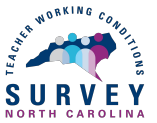


CSRB Update 2024 NC Teacher Working Conditions

June 11, 2024

Jeni Corn, Director of Research and Evaluation, jeni.corn@dpi.nc.gov

Thank you 2024 NCTWC Advisory Board!

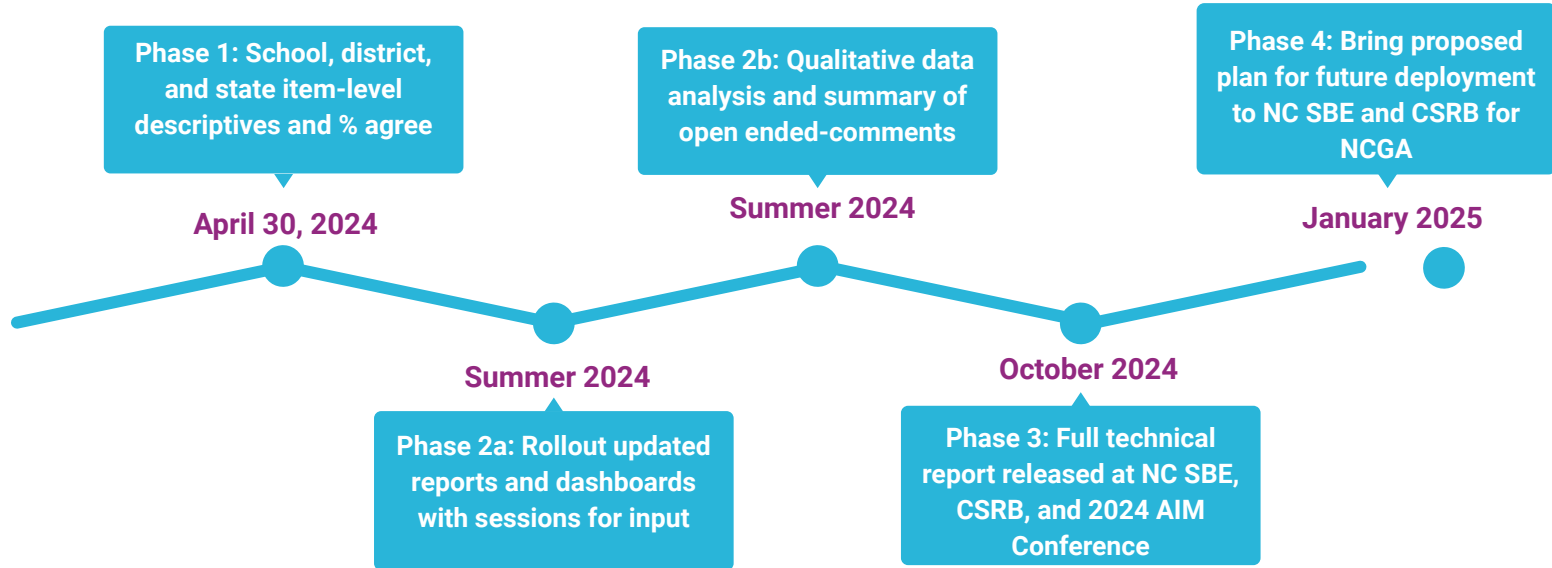


Dr. Aaron Allen, Superintendent, Southwest Region
Ashley Baquero, Director of Charter Schools, NCDPI
Jill Barker, Assistant Superintendent, Haywood County Schools, Western Region
Stephanie Benedict, Client Services Director, ADI
Donna Bledsoe, Traditional POY
Jeni Corn, Director, Office of Research & 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

Preliminary data released 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

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

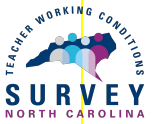
- Results broken out by educator and school characteristics
- Correlations with student learning outcomes
- Response patterns within and across domains
- Comparison of responses over time (24 items)
- Qualitative analysis of open-ended item
- Peer district comparisons
- Validity and reliability analysis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

