# **Report for NC TWC 2016**

North Carolina Department of Public Instruction 85.46% responded Durham Public Schools 93.27% responded North Carolina Middle Schools 84.25% responded Lowe's Grove Middle 87.72% responded

# Time

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

Strongly disagree	Disagree	Agree	Strongly agree
-------------------	----------	-------	----------------

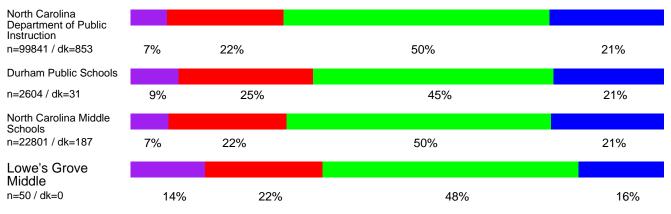
a. Class sizes are reasonable such that teachers have the time available to meet the needs of all students.

North Carolina Department of Public Instruction n=100348 / dk=890				
	10%	28%	43%	19%
Durham Public Schools				
n=2620 / dk=35	11%	29%	41%	19%
North Carolina Middle				
Schools n=22930 / dk=194	11%	28%	43%	19%
Lowe's Grove				
Middle n=49 / dk=1	12%	31%	43%	14%

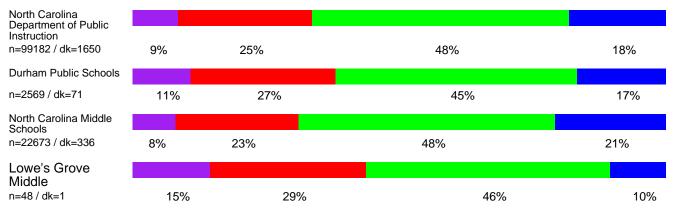
b. Teachers have time available to collaborate with colleagues.

North Carolina Department of Public				
Instruction n=100139 / dk=783	5%	18%	51%	25%
Durham Public Schools				
n=2618 / dk=26	6%	18%	50%	26%
North Carolina Middle Schools				
n=22901 / dk=158	5	16%	52%	27%
Lowe's Grove				
Middle n=50 / dk=0	8%	18%	58%	16%

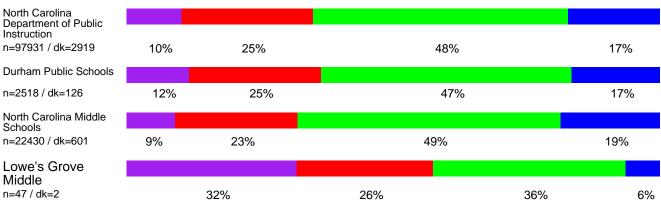
#### c. Teachers are allowed to focus on educating students with minimal interruptions.



d. The non-instructional time provided for teachers in my school is sufficient.



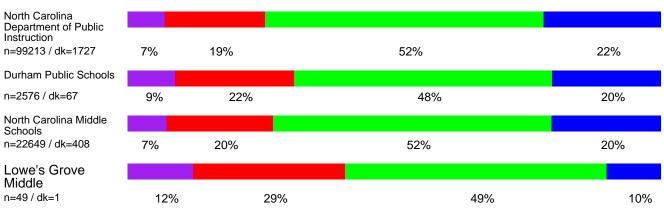
# e. Efforts are made to minimize the amount of routine paperwork teachers are required to do.



f. Teachers have sufficient instructional time to meet the needs of all students.

North Carolina Department of Public				
Instruction n=99514 / dk=1306	5%	23%	53%	19%
Durham Public Schools				
n=2585 / dk=63	7%	24%	50%	18%
North Carolina Middle Schools				
schools n=22738 / dk=288	5%	22%	53%	19%
Lowe's Grove Middle n=49 / dk=0				
	10%	27%	49%	14%

g. Teachers are protected from duties that interfere with their essential role of educating students.



Q2.2 In an AVERAGE WEEK, how much time do you devote to the following activities during the school day (i.e., time for which you are under contract to be at the school)?



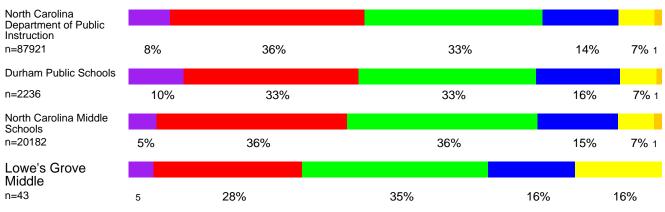
#### a. Individual planning time

North Carolina Department of Public									
Instruction n=88553	2	17%		34%		26%		18%	3
Durham Public Schools									
n=2251	3	18%		34%		24%		17%	5%
North Carolina Middle									
Schools n=20321	2	15%	35	5%		28%		18%	2
Lowe's Grove									
Middle n=43	7%		28%		37%		16%	1	2%

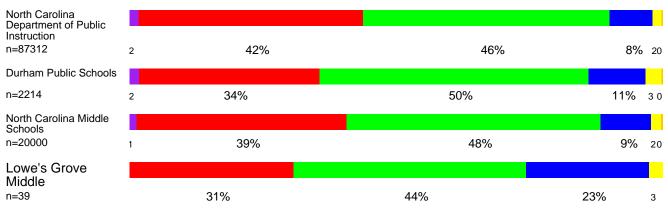
#### b. Collaborative planning time

North Carolina Department of Public Instruction n=88385					
	8%	38%	39%	11%	3 0
Durham Public Schools					
n=2245	8%	32%	43%	13%	4 0
North Carolina Middle Schools					
n=20287	7%	36%	41%	12%	30
Lowe's Grove					
Middle n=42	12%	31%	38%	17%	2

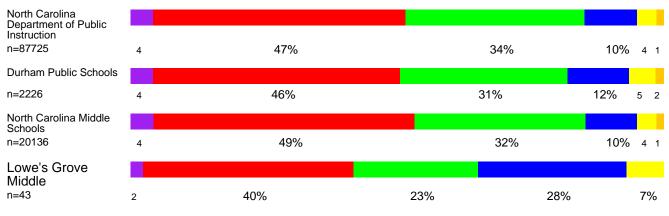
# c. Supervisory duties



# d. Required committee and/or staff meetings



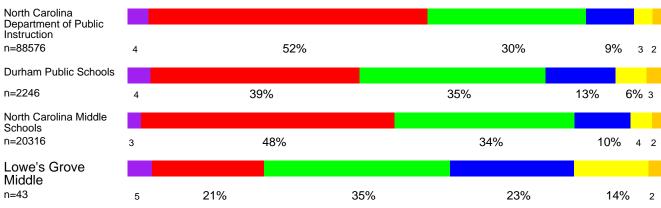
# e. Completing required administrative paperwork



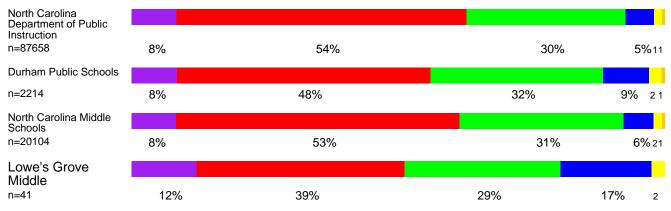
# f. Communicating with parents/guardians and/or the community

North Carolina Department of Public Instruction n=88185					
	2	47%	40%	8%	20
Durham Public Schools					
n=2237	2	43%	41%	11%	31
North Carolina Middle Schools					
Schools n=20220	I	44%	43%	9%	21
Lowe's Grove					
Middle n=43	5	40%	40%	14%	2

# g. Addressing student discipline issues



# h. Professional development



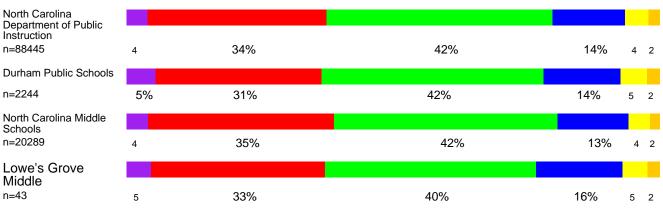
#### i. Preparation for required federal, state, and local assessments

North Carolina Department of Public					
Instruction n=88275	8%	33%	33%	14%	7% 5
Durham Public Schools					
n=2240	10%	32%	33%	16%	6% 3
North Carolina Middle Schools					
n=20261	7%	34%	33%	14%	7% 5
Lowe's Grove					
Middle n=43	9%	23%	42%	14%	7% 5

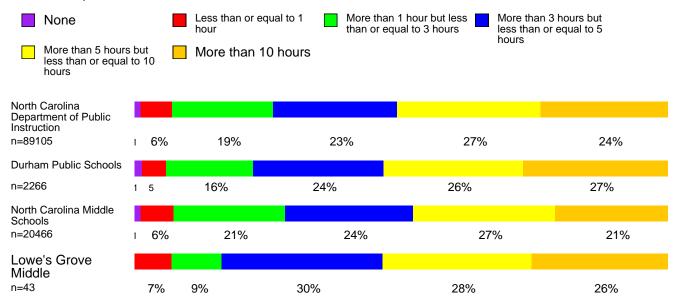
# j. Delivery of assessments

North Carolina Department of Public				
Instruction n=88499	5	32%	44%	14% 4 1
Durham Public Schools				
n=2248	6%	32%	43%	<b>1</b> 4% 5 1
North Carolina Middle Schools				
n=20308	4	37%	42%	12% 4 1
Lowe's Grove				
Middle n=43	2	26%	42%	21% 5 5

## k. Utilizing results of assessments



Q2.4 In an AVERAGE WEEK of teaching, how many hours do you spend on schoolrelated activities outside of the regular school work day (before or after school, and/or on weekends)?

