

Supplemental Material S1. The distribution of participant responses on items related to roles and responsibilities of teachers' unions
in the affirmative

How good of a job is the union or association in your district doing in the following areas?	<i>n</i>	Mean	<i>SD</i>	Excellent	Good	Average	Poor	Terrible
Effectively negotiate contracts, salary, and benefits on behalf of speech-language pathologists	99	2.49	0.89	10%	46%	31%	11%	2%
Keep speech-language pathologists updated on new evidence-based practices	37	2.16	0.75	19%	49%	30%	2%	0%
Negotiate to keep caseload size down in the district	19	3.53	1.43	11%	21%	10%	21%	37%
Protect speech-language pathologists through due process and grievance procedures	138	2.40	0.65	7%	48%	43%	2%	0%
Provide support and mentoring to new speech-language pathologists	40	2.20	0.90	23%	43%	30%	2%	2%
Provide speech-language pathologists with high-quality training and professional development	51	2.22	0.85	18%	51%	25%	4%	2%
Expand the career ladder for speech-language pathologists by negotiating new and	20	2.80	1.08	10%	35%	25%	25%	5%

differentiated roles and responsibilities

Guide ineffective teachers and speech-language pathologists out of the profession	7	3.29	1.38	14%	14%	29%	14%	29%
Lead efforts to identify ineffective teachers and speech-language pathologists and retrain them	23	2.70	1.08	9%	48%	13%	26%	4%
Negotiate new ways to more meaningfully and effectively evaluate speech-language pathologists	38	2.76	0.90	3%	42%	37%	13%	5%
