

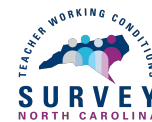
# 2024 NC Teacher Working Conditions NC State Board of Education Planning & Work Session

Slides available: <https://go.ncdpi.gov/9agty>

April 30, 2024

Jeni Corn, Director of Research and Evaluation, [jeni.corn@dpi.nc.gov](mailto:jeni.corn@dpi.nc.gov)

# Thank you 2024 NCTWC Advisory Board!

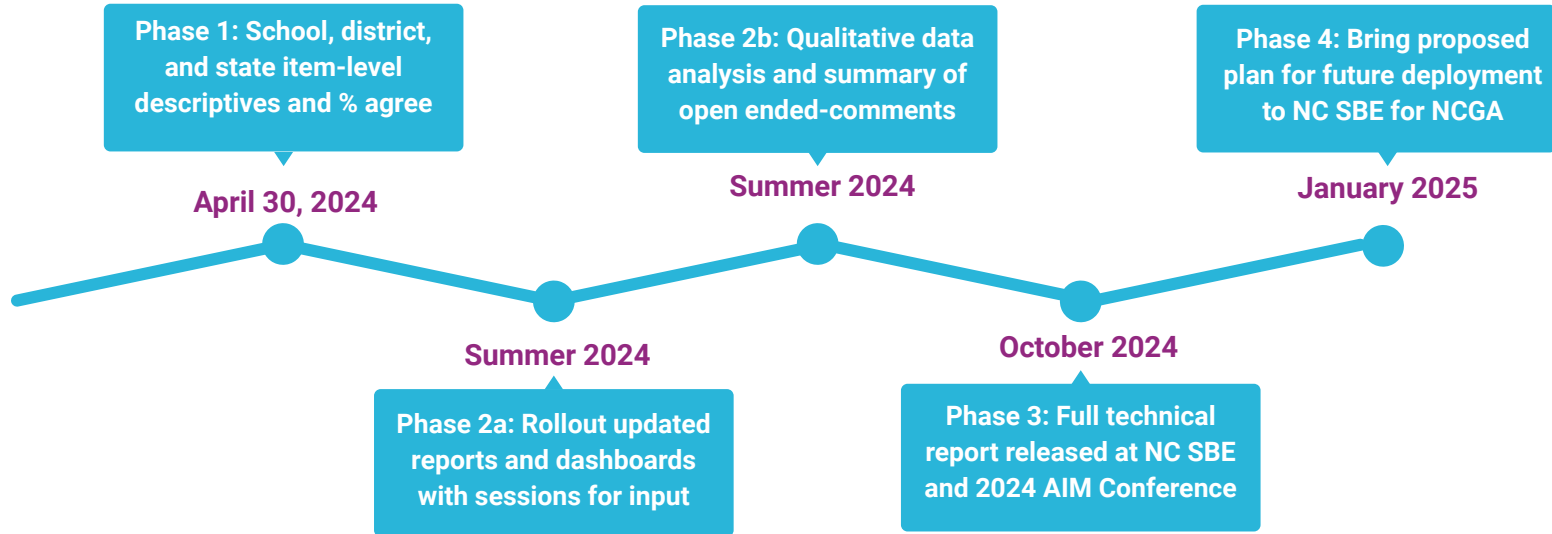


**Dr. Aaron Allen**, Superintendent, Southwest Region  
**Ashley Baquero**, Director of Charter Schools, NCDPI  
**Jill Barker**, Assistant Superintendent, Haywood County Schools, Western Region  
**Stephanie Benedict**, Client Services Director, ADI  
**Donna Bledsoe**, Traditional POY  
**Jeni Corn**, Director, Office of Research & Evaluation, NCDPI  
**Stephanie Dischiavi**, Director, Regional Support, NCDPI  
**Dr. Joe Ferrell**, Superintendent, Sandhills Region  
**Rupen Fofaria**, Director, Board Operations and Policy, NCDPI  
**Peter Halpin**, Associate Professor of Quantitative Methods, School of Education, UNC-CH  
**Ryan Henderson**, Charter POY  
**Kimberly Jones**, Traditional TOY  
**Anna M. Kuykendal**, Curriculum and Instruction Officer, North Central Region  
**Jody McClenny**, Assistant Superintendent of C&I, Southeast Region

**Jeanie McDowell**, Deputy Communications Director, NCDPI  
**Alessandro Montanari**, Assistant Director, District & Regional Support, NCDPI  
**Dr. Amanda Moran**, Assistant Superintendent, Piedmont Triad Region  
**Mia Murphy**, Executive Director, NC Virtual Public Schools, NCDPI  
**Dayson Pasion**, Teacher Advisor, Office of the Governor  
**Julie Pittman**, Special Advisor, Teacher Engagement, NCDPI  
**Tom Tomberlin**, Senior Director, Education Preparation, Licensure and Performance, NCDPI  
**Dr. Tanya Turner**, Superintendent, Northeast Region  
**Tabari Wallace**, Special Advisor, Principal Engagement, NCDPI  
**Dr. Westley Wood**, Assistant Superintendent Director of Human Resources, Northwest Region  
**TJ Worrell**, Charter TOY

# State-Level Rollout of 2024 NC TWC Results

# Timeline for Sharing Results



# Phase 1: Timeline for Sharing Results

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Preliminary data released today!

