

# TEACHER SURVEY

2008-09

# The Survey

- ❑ The 2009 teacher survey is the second offered; the first was offered in 2006.
  
- ❑ The survey was developed by a committee of teachers representing each school. School representatives on the committee collaborated with teachers in their respective buildings to gain input and feedback regarding the survey format and content.
  
- ❑ Commonalities between the 2006 and 2009 surveys exist – some of the same survey items were utilized.
  
- ❑ The 2009 survey has eight categories:
  - Work Environment
  - Building Administrative Support
  - Salaries/Benefits
  - Professional Development
  - Work Load
  - Morale
  - Superintendent's Office
  - School Board

# Survey Responses

- ❑ 77.93% response rate (compared to 66% in 2006).
- ❑ Responses were collected electronically through a survey instrument providing respondent anonymity.
- ❑ Responses were collected May 4 through May 13.

# Survey Data Presentation

- ❑ Survey responses are presented by category.
- ❑ The charts depict percent and number (in parentheses) of responses in each category item.
- ❑ The “Strongly Agree/Agree” column in each chart depicts the combination of those two response ratings .
- ❑ The “2006 Strongly Agree/Agree” column in each chart compares common survey items for 2006 and 2009.

# WORK ENVIRONMENT

	Strongly Agree	Agree	Disagree	Strongly Disagree	Strongly Agree/ Agree	2006 Strongly Agree/ Agree
My school has an adequate number of working copiers.	3.0% (7)	21.5% (50)	34.3% (80)	41.2%(96)	24.5%	36%
Maintenance personnel respond promptly to requests.	8.6% (20)	61.8%(144)	24.5% (57)	5.2% (12)	70.4%	73%
My school's infrastructure/physical plant is in good condition overall.	2.6% (6)	45.3%(105)	40.1% (93)	12.1%(28)	47.9%	54%
I have adequate and private access to telephones.	5.6% (13)	28.3% (66)	29.2% (68)	36.9%(86)	33.9%	26%
My school has an adequate number of student bathrooms.	5.6% (13)	36.8% (85)	30.3% (70)	27.3%(63)	42.4%	42%
My school is regularly and effectively cleaned.	5.2% (12)	38.7% (89)	35.7% (82)	20.4%(47)	43.9%	42%
I am proud of my school's overall appearance.	4.8% (11)	42.2% (97)	43.0% (99)	10.0%(23)	47%	46%
My students and I have adequate access to working computers.	9.6% (22)	48.5%(111)	28.4% (65)	13.5%(31)	58.1%	70%
Technology is up-to-date, adequate, and equitable.	9.5% (22)	51.3%(119)	29.3% (68)	9.9% (23)	60.8%	63%

## WORK ENVIRONMENT continued

	Strongly Agree	Agree	Disagree	Strongly Disagree	Strongly Agree/ Agree	2006 Strongly Agree/ Agree
My school has adequate room for small-group instruction, meetings, and other purposes.	3.9% (9)	20.2% (47)	36.5% (85)	39.5%(92)	24.1%	38%
There is adequate funding for the tools (instructional materials) that I need to teach.	3.0% (7)	38.4% (89)	40.5% (94)	18.1%(42)	41.4%	76%
I have access to a teacher-friendly workroom that is stocked with adequate supplies and materials.	1.3% (3)	26.6% (62)	34.8% (81)	37.3%(87)	27.9%	NA
There are adequate teacher restroom facilities in my building.	4.7% (11)	30.6% (71)	29.7% (69)	34.9%(81)	35.3%	NA
All employees should be required to sign in and out of my building.	8.2% (19)	30.5% (71)	32.2% (75)	29.2%(68)	38.7%	NA
The temperature in my classroom is comfortable.	8.7% (20)	46.5%(107)	28.3% (65)	16.5%(38)	55.2%	NA
There are adequate storage locations for teaching resources and book storage in my building.	1.3% (3)	19.9% (46)	47.6%(110)	31.2%(72)	21.2%	NA
The technology hardware that I have been given to use in my classroom is sufficient.	6.9% (16)	58.9%(136)	25.5% (59)	8.7% (20)	65.8%	NA

# BUILDING ADMINISTRATIVE SUPPORT

	Strongly Agree	Agree	Disagree	Strongly Disagree	Strongly Agree/ Agree	2006 Strongly Agree/ Agree
Building administration addresses issues with the individual(s) involved rather than making blanket statements to the entire staff.	6.5% (15)	39.6% (91)	33.0% (76)	20.9% (48)	46.1%	57%
Building administration supports me as a professional.	21.3%(49)	52.6%(121)	18.3% (42)	7.8% (18)	73.9%	89%
Building administration handles discipline in a timely, consistent, and fair manner.	9.5% (22)	48.5%(112)	31.2% (72)	10.8% (25)	58%	80%
Expectations are clearly explained to teachers at the beginning of the year.	15.3%(35)	52.8%(121)	22.3% (51)	9.6% (22)	68.1%	83%
Building administration values and seeks out teacher input when making curricular decisions.	10.9%(25)	52.2%(120)	27.0% (62)	10.0% (23)	63.1%	NA
Building administration handles teacher evaluation in a professional manner.	20.0%(46)	56.5%(130)	13.9% (32)	9.6% (22)	76.5%	89%
The number of after-school meetings is appropriate.	10.8%(25)	66.2%(153)	14.7% (34)	8.2% (19)	77%	80%
The number of meetings held during school hours is appropriate.	7.4% (17)	54.8%(126)	20.4% (47)	17.4% (40)	62.2%	NA