Overview of Selected Preliminary 2024 NC TWC Results

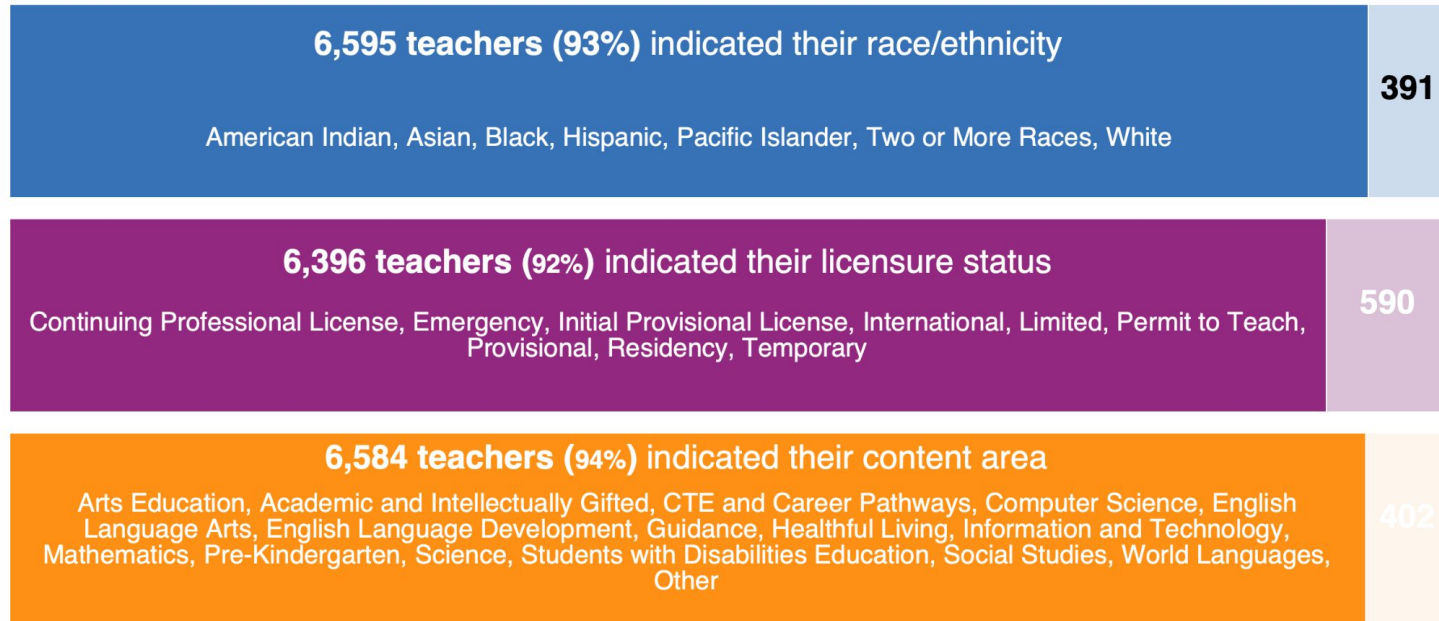
Statewide Response Rates

- ★ **72%** of schools had >50% completion rates
- ★ **6,986** out of 10,279 (68%)
 - Classroom teachers (certified and non certified) n= 6178 (88%)
 - Licensed Student Services Personnel (e.g., school counselor, school psychologist, social worker, media coordinator, instructional coaches) n= 808 (12%)

