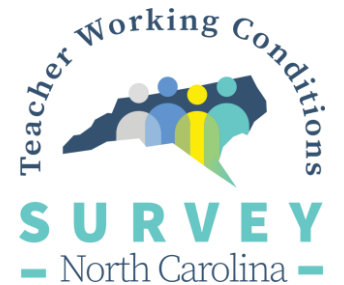




# North Carolina Teacher Working Conditions Survey

MARCH 1<sup>ST</sup> – MARCH 31<sup>ST</sup> 2022





# About the NCTWC Survey

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- Administered statewide every two years since 2002; funded in NC Continuing Budget and administered by NCDPI
- Use of the results are integrated into many state policies including annual school improvement plans, evaluations of school administrators, State Equity Plans, & NC Compliance Plan for the Federal Every Student Succeeds Act
- Vast amount of research by external, nationally renowned researchers showing connections to student achievement and teacher retention
- Questions are based on NC State Board of Education's Statewide Standards for Teaching Conditions (externally validated as part of Gates MET Study)



# About the NCTWC Survey (Cont'd)

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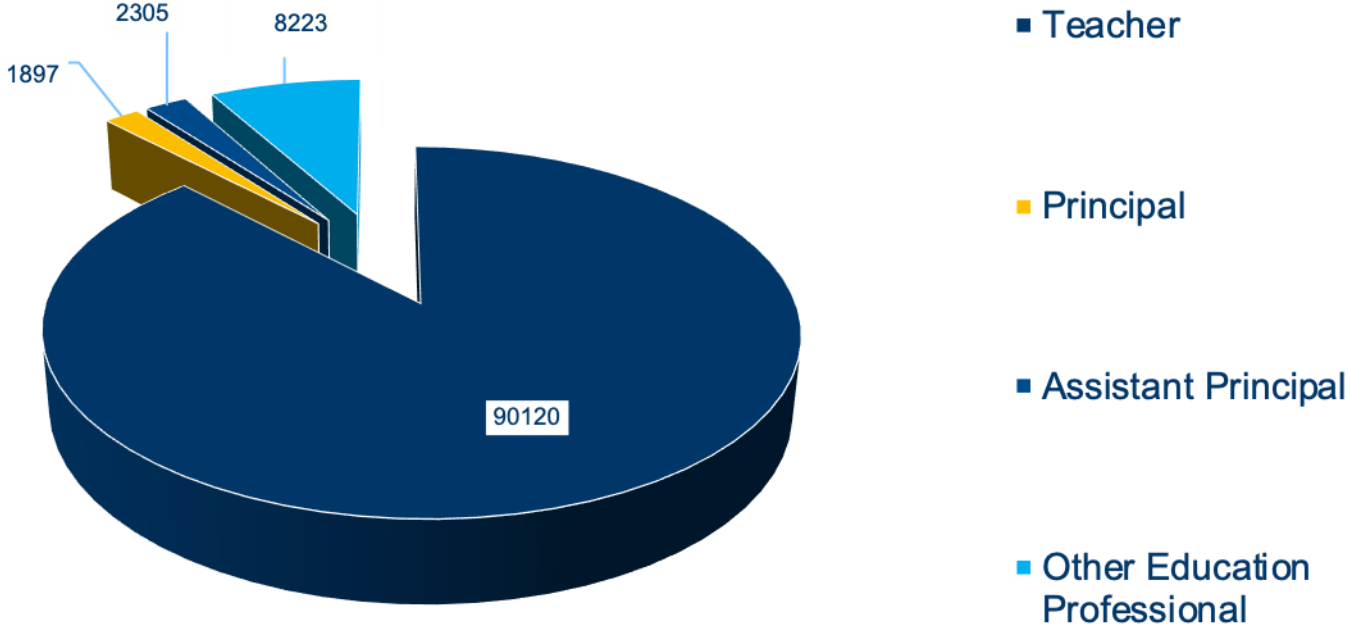
- NC was the first state in the nation to administer a statewide teaching conditions survey with 16 other states followed the NC model, using same question base
- Areas of teaching conditions measured include topics such as school and teacher leadership, instructional practices, managing student conduct, professional learning, community support, use of time, school safety, equity, facilities and resources and new teacher support
- 26-member advisory committee has met monthly since August to prepare for 11<sup>th</sup> iteration of survey
- 4 NEW questions added this year that will allow us to collect data on the impact of the pandemic on our educators and classrooms



# SURVEY RESPONDENTS

The 2020 NC TWC Survey response rate was 84.45%, representing the voices of 102,545 school-based educators in North Carolina.