(April 30, 2024)

- Overall Response Rates
- Response Descriptives by Item and Domain
- % Agreement by Item and Domain
- School-District-Region-State

# Phase 2: Timeline for Sharing Results

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## Explore Quantitative and Qualitative Survey Data with Opportunities for Input from Stakeholders (Summer 2024)

- Results broken out by educator and school characteristics
- Correlations with student learning outcomes
- Response patterns within and across domains
- Comparison of responses over time (24 items)
- Validity and reliability analysis of revised survey
- Qualitative analysis of open-ended item
- Peer district comparisons

# Overview of Selected Preliminary 2024 NC TWC Results

# Statewide Response Rates

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- ★ **96.2%** of schools had >50% completion rates
- ★ **102,082** out of 119,500 (85.42%)
  - Classroom teachers (certified and non certified)  
n=87224 (85%)
  - Licensed Student Services Personnel (e.g., school counselor, school psychologist, social worker, media coordinator, instructional coaches) n=14858 (15%)



# Statewide Response Rates

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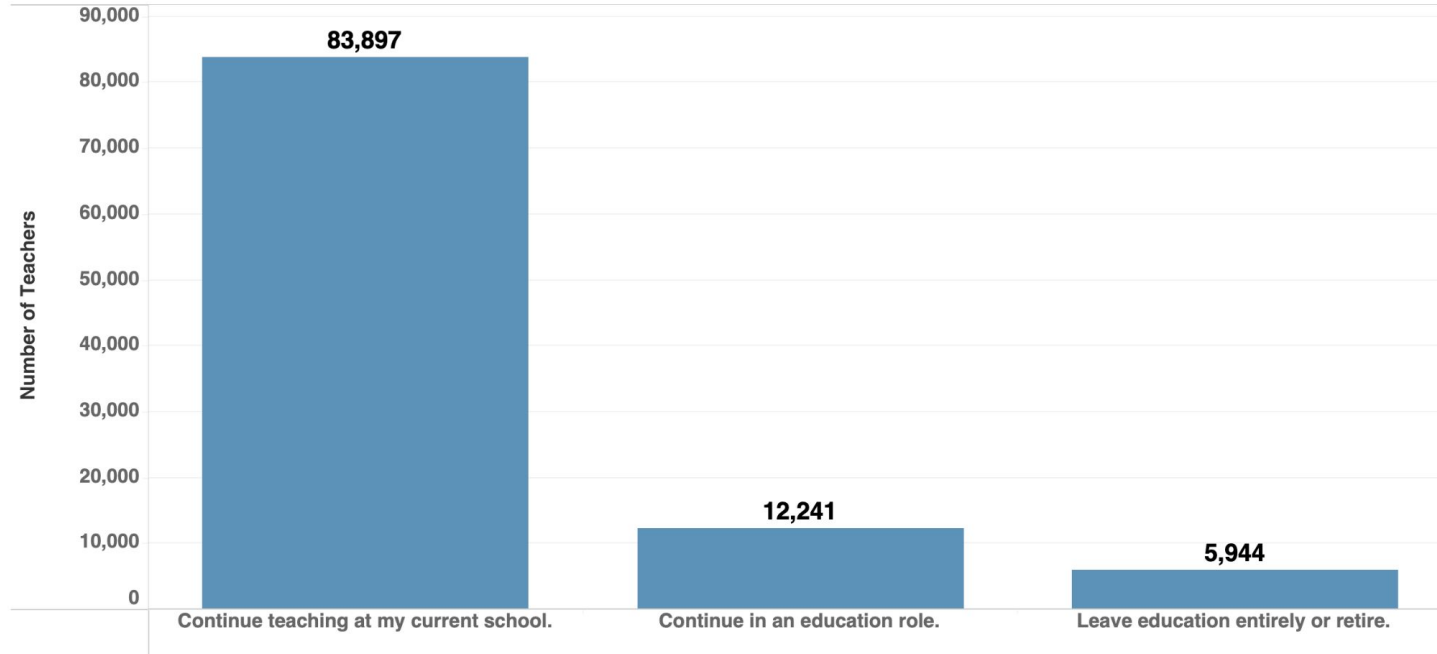
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## \*NEW\* Optional items

- 95% (!) indicated content area
- 96% (!) indicated licensure status
- 95% (!) indicated race/ethnicity
- 32,924 open-ended comments