Statewide Response Rates

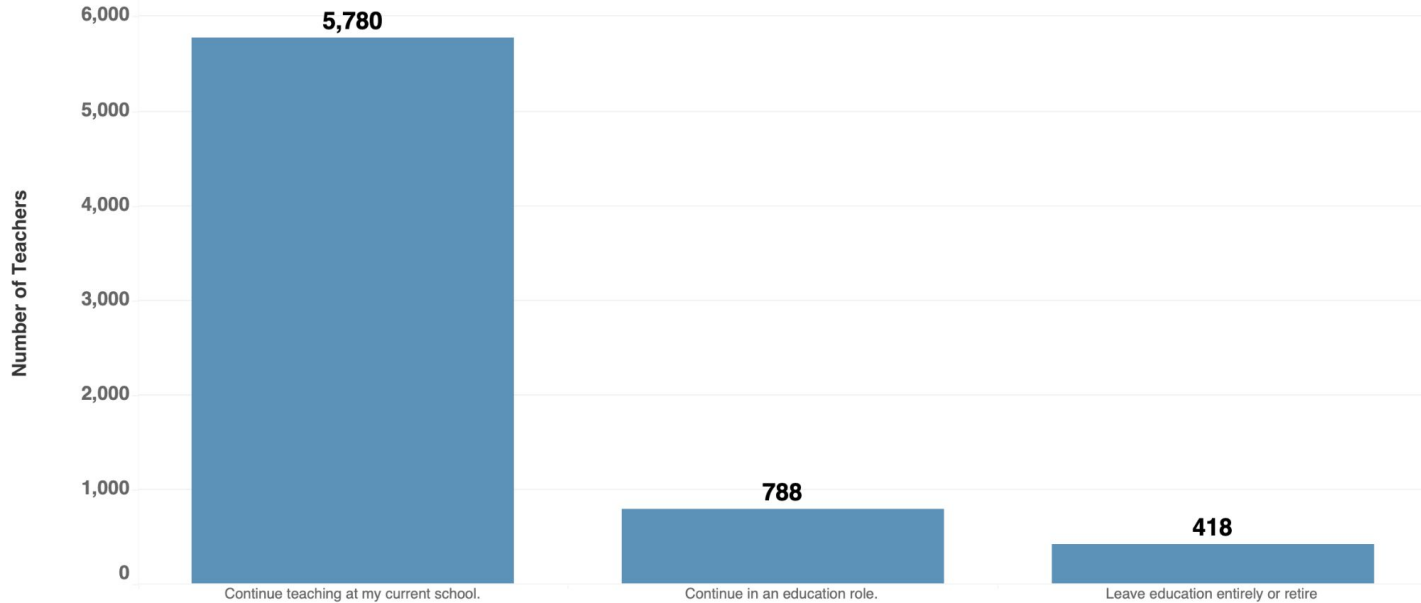


NEW Optional items Response Rates



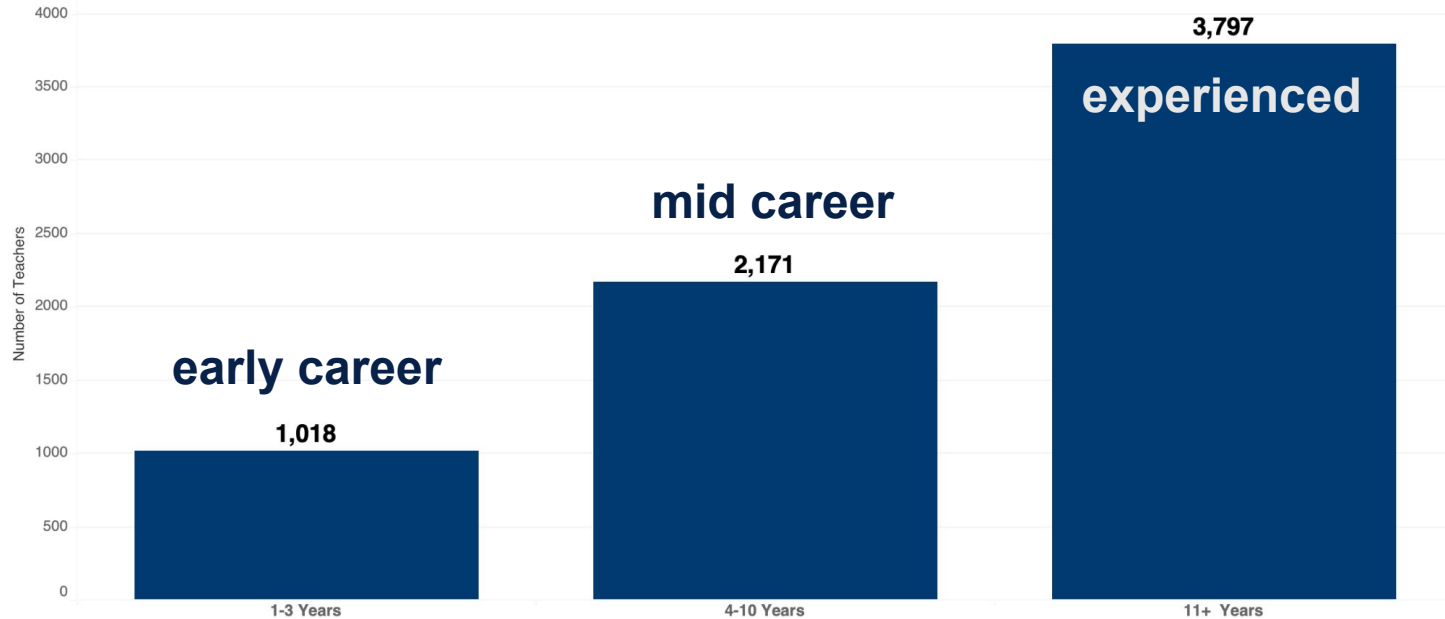
Intentions for Next Year

