

Supplemental Material S2. The distribution of participant responses on items related to roles and responsibilities of teachers' unions in the negative.

Would you favor or oppose the union taking on the following functions?	<i>n</i>	Mean	<i>SD</i>	Strongly favor	Somewhat favor	Somewhat oppose	Strongly oppose	I am not sure
Effectively negotiate contracts, salary, and benefits on behalf of speech-language pathologists	192	2.03	1.28	45%	32%	6%	7%	10%
Keep speech-language pathologists updated on new evidence-based practices	254	2.72	1.36	23%	28%	15%	21%	13%
Negotiate to keep caseload size down in the district	270	1.53	0.97	67%	23%	2%	4%	4%
Protect speech-language pathologists through due process and grievance procedures	150	1.95	1.37	54%	27%	1%	5%	13%
Provide support and mentoring to new speech-language pathologists	249	2.61	1.39	27%	30%	12%	17%	14%
Provide speech-language pathologists with high-quality training and professional development	238	2.45	1.42	35%	26%	11%	15%	13%
Expand the career ladder for speech-language pathologists by	269	2.20	1.38	40%	33%	7%	6%	14%

negotiating new and differentiated roles and responsibilities								
Guide ineffective teachers and speech-language pathologists out of the profession	281	3.07	1.55	19%	30%	8%	12%	31%
Lead efforts to identify ineffective teachers and speech-language pathologists and retrain them	263	2.82	1.55	24%	34%	6%	10%	26%
Negotiate new ways to more meaningfully and effectively evaluate speech-language pathologists	248	2.44	1.41	32%	33%	10%	10%	15%
