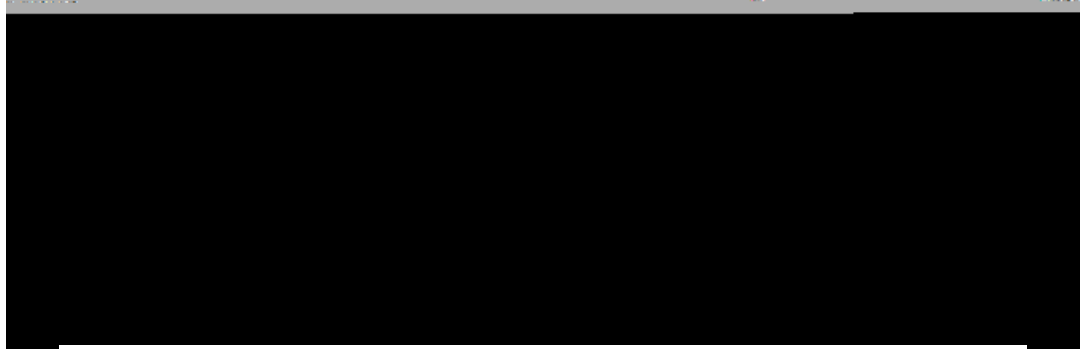


Table 28: First-Year Support

Did your assigned mentor provide the following types of support during your first year teaching? www.kennesaw.edu/assessment

Once or twice a month, A few times a year, Never, More than 10 times a year, At least once a week




Table 29: First-Year Support

Did your assigned mentor provide the following types of support during your first year teaching? www.kennesaw.edu/assessment Did your assigned mentor teach

Did your assigned mentor provide the following types of support during your first year teaching? www.kennesaw.edu/assessment Did your assigned mentor teach

	Once or twice a month	A few times a year	Never	More than 10 times a year	At least once a week
Did your assigned mentor provide the following types of support during your first year teaching? www.kennesaw.edu/assessment	111	176	168	26	199
Did your assigned mentor teach	180	180	231	24	
Priority	91.8%	100.0%	99.5%	91.9%	

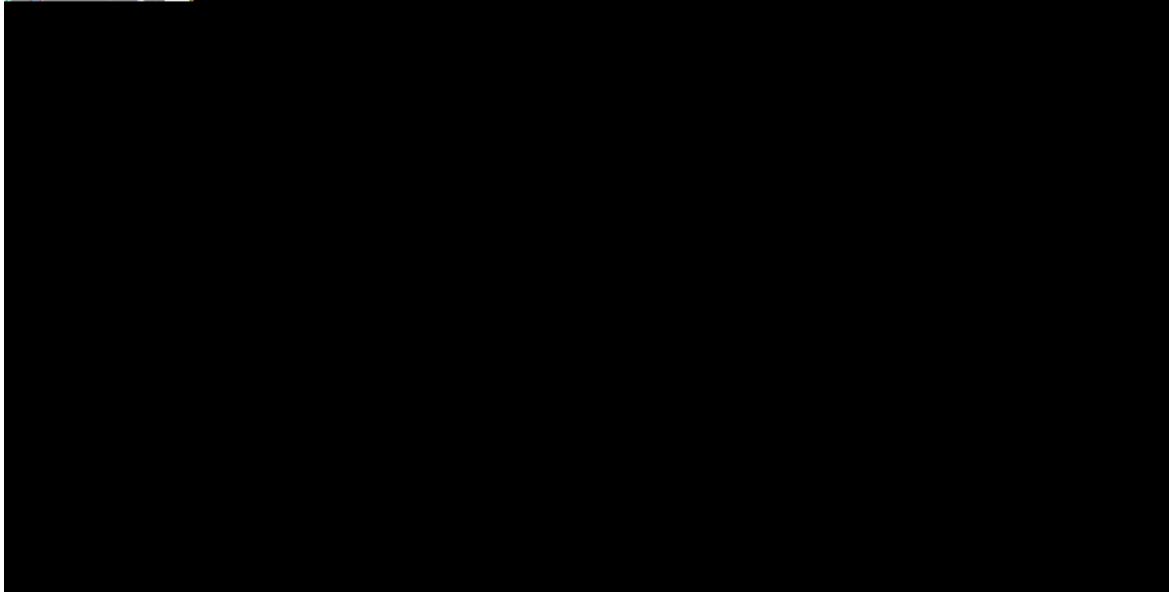


Table 20: Teachers' Mean Responses to Question 10

Characteristics...	Overall...to what extent did your assigned mentor teacher improve your teaching in your first year?				School Classification
	To a great extent...	To a moderate extent...	To a small extent...	Not at all...	
Overall	36.2	21.7	23.2	18.8	Charter
Public	48.3	20.7	10.3	20.7	Public
57 schools	22.0	20.9	21.1	35.9	Charter