Which of the following best describes your immediate professional plans?



Years of Experience in Education

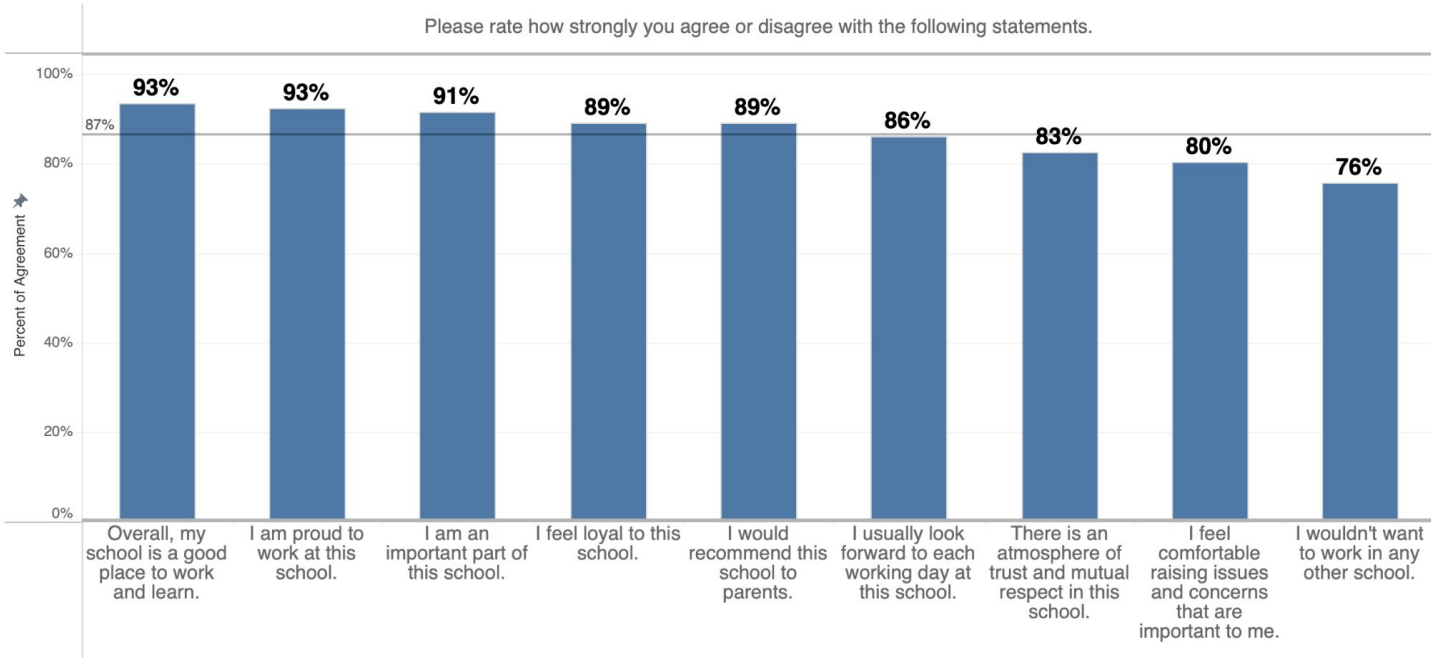
How many total years have you been employed as an educator?