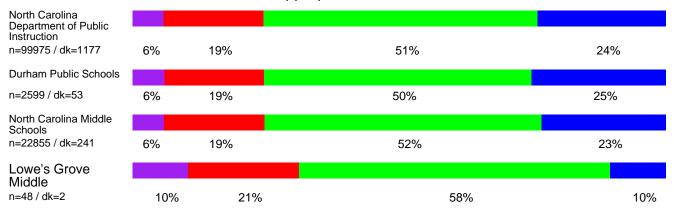


# Facilities and Resources

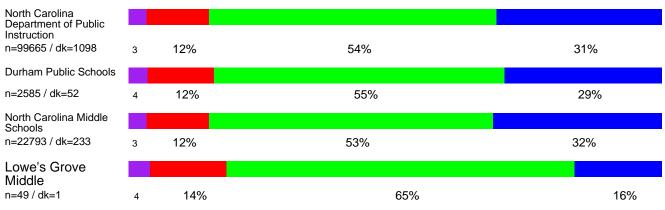
Q3.1 Please rate how strongly you agree or disagree with the following statements about your school facilities and resources.

Strongly disagree Disagree Stro	rongly agree
---------------------------------	--------------

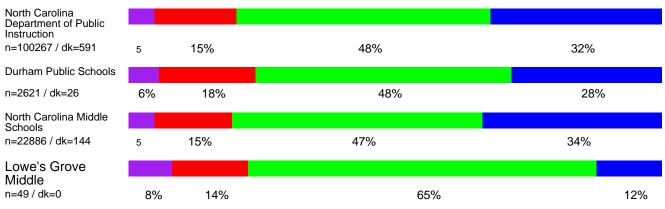
a. Teachers have sufficient access to appropriate instructional materials.



b. Teachers have sufficient access to digital content and resources.



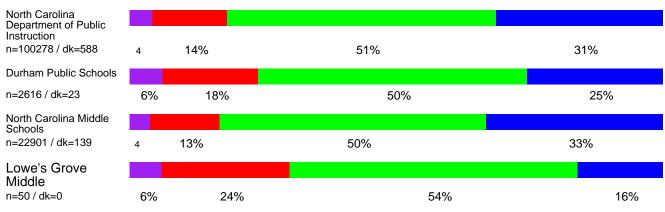
c. Teachers have sufficient access to instructional technology, including computers, devices, printers, software and internet access.



d. Teachers have access to reliable communication technology, including phones, faxes and email.



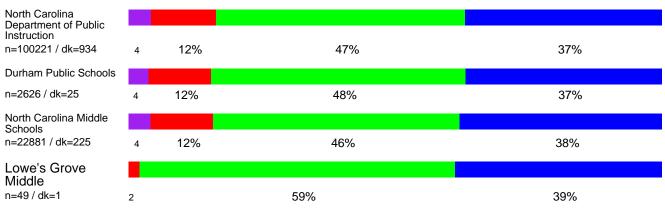
e. Teachers have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.



f. Teachers have sufficient access to a broad range of professional support personnel.

North Carolina Department of Public Instruction n=99741 / dk=1158				
	3	13%	56%	27%
Durham Public Schools				
n=2605 / dk=43	4	15%	55%	26%
North Carolina Middle Schools				
n=22787 / dk=269	3	13%	56%	28%
Lowe's Grove				
Middle n=47 / dk=2	6%	15%	64%	15%

# g. The school environment is clean and well maintained.



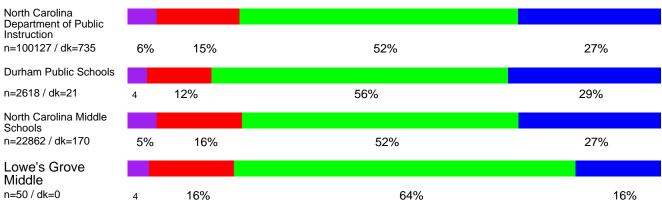
#### h. Teachers have adequate space to work productively.

North Carolina Department of Public Instruction n=99552 / dk=871				
	2	9%	54%	35%
Durham Public Schools				
n=2596 / dk=36	3	9%	55%	33%
North Carolina Middle Schools				
n=22736 / dk=208	2	8%	53%	37%
Lowe's Grove				
Middle n=49 / dk=1		8%	65%	27%

#### i. The physical environment of classrooms in this school supports teaching and learning.

North Carolina Department of Public Instruction n=99727 / dk=852				
	3	9%	54%	34%
Durham Public Schools				
n=2605 / dk=29	3	10%	54%	34%
North Carolina Middle				
Schools n=22776 / dk=179	3	10%	53%	34%
Lowe's Grove				
Middle n=48 / dk=1		10%	73%	17%

j. The reliability and speed of Internet connections in this school are sufficient to support instructional practices.

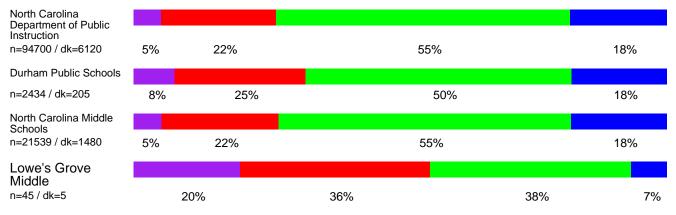


# **Community Support and Involvement**

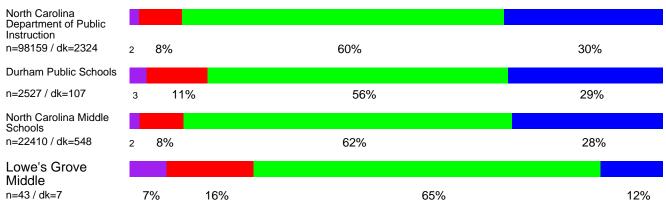
Q4.1 Please rate how strongly you agree or disagree with the following statements about community support and involvement in your school.



#### a. Parents/guardians are influential decision makers in this school.



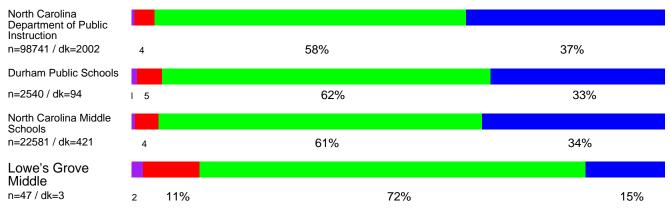
b. This school maintains clear, two-way communication with the community.



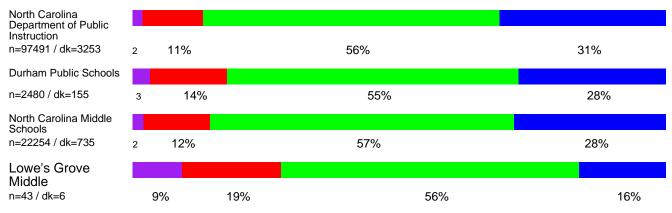
c. This school does a good job of encouraging parent/guardian involvement.

North Carolina Department of Public Instruction n=99009 / dk=1676						
	2	8%	53%		37%	
Durham Public Schools						
n=2563 / dk=74	2	11%	51%		36%	
North Carolina Middle Schools						
Schools n=22591 / dk=393	2	9%	56%		33%	
Lowe's Grove						
Middle n=45 / dk=5		7%	31%	58	8%	4

d. Teachers provide parents/guardians with useful information about student learning.



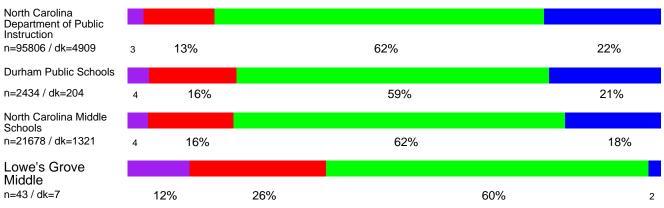
#### e. Parents/guardians know what is going on in this school.



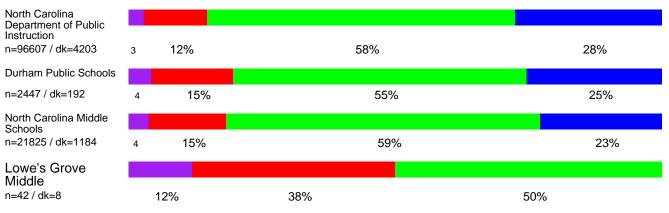
#### f. Parents/guardians support teachers, contributing to their success with students.

North Carolina Department of Public						
Instruction n=98083 / dk=2357	5%	21%		56%		17%
Durham Public Schools						
n=2526 / dk=99	6%	23%		54%		17%
North Carolina Middle Schools						
n=22430 / dk=525	6%	23%		57%		14%
Lowe's Grove						
Middle n=48 / dk=2	12%		35%		50%	2

# g. Community members support teachers, contributing to their success with students.



# h. The community we serve is supportive of this school.

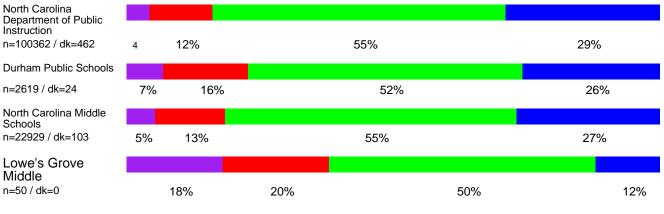


# Managing Student Conduct

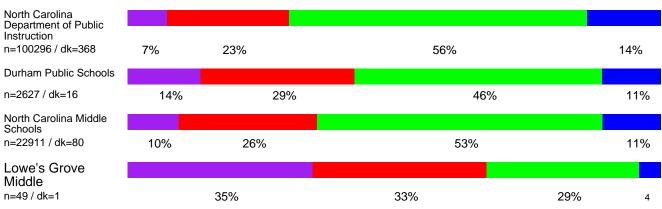
Q5.1 Please rate how strongly you agree or disagree with the following statements about managing student conduct in your school.



