REVISED 2024 NC TEACHER WORKING CONDITIONS SURVEY

Demographics

Please indicate your position:
- Classroom Teacher
- Education Professional (e.g., school counselor, school psychologist, social worker, etc.)
- Instructional Support Personnel (e.g., instructional coaches, department heads, literacy specialists, etc.)
- Teaching Assistant

How many total years have you been employed as an educator?
- One Year
- 2-3 Years
- 4-6 Years
- 7-10 Years
- 11-20 Years
- 20+ Years

How many total years have you been employed in the school in which you are currently working?
- One Year
- 2-3 Years
- 4-6 Years
- 7-10 Years
- 11-20 Years
- 20+ Years

Which of the following best describes your immediate professional plans? (Select one.)
- 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 teaching in a state other than North Carolina.
- Continue working in education but pursue an administrative position.
- Continue working in education but pursue a non-administrative position.
- Leave education entirely.
- Retire.

Retention
Please rate how strongly you agree or disagree with the following statements.

Strongly Disagree	Disagree	Agree	Strongly Agree	Don't Know

1. Overall, my school is a good place to work and learn.
2. There is an atmosphere of trust and mutual respect in this school.
3. I feel comfortable raising issues and concerns that are important to me.
4. I usually look forward to each working day at this school.
5. I wouldn't want to work in any other school.
6. I feel loyal to this school.
7. I would recommend this school to parents.
8. I am an important part of this school.
9. I am proud to work at this school.

School Leadership
Please rate how strongly you agree or disagree with the following statements about *leadership*[1] at this school.

Strongly Disagree	Disagree	Agree	Strongly Agree	Don't Know

Leadership at this school:
1. Sets clear expectations for instruction.
2. Communicates a clear vision.
3. Knows what's going on in my classroom.
4. Encourages teachers to use new knowledge and skills obtained through professional development.
5. Helps teachers improve instruction.
6. Helps teachers set clear and actionable goals for improving student learning.
7. Ensures that teachers receive coaching and support to implement new practices.
8. Creates a culture of trust in the building.
9. Makes decisions based on the best interests of their students.
10. Looks out for the wellbeing of the faculty members.
11. Effectively manages daily operations at the school.
12. Makes decisions that are reasonable and justified.

[1]School leadership is an individual, group of individuals or team within this 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.

Teacher Leadership

Please rate how strongly you agree or disagree with the following statements about teacher leadership.

Strongly Disagree	Disagree	Agree	Strongly Agree	Don't Know

Teachers[1] in this school:
1. Communicate this school's vision to students
2. Empower students.
3. Establish a safe and orderly environment.
4. Take responsibility for all students' learning.
5. Use data to organize, plan, and set goals.
6. Use a variety of assessment data throughout the year to evaluate progress.

Teachers[1] in this school have opportunities to participate in the following leadership activities:
7. Analyze data.
8. Assist in determining professional development.
9. Assist in determining school budget.
10. Create a professional learning community.
11. Develop goals and strategies through the School Improvement Plan.
12. Establish student discipline procedures.
13. Mentor and support teachers to improve effectiveness.
14. Participate in the hiring process.
15. Select instructional materials and resources.

[1]Teachers means a majority of teachers in this school.

Managing Student Conduct

Please rate how strongly you agree or disagree with the following statements about *students*[1] at this school.

Strongly Disagree	Disagree	Agree	Strongly Agree	Don't Know

1. Students[1] follow the rules for student conduct.
2. Teachers[2] routinely enforce the rules for student conduct.
3. School leadership[3] supports teachers' efforts to maintain discipline in the classroom.
4. School leadership[3] routinely enforces rules for student conduct.
5. This school uses positive behavioral interventions and supports.

[1]Students means a majority of students in this school.
[2]Teachers means a majority of teachers in this school.
[3]School leadership is an individual, group of individuals or team within this 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.

The following are student conduct issues at my school:
6. Bullying
7. Cyberbullying
8. Disorder in classrooms
9. Disorder in hallways
10. Gang activity
11. Physical conflicts among students
12. Robbery or theft
13. Student disrespect of teachers
14. Student possession of weapons
15. Tardiness
16. Threats of violence toward teachers
17. Vandalism

Safety & Wellbeing
Please rate how strongly you agree or disagree with the following statements about safety and wellbeing at this school.

Strongly Disagree	Disagree	Agree	Strongly Agree	Don't Know

1. Most students arrive at school with their basic needs met (e.g. school supplies, clean clothes, food, sleep).
2. School safety issues are addressed quickly.
3. Data from anonymous reporting on school safety incidents is shared regularly with staff.
4. School staff are aware of the content in their emergency operations plan.
5. Students at this school are comfortable reporting a bullying incident to a teacher or other staff.
6. Teachers in this school know what to do if there is an emergency, natural disaster (tornado, flood) or a dangerous situation (e.g., violent person on campus) during the school day.
7. This school provides adequate services to help students with social, emotional, and mental health needs.

Facilities and Resources
Please rate how strongly you agree or disagree with the following statements about this school's facilities and resources.