Respondents by Role



# New Vendor: Academic Development Institute (ADI)



## Over 35 years in Education

### Leading Reform

ADI, with Temple University, led the “Laboratory for Student Success” reform models in 13 states

### Longtime Parent Advocate

ADI served as the Parent Information and Resource Center (PIRC) in IL for 11 consecutive years

### National Center Recognition

ADI was awarded the National Center on Innovation & Improvement for 2005 to 2012

### Extending Our Reach

In 2012, ADI became a partner in three National Content Centers:

- The Center on School Turnaround
- Center on Innovations in Learning
- Building State Capacity & Productivity Center

### Today

ADI works nationwide, providing services such as transformation, school improvement, family engagement, Native American education, and strategic performance management.





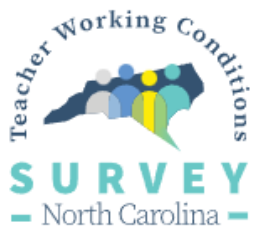
# Your Voice Matters.

This biannual survey collects the anonymous voices of educators across North Carolina to determine strengths and improvement opportunities in schools and districts.

[Learn more](#)



[www.NCTWCS.org](http://www.NCTWCS.org)



*"The North Carolina Teacher Working Conditions survey provides our teachers with a platform to elevate their voices as advocates for their working environment. The data from the survey is a powerful instrument to use for effective school improvement."*

Yvette Smith Mason, Ed.D.

Assistant Superintendent of Human Resources and Professional Development, Wayne County Public Schools

## The Purpose of the Survey

**What is the NC Teacher Working Conditions (NCTWC) Survey?** ▼

**What is the purpose of the survey? Why is it important?** ▼

**What questions are asked and are there any new questions for 2022?** ▼

**Who can take the survey?** ▲

1. All teachers and licensed school-based educators (teachers, administrators, media coordinators, counselors, etc.) in the state.
2. Part-time, licensed school-based educators may also participate.

Toggle between Survey Years

Results Year: 2020



## District & School Results

Search Districts and Schools

View Data as a List...

GRID LIST

Reports are not available for districts and schools below minimum response rates of 40% and at least 5 respondents.

A.C.E. Academy - 1 school(s)

39.47% Response Rate



Alamance-Burlington Schools - 36 school(s)

94.80% Response Rate



Alexander County Schools - 11 school(s)

97.87% Response Rate



Alleghany County Schools - 4 school(s)

99.22% Response Rate



American Renaissance School - 1 school(s)

84.44% Response Rate



State Reports



Principal Reports





**112,481**  
Invitees



**99,891**  
Respondents



**88.81%**  
Response Rate

## District & School Results

...or as a Grid.

GRID  LIST

Search Districts and Schools

Reports are not available for districts and schools below minimum response rates of 40% and at least 5 respondents.

District	School	Invitees	Responses	Response Rate	Reports
A.C.E. Academy	A.C.E. Academy	38	15	39.47%	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Alamance-Burlington Schools	ABSS Early College at ACC	12	12	94.80%	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Alamance-Burlington Schools	Alexander Wilson Elementary	45	45	94.80%	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Alamance-Burlington Schools	Altamahaw-Ossipee Elementary	42	42	94.80%	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Alamance-Burlington Schools	Audrey W. Garrett Elementary	55	48	94.80%	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Alamance-Burlington Schools	B. Everett Jordan Elementary	33	33	94.80%	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Alamance-Burlington Schools	Broadview Middle	66	66	94.80%	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Alamance-Burlington Schools	Career and Technical Education Center	20	20	94.80%	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Alamance-Burlington Schools	E M Yoder Elementary	40	40	94.80%	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