#### a. Students at this school understand expectations for their conduct.



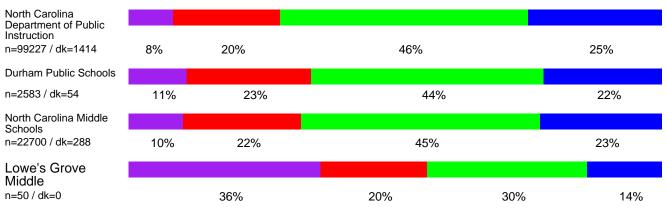
#### b. Students at this school follow rules of conduct.



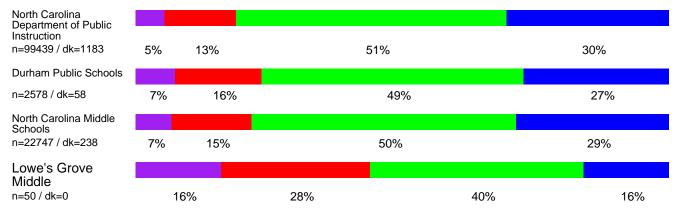
#### c. Policies and procedures about student conduct are clearly understood by the faculty.

North Carolina Department of Public						
Instruction n=99665 / dk=635	3	14%	55%	28%		
Durham Public Schools						
n=2595 / dk=33	5%	18%	53%	24%		
North Carolina Middle Schools						
n=22743 / dk=150	4	15%	54%	26%		
Lowe's Grove Middle n=47 / dk=2						
	1	11% 17%	49%	23%		

## d. School administrators consistently enforce rules for student conduct.



#### e. School administrators support teachers' efforts to maintain discipline in the classroom.



#### f. Teachers consistently enforce rules for student conduct.

North Carolina Department of Public Instruction n=99271 / dk=1419				
	3	17%	55%	25%
Durham Public Schools				
n=2581 / dk=60	4	20%	54%	22%
North Carolina Middle Schools				
n=22676 / dk=313	3	19%	55%	22%
Lowe's Grove Middle n=49 / dk=1				
	2	24%	55%	18%

#### g. The faculty work in a school environment that is safe.

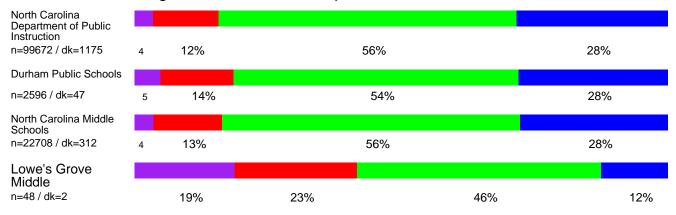


# **Teacher Leadership**

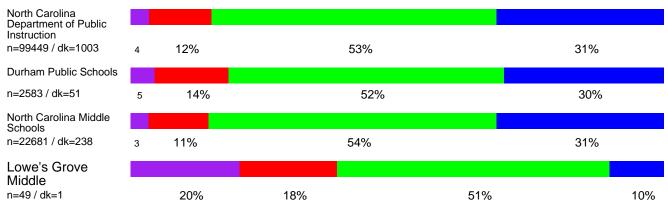
Q6.1 Please rate how strongly you agree or disagree with the following statements about teacher leadership in your school.

Strongly disagree Disagree Strongly disagree Strongly disagree	ongly agree
--	-------------

#### a. Teachers are recognized as educational experts.



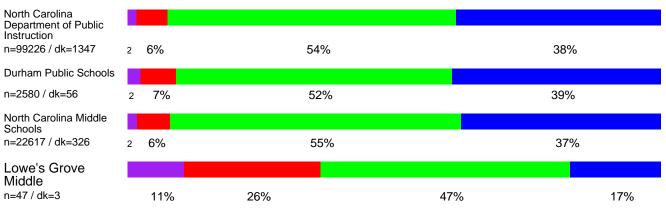
b. Teachers are trusted to make sound professional decisions about instruction.



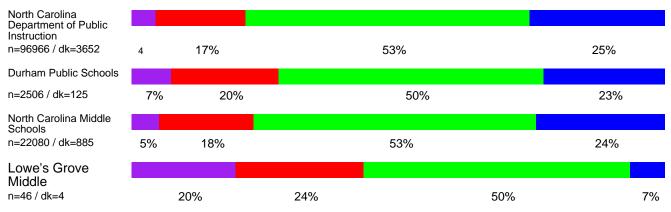
c. Teachers are relied upon to make decisions about educational issues.

North Carolina Department of Public Instruction n=98738 / dk=1717					
	3	13%	55%		29%
Durham Public Schools					
n=2558 / dk=74	5%	15%	53%		27%
North Carolina Middle Schools					
Schools n=22538 / dk=383	3	13%	55%		28%
Lowe's Grove Middle n=47 / dk=3					
		19%	26%	47%	9%

### d. Teachers are encouraged to participate in school leadership roles.



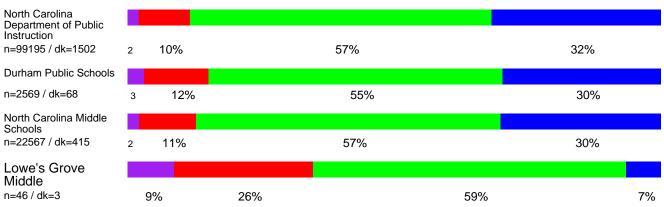
e. The faculty has an effective process for making group decisions to solve problems.



#### f. In this school we take steps to solve problems.

North Carolina Department of Public Instruction n=98647 / dk=2125							
	3	13%		56%		28%	
Durham Public Schools							
n=2569 / dk=72	5%	16%		53%		25%	
North Carolina Middle Schools							
Schools n=22497 / dk=510	4	14%		57%		26%	
Lowe's Grove Middle n=48 / dk=2							
		15%	27%		54%		4

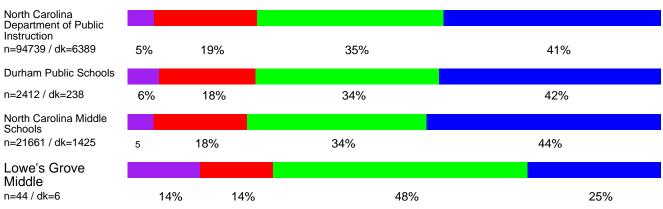
#### g. Teachers are effective leaders in this school.



# Q6.2 Please indicate the role teachers have in each of the following areas in your school.



## a. Selecting instructional materials and resources



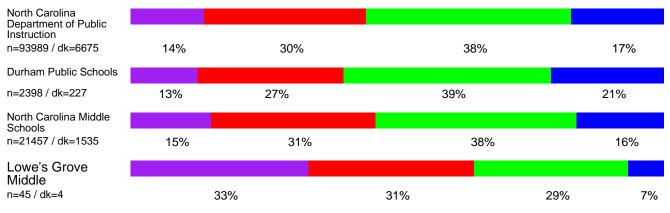
# b. Devising teaching techniques

North Carolina Department of Public Instruction n=96534 / dk=4154					
	3	11%	33%	53%	
Durham Public Schools					
n=2489 / dk=156	3	11%	32%	54%	
North Carolina Middle Schools					
n=22146 / dk=860	3	10%	31%	56%	
Lowe's Grove					
Middle n=46 / dk=4		13%	28%	33%	26%

# c. Setting grading and student assessment practices

North Carolina Department of Public Instruction n=95565 / dk=4900					
	7%	19%	37%	38%	
Durham Public Schools					
n=2444 / dk=184	6%	18%	35%	40%	
North Carolina Middle					
Schools n=21993 / dk=941	6%	17%	36%	41%	
Lowe's Grove Middle n=48 / dk=2					
		27%	25%	31%	17%

# d. Determining the content of in-service professional development programs



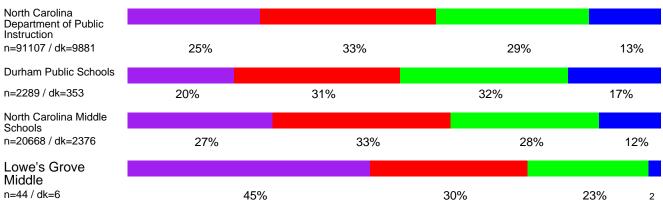
#### e. Establishing student discipline procedures

North Carolina Department of Public					
Instruction n=96872 / dk=4180	10%	27%	40%	2	23%
Durham Public Schools					
n=2492 / dk=157	10%	27%	40%	2	23%
North Carolina Middle Schools					
n=22232 / dk=848	11%	28%	40%		21%
Lowe's Grove Middle n=49 / dk=1					
	22%		43%	27%	8%

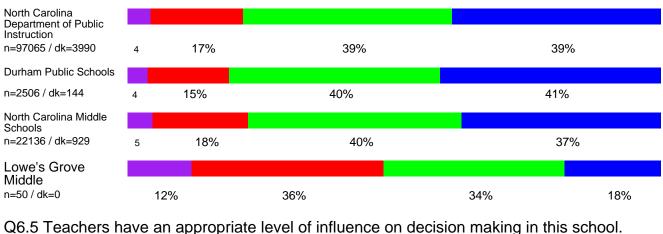
# f. Providing input on how the school budget will be spent

North Carolina Department of Public Instruction n=91057 / dk=9790				
	27%	34%	28%	11%
Durham Public Schools				
n=2240 / dk=396	30%	34%	27%	9%
North Carolina Middle Schools				
n=20721 / dk=2298	29%	35%	27%	9%
Lowe's Grove Middle n=41 / dk=9				
		63%	22%	15%