Strongly Disagree	Disagree	Agree	Strongly Agree	Don't Know

The following aspects of this school's physical environment are sufficient for quality instruction:
1. Air quality
2. Building cleanliness
3. Building comfort (i.e., size of classrooms; temperature; building layout)
4. Building maintenance (i.e., lead, asbestos, pest control)
5. Building security
6. Light quality
7. Noise quality
8. Reliable internet access

Community Support and Involvement
Please rate how strongly you agree or disagree with the following statements about community support and involvement at this school.

Strongly Disagree	Disagree	Agree	Strongly Agree	Don't Know

1. This school encourages parent/guardian involvement.
2. Teachers[1] provide parents/guardians with useful information about student learning.
3. Parents/guardians know what is going on in this school.
4. Parents/guardians support teachers, contributing to their success with students.
5. Community members support teachers, contributing to their success with students.

[1]Teachers means a majority of teachers in this school.

Professional Learning and Support
Please rate how strongly you agree or disagree with the following statements about professional learning opportunities at this school.

Strongly Disagree	Disagree	Agree	Strongly Agree	Don't Know

1. An appropriate amount of time is provided for professional development.
2. Professional development is differentiated to meet the individual needs of teachers[1].
3. Professional development includes enough time to think carefully about, try, and evaluate new ideas.
4. Professional development included opportunities to work productively with colleagues in my school.
5. Professional development enhances teachers' ability to implement instructional strategies that meet diverse student learning needs.

[1]Teachers means a majority of teachers in this school.

Please select up to three (3) areas of professional development that would most improve your instructional practice.
- Career and college options for students
- Classroom management
- Competency-based education
- Instructional strategies
- Literacy strategies
- Multilingual learners
- My content area
- North Carolina Standard Course of Study
- Personalized instruction
- Special populations (e.g., Students with Disabilities, Academically and Intellectually Gifted Students, etc.)
- Student assessments
- Safety procedures (e.g., lockdown training or fire drills)

Instructional Practices and Supports
Please rate how strongly you agree or disagree with the following statements about the NCEES observation cycle.

Strongly Disagree	Disagree	Agree	Strongly Agree	Don't Know

1. My conversations with my evaluator after the observation were focused on improving my performance.
2. The feedback I received from my observation included specific steps to improve my instruction.
3. My evaluator delivered feedback in a constructive manner.
4. During my feedback conference, my evaluator gave me the opportunity to share my thoughts.
5. The evaluation process has helped me identify specific things I can do to improve my instruction.
6. As a result of the evaluation process, I have made positive changes to my classroom practice.

Please select up to three (3) types of support that would most improve your instructional practice.
- Access to an instructional coach
- Analyzing student work and assessments with other teachers
- A formally assigned a mentor
- Co-teaching
- Common planning time with other teachers
- Developing lesson plans with other teachers
- Given non-evaluative feedback from observations of my teaching
- Opportunities to attend teacher conferences
- Opportunities to collaborate with teachers outside of my school
- Reflecting on the effectiveness of my teaching with other teachers/coaches
- Regular communication with principals, another administrator or department chair
- Time to meet with a mentor
- Time to meet with professional learning communities
- Time to observe other teachers teaching

Time

Please rate how strongly you agree or disagree with the following statements about the use of time at this school.

Strongly Disagree	Disagree	Agree	Strongly Agree	Don't Know

1. Teachers are allowed to focus on educating students with minimal interruptions.
2. The non-instructional time[1] provided for teachers is sufficient.
3. Efforts are made to minimize the amount of routine paperwork[2] teachers are required to do.
4. Teachers have sufficient instructional time to meet the needs of all students.
5. Teachers are protected from duties that interfere with their essential role of educating students.

[1]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.
[2]Routine paperwork includes both electronic and paper forms and documents that must be completed to comply with school, district, state, and federal policies.

Equity

Please rate how strongly you agree or disagree with the following statements about equity at this school.

Strongly Disagree	Disagree	Agree	Strongly Agree	Don't Know

1. All students are treated equitably.
2. Teachers require all students to work hard.
3. Teachers show respect for all students' cultural beliefs and practices.
4. Instructional materials reflect the diverse backgrounds of our students and community.
5. School programs and resources are adequate to support Special Populations (e.g., Students with Disabilities, Academically and Intellectually Gifted Students, Multilingual Learners, Foster, etc.)
6. We recruit and retain a diverse teaching staff.
7. There is a culturally inclusive environment for all staff.

Optional Questions

1. Please indicate your content area (check all that apply).
   - Arts Education
   - Academic and Intellectually Gifted
   - CTE and Career Pathways
   - Computer Science
   - English Language Arts
   - English Language Development
   - Guidance
   - Healthful Living
   - Information and Technology
   - Mathematics
   - Science
   - Students with Disabilities Education
   - Social Studies
   - World Languages

2. Please indicate your licensure status.
   - Continuing Professional License
   - Emergency
   - Initial Provisional License
   - International
   - Limited
   - Permit to Teach
   - Provisional
   - Residency
   - Temporary

3. Please indicate any additional credentials you have received (check all that apply)
   - Administrator's License
   - Doctoral Degree
   - Licensure Add-On
   - Master's Degree
   - National Board Certified

4. Please indicate your race/ethnicity.
   - American Indian
   - Asian
   - Black
   - Hispanic
   - Pacific Islander
   - Two or More Races
   - White

5. (Numeric response.) 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)?

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6. (Open-ended.) Is there anything else you would like to tell us about the Teacher Working Conditions at this school?