NC TEACHER WORKING CONDITIONS 2016 - Main Survey

Demographics

Q1.1. Please indicate your position:

Teacher (including instructional coaches, department heads, vocational, literacy specialist, etc.)

Principal

Assistant Principal

Other Education Professional (school counselor, school psychologist, social worker, etc.)

Q1.2. How many total years have you been employed as an educator?

First Year

2-3 Years

4-6 Years

7-10 Years

11-20 Years

20+ years

Q1.4. How many total years have you been employed in the school in which you are currently working?

First Year

2-3 Years

4-6 Years

7-10 Years

11-20 Years

20+ years

Time

Q2.1. Please rate how strongly you agree or disagree with the following statements about the use of time in your school.

	Strongly disagree	Disagree	Agree	Strongly agree	Don't know
a. Class sizes are reasonable such that teachers[1] have the time available to meet the needs of all students.					
b. Teachers have time available to collaborate with colleagues.					
c. Teachers are allowed to focus on educating students with minimal interruptions.					
d. The non-instructional time[2] provided for teachers in my school is sufficient.					
e. Efforts are made to minimize the amount of routine paperwork[3] teachers are required to do.					
f. Teachers have sufficient instructional time to meet the needs of all students.					
g. Teachers are protected from duties that interfere with their essential role of educating students.					

1. *Teachers means a majority of teachers in your school.*

2. *Non-instructional time includes any time during the day without the responsibility for student contact, including collaboration planning, meetings/conferences with students and families, etc.*

3. *Routine paperwork means both electronic and paper forms and documentation that must be completed to comply with school, district, state, and federal policies.*

Q2.2. In an AVERAGE WEEK, how much time do you devote to the following activities during the school day (i.e., time for which you are under contract to be at the school)?

	None	Less than or equal to 1 hour	More than 1 hour but less than or equal to 3 hours	More than 3 hours but less than or equal to 5 hours	More than 5 hours but less than or equal to 10 hours	More than 10 hours
a. Individual planning time						
b. Collaborative planning time[1]						
c. Supervisory duties[2]						
d. Required committee and/or staff meetings						
e. Completing required administrative paperwork[3]						
f. Communicating with parents/guardians and/or the community						
g. Addressing student discipline issues						
h. Professional development[4]						
i. Preparation for required federal, state, and local assessments						
j. Delivery of assessments						
k. Utilizing results of assessments						

1. Collaborative time includes time spent working with other teachers within or across grade and subject areas as part of a Professional Learning Community to plan and assess instructional strategies.

2. Supervisory duties include hall monitoring, recess, bus and cafeteria coverage, etc.

3. Paperwork means both electronic and paper forms and documentation that must be completed to comply with federal, state and local policies.

4. Professional development includes all opportunities, formal and informal, where adults learn from one another including graduate courses, in service, workshops, conferences, professional learning communities and other meetings focused on improving teaching and learning.

Q2.4. In an AVERAGE WEEK of teaching, how many hours do you spend on school-related activities outside of the regular school work day (before or after school, and/or on weekends)?

None

Less than or equal to 1 hour

More than 1 hour but less than or equal to 3 hours

More than 3 hours but less than or equal to 5 hours

More than 5 hours but less than or equal to 10 hours

More than 10 hours

Facilities and Resources

Q3.1. Please rate how strongly you agree or disagree with the following statements about your school facilities and resources.

	Strongly disagree	Disagree	Agree	Strongly agree	Don't know
a. Teachers[1] have sufficient access to appropriate instructional materials[2].					
b. Teachers have sufficient access to digital content and resources[3].					
c. Teachers have sufficient access to instructional technology, including computers, devices, printers, software and internet access.					
d. Teachers have access to reliable communication technology, including phones, faxes and email.					
e. Teachers have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.					
f. Teachers have sufficient access to a broad range of professional support personnel[4].					
g. The school environment is clean and well maintained.					
h. Teachers have adequate space to work productively.					
i. The physical environment of classrooms in this school supports teaching and learning.					
j. The reliability and speed of Internet connections in this school are sufficient to support instructional practices.					