# g. The selection of teachers new to this school



# h. School improvement planning



Strongly disagree Disagree Agree Strongly agree North Carolina Department of Public Instruction n=96570 / dk=4646 8% 20% 56% 15% **Durham Public Schools** n=2486 / dk=169 11% 22% 52% 15% North Carolina Middle Schools n=21996 / dk=1124 21% 9% 56% 15% Lowe's Grove Middle n=46 / dk=4 26% 35% 33% 7%

#### Q6.6 Members of the school improvement team are elected.

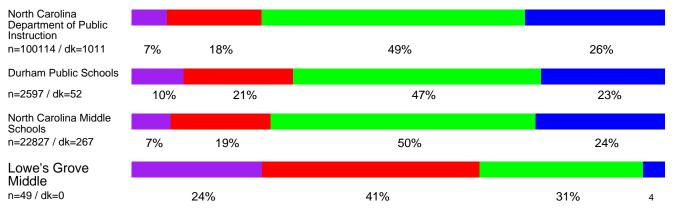
Strongly disagree	ee	Disagree	Agree S	trongly agree
North Carolina Department of Public				
Instruction n=82309 / dk=18264	8%	14%	49%	29%
Durham Public Schools				
n=2072 / dk=568	6%	13%	52%	29%
North Carolina Middle Schools				
n=18685 / dk=4272	8%	14%	48%	29%
Lowe's Grove				
Middle n=34 / dk=15	9%	18%	50%	24%

# School Leadership

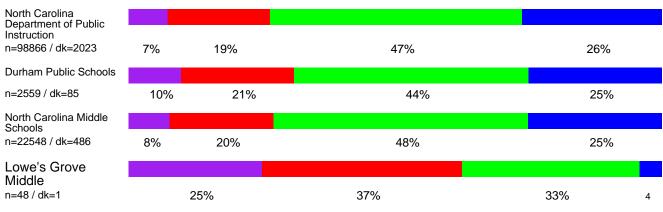
Q7.1 Please rate how strongly you agree or disagree with statements about leadership in your school.

Strongly disagree Disagree Stron	ongly agree
----------------------------------	-------------

#### a. There is an atmosphere of trust and mutual respect in this school.



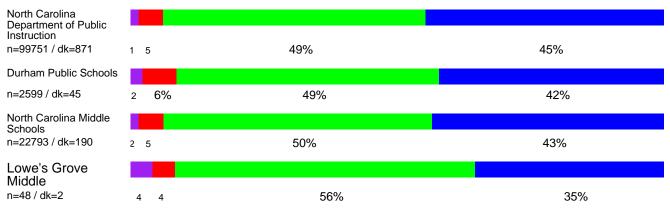
b. Teachers feel comfortable raising issues and concerns that are important to them.



#### c. The school leadership consistently supports teachers.

North Carolina Department of Public					
Instruction n=98529 / dk=2482	5	15%	50%	31%	
Durham Public Schools					
n=2548 / dk=90	7%	18%	47%	28%	
North Carolina Middle Schools					
n=22462 / dk=604	5%	16%	50%	29%	
Lowe's Grove					
Middle n=46 / dk=2		17%	37%	39%	7%

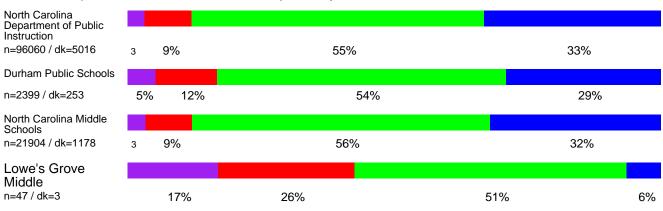
d. Teachers are held to high professional standards for delivering instruction.



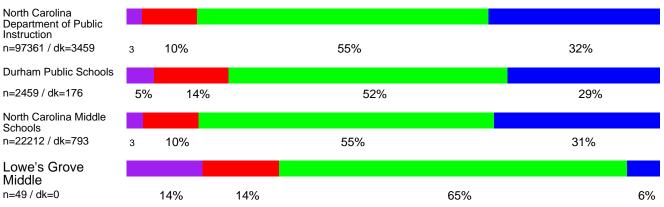
e. The school leadership facilitates using data to improve student learning.

North Carolina Department of Public			
Instruction n=98459 / dk=2478	1 4	50%	45%
Durham Public Schools			
n=2553 / dk=88	2 6%	49%	43%
North Carolina Middle Schools			
n=22453 / dk=588	1 4	52%	43%
Lowe's Grove			
Middle n=49 / dk=1	4 12%	57%	27%

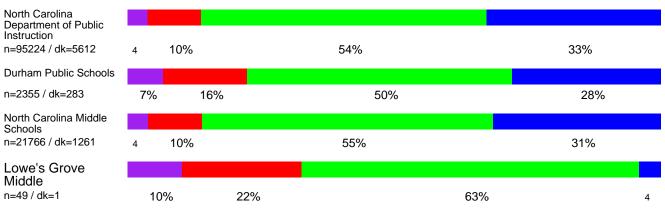
## f. Teacher performance is assessed objectively.



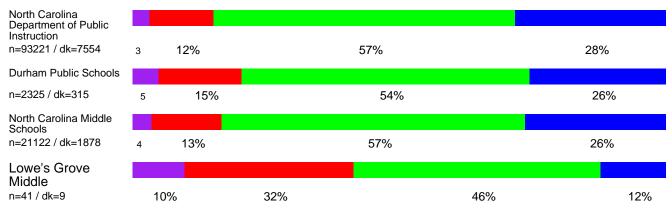
g. Teachers receive feedback that can help them improve teaching.



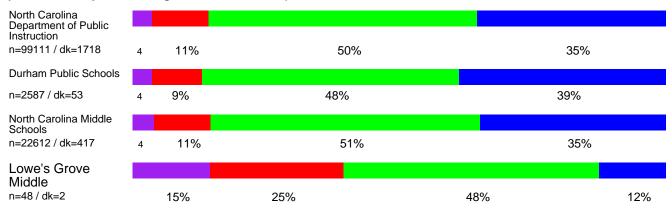
#### h. The procedures for teacher evaluation are consistent.



i. The school improvement team provides effective leadership at this school.



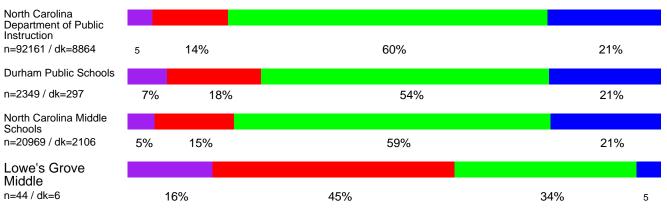
#### j. The faculty are recognized for accomplishments.



Q7.3 The school leadership makes a sustained effort to address teacher concerns about:

Strongly disagree	Disagree	Agree	Strongly agree
-------------------	----------	-------	----------------

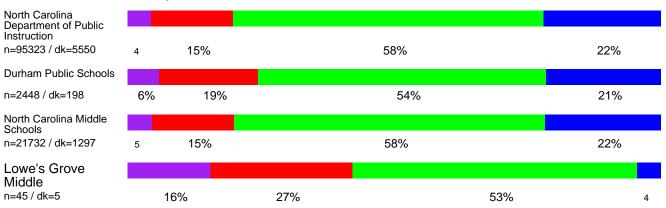
#### a. Leadership issues



#### b. Facilities and resources

North Carolina Department of Public						
Instruction n=95527 / dk=5340	3	10%		63%		24%
Durham Public Schools						
n=2457 / dk=181	4	12%		60%		23%
North Carolina Middle Schools						
n=21730 / dk=1296	3	10%		63%		23%
Lowe's Grove						
Middle n=45 / dk=5		9%	22%	6	4%	4

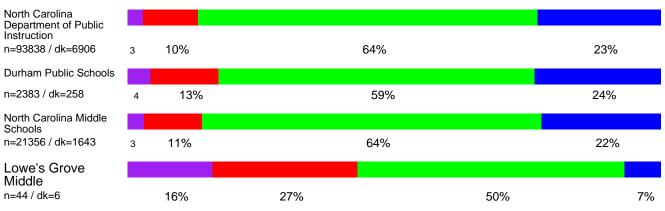
#### c. The use of time in my school



# d. Professional development

North Carolina Department of Public					
Instruction n=95059 / dk=5815	3	13%	61%		23%
Durham Public Schools					
n=2445 / dk=195	4	13%	59%		24%
North Carolina Middle Schools					
n=21642 / dk=1392	4	13%	61%	D	22%
Lowe's Grove					
Middle n=45 / dk=5		13%	31%	47%	9%

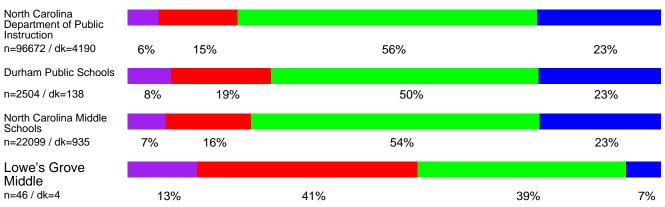
# e. Teacher leadership



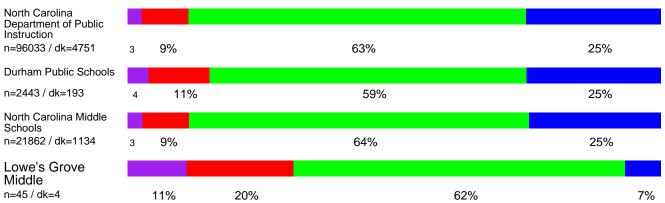
# f. Community support and involvement

North Carolina Department of Public					
Instruction n=93335 / dk=7340	2	9%	65%		24%
Durham Public Schools					
n=2362 / dk=282	4	12%	60%		24%
North Carolina Middle Schools					
n=21137 / dk=1857	3	10%	65%		22%
Lowe's Grove					
Middle n=43 / dk=7		12%	30%	53%	5