Retention - Statewide

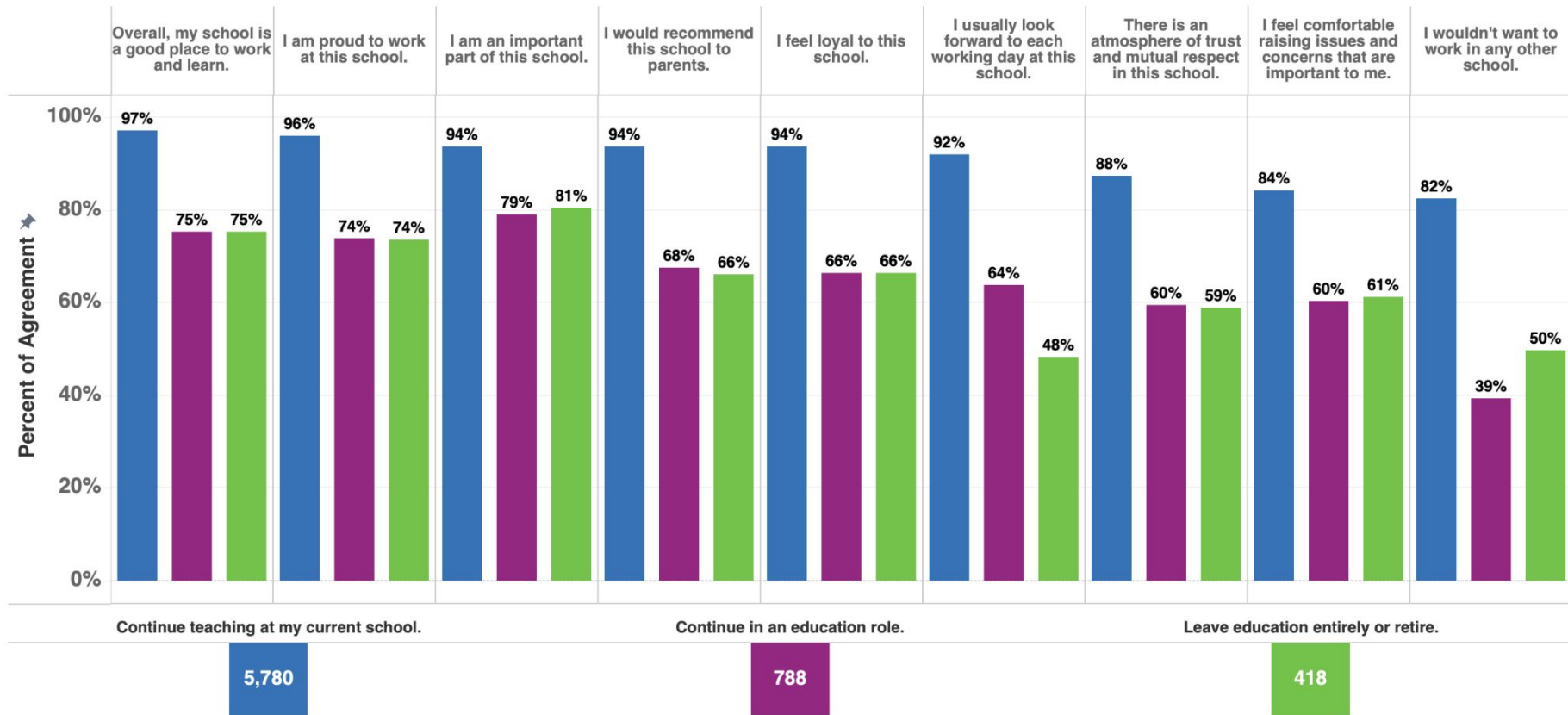
Retention - State-Level Item Agreement Analysis