1. Teachers means a majority of teachers in your school.

2. Instructional materials include items such as textbooks, curriculum materials, content references, etc.

3. Digital content and resources include online unit or lesson plans, videos of instructional practice, online assessments, open educational resources, standards and/or grades aligned digital materials, etc.

4. *Professional personnel includes positions such as school counselors, nurses, school psychologists and social workers, library media specialists, etc.*

Community Support and Involvement

Q4.1. Please rate how strongly you agree or disagree with the following statements about community support and involvement in your school.

	Strongly disagree	Disagree	Agree	Strongly agree	Don't know
a. Parents/guardians are influential decision makers in this school.					
b. This school maintains clear, two-way communication with the community.					
c. This school does a good job of encouraging parent/guardian involvement.					
d. Teachers[1] provide parents/guardians with useful information about student learning.					
e. Parents/guardians know what is going on in this school.					
f. Parents/guardians support teachers, contributing to their success with students.					
g. Community members support teachers, contributing to their success with students.					
h. The community we serve is supportive of this school.					

1. *Teachers means a majority of teachers in your school.*

Managing Student Conduct

Q5.1. Please rate how strongly you agree or disagree with the following statements about managing student conduct in your school.

	Strongly disagree	Disagree	Agree	Strongly agree	Don't know
a. Students at this school understand expectations for their conduct.					
b. Students at this school follow rules of conduct.					
c. Policies and procedures about student conduct are clearly understood by the faculty.					
d. School administrators consistently enforce rules for student conduct.					
e. School administrators support teachers'[1] efforts to maintain discipline in the classroom.					
f. Teachers consistently enforce rules for student conduct.					
g. The faculty work in a school environment that is safe.					

1. Teachers means a majority of teachers in your school.

Teacher Leadership

Q6.1. Please rate how strongly you agree or disagree with the following statements about teacher leadership in your school.

	Strongly disagree	Disagree	Agree	Strongly agree	Don't know
a. Teachers[1] are recognized as educational experts.					
b. Teachers are trusted to make sound professional decisions about instruction.					
c. Teachers are relied upon to make decisions about educational issues.					
d. Teachers are encouraged to participate in school leadership roles[2].					
e. The faculty has an effective process for making group decisions to solve problems.					
f. In this school we take steps to solve problems.					
g. Teachers are effective leaders in this school.					

1. Teachers means a majority of teachers in your school.

2. School leadership roles may include formal roles such as department chair, an elected member of the School Improvement Team, mentor, coach or leader of a professional learning community, etc.

Q6.2. Please indicate the role teachers[1] have at your school in each of the following areas.

	Strongly disagree	Disagree	Agree	Strongly agree	Don't know
a. Selecting instructional materials and resources					
b. Devising teaching techniques					
c. Setting grading and student assessment practices					
d. Determining the content of in-service professional development programs					
e. Establishing student discipline procedures					
f. Providing input on how the school budget will be spent					
g. The selection of teachers new to this school					
h. School improvement planning					

1. Teachers means a majority of teachers in your school.

Q6.5. Teachers[1] have an appropriate level of influence on decision making in this school.

Strongly disagree

Disagree

Agree

Strongly agree

Don't know

1. Teachers means a majority of teachers in your school.

Q6.6. Members of the school improvement team are elected.

Strongly disagree

Disagree

Agree

Strongly agree

Don't know

School Leadership

Q7.1. Please rate how strongly you agree or disagree with the following statements about school leadership in your school.

	Strongly disagree	Disagree	Agree	Strongly agree	Don't know
a. The faculty and staff have a shared vision.					
b. There is an atmosphere of trust and mutual respect in this school.					
c. Teachers[1] feel comfortable raising issues and concerns that are important to them.					
d. The school leadership[2] consistently supports teachers.					
e. Teachers are held to high professional standards for delivering instruction.					
f. The school leadership facilitates using data to improve student learning.					
g. Teacher performance is assessed objectively.					
h. Teachers receive feedback that can help them improve teaching.					
i. The procedures for teacher evaluation are consistent.					
j. The school improvement team provides effective leadership at this school.					
k. The faculty are recognized for accomplishments.					