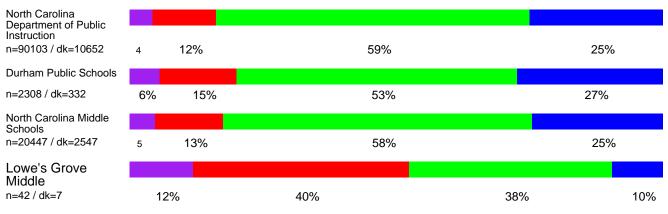
# g. Managing student conduct



# h. Instructional practices and support



# i. New teacher support

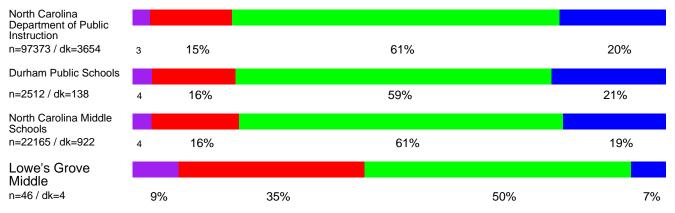


# **Professional Development**

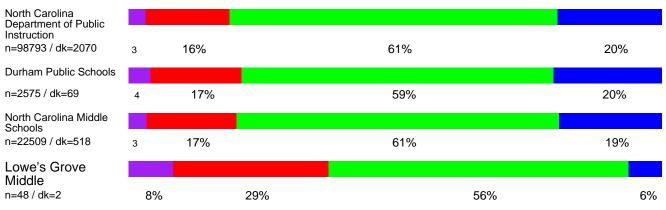
Q8.1 Please rate how strongly you agree or disagree with statements about professional development in your school.



a. Sufficient resources are available for professional development in my school.



b. An appropriate amount of time is provided for professional development.



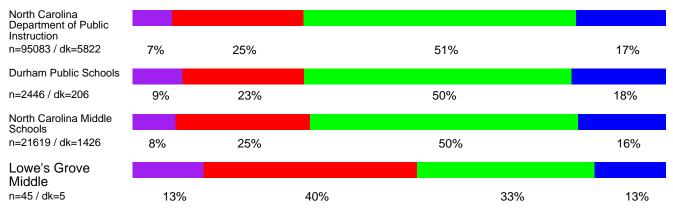
#### c. Professional development offerings are data driven.

North Carolina Department of Public				
Instruction n=89129 / dk=11859	3	13%	63%	22%
Durham Public Schools				
n=2281 / dk=367	4	14%	59%	23%
North Carolina Middle Schools				
n=20098 / dk=2958	3	13%	63%	21%
Lowe's Grove				
Middle n=40 / dk=10	7%	%	20% 65%	7%

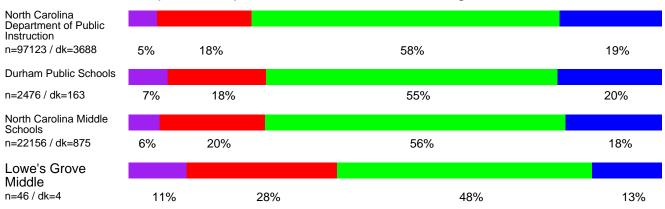
d. Professional learning opportunities are aligned with the school's improvement plan.



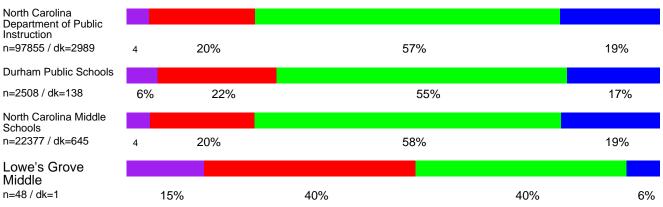
e. Professional development is differentiated to meet the individual needs of teachers.



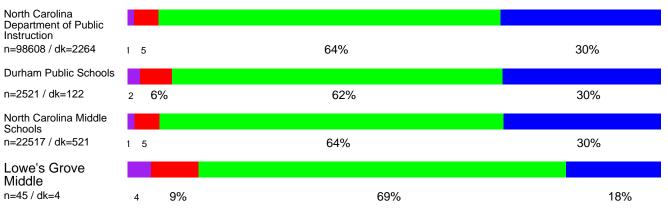
#### f. Professional development deepens teachers' content knowledge.



g. Teachers have sufficient training to fully utilize instructional technology.



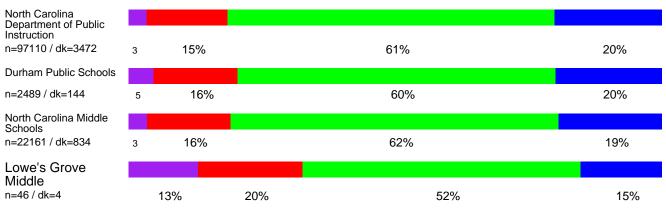
#### h. Teachers are encouraged to reflect on their own practice.



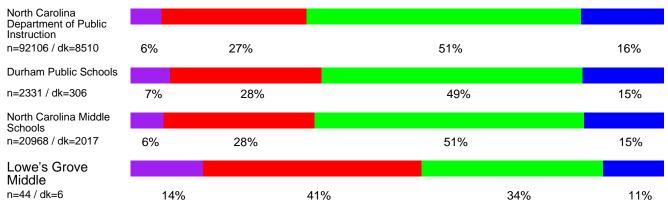
i. In this school, follow up is provided from professional development.

North Carolina Department of Public					
Instruction n=94842 / dk=5815	4	20%	58%	, 0	18%
Durham Public Schools					
n=2416 / dk=230	6%	24%	ł	53%	17%
North Carolina Middle Schools					
n=21622 / dk=1363	4	22%	57	%	17%
Lowe's Grove					
Middle n=45 / dk=5		18%	38%	31%	13%

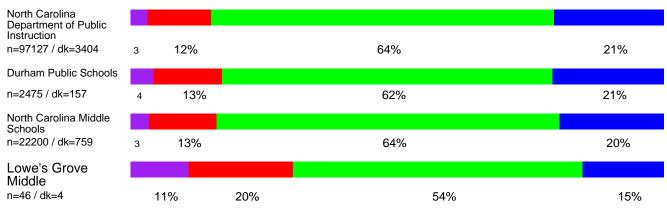
# j. Professional development provides ongoing opportunities for teachers to work with colleagues to refine teaching practices.



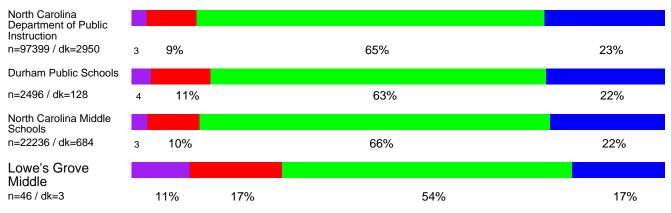
k. Professional development is evaluated and results are communicated to teachers.



#### I. Professional development enhances teachers' ability to implement instructional strategies that meet diverse student learning needs.



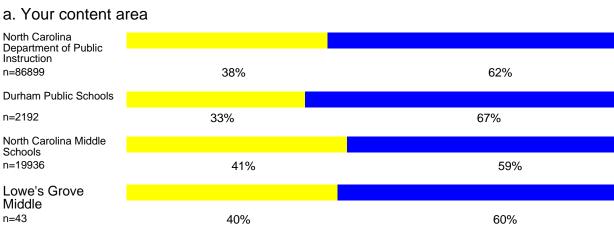
m. Professional development enhances teachers' abilities to improve student learning.



Q8.2 In which of the following areas (if any) do you need professional development to teach your students more effectively?

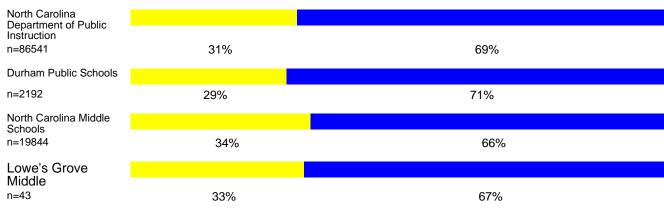
Yes

No



#### a. Your content area

# b. Common core and essential standards



#### c. Student assessment

North Carolina Department of Public		
Instruction n=86311	32%	68%
Durham Public Schools		
n=2184	33%	67%
North Carolina Middle Schools n=19799		
	35%	65%
Lowe's Grove Middle n=43		
	33%	67%

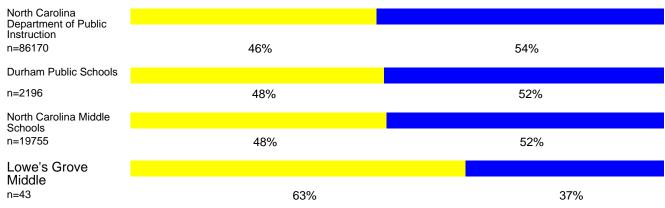
# d. Differentiating instruction

North Carolina Department of Public		
Instruction n=86832	54%	46%
Durham Public Schools		
n=2215	58%	42%
North Carolina Middle Schools n=19925		
	57%	43%
Lowe's Grove Middle n=43		
	70%	30%

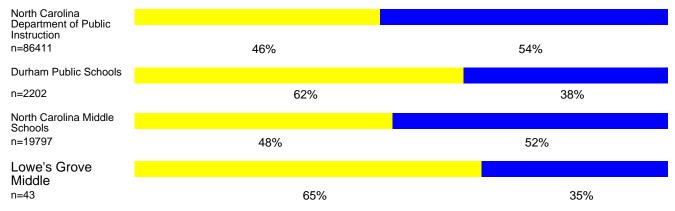
## e. Special education (students with disabilities)