### State Reports

### Principal Reports

Export reports as needed

EXPORT TO PDF

EXPORT TO EXCEL

District  
XXXXXXXXXXXXXXXXXXXX

School  
All Schools

Survey Sections

- Time
- Facilities and Resources
- Community Support and Involvement
- Managing Student Conduct
- Teacher Leadership
- School Leadership
- Professional Learning Opportunities
- Instructional Practices and Supports
- Overall
- New Teacher
- Equity
- School Safety
- Survey

# Time

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

Easy to read graphics; also mobile friendly

**A** Class sizes are reasonable such that teachers have the time available to meet the needs of all students.

	State	District
Strongly disagree	11.08%	11.85%
Disagree	27.75%	29.59%
Agree	41.21%	40.04%
Strongly agree	19.02%	17.19%
Don't know	0.94%	1.34%
<b>Counts</b>	<b>96,884</b>	<b>1,646</b>

**B** Teachers have time available to collaborate with colleagues.

	State	District
Strongly disagree	5.74%	6.38%
Disagree	19.01%	20.11%
Agree	51.83%	51.58%
Strongly agree	22.56%	20.90%
Don't know	0.87%	1.03%
<b>Counts</b>	<b>96,884</b>	<b>1,646</b>

Quickly navigate between survey sections

## Report Key

Greater than or equal to 70%

Greater than or equal to 50%

Greater than or equal to 30%

Below 30%

# Time

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

	State	District
a. Class sizes are reasonable such that teachers have the time available to meet the needs of all students.	60.80%	58.00%
b. Teachers have time available to collaborate with colleagues.	75.04%	73.24%
c. Teachers are allowed to focus on educating students with minimal interruptions.	69.19%	64.58%
d. The non-instructional time provided for teachers in my school is sufficient.	65.35%	62.22%
e. Efforts are made to minimize the amount of routine paperwork teachers are required to do.	66.04%	65.65%
f. Teachers have sufficient instructional time to meet the needs of all students.	70.68%	64.00%
g. Teachers are protected from duties that interfere with their essential role of educating students.	71.40%	69.30%

## I would like to view...

Easy access to all Survey documents & resources



**Survey Results**  
**COMING SOON!**



**Calendar of Events**  
**COMING SOON!**



**Tip Sheets & Resources**  
**COMING SOON!**



**Poster**  
**COMING SOON!**



**FAQs**



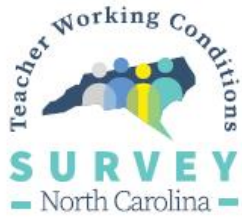
**Survey Questions**



**Pre-Survey Recordings**



**Data Protocol for Districts & Schools**



“  
 In order to truly serve our students, we have to first meet the needs of our educators. The NCTWC survey gives you an opportunity to tell education leaders and policy makers what you need. I encourage every educator to let their voice be heard so that we can better provide you with the tools, resources, and support you need.  
 ”



SUPERINTENDENT OF PUBLIC INSTRUCTION  
 CATHERINE TRUITT

**Be Heard.**

*Your Voice Matters.*

The North Carolina Teacher Working Conditions Survey collects the **anonymous** voices of educators across North Carolina to determine strengths and improvement opportunities in schools and districts.



