



INFORMED CONSENT FORM

You are invited to participate in a research study entitled Leadership Styles During the COVID Crisis and Their Effect on Teacher Retention Rates. You were selected as a potential New England public high school teacher participant. Please read this form and ask any questions you may have before acting on this invitation to participate in the study.

This study is being conducted by Evy Woodsmith, a doctoral candidate at the University of the Cumberland, and has been approved by the UC Institutional Review Board (IRB).

Background Information:

The purpose of this study is to determine if there is a connection between the leadership style of the school administrator and the school's teacher retention rate. The study will involve approximately 150 participants.

Inclusion Criteria:

You can participate in this study if you:

- Have been teaching at your current school for the past 2 years
- Are a public high school teacher
- Are not pregnant

Procedures:

If you agree to be in this study, you will be asked to complete an online survey which will take approximately 10-15 minutes.

Voluntary Nature of the Study:

Your participation in this study is strictly voluntary. Your decision on whether or not to participate will not affect your current or future relations with your district or school. If you initially decide to participate, you are free to withdraw at any time later without affecting those relationships.

Risks and Benefits of Participation:

There is *no more than minimal risk* associated with participating in this study, and there is no individual benefit to participation in the study. However, study findings may provide the overall benefit of providing administrators insight into the most effective leadership style during a crisis.

In the event you experience stress or anxiety during your participation in the study, you may terminate your participation at any time. You may refuse to answer any questions you consider invasive or stressful.

Compensation:

There will be no compensation provided for your participation in this study.

Confidentiality:

Any data or records gathered from your participation will be kept private. No identifiable data will be gathered in order to protect your identity. The data collected by Mind Garden will be stored on their Secure

Sockets Layer (SSL) encrypted servers, and access will be limited to essential staff. In any report of this study that might be published, the researcher will not include any information that will make it possible to identify you. Research records will be securely stored and only accessible to the researcher.

Contacts and Questions:

The researcher conducting this study is Evy Woodsmith. The researcher's faculty advisor is Dr. Nathan Hamblin, nathan.hamblin@ucumberlands.edu. You may ask any questions you have related to the consent to participation. If you have questions later, you may contact them via abernier0926@ucumberlands.edu or the UC Institutional Review Board (IRB) office at irb@ucumberland.edu.

Consent

I have read the above information, been given adequate time to consider the information, and understand that my participation is voluntary, so I may stop at any point. I have asked questions and received answers. I consent to take part in this study and understand I will be offered a copy of the completed form.

Yes

No