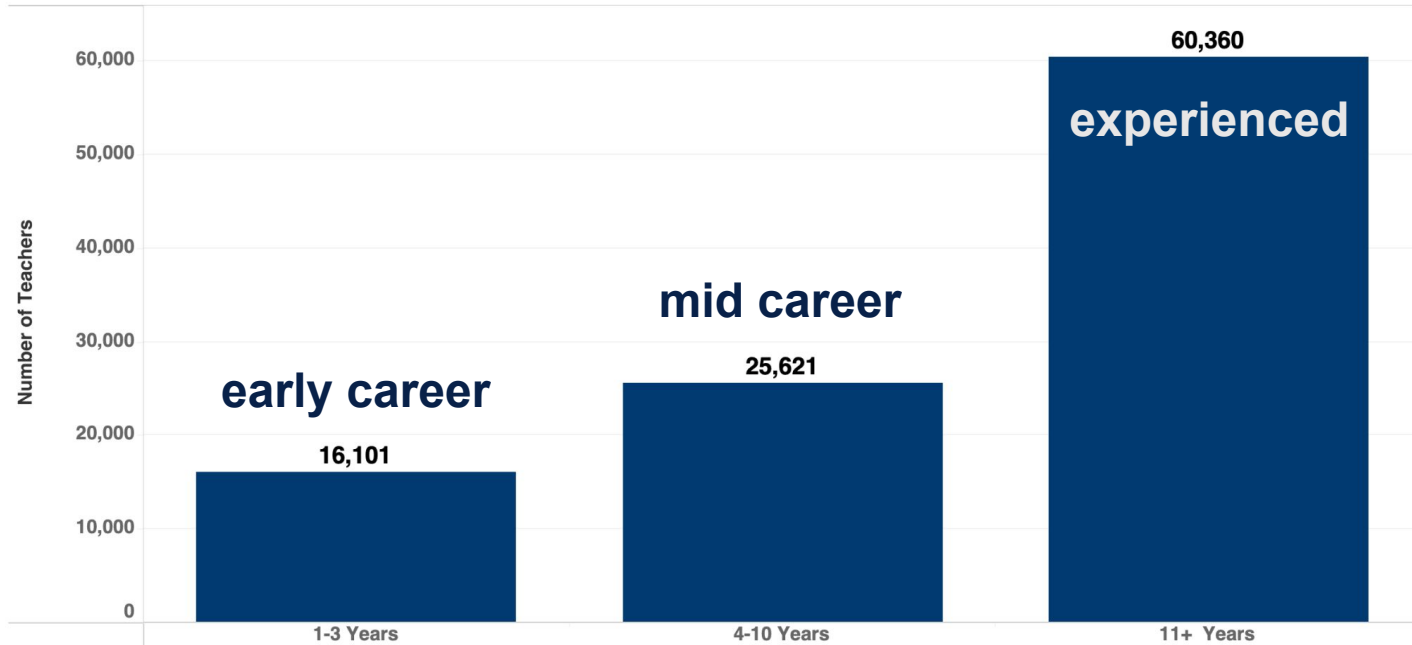
# Intentions for Next Year

Which of the following best describes your immediate professional plans?



# Years of Experience in Education

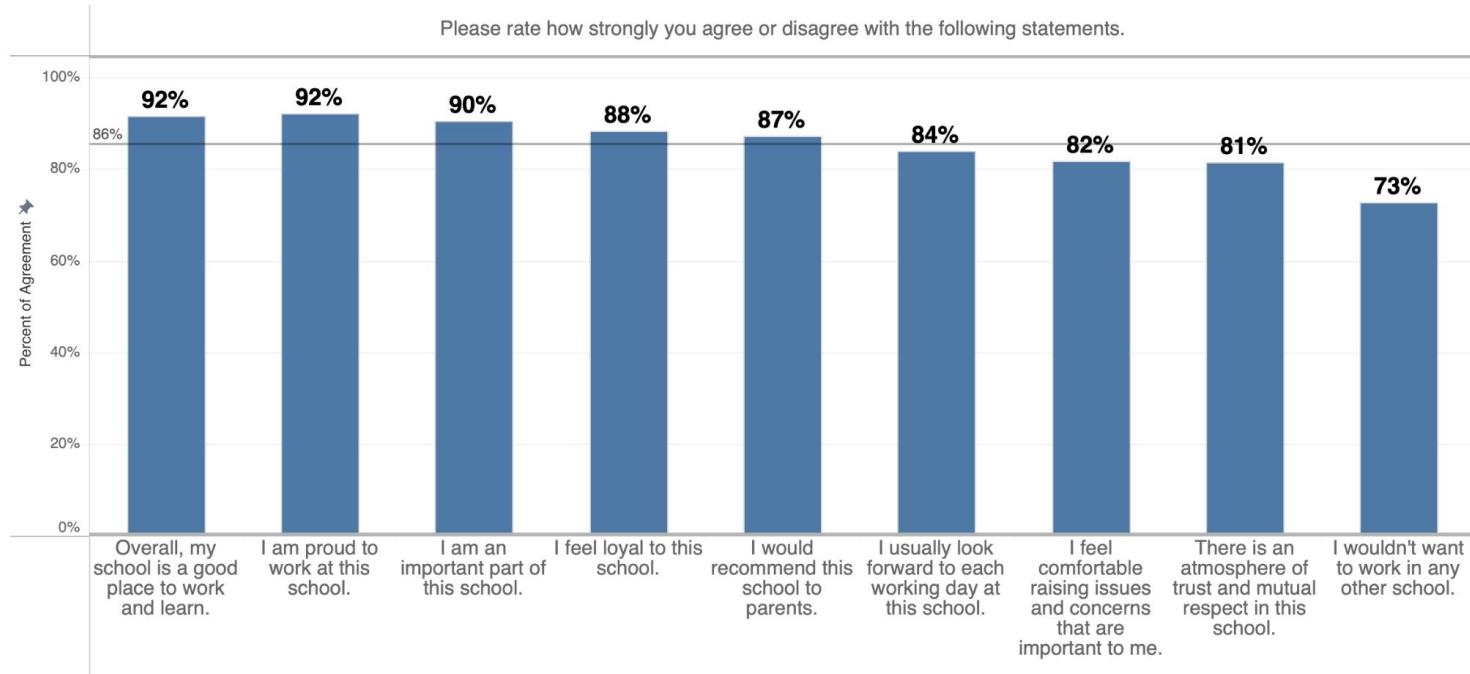
How many total years have you been employed as an educator?