**PARTICIPATE ONLINE**  
**March 1-31, 2022**

Access the Survey using your individual, anonymous code at:

**WWW.NCTWCS.ORG**

Results available post-survey



Complete in  
 Approx.  
 20 minutes

Confidential  
 and Completely  
 Online

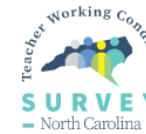


VISIT [WWW.NCTWCS.ORG/FAQ](http://WWW.NCTWCS.ORG/FAQ)  
 FOR MORE INFORMATION



**Goal: Increase survey participation to beat the 91% achieved in 2018**

- Took a more visual approach to our communication
- Added a QR code for easy navigation to our website from mobile devices
- And increase use of Social Media for marketing



**Survey Open: March 1-31, 2022**

[www.NCTWCS.org](http://www.NCTWCS.org)

**Prior to Feb 26th**



**Review the website**

- Review, bookmark, and share survey website
- Review previous survey data & set goal to increase participation

**February 17-24th**



**Watch for packet**

- Review instruction letter and count code letters
- Not enough or too many codes? If Teacher Rep has not received Packet by Feb 24th? [CONTACT US!](#)

**February 27-28th**



**Remind your team**

- Hang survey poster in a visible area for teachers to view
- Remind educators survey is **anonymous!** (Minimum response rate is 40%)

**Prior to March 1st**



**Distribute codes**

- Hand deliver codes
- Encourage educators to exchange letters to increase confidence of anonymity!

**March 1-31st**



**Monitor responses**

- Check response rates regularly (Your school may qualify for prizes provided by our sponsors!)
- Goal: 100% participation! (see previous participation rates)

**Too many codes?  
 Not enough codes?  
 Trouble with code?  
 Need Help?**

**Check FAQ's or CONTACT US!**



# Social Media ads will run starting this week and during the Survey



TAKE THE SURVEY!

READY, SET, GO!  
**SURVEY IS OPEN!**

[WWW.NCTWCS.ORG](http://WWW.NCTWCS.ORG)

"Educator voice is critical and necessary for our schools to be exceptional places to work and learn. Completing the NCTWC is an important step in ensuring your voice is heard!"


Elena Ashburn, Ed.D.  
Needham Broughton High 2021 Wells Fargo NC Principal of the Year



[WWW.NCTWCS.ORG](http://WWW.NCTWCS.ORG)

"I have the audacity to believe that educators are the experts in what is needed to educate children. The NC Teacher Working Condition Survey is an intentional opportunity for educators to activate their voice. I encourage the educators of North Carolina to speak their truth so that the education of our students can be lifted up."

Eugenja Floyd  
2021 Burroughs Wellcome Fund North Carolina Teacher of the Year



[WWW.NCTWCS.ORG](http://WWW.NCTWCS.ORG)



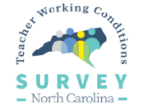
**What is this survey?  
Is it really anonymous?  
How do I participate?**



**Get Your Questions Answered!**

"The Teacher Working Conditions survey provides us with critical data to make informed decisions at the district level, as well as advocate for additional support and resources from the state. Just as we know that the learning environment is critical for the success of students, understanding the working conditions for teachers is critical for us in supporting their ability to impact student learning."

Dr. Jason Atkinson,  
Bladen County Schools' Superintendent



[WWW.NCTWCS.ORG](http://WWW.NCTWCS.ORG)



**Mark Your Calendar!**

The survey opens March 1, 2022



**LEARN MORE**

[WWW.NCTWCS.ORG](http://WWW.NCTWCS.ORG)

# Questions added to NCTWC 2022

Q16.1 What percent of your teachers' instructional time this year has been spent on reteaching prior grade academic standards?

- 25%
- 50%
- 75%
- 100%
- Not Sure

Q16.2 At this point in the 2021-22 school year, how do your students' needs for social/emotional/mental health support compare to the same time in a typical school year?

- Much less than before
- Somewhat less than before
- About the same
- Somewhat more than before
- Much more than before
- Not sure



# Additional Questions Added

Q16.3 At this point in the 2021-22 school year, please estimate how your students' academic progress compares to their academic progress the same time in a typical school year?