1. Teachers means a majority of teachers in your school.

2. School leadership is an individual, group of individuals or team within the school that focuses on managing a complex operation. This may include scheduling; ensuring a safe school environment; reporting on students' academic, social and behavioral performance; using resources to provide the textbooks and instructional materials necessary for teaching and learning; overseeing the care and maintenance of the physical plant; or developing and implementing the school budget.

Q7.3. The school leadership[1] makes a sustained effort to address teacher concerns about:

	Strongly disagree	Disagree	Agree	Strongly agree	Don't know
a. Leadership issues					
b. Facilities and resources					
c. The use of time in my school					
d. Professional development					
e. Teacher leadership					
f. Community support and involvement					
g. Managing student conduct					
h. Instructional practices and support					
i. New teacher support					

1. School leadership is an individual, group of individuals or team within the school that focuses on managing a complex operation. This may include scheduling; ensuring a safe school environment; reporting on students' academic, social and behavioral performance; using resources to provide the textbooks and instructional materials necessary for teaching and learning; overseeing the care and maintenance of the physical plant; or developing and implementing the school budget.

Professional Development

Q8.1. Please rate how strongly you agree or disagree with statements about professional development in your school.

	Strongly disagree	Disagree	Agree	Strongly agree	Don't know
a. Sufficient resources are available for professional development[1] in my school.					
b. An appropriate amount of time is provided for professional development.					
c. Professional development offerings are data driven.					
d. Professional learning opportunities are aligned with the school's improvement plan.					
e. Professional development is differentiated to meet the individual needs of teachers[2].					
f. Professional development deepens teachers' content knowledge.					
g. Teachers have sufficient training to fully utilize instructional technology.					
h. Teachers are encouraged to reflect on their own practice.					
i. In this school, follow up is provided from professional development.					
j. Professional development provides ongoing opportunities for teachers to work with colleagues to refine teaching practices.					
k. Professional development is evaluated and results are communicated to teachers.					
l. Professional development enhances teachers' ability to implement instructional strategies that meet diverse student learning needs.					
m. Professional development enhances teachers' abilities to improve student learning.					

1. Professional development includes all opportunities, formal and informal, where adults learn from one another including graduate courses, in service, workshops, conferences, professional learning communities and other meetings focused on improving teaching and learning.

2. Teachers means a majority of teachers in your school.

Q8.2. In which of the following areas (if any) do you need professional development to teach your students more effectively?

	Yes	No
a. Your content area		
b. Common core and essential standards		
c. Student assessment		
d. Differentiating instruction		
e. Special education (students with disabilities)		
f. Special education (gifted and talented)		
g. English Language Learners		
h. Closing the Achievement Gap		
i. Methods of teaching		
j. Reading strategies		
k. Integrating technology into instruction		
l. Classroom management techniques		

Q8.3. In the past 2 years, have you had 10 clock hours or more of professional development in any of the following areas?

	Yes	No
a. Your content area		
b. Common core and essential standards		
c. Student assessment		
d. Differentiating instruction		
e. Special education (students with disabilities)		
f. Special education (gifted and talented)		
g. English Language Learners		
h. Closing the Achievement Gap		
i. Methods of teaching		
j. Reading strategies		
k. Integrating technology into instruction		
l. Classroom management techniques		

Instructional Practices and Support

Q9.1. Please rate how strongly you agree or disagree with the following statements about instructional practices and support in your school.

	Strongly disagree	Disagree	Agree	Strongly agree	Don't know
a. State assessment[1] data are available in time to impact instructional practices.					
b. Local assessment[2] data are available in time to impact instructional practices.					
c. Teachers[3] use assessment data to inform their instruction.					
d. The curriculum taught in this school is aligned with Common Core Standards.					
e. Teachers work in professional learning communities[4] to develop and align instructional practices.					
f. Provided supports (i.e. instructional coaching, professional learning communities, etc.) translate to improvements in instructional practices by teachers.					
g. Teachers are encouraged to try new things to improve instruction.					
h. Teachers are assigned classes that maximize their likelihood of success with students.					
i. Teachers have autonomy to make decisions about instructional delivery (i.e. pacing, materials and pedagogy).					
j. State assessments provide schools with data that can help improve teaching.					
k. State assessments accurately gauge students' understanding of standards.					
l. Teachers believe almost every student has the potential to do well on assignments.					

m. Teachers believe what is taught will make a difference in students' lives.

n. Teachers require students to work hard.

o. Teachers collaborate to achieve consistency on how student work is assessed.

p. Teachers know what students learn in each of their classes.

q. Teachers have knowledge of the content covered and instructional methods used by other teachers at this school.

r. Teachers use digital content and resources in their instruction.

1. State assessments include end of course and end of grade tests.

2. Local assessments are standardized instruments offered across schools within the district and can include any norm or criterion referenced tests, diagnostics, or local benchmarks.

3. Teachers means a majority of teachers in your school.

4. Professional learning communities include formalized groupings of teachers within or across grade and subject areas that meet regularly to plan and assess instructional strategies for student success.

Overall

Q10.1. Which of the following best describes your immediate professional plans?

Continue teaching at my current school

Continue teaching in this district but leave this school

Continue teaching in this state but leave this district

Continue working in education but pursue an administrative position

Continue working in education but pursue a non-administrative position

Leave education entirely

Q10.3. Which aspect of your teaching conditions most affects your willingness to keep teaching at your school?

Time during the work day

Facilities and resources

Community support and involvement

Managing student conduct

Teacher leadership

School leadership

Professional development

Instructional practices and support

Q10.5. Which aspect of your teaching conditions is most important to you in promoting student learning?

Time during the work day

Facilities and resources

Community support and involvement

Managing student conduct

Teacher leadership

School leadership

Professional development

Instructional practices and support

Q10.6. Overall, my school is a good place to work and learn.

Strongly disagree

Disagree

Agree

Strongly agree

Don't know

Q10.7. At this school, we utilize the results from the North Carolina Teacher Working Conditions Survey as a tool for school improvement.

Strongly disagree

Disagree

Agree

Strongly agree

Don't know

New Teacher Support

Q11.1. As a beginning teacher, I have received the following kinds of support.

	Yes	No
a. I received no additional support as a new teacher.		
b. Formally assigned mentor		
c. Seminars specifically designed for new teachers		
d. Release time to observe other teachers		
e. Access to professional learning communities where I could discuss concerns with other teacher(s)		
f. Regular communication with principals, other administrator or department chair		
g. Reduced workload		
h. Orientation for new teachers		
i. Common planning time with other teachers		
j. Formal time to meet with mentor during school hours		
k. Other		

Q11.2. On average, how often did you engage in each of the following activities with your mentor?

	Never	Less than once per month	Once per month	Several times per month	Once per week	Almost daily
a. Developing lesson plans						
b. Being observed teaching by my mentor						
c. Observing my mentor's teaching						
d. Analyzing student work						
e. Reviewing results of students' assessments						
f. Addressing student or classroom behavioral issues						
g. Reflecting on the effectiveness of my teaching together						
h. Aligning my lesson planning with the state curriculum and local curriculum						
i. Other						

Q11.3. How much did the support you received from your mentor influence your practice in the following areas?

	Not at all	Hardly at all	Some	Quite a bit	A great deal
a. Instructional strategies					
b. Subject matter I teach					
c. Classroom management strategies					
d. Using data to identify student needs					
e. Differentiating instruction based upon individual student needs and characteristics					
f. Creating a supportive, equitable classroom where differences are valued					
g. Enlisting the help of family members, parents and/or guardians					
h. Working collaboratively with other teachers at my school					
i. Connecting with key resource professionals (e.g., coaches, counselors, etc.)					
j. Complying with policies and procedures					
k. Completing administrative paperwork					
l. Providing emotional support					
m. Other					

Q11.4. Please indicate whether each of the following were true for you and your mentor.

	Yes	No
a. My mentor and I were in the same building.		
b. My mentor and I taught in the same content area.		
c. My mentor and I taught the same grade level.		

Q11.5. Overall, the additional support I received as a new teacher improved my instructional practice.

Strongly disagree

Disagree

Agree

Strongly agree

Don't know

Q11.6. Overall, the additional support I received as a new teacher has helped me to impact my students' learning.

Strongly disagree

Disagree

Agree

Strongly agree

Don't know

Q11.7. Overall, the additional support I received as a new teacher has been important in my decision to continue teaching at this school.

Strongly disagree

Disagree

Agree

Strongly agree

Don't know