# Retention - Statewide

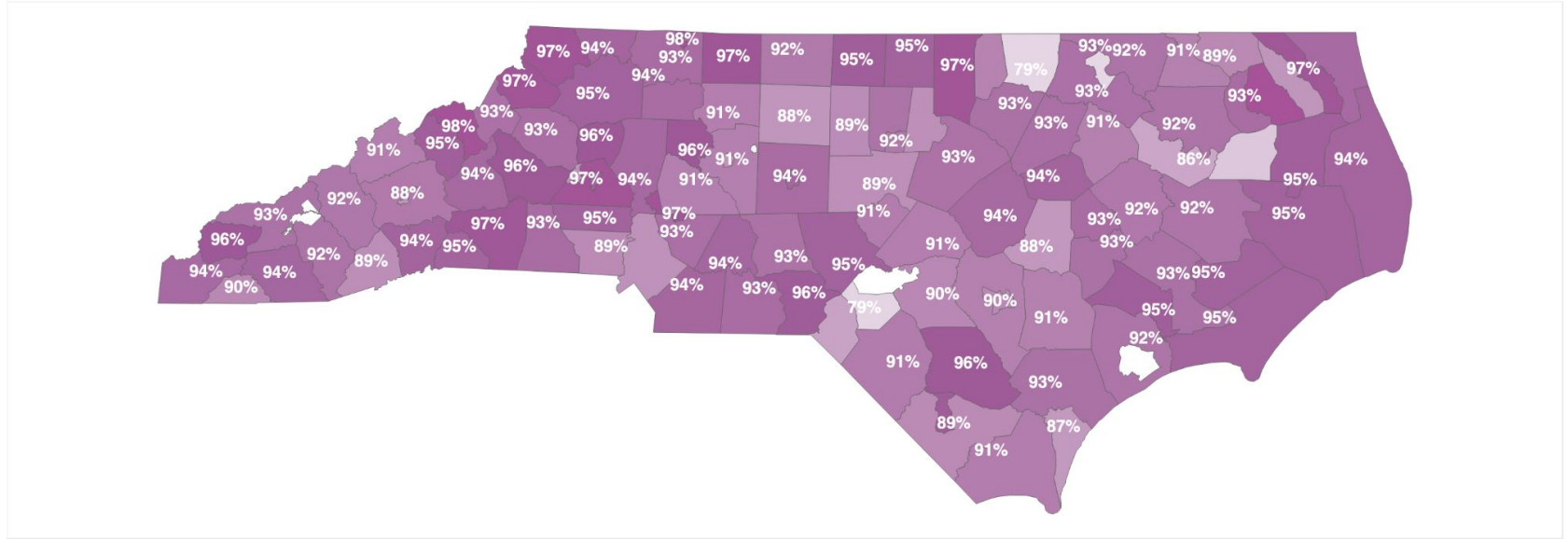
## Retention - State-Level Item Agreement Analysis