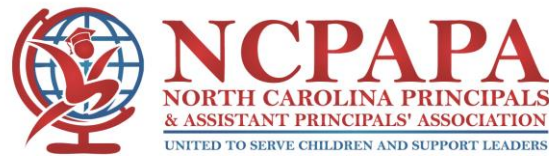
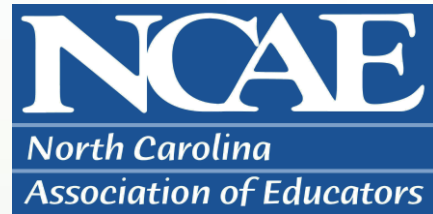
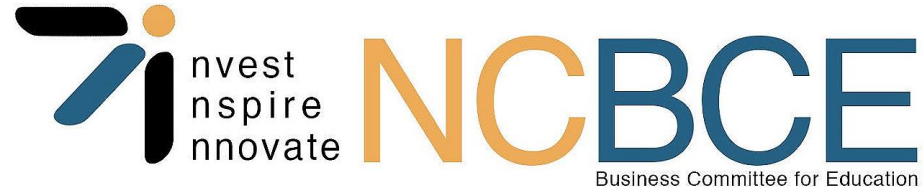
- 1 year behind
- 6 months behind
- 3 months behind
- About the same
- 3 months ahead
- 6 months ahead
- 1 year ahead

Q16.4 At this point in the 2021-22 school year, please select the top five issues of MOST concern:

- Addressing disparities in student learning
- Assessing student performance and needs
- Health and safety of students
- Health and safety of teachers and staff
- Non-academic needs of students (e.g., food, safe environment)
- Planning for future school closures
- Providing for students with special needs
- Reteaching students prior grade standards
- Social/emotional support for students
- School staffing shortages
- Transitioning between remote and in-person learning



# Thank you to our partners!



# Bojangles®



# First Day Prizes

**Fastest School** – School to reach 100% participation first gets \$1,500

**Elementary Drawing** for \$1,000 – 1 winner randomly selected of all Elementary Schools that reached 100% on March 1<sup>st</sup>

**Middle School Drawing** for \$1,000 – 1 winner randomly selected of all Middle Schools that reached 100% on March 1<sup>st</sup>

**High School Drawing** for \$1,000 – 1 winner randomly selected of all High Schools that reached 100% on March 1<sup>st</sup>



# First 100% District Prize

\$1,500 awarded to first district to reach 100% participation



# Weekly School Drawings



- ✓ School Drawing for \$500 for all schools reaching 100% by March 6<sup>th</sup>
- ✓ School Drawing for \$500 for all schools reaching 100% by March 13<sup>th</sup>
- ✓ School Drawing for \$500 for all schools reaching 100% by March 20<sup>th</sup>
- ✓ School Drawing for \$500 for all schools reaching 100% by March 27<sup>th</sup>



# In the Nick of Time Prize

A drawing for a \$500 Bojangles Gift Card for schools that reach 100% on the final day March 31<sup>st</sup> so that one school may purchase their staff a celebratory breakfast/lunch



# Finale Drawings

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PD Day valued at \$500  
from NCAE

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PD Day valued at \$500  
from NCAE

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Rallying  
Representative Awards  
– Gift Cards from PENC



# Need Help?

We're here for you. Send us an email, and we'll get back to you.

Email Us!

Teacher Reps, Administrators, and Participants may contact us via email or by phone.

## Assistance hours will be:

7:30am-4:30pm EST.

\*If after live hours, emails and messages may be left 24/7 and will be responded to the next business morning.

**Email:** [SurveySupport@adi.org](mailto:SurveySupport@adi.org)

**Phone:** 1-888-404-9704



## Need Help?

Hours: 7:30am – 4:30pm EST

Call Toll Free: 888-404-9704

Email:

[SurveySupport@adi.org](mailto:SurveySupport@adi.org)

## About

- [FAQ](#)
- [About the Survey](#)
- [Advisory Board](#)

## Resources

- [Research Publications](#)
- [Tip Sheets and Webinars](#)
- [Results](#)



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# THANK YOU!

For more information contact:

Alessandro Montanari  
Assistant Director at District & Regional Support  
Office of Educational Equity

[Alessandro.Montanari@dpi.nc.gov](mailto:Alessandro.Montanari@dpi.nc.gov)

[www.NCTWCS.org](http://www.NCTWCS.org)





North Carolina Department of  
**PUBLIC INSTRUCTION**