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

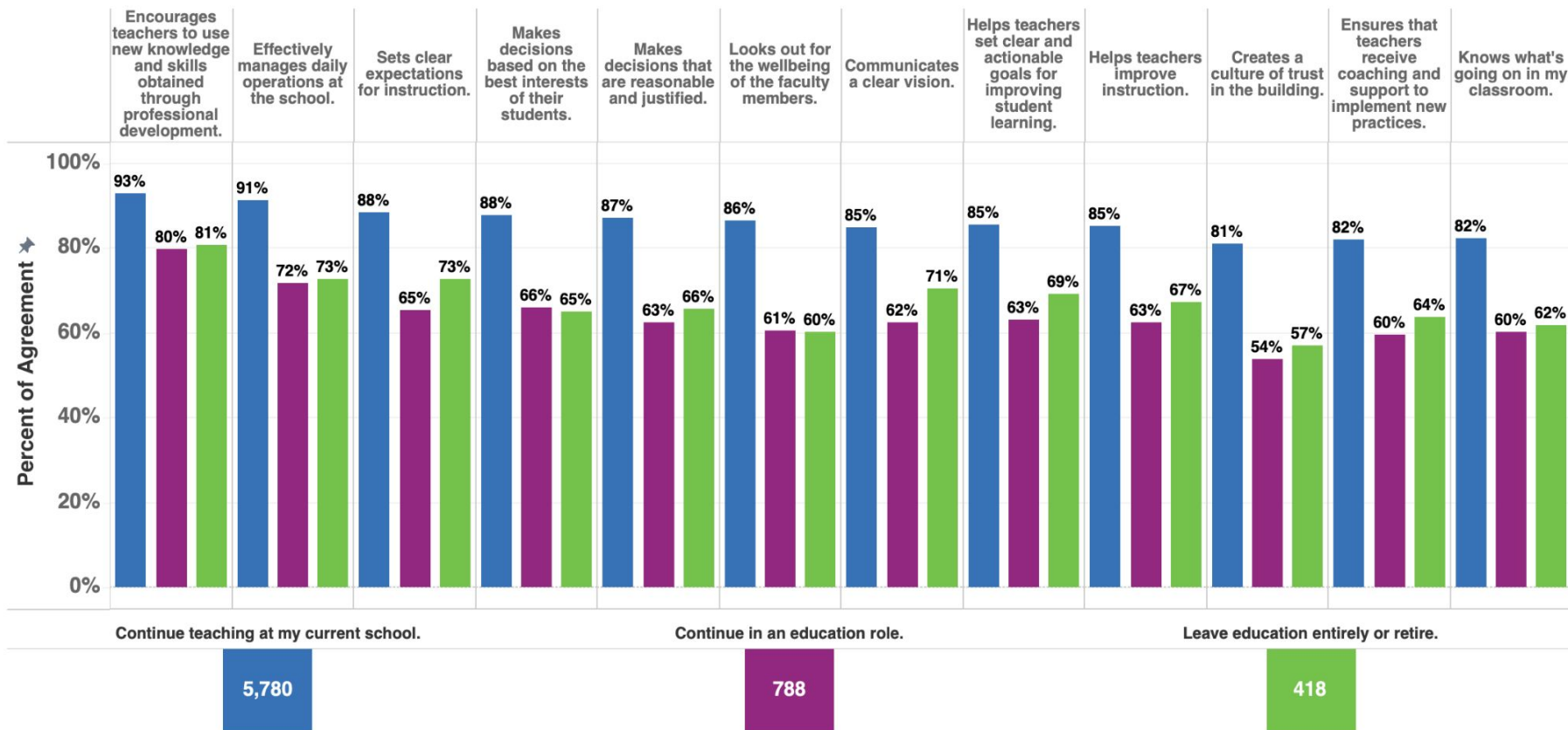


Exploring the Data by “Intent for Next Year” and “Years of Experience”