North Carolina Department of Public		
Instruction n=86745	52%	48%
Durham Public Schools		
n=2207	56%	44%
North Carolina Middle		
Schools n=19898	54%	46%
Lowe's Grove		
Middle n=43	60%	40%

# f. Special education (gifted and talented)



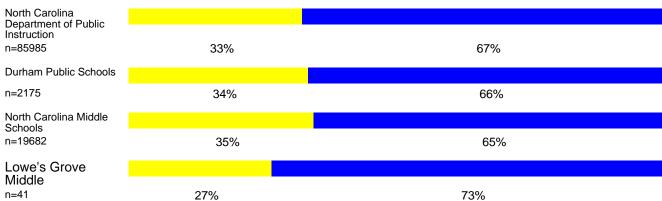
# g. English Language Learners



#### h. Closing the Achievement Gap

North Carolina Department of Public Instruction n=86545		
	51%	49%
Durham Public Schools		
n=2198	56%	44%
North Carolina Middle		
Schools n=19817	54%	46%
Lowe's Grove Middle n=41		
	56%	44%

#### i. Methods of teaching



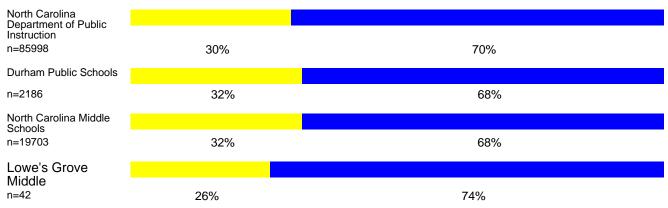
# j. Reading strategies

North Carolina Department of Public Instruction n=86156		
	40%	60%
Durham Public Schools		
n=2191	44%	56%
North Carolina Middle Schools n=19679		
	39%	61%
Lowe's Grove Middle n=40		
	45%	55%

# k. Integrating technology into instruction

North Carolina Department of Public		
Instruction n=86998	52%	48%
Durham Public Schools		
n=2202	49%	51%
North Carolina Middle Schools		
n=19913	52%	48%
Lowe's Grove Middle n=42		
	50%	50%

#### I. Classroom management techniques



Q8.3 In the past 2 years, have you had 10 clock hours or more of professional development in any of the following areas?

Yes No

# a. Your content area

North Carolina Department of Public		
Instruction n=85707	64%	36%
Durham Public Schools		
n=2173	65%	35%
North Carolina Middle Schools		
n=19668	64%	36%
Lowe's Grove		
Middle n=42	64%	36%

# b. Common core and essential standards

North Carolina Department of Public Instruction n=85057	48%	52%
Durham Public Schools		
n=2163	48%	52%
North Carolina Middle		
Schools n=19472	46%	54%
Lowe's Grove		
Middle n=41	44%	56%

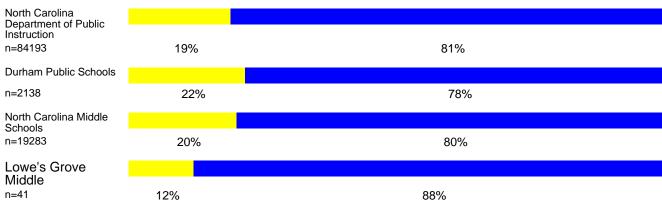
# c. Student assessment

North Carolina Department of Public		
Instruction n=84846	46%	54%
Durham Public Schools		
n=2141	44%	56%
North Carolina Middle Schools		
n=19416	43%	57%
Lowe's Grove		
Middle n=40	35%	65%

# d. Differentiating instruction

North Carolina Department of Public		
Instruction n=84743	44%	56%
Durham Public Schools		
n=2140	43%	57%
North Carolina Middle		
Schools n=19432	44%	56%
Lowe's Grove		
Middle n=42	43%	57%

# e. Special education (students with disabilities)



# f. Special education (gifted and talented)

North Carolina Department of Public		
Instruction n=83935	13%	87%
Durham Public Schools		
n=2119	18%	82%
North Carolina Middle Schools		
n=19222	14%	86%
Lowe's Grove Middle n=38		
	16%	84%

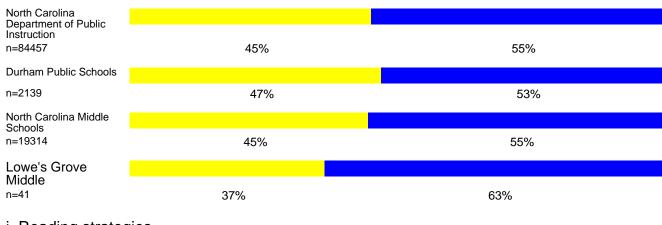
# g. English Language Learners

North Carolina Department of Public		
Instruction n=84077	17%	83%
Durham Public Schools		
n=2126	22%	78%
North Carolina Middle		
Schools n=19243	16%	84%
	1070	0470
Lowe's Grove Middle		
n=40	10%	90%

# h. Closing the Achievement Gap

North Carolina Department of Public		
Instruction n=84078	26%	74%
Durham Public Schools		
n=2130	24%	76%
North Carolina Middle		
Schools n=19243	26%	74%
Lowe's Grove		
Middle n=40	20%	80%

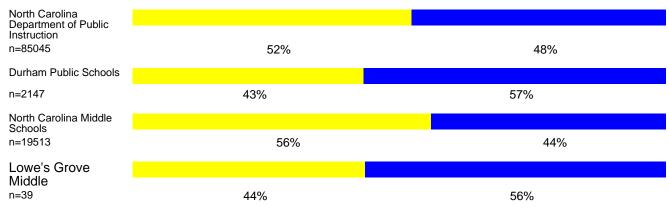
# i. Methods of teaching



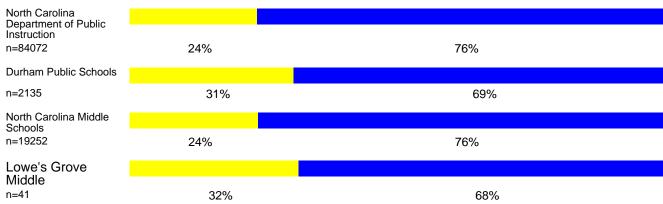
# j. Reading strategies

North Carolina Department of Public		
Instruction n=84836	51%	49%
Durham Public Schools		
n=2155	47%	53%
North Carolina Middle Schools		
n=19385	49%	51%
Lowe's Grove Middle n=42		
	40%	60%

# k. Integrating technology into instruction



# I. Classroom management techniques

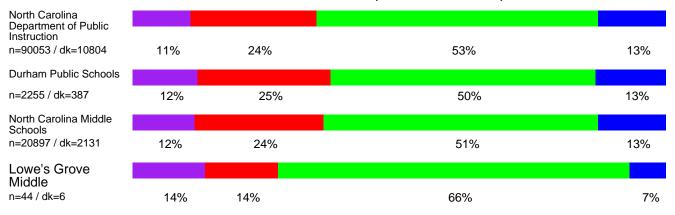


# Instructional Practices and Support

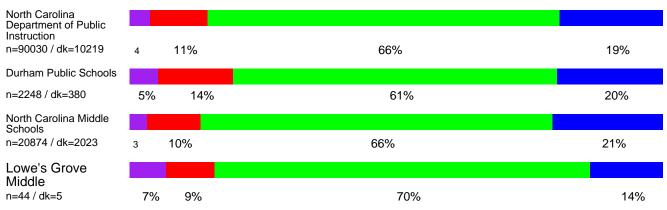
Q9.1 Please rate how strongly you agree or disagree with the following statements about instructional practices and support in your school.



#### a. State assessment data are available in time to impact instructional practices.



b. Local assessment data are available in time to impact instructional practices.



#### c. State assessments accurately gauge students' understanding of standards.

North Carolina Department of Public Instruction n=92818 / dk=7671				
	19%	38%	37%	6%
Durham Public Schools				
n=2348 / dk=283	18%	36%	39%	7%
North Carolina Middle				
n=21303 / dk=1639	19%	37%	37%	6%
Lowe's Grove				
Middle n=40 / dk=10	10%	35%	50%	5%

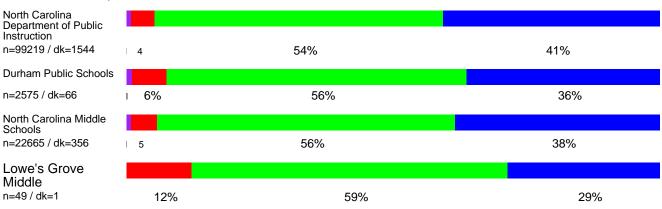
d. Teachers believe almost every student has the potential to do well on assignments.



e. Teachers believe what is taught will make a difference in students' lives.

North Carolina Department of Public				
Instruction n=98119 / dk=2603	I	6%	60%	33%
Durham Public Schools				
n=2534 / dk=106	2	7%	60%	31%
North Carolina Middle Schools				
n=22406 / dk=597	1	6%	60%	32%
Lowe's Grove				
Middle n=48 / dk=2	2	12%	58%	27%

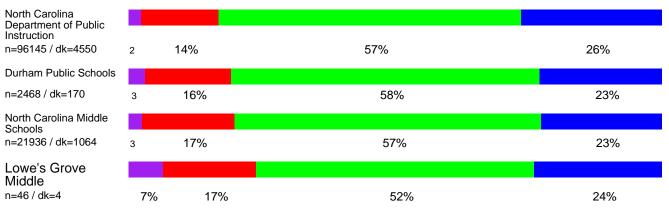
#### f. Teachers require students to work hard.



