

# NC TEACHER WORKING CONDITIONS 2016 – Principal-Only Survey Items

## Demographics

**Q1.3. How many total years have you been employed as a principal?**

- First Year
- 2-3 Years
- 4-6 Years
- 7-10 Years
- 11-20 Years
- 20+ years

**Q1.5. How many total years have you been a principal 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

**Q1.6. How many total years have you been a principal in the district in which you are currently working?**

- First Year
- 2-3 Years
- 4-6 Years
- 7-10 Years
- 11-20 Years
- 20+ years

## Time

**Q2.3. Please rate how strongly you agree or disagree with the following statement about the use of time in your school and district.**

	<b>Strongly disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly agree</b>	<b>Don't know</b>
<b>a. Central office has streamlined procedures to minimize principals'[1] time on non-instructional tasks.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>b. Principals are provided time to collaborate with other principals and district leaders.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>c. Principals are provided time for networking and collaboration outside of the district.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>d. Principals have sufficient time to focus on instructional leadership issues (i.e. data analysis, professional development, etc.)</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>e. Working directly with students (i.e. teaching, tutoring, etc.)</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*1. Principals means a majority of principals in your school district.*

**Q2.5. In an AVERAGE WEEK, how many hours do YOU spend on school-related activities?**

- Less than 40 hours
- 40 - 45 hours
- 46 - 50 hours
- 51 - 55 hours
- 56 - 60 hours
- 61 - 65 hours
- 66 - 70 hours
- More than 70 hours

**Q2.6. In an AVERAGE WEEK, how much time do you devote to the following activities?**

	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
<b>a. Instructional planning with teachers</b>	?	?	?	?	?	?
<b>b. Observing and coaching teachers</b>	?	?	?	?	?	?
<b>c. Covering classes for certified or non-certified absences on-site</b>	?	?	?	?	?	?
<b>d. Meetings with or sponsored by central office</b>	?	?	?	?	?	?
<b>e. Personnel issues[1]</b>	?	?	?	?	?	?
<b>f. Administrative duties[2]</b>	?	?	?	?	?	?
<b>g. Meetings with parents and the community</b>	?	?	?	?	?	?
<b>h. Student discipline issues</b>	?	?	?	?	?	?

*1. Personnel issues includes time hiring, supervising, and remediating all staff on issues not directly related to instructional planning and improvement.*

*2. Administrative duties include tasks related directly to the operations of your school including, but not limited to: transportation, paperwork or other documentation of compliance with district, state or federal requirements, etc.*

## Facilities and Resources

**Q3.2. Please rate how strongly you agree or disagree with the following statements about your school facilities and resources.**

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	<b>Strongly disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly agree</b>	<b>Don't know</b>
<b>a. My school has a sufficient number of licensed staff provided by the district to meet the educational needs of our students.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>b. My district HR department provides highly qualified applicants for open faculty positions in this school.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>c. My school has a sufficient number of non-licensed staff to operate efficiently and effectively.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>d. My school is provided sufficient data and information to make informed decisions.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>e. My school receives instructional resources commensurate with other schools in the district.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>f. My school receives instructional resources commensurate with student needs.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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## Community Support and Involvement

**Q4.2. Please rate how strongly you agree or disagree with the following statements about community support and involvement in your school in the past two years.**

	<b>Strongly disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly agree</b>	<b>Don't know</b>
<b>a. The district supports school outreach efforts to engage parents and guardians at this school.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>b. Community organizations are working effectively in this school to improve learning outcomes.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>c. This school uses community resources to provide services to students.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>d. Principals[1] are knowledgeable about issues in the community.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*1. Principals means a majority of the principals in your district.*

## Managing Student Conduct

**Q5.2. Please rate how strongly you agree or disagree with the following statements about managing student conduct in your school and district in the past two years.**

	<b>Strongly disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly agree</b>	<b>Don't know</b>
<b>a. The district has clear policies for schools as to how to handle student conduct issues.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>b. The district supports efforts to maintain discipline in this school.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>c. The district supports efforts to create a safe environment in this school.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>d. The district has supports (i.e., resources, personnel, etc.) in place to support positive student behavior.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



## Teacher Leadership

Q6.3. Please indicate the role you and/or your leadership team have in each of the following areas in your school.

	No role at all	Small role	Moderate role	Large role	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. Implementing mentoring programs for new teachers	?	?	?	?	?
f. The selection of teachers new to this school	?	?	?	?	?
g. Evaluating teachers	?	?	?	?	?
h. Removing teachers/teacher transfer	?	?	?	?	?
i. Establishing student discipline procedures	?	?	?	?	?
j. Establishing the school schedule	?	?	?	?	?
k. Establishing DISTRICT budget priorities	?	?	?	?	?
l. Establishing SCHOOL budget priorities	?	?	?	?	?
m. School improvement planning	?	?	?	?	?
n. Establishing the school mission and vision	?	?	?	?	?

**Q6.4. Please rate how strongly you agree or disagree with the following statements about decision making in your district.**

	<b>No role at all</b>	<b>Small role</b>	<b>Moderate role</b>	<b>Large role</b>	<b>Don't know</b>
<b>a. Principals are actively involved in district decision making about educational issues.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>b. Principals are trusted to make sound professional decisions about instruction in this district.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>c. In this district we take steps to solve problems.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>d. The district has an effective process for making group decisions and solving problems.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>e. The district involves principals in decisions that directly impact the operations of my school.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## School Leadership

**Q7.2. Please rate how strongly you agree or disagree with statements about leadership in your district.**

	<b>Strongly disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly agree</b>	<b>Don't know</b>
<b>a. Central office supports appropriate school improvement decisions when challenged by parents and the community.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>b. The district clearly defines expectations for schools.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>c. The district provides constructive feedback to principals toward improving performance.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>d. There is an atmosphere of trust and mutual respect within this district.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>e. Central office provides principals support when they need it.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>f. The district has a clearly defined mission and vision for all schools.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>g. The district encourages cooperation among schools.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Professional Development

Q8.4. In which of the following areas (if any) do you need additional support to lead your school more effectively?