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

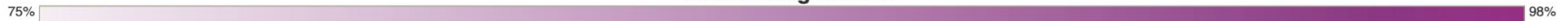


# District Map

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

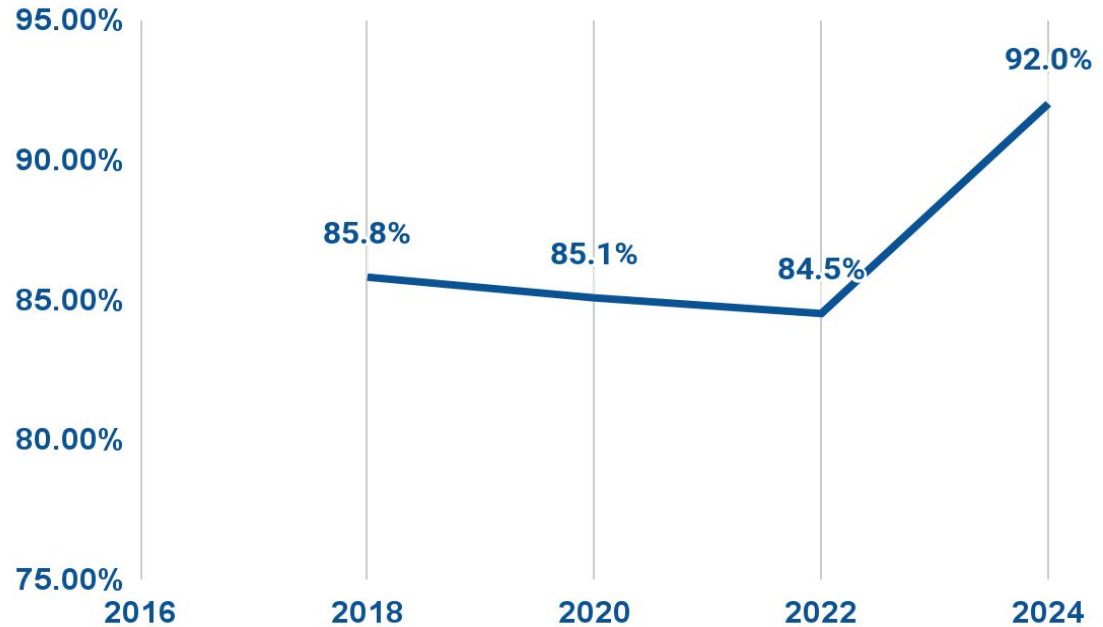


Percent of Agreement



