| 4A-b. The Common Limitations and Your District |
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| To what extent do you agree that your HR unit operates in these ways? | Strongly Disagree | Disagree | AgreeSomewhat | Agree | Strongly Agree | Rationale |
| A focus on basic fit to immediate individual vacancies, not work context or teams | [ ]  | [ ]  | [ ]  | [ ]  | [ ]  |  |
| Reliance on inservice professional development rather than placement to foster teacher growth | [ ]  | [ ]  | [ ]  | [ ]  | [ ]  |  |
| Placement of newer teachers and teachers of color in schools with challenging working conditions | [ ]  | [ ]  | [ ]  | [ ]  | [ ]  |  |