| 4A-b. The Common Limitations and Your District | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| To what extent do you agree that your HR unit operates in these ways? | Strongly Disagree | Disagree | Agree Somewhat | 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 |  |  |  |  |  |  |