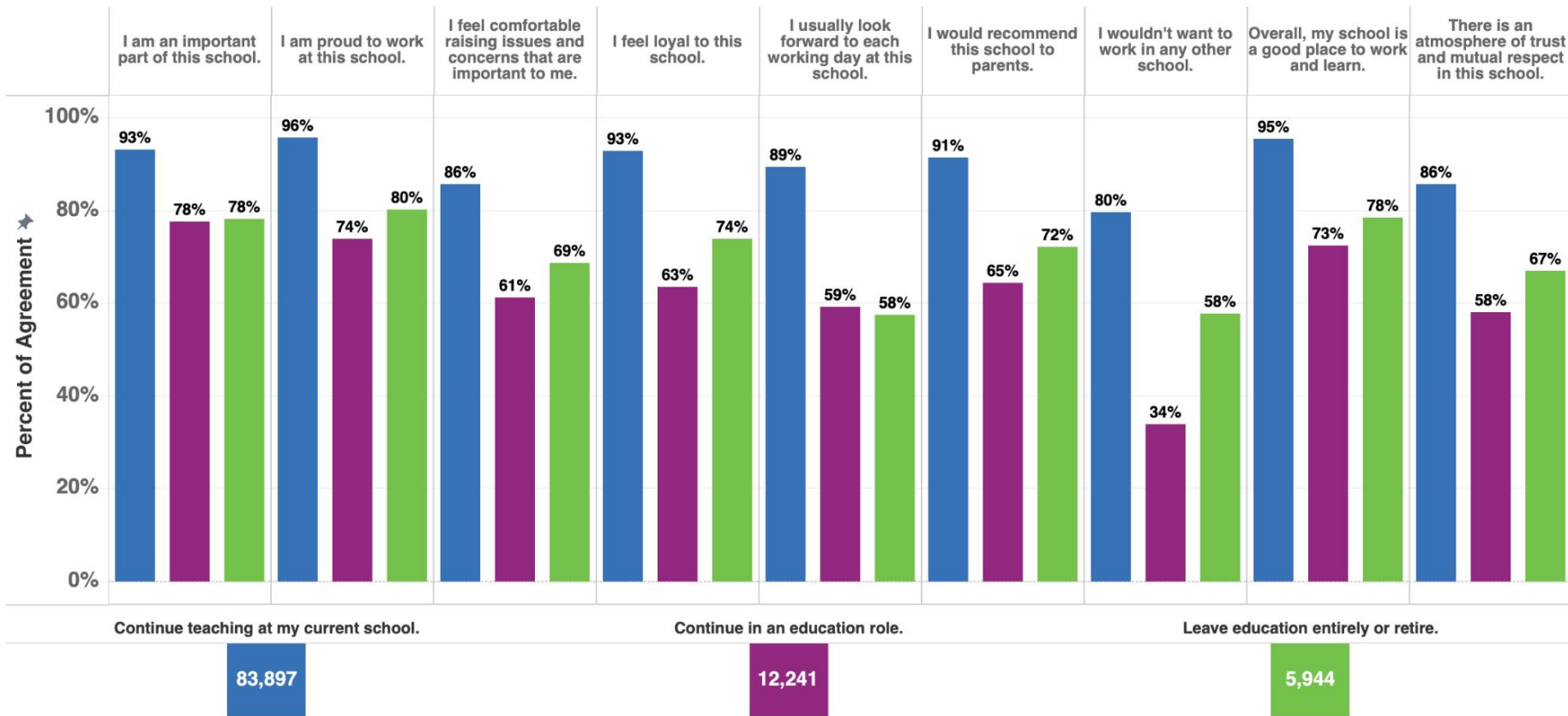
# 24 Items Available Over Time

**Survey Item:  
My school is a  
good place to  
work and learn.**



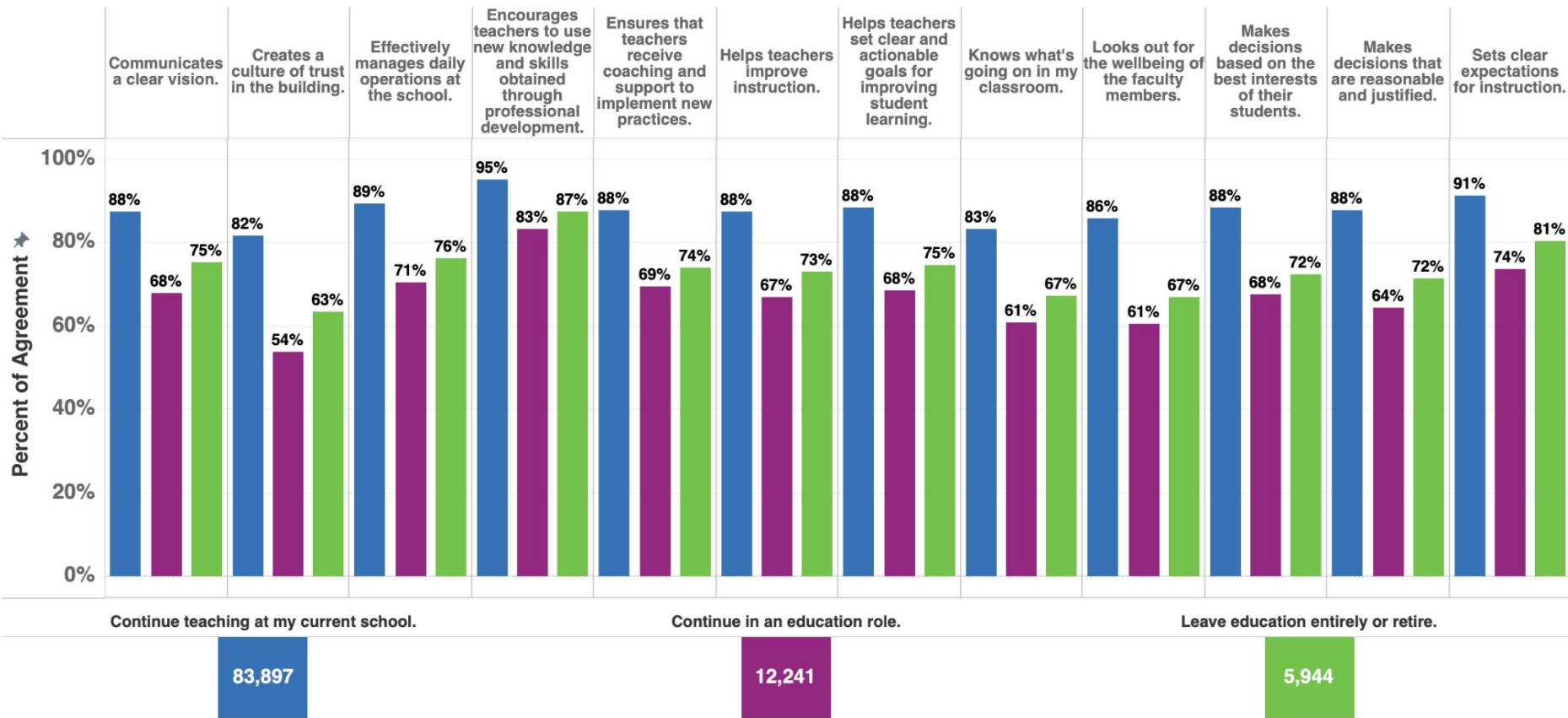
# Exploring the Data by “Intent for Next Year” and “Years of Experience”