Retention - Item Level Agreement

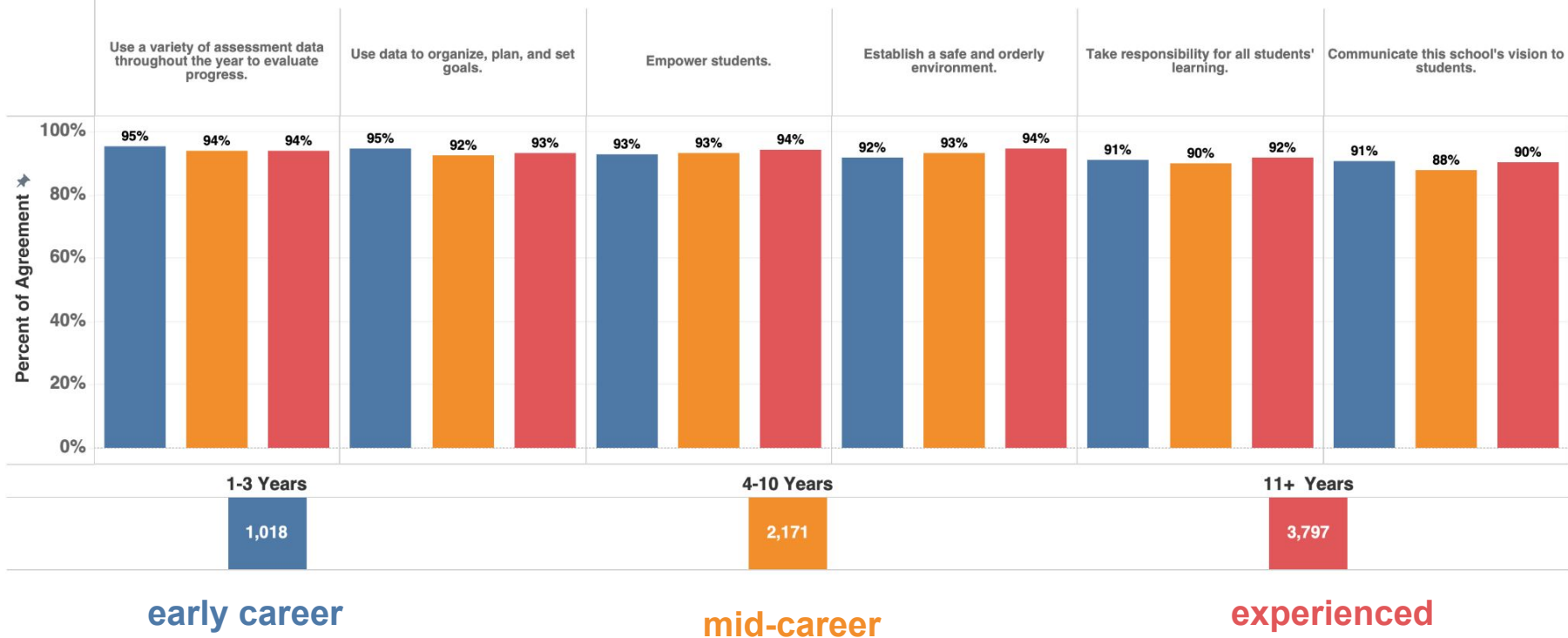


School Leadership - Item Level Agreement



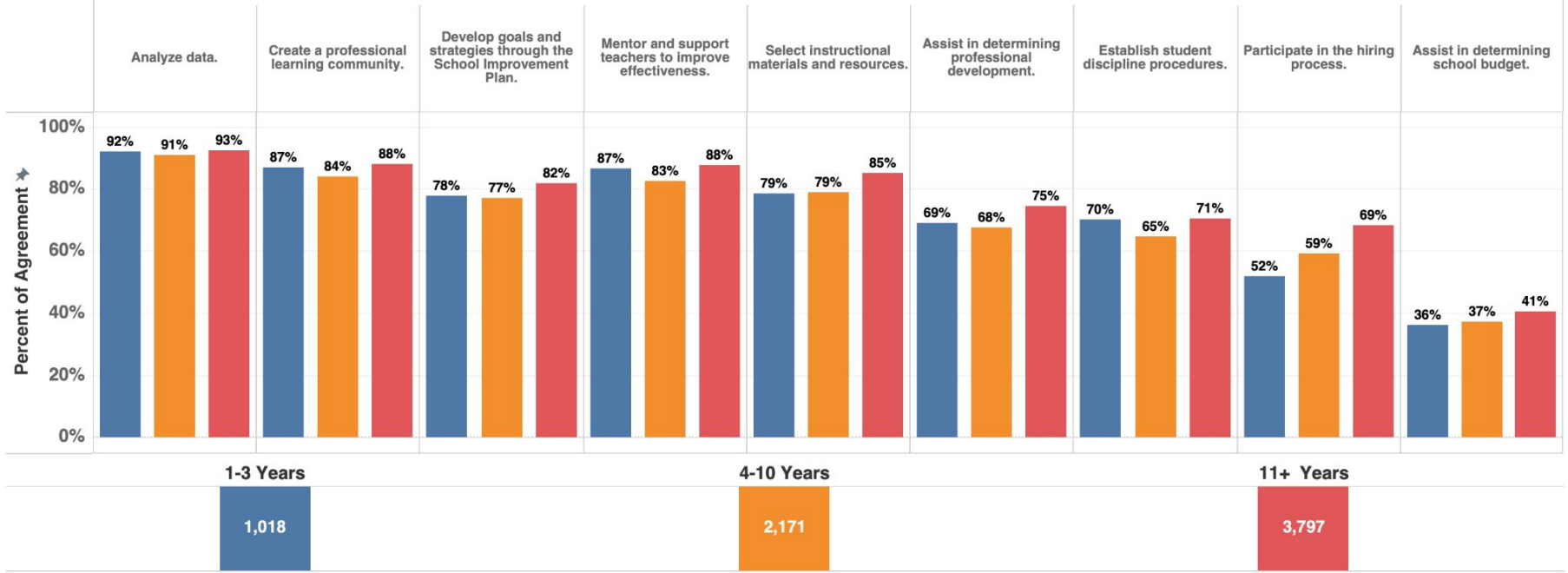
Teacher Leadership - Item Level Agreement