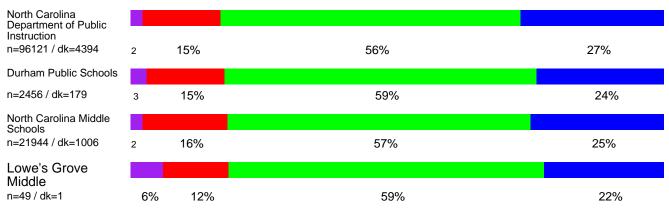
g. Teachers collaborate to achieve consistency on how student work is assessed.

North Carolina Department of Public				
Instruction n=96430 / dk=3936	2	11%	57%	30%
Durham Public Schools				
n=2460 / dk=171	2	11%	58%	28%
North Carolina Middle				
Schools n=21992 / dk=911	2	12%	58%	28%
Lowe's Grove				
Middle n=45 / dk=5	4	7%	64%	24%

#### h. Teachers know what students learn in each of their classes.



i. Teachers have knowledge of the content covered and instructional methods used by other teachers at this school.



#### j. Teachers use digital content and resources in their instruction.



# Overall

Q10.1 Which of the following best describes your immediate professional plans?

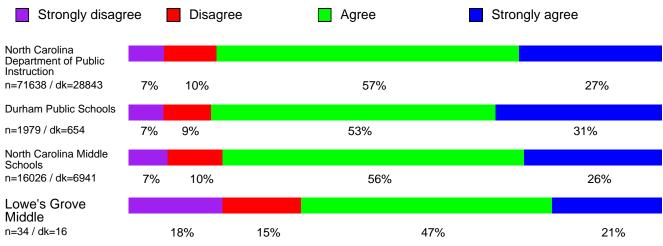
	Continue teaching at my current school Continue working in education but pursue a non-administrative position	Continue teaching in this district but leave this school Leave education entirely		Continue teaching in t state but leave this dis	this strict	Continue education adminis	on but	pursı	ie an	I		
	Carolina tment of Public											
Instruc n=888	ction			81%				5%	. 3	3	3	5
Durha	m Public Schools											
n=225	6		75	5%			5%	7%	64	4		5%
North Schoo	Carolina Middle											
n=204				79%				6%	3	4 3	3	5
	's Grove											
Midd n=43	le	58%			12%	, ,	12%	2	99	%	-	7%

Q10.3 Which aspect of your teaching conditions most affects your willingness to keep teaching at your school?

Time during the wor		acilities and re chool leade		invo	nmunity supported in the support of	Managing stud Instructional p support		
North Carolina Department of Public								
Instruction n=87400	15%	10%	8%	10%	11%	30%	2	15%
Durham Public Schools								
n=2217	12%	8% 7%		14%	12%	32%	2	12%
North Carolina Middle Schools								
n=20087	16%	9%	7%	13%	11%	30%	1	13%
Lowe's Grove Middle n=43								
	12%	14%		19%	9%	33%		14%

# Q10.5 Which aspect of your teaching conditions is most important to you in promoting student learning?

Time during the work day Facilities and resources Community support and Managing student conduct involvement Instructional practices and support								
North Carolina Department of Public Instruction n=98010	16%	9% 4	17%	7% 7	7% 3	37%		
Durham Public Schools								
n=2549	16%	7% 5	21%	6%	8% 4	33%		
North Carolina Middle Schools n=22389	14%	9% 4	21%	7%	<b>7%</b> 3	34%		
Lowe's Grove Middle n=49	10% 2	20%	10%	10%	12%	35%		
Q10.6 Overall, m	y school is a	good place t	to work a	nd learn.				
Strongly disagr	ree 📕 Disa	igree	Agre	е		Strongly agree		
North Carolina Department of Public								
Instruction n=99799 / dk=1382	6% 8%		44%			42%		
Durham Public Schools								
n=2593 / dk=61	7% 13%	, 0	45%			35%		
North Carolina Middle Schools n=22709 / dk=396	6% 9%		45%			40%		
Lowe's Grove Middle								
n=47 / dk=3	13%	34%	)			45% 9%		
Q10.7 At this school, we utilize the results from the 2014 North Carolina Teacher Working Conditions Survey as a tool for school improvement.								



# New Teacher Support

Q11.1 As a beginning teacher, I have received the following kinds of support.

Yes

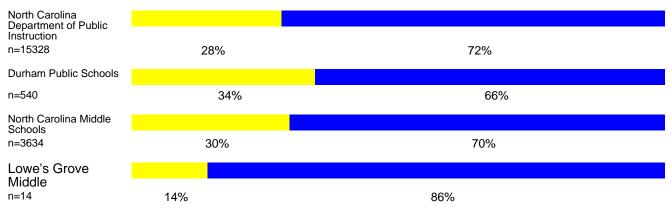
#### a. Formally assigned mentor

No

North Carolina Department of Public Instruction n=15401	95%	5%
Durham Public Schools		
n=543	95%	5%
North Carolina Middle		
Schools n=3658	95%	5
Lowe's Grove		
Middle n=15	93%	7%
b. Seminars spec	ifically designed for new teachers	
North Carolina		
Department of Public Instruction n=15366	83%	17%
Durham Public Schools		
n=541	83%	17%

N=541	83%	17%
North Carolina Middle Schools		
n=3646	83%	17%
Lowe's Grove		
Middle n=15	73%	27%

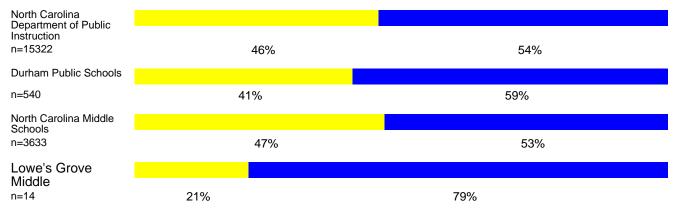
#### c. Reduced workload



### d. Common planning time with other teachers

North Carolina Department of Public		
Instruction n=15356	76%	24%
Durham Public Schools		
n=541	76%	24%
North Carolina Middle		
Schools n=3646	81%	19%
Lowe's Grove		
Middle n=15	80%	20%

#### e. Release time to observe other teachers



#### f. Formal time to meet with mentor during school hours

North Carolina Department of Public		
Instruction n=15341	55%	45%
Durham Public Schools		
n=541	54%	46%
North Carolina Middle Schools		
Schools n=3644	60%	40%
Lowe's Grove		
Middle n=15	27%	73%

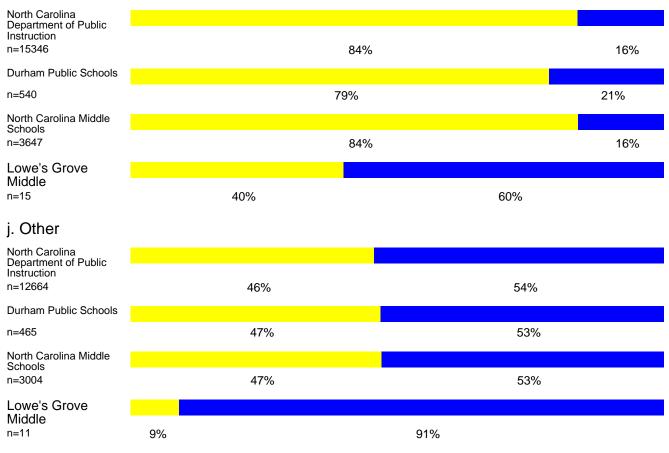
#### g. Orientation for new teachers

North Carolina Department of Public		
Instruction n=15322	90%	10%
Durham Public Schools		
n=540	90%	10%
North Carolina Middle Schools		
Schools n=3641	90%	10%
Lowe's Grove		
Middle n=14	86%	14%

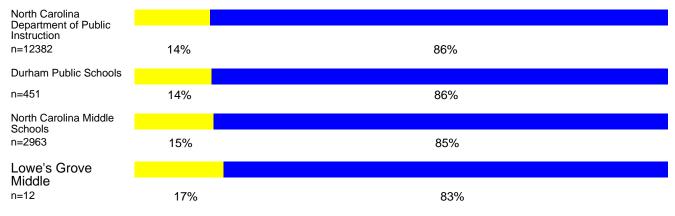
# h. Access to professional learning communities where I could discuss concerns with other teacher(s)



#### i. Regular communication with principals, other administrator or department chair



#### k. I received no additional support as a new teacher.



# Q11.2 On average, how often did you engage in each of the following activities with your mentor?



#### a. Developing lesson plans

North Carolina Department of Public Instruction n=14501						
	29%	17%	14%	14%	15%	11%
Durham Public Schools						
n=515	30%	15%	14%	13%	19%	10%
North Carolina Middle Schools						
n=3445	30%	18%	14%	14%	14%	11%
Lowe's Grove						
Middle n=14	57	7%		21%	7% 7	% 7%

### b. Being observed teaching by my mentor

North Carolina Department of Public					
Instruction n=14466	24%	39%	19%	11%	53
Durham Public Schools					
n=511	34%	30%	17%	12%	4 3
North Carolina Middle					
Schools	0.49/	00%	00%	4.00/	50/ -
n=3437	24%	36%	20%	12%	5% 2
Lowe's Grove					
Middle n=14	50%	7%	21%	14%	7%

#### c. Observing my mentor's teaching

North Carolina Department of Public Instruction n=14492				
	49%	27%	11% 7% 3 3	}
Durham Public Schools				
n=512	52%	23%	12% 7% 3 3	i
North Carolina Middle				
n=3443	50%	26%	11% 7% 3 3	1
Lowe's Grove Middle n=14				
	79%		14% 7%	>

# d. Analyzing student work

North Carolina Department of Public Instruction n=14463						
	29%	18%	16%	15%	9%	11%
Durham Public Schools						
n=511	29%	18%	17%	16%	10%	11%
North Carolina Middle Schools n=3446						
	32%	17%	16%	14%	9%	12%
Lowe's Grove Middle n=14						
	5	7%	1	4% 7%	14%	7%