# Retention - Item Level Agreement



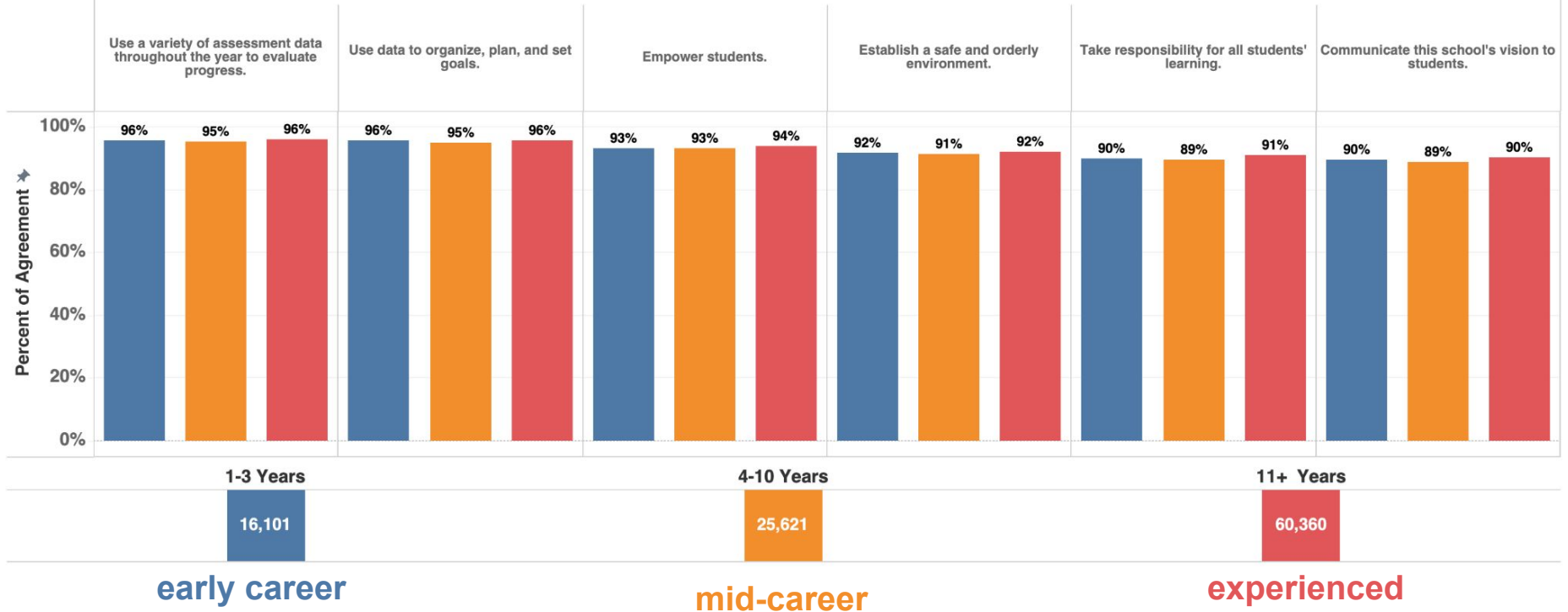


# School Leadership - Item Level Agreement



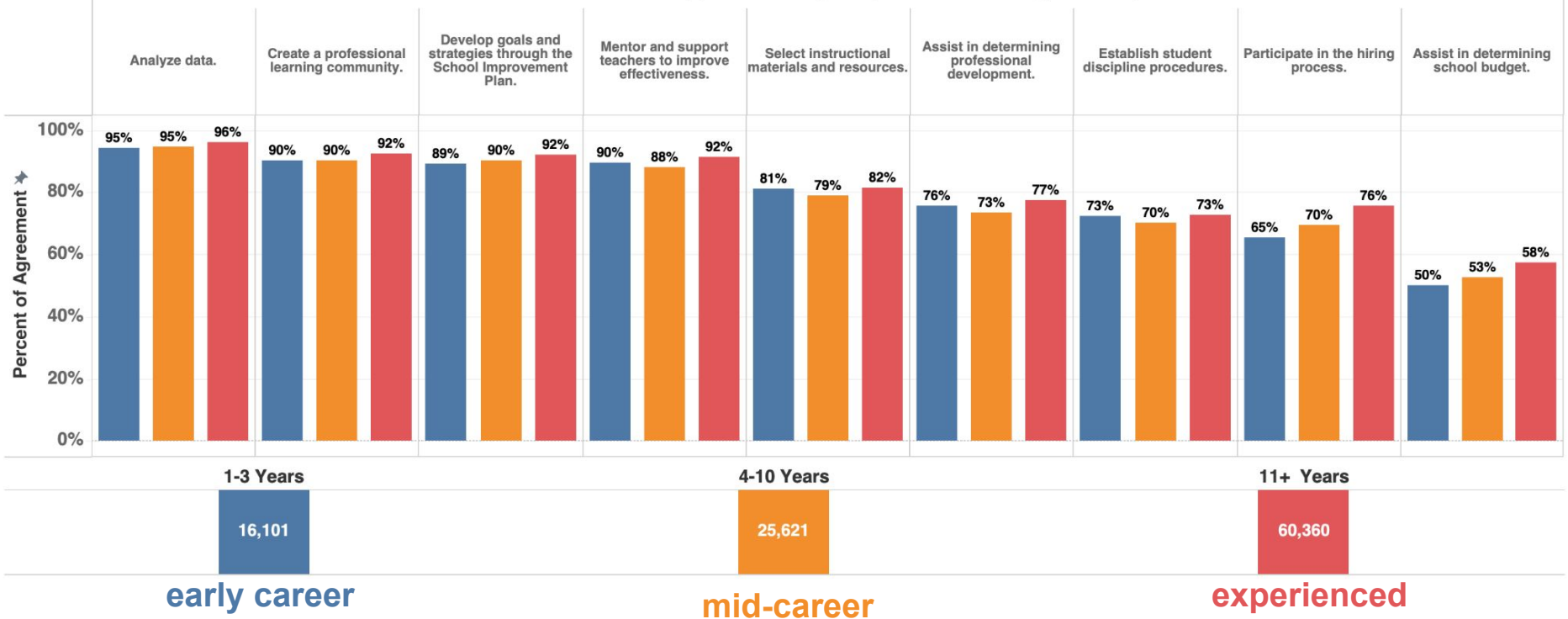
# Teacher Leadership - Item Level Agreement

Please rate how strongly you agree or disagree with the following statements about teacher leadership in this school:



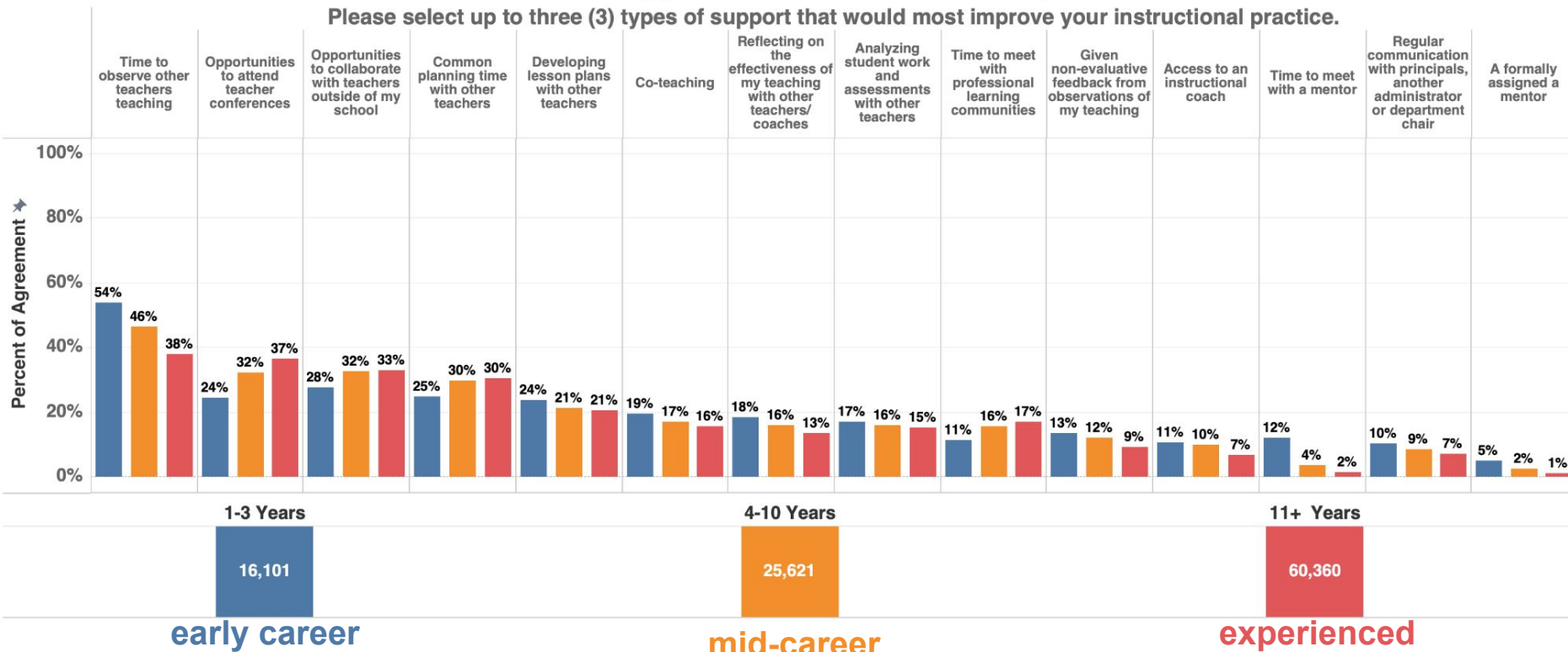
# Teacher Leadership - Item Level Agreement

Teachers in this school have opportunities to participate in the following leadership activities:



# Instructional Support Needs - Item Level Agreement

Please select up to three (3) types of support that would most improve your instructional practice.



# Open-Ended Item Themes

(VERY, VERY Preliminary)

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“Is there anything else you would like to tell us about the Teacher Working Conditions at this school?” (n=32,924)

- Morale and Administrative Presence
- Communication
- Resource Allocation and Support
- Autonomy and Student Focus
- Emphasis on Data vs. Student Needs
- School Culture and Respect
- Teacher Support and Professional Growth
- Facilities and Environmental Concerns
- Challenges with Student Behavior and Discipline
- Inclusivity and Community
- Staffing and Curriculum
- Leadership and Administrative Support
- Advocacy and Systemic Issues
- Teacher Stress and Well-Being

# Exploring the Same Data by Region

# Exploring the Data by Region

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## Small Group Assignments for Each Region

1. Jill Camnitz, Catherine Truitt, Lily Seymour
2. Ron Dixon, Julie Pittman, Michael Williams
3. Catty Moore, Tabari Wallace, Tom Tomberlin, Blair Rhoades
4. Patrick Greene, Leah Carper, Rodney Peterson, Aaron Allen
5. Geoff Coltrane, Jeremy Gibbs, Donna Bledsoe
6. Eric Davis, Derrick Jordan, Alex Granados
7. Stephanie Dischiavi, Missey Weaver, Eisa Cox
8. John Blackburn, Andrew Smith, Don Phipps

# Exploring the Data by Region

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## Small Group Work Instructions

- Open up your [NC TWC Results Board Materials](#) and find the data for your region.
- Based on the data for your region, discuss:
  - What seems to be working?
  - What is not working?
  - What can be done through monitoring, messaging, or supports to help districts and charters create and maintain a positive work environment for teachers and other staff in this region?



# Exploring the Data by Region

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In your region, what do you see in the data for those staying or leaving the profession as it relates to:

- Differences in *Retention* and their feelings about working at their school?
- Experiences with *School Leadership*?

# Exploring the Data by Region

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In your region, what do you see in the data for early career, mid-career, and experienced educators as it relates to:

- Opportunities and experiences with *Teacher Leadership*?
- Differences in their *Instructional Support Needs*?

# Local-Level Use of 2024 NC TWC Results

# Next Steps: Value Teacher Voice

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- ❑ Share 2024 NC TWC data back with teachers and discuss changes based on their feedback to create and maintain a positive work environment for teachers and other staff.
- ❑ Provide targeted PD, instructional supports, resource allocation, etc. based on 2024 NC TWC data.
- ❑ Work with principals and School Improvement Teams to use the NC TWC data in school improvement plans
- ❑ Work with district leaders to use the 2024 NC TWC data in district strategic plans
- ❑ Share the data with your local school board, elected officials, and the community to advocate for your teachers and our public schools

# Promising Practices with NC TWC

Explore and leverage best practices for using NC TWC data by school or district leadership. See examples on:

- ★ [NC TWC Resources Page](#)
- ★ [Clay/Wake/Brunswick Promising Practices](#)



**Thank you!**