# BUILDING ADMINISTRATIVE SUPPORT continued

	Strongly Agree	Agree	Disagree	Strongly Disagree	Strongly Agree/ Agree	2006 Strongly Agree/ Agree
Communication between building administration and staff is open and effective to the educational process.	11.3%(26)	50.2%(116)	26.4% (61)	12.1% (28)	61.5%	81%
When asked to complete a task by building administration, the reasons and benefits are made clear to me.	11.4%(26)	52.8%(121)	24.9% (57)	10.9% (25)	64.2%	NA
Building administration is visible to students and staff on a daily basis.	11.7%(27)	38.1% (88)	29.0% (67)	21.2% (49)	49.8%	77%
Building administration recognizes my strengths.	13.8%(31)	56.0%(126)	22.2% (50)	8.0% (18)	69.8%	89%
My teaching is affected by the way I am treated by building administrators.	20.5%(47)	50.7%(116)	21.4% (49)	7.4% (17)	71.2%	NA
Building administration replies in a timely manner to emails.	20.0%(46)	60.4%(139)	14.3% (33)	5.2% (12)	80.4%	NA
Building administration is receptive to concerns and suggestions from staff.	11.7%(27)	57.4%(132)	21.3% (49)	9.6% (22)	69.1%	NA
Building administration communicates discipline procedures and policies to staff.	13.4%(31)	51.9%(120)	24.2% (56)	10.4% (24)	65.3%	NA
The staff handbook and other building policies are distributed in a timely manner.	19.9%(46)	44.6%(103)	12.1% (28)	23.4% (54)	64.5%	NA

# SALARIES/BENEFITS

	Strongly Agree	Agree	Disagree	Strongly Disagree	Strongly Agree/ Agree	2006 Strongly Agree/ Agree
I am paid fairly for the job I perform.	8.2% (19)	53.2%(123)	26.4% (61)	12.1% (28)	61.4%	NA
Some kind of compensation should be given to staff who opt not to receive county health coverage.	22.6%(51)	40.3% (91)	30.5% (69)	6.6% (15)	62.9%	63%
Vision coverage is adequate.	3.2% (7)	61.1%(132)	28.7% (62)	6.9% (15)	64.3%	NA
Dental coverage is adequate.	3.7% (8)	57.1%(125)	29.2% (64)	10.0% (22)	60.8%	NA
The number of options for health care is appropriate.	4.5% (10)	75.5%(166)	15.5% (34)	4.5% (10)	80%	NA
Health care options are clearly explained.	4.5% (10)	73.0%(162)	18.5% (41)	4.1% (9)	77.5%	NA

# PROFESSIONAL DEVELOPMENT

	Strongly Agree	Agree	Disagree	Strongly Disagree	Strongly Agree/ Agree	2006 Strongly Agree/ Agree
Adequate on-site opportunities for professional/educational growth are available.	13.0%(30)	58.3%(134)	24.8% (57)	3.9% (9)	71.3%	53%
Staff days are devoted to preparation for instruction.	6.2% (14)	47.1%(107)	33.0% (75)	13.7% (31)	53.3%	30%
Faculty meetings are a meaningful use of time where valuable information is gained.	4.8% (11)	52.4%(120)	28.8% (66)	14.0% (32)	57.2%	60%
Fair and consistent policies and programs exist to reimburse staff for the cost of educational growth and recertification.	3.9% (9)	41.2% (94)	35.5% (81)	19.3% (44)	45.1%	66%
Adequate opportunities are provided to fulfill my professional development requirements.	8.8% (20)	63.0%(143)	22.5% (51)	5.7% (13)	71.8%	NA

# WORK LOAD

	Strongly Agree	Agree	Disagree	Strongly Disagree	Strongly Agree/ Agree	2006 Strongly Agree/ Agree
Adequate time is available to plan for instruction.	3.9% (9)	32.6% (75)	38.7% (89)	24.8% (57)	36.5%	35%
Class sizes are conducive to learning.	4.0% (9)	59.0%(134)	28.2% (64)	8.8% (20)	63%	60%
Adequate time is given to complete reports, grades, and other paperwork to meet deadlines.	2.2% (5)	45.9%(105)	38.0% (87)	14.0% (32)	48.1%	44%
Assigned duties hinder my ability to teach.	9.7% (22)	36.1% (82)	49.3%(112)	4.8% (11)	45.8%	26%
The length of the school day is appropriate.	3.0% (7)	56.7% 131)	26.4% (61)	13.9% (32)	59.7%	58%
IIPs are an effective means to helping students learn.	0.9% (2)	24.4% (55)	36.4% (82)	38.2% (86)	25.3%	NA
Resource teachers are used effectively and equitably in my building to meet the needs of my students.	7.5% (17)	46.7%(106)	30.4% (69)	15.4% (35)	54.2%	NA
Instructional aides are used effectively in my building to meet the needs of my students.	6.3% (14)	54.3%(121)	23.8% (53)	15.7% (35)	60.6%	NA
My work load affects my job satisfaction.	28.4%(65)	55.5%(127)	14.8% (34)	1.3% (3)	83.9%	NA
Communication between schools would aid curriculum building to improve SOL scores.	28.9%(65)	63.6%(143)	7.6%(17)	0.0% (0)	92.5%	NA

# MORALE

	Strongly Agree	Agree	