### e. Reviewing results of students' assessments

North Carolina Department of Public Instruction n=14448						
	27%	18%	18%	17%	12%	8%
Durham Public Schools						
n=512	25%	19%	18%	18%	12%	7%
North Carolina Middle						
Schools n=3437	30%	18%	17%	16%	11%	8%
Lowe's Grove Middle n=14						
		57%		21%	7% 7%	7%

# f. Addressing student or classroom behavioral issues

North Carolina Department of Public Instruction n=14461						
	12%	17%	18%	23%	14%	16%
Durham Public Schools						
n=511	13%	14%	16%	27%	14%	17%
North Carolina Middle Schools n=3434						
	13%	17%	17%	23%	14%	17%
Lowe's Grove Middle n=14						
		36%	21	% 14%	7% 7%	14%

# g. Reflecting on the effectiveness of my teaching together

North Carolina Department of Public						
Instruction n=14418	13%	16%	20%	23%	16%	13%
Durham Public Schools						
n=513	15%	13%	20%	24%	16%	12%
North Carolina Middle						
Schools n=3425	14%	15%	20%	23%	16%	12%
Lowe's Grove						
Middle n=14		43%	7%	29%	7%	7% 7%

# h. Aligning my lesson planning with the state curriculum and local curriculum

	•	•							
North Carolina Department of Public Instruction n=14469		28%	1(	6%	15%	15%	13%		12%
Durham Public Schools									
n=513		30%		14%	15%	16%	15	%	10%
North Carolina Middle Schools n=3441		29%	-	6%	15%	14%	13%	,	13%
Lowe's Grove								-	
Middle n=14			64%			14	%	14%	7%
i. Other									
North Carolina Department of Public									
Instruction n=9882		38%		9%	13%	13%	12%	1	5%
Durham Public Schools									
n=339		37%		5	14%	17%	13%	1	14%
North Carolina Middle Schools									
n=2365		39%		8%	14%	13%	11%	1	5%
Lowe's Grove									
Middle n=10			60%			10%	10%	10%	10%

# Q11.3 How much did the support you received from your mentor influence your practice in the following areas?

Not at all A great deal	Hardly at all	Some	Quite a bit
-------------------------	---------------	------	-------------

# a. Instructional strategies

North Carolina Department of Public						
Instruction n=14438	13%	8%	34%		28%	18%
Durham Public Schools						
n=511	13%	7%	33%	27	%	20%
North Carolina Middle						
Schools n=3433	13%	8%	34%		27%	17%
Lowe's Grove Middle n=14						
		36%	7%	29%	7%	21%

# b. Subject matter I teach

North Carolina Department of Public Instruction n=14398					
	23%	12%	29%	22%	15%
Durham Public Schools					
n=510	23%	12%	29%	21%	16%
North Carolina Middle					
Schools n=3423	25%	12%	27%	22%	14%
Lowe's Grove Middle n=14					
	43%	6	7% 14%	21%	14%

# c. Classroom management strategies

North Carolina Department of Public					
Instruction n=14384	11%	9%	34%	28%	18%
Durham Public Schools					
n=510	12%	8%	32%	28%	19%
North Carolina Middle Schools					
n=3422	11%	9%	33%	29%	18%
Lowe's Grove					
Middle n=14		29%	14%	29%	14% 14%

# d. Using data to identify student needs

North Carolina Department of Public Instruction n=14328					
	18%	12%	32%	24%	14%
Durham Public Schools					
n=510	19%	12%	34%	18%	17%
North Carolina Middle					
Schools n=3409	19%	13%	33%	23%	13%
Lowe's Grove					
Middle n=14		43%	7% 21%	5 14%	14%

# e. Differentiating instruction based upon individual student needs and characteristics

North Carolina Department of Public							
Instruction n=14355	15%	11%		34%	:	25%	15%
Durham Public Schools							
n=508	16%	9%		33%	25	5%	16%
North Carolina Middle							
Schools n=3414	16%	12%		35%		24%	14%
Lowe's Grove Middle n=14							
	29	%	7%	36%		14%	14%

# f. Creating a supportive, equitable classroom where differences are valued

North Carolina Department of Public Instruction n=14372							
	15%	9%	33%		26%		16%
Durham Public Schools							
n=507	17%	9%	31%		26%		18%
North Carolina Middle Schools n=3407 Lowe's Grove Middle n=13							
	16%	10%	33%		25%		16%
		54	%	8%	8%	23%	8%

# g. Enlisting the help of family members, parents and/or guardians

North Carolina Department of Public							
Instruction n=14398	20%	15%	34%		20%		12%
Durham Public Schools							
n=510	19%	18%	31%		18%		14%
North Carolina Middle Schools							
n=3421	21%	16%	32%		20%		11%
Lowe's Grove							
Middle n=14		64%		7%	7%	14%	7%

### h. Working collaboratively with other teachers at my school

North Carolina Department of Public					
Instruction n=14376	14%	9%	33%	27%	17%
Durham Public Schools					
n=509	15%	9%	32%	25%	18%
North Carolina Middle					
Schools n=3420	15%	10%	32%	27%	17%
Lowe's Grove Middle n=14					
		43%	7%	14% 14%	21%

# i. Connecting with key resource professionals (e.g., coaches, counselors, etc.)

North Carolina Department of Public					
Instruction n=14346	17%	12%	33%	24%	14%
Durham Public Schools					
n=508	19%	14%	31%	22%	15%
North Carolina Middle Schools					
n=3408	17%	13%	31%	24%	15%
Lowe's Grove					
Middle n=14		43%	7% 14%	21%	14%

# j. Complying with policies and procedures

North Carolina Department of Public					
Instruction n=14392	12%	8%	32%	29%	18%
Durham Public Schools					
n=510	16%	9%	30%	25%	20%
North Carolina Middle Schools					
n=3423	12%	9%	31%	29%	19%
Lowe's Grove					
Middle n=14		36%	7% 2	21% 21%	14%

# k. Completing administrative paperwork

North Carolina Department of Public							
Instruction n=14385	14%	9%	31%	27%		199	%
Durham Public Schools							
n=511	16%	11%	30%	249	%	19%	6
North Carolina Middle							
Schools n=3421	14%	10%	30%	28%	, D	189	%
Lowe's Grove							
Middle n=14		50%	6	21%	7%	14%	7%

# I. Providing emotional support

North Carolina Department of Public Instruction n=14403	10%	6%	27%	27%		30%
Durham Public Schools						
n=511	11%	6%	23%	28%		32%
North Carolina Middle						
Schools n=3419	11%	7%	26%	26%		30%
Lowe's Grove						
Middle n=14	43% 7% 7%		7% 7%	4	3%	
m. Other						
North Carolina Department of Public						
Instruction n=10015		29%	4	28%	18%	21%
Durham Public Schools						
n=354		26%	3	27%	19%	25%
North Carolina Middle Schools						
n=2400		29%	5	27%	19%	21%
Lowe's Grove						
Middle n=9			44%	;	33%	22%

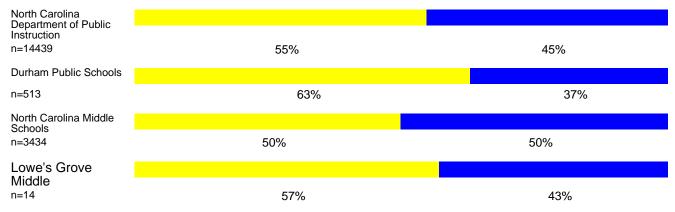
Q11.4 Please indicate whether each of the following were true for you and your mentor.

Yes No

a. My mentor and I were in the same building.

North Carolina Department of Public Instruction n=14508		
	82%	18%
Durham Public Schools		
n=514 North Carolina Middle Schools n=3450	92%	8%
	82%	18%
Lowe's Grove Middle n=14		
	100%	

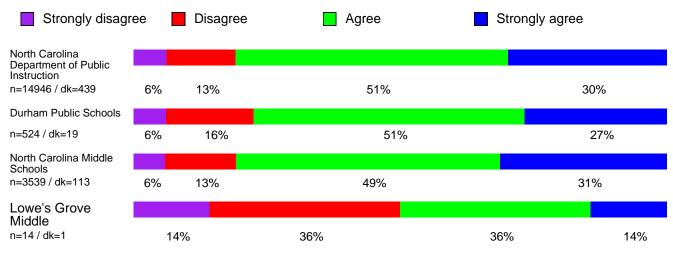
#### b. My mentor and I taught in the same content area.



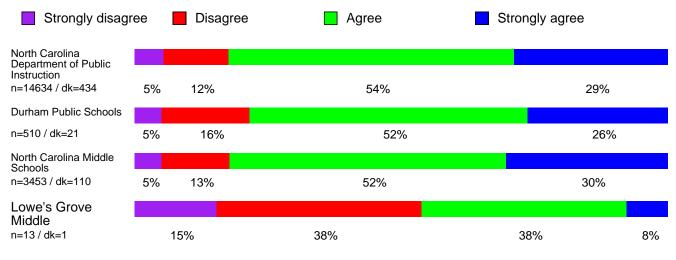
#### c. My mentor and I taught the same grade level.

North Carolina Department of Public		
Instruction n=14435	56%	44%
Durham Public Schools		
n=513	62%	38%
North Carolina Middle Schools		
n=3432	56%	44%
Lowe's Grove		
Middle n=14	43%	57%

Q11.5 Overall, the additional support I received as a new teacher improved my instructional practice.



Q11.6 Overall, the additional support I received as a new teacher has helped me to impact my students' learning.



Q11.7 Overall, the additional support I received as a new teacher has been important in my decision to continue teaching at this school.