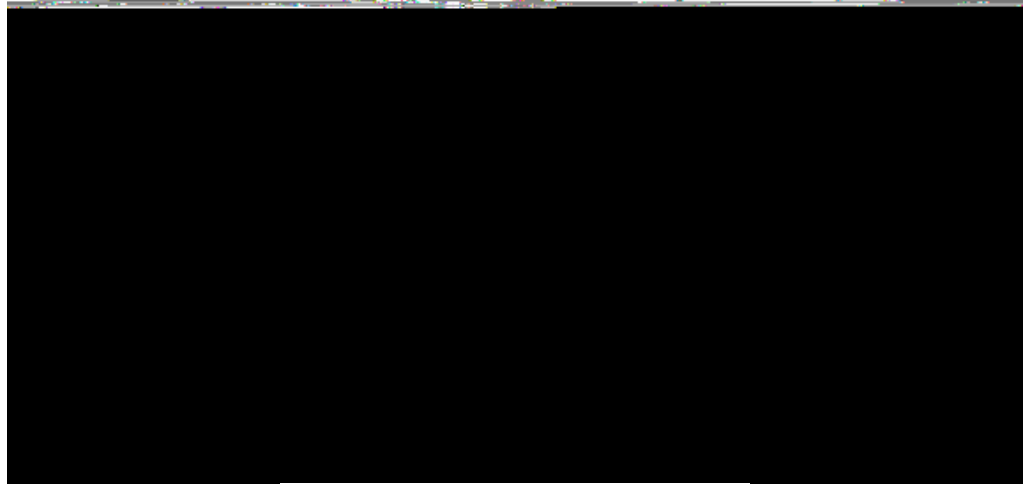


Table 21: Teachers' High/Low/No Response

Response	Count	Percentage
High	16	27.8%
Low	34	59.3%
No Response	10	17.2%

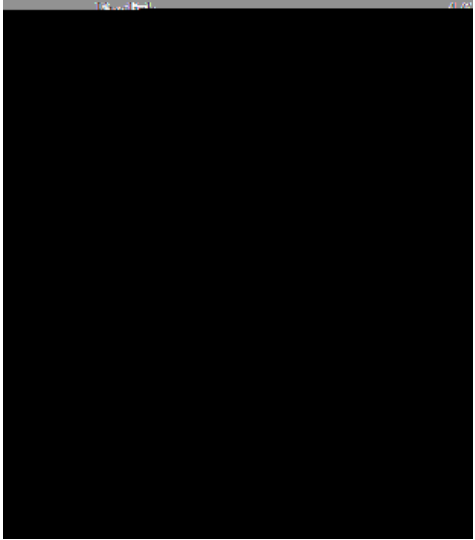


Table 33: Covid Support

During THIS school year (2020-21), how did the online learning format affect how you delivered instruction in this school?

All or some of my classes were:

Learning format using paper materials	School Characteristics	Learning format online	Learned using
1.9	Public	88.2	0

School Classification

Table 33: Covid Support

To what extent do you agree or disagree with the following statement: I had the opportunity to provide input on the school's instruction during the 2020-21 school year.

Strongly Agree Somewhat Agree Somewhat Disagree Strongly Disagree School Characteristics

Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	School Characteristics
58.6	37.6	19.6	1.1	Overall
60.0	35.0	22.0	1.0	Public

School Classification



Table 36: Covid Support

	Disagree	Agree	Disagree	Agree
Overall	90.1	9.9	86.3	13.7
Private	93.4	6.6	80	20
Public	88.6	11.4	95.1	4.9
Elementary	100	0	66.7	33.3
Middle School	188	8	180	8
High School	88	11	77	11
All Grades	88	11	77	11
Multiple Grades	100	0	70	30
Student Population				
Less than 100	100	0	100	0
100-199	100	0	33.3	66.7
200-499	100	0	66.7	33.3
500-999	94.3	5.7	79.3	20.7
more than 1000	83.6	16.4	95.1	4.9

Table 37: Appendix - School Characteristics