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:



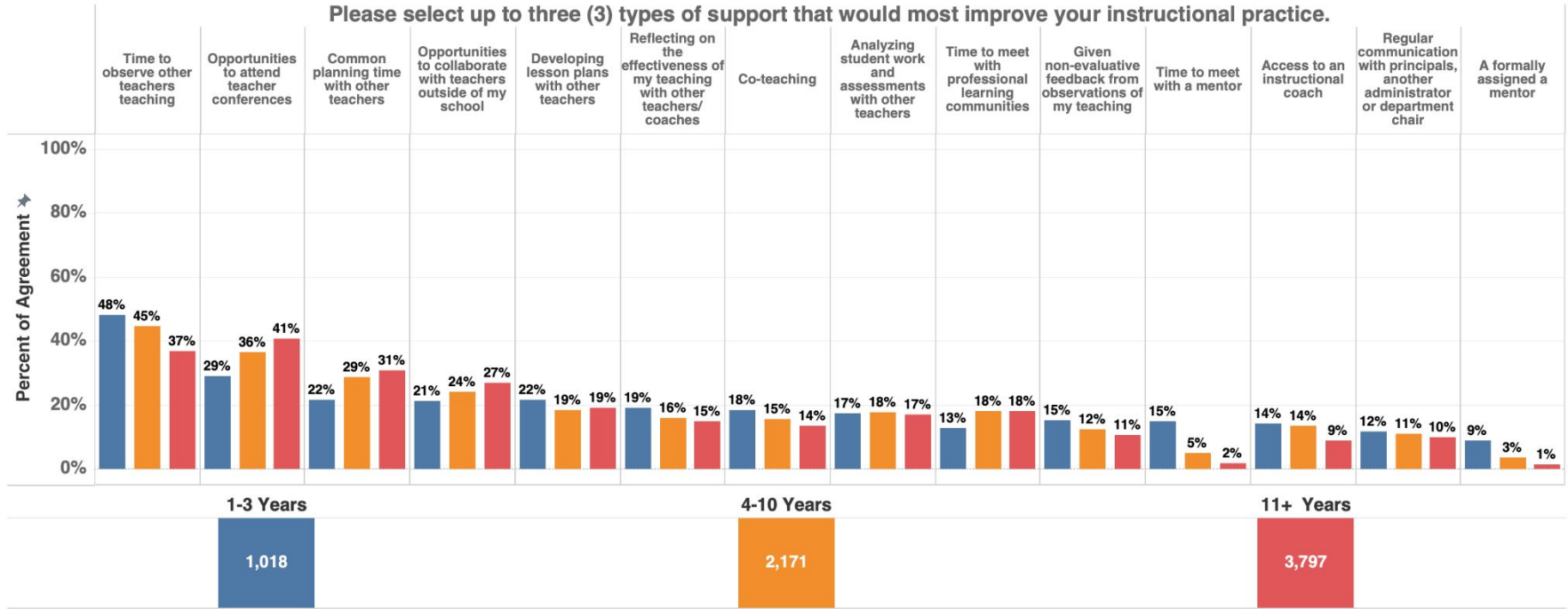
early career

mid-career

experienced

Instructional Support Needs - Item Level Agreement

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



early career

mid-career

experienced

Open-Ended Item Themes

(VERY, VERY Preliminary)

“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

Local-Level Use of 2024 NC TWC Results

Next Steps: Value Teacher Voice

- ❑ 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!