	Yes	No
a. Instructional leadership	<input type="checkbox"/>	<input type="checkbox"/>
b. Student assessment	<input type="checkbox"/>	<input type="checkbox"/>
c. Creating positive learning environments	<input type="checkbox"/>	<input type="checkbox"/>
d. School improvement planning	<input type="checkbox"/>	<input type="checkbox"/>
e. Budgeting	<input type="checkbox"/>	<input type="checkbox"/>
f. School scheduling	<input type="checkbox"/>	<input type="checkbox"/>
g. Staffing (hiring, etc.)	<input type="checkbox"/>	<input type="checkbox"/>
h. Teacher evaluation	<input type="checkbox"/>	<input type="checkbox"/>
i. Teacher remediation/coaching	<input type="checkbox"/>	<input type="checkbox"/>
j. Data-driven decision making	<input type="checkbox"/>	<input type="checkbox"/>
k. Working with parents and the community	<input type="checkbox"/>	<input type="checkbox"/>

**Q8.5. In the past 2 years have you had 10 clock hours or more of professional development in any of the following areas?**

	<b>Yes</b>	<b>No</b>
<b>a. Instructional leadership</b>	<input type="checkbox"/>	<input type="checkbox"/>
<b>b. Student assessment</b>	<input type="checkbox"/>	<input type="checkbox"/>
<b>c. Creating positive learning environments</b>	<input type="checkbox"/>	<input type="checkbox"/>
<b>d. School improvement planning</b>	<input type="checkbox"/>	<input type="checkbox"/>
<b>e. Budgeting</b>	<input type="checkbox"/>	<input type="checkbox"/>
<b>f. School scheduling</b>	<input type="checkbox"/>	<input type="checkbox"/>
<b>g. Staffing (hiring, etc.)</b>	<input type="checkbox"/>	<input type="checkbox"/>
<b>h. Teacher evaluation</b>	<input type="checkbox"/>	<input type="checkbox"/>
<b>i. Teacher remediation/coaching</b>	<input type="checkbox"/>	<input type="checkbox"/>
<b>j. Data-driven decision making</b>	<input type="checkbox"/>	<input type="checkbox"/>
<b>k. Working with parents and the community</b>	<input type="checkbox"/>	<input type="checkbox"/>

**Q8.6. Principal professional development is a priority in this district.**

- Strongly disagree
- Disagree
- Agree
- Strongly agree
- Don't know

**Q8.7. Sufficient resources are available to principals to participate in professional development opportunities.**

- Strongly disagree
- Disagree
- Agree
- Strongly agree
- Don't know

## Overall

### Q10.2. Which of the following best describes your immediate professional plans?

- Continue as a principal at my current school
- Continue as a principal in this district but leave this school
- Continue as a principal in this state but leave this district
- Leave the principalship for another administrative position or teaching position
- Leave the principalship for personal reasons (e.g., health, family, etc.)
- Retire from the principalship
- Leave the principalship for another reason

### Q10.4. Which aspect of your leading conditions most affects your willingness to remain as principal in 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

## Instructional Practices and Support

**Q9.2. Please rate how strongly you agree or disagree with statements about instructional leadership in your district.**

	<b>Strongly disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly agree</b>	<b>Don't know</b>
<b>a. My school is provided sufficient data and information to make informed decisions.</b>	?	?	?	?	?
<b>b. My school receives instructional resources commensurate with other schools in the district.</b>	?	?	?	?	?
<b>c. My school receives instructional resources commensurate with student needs.</b>	?	?	?	?	?
<b>d. District scheduling policies promote collective learning and shared practice.</b>	?	?	?	?	?



## New Principal Support

Q12.1. Have you been formally assigned a mentor in the past three years?

Yes

No

Q12.2. My mentor was effective in providing support in the following areas.

	Strongly disagree	Disagree	Agree	Strongly agree	Don't know
a. Instructional leadership	?	?	?	?	?
b. School improvement planning	?	?	?	?	?
c. Budgeting	?	?	?	?	?
d. Scheduling	?	?	?	?	?
e. Staffing (hiring, firing, etc.)	?	?	?	?	?
f. Teacher evaluation	?	?	?	?	?
g. Teacher remediation	?	?	?	?	?
h. Data-driven decision making	?	?	?	?	?
i. Working with parents and the community	?	?	?	?	?

**Q12.3. Please indicate whether each of the following were true for you and your mentor.**

	Yes	No
<b>a. My mentor and I work in schools at the same level.</b>	?	?
<b>b. My mentor and I work in the same district.</b>	?	?
<b>c. My mentor and I work in schools within 50 miles of each other.</b>	?	?

**Q12.4. 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
<b>a. Coaching conversations with my mentor</b>	?	?	?	?	?	?
<b>b. Being observed in my school by my mentor</b>	?	?	?	?	?	?
<b>c. Observing my mentor's school</b>	?	?	?	?	?	?
<b>d. School improvement planning with my mentor</b>	?	?	?	?	?	?
<b>e. Having discussions with my mentor about leadership</b>	?	?	?	?	?	?

**Q12.5. Overall, my mentoring experience has been important in my decision to remain as principal in this school.**

Strongly disagree

- Disagree
- Agree
- Strongly agree
- Don't know

**Q12.6. My mentoring experience has been important in my effectiveness as a school leader.**

- Strongly disagree
- Disagree
- Agree
- Strongly agree
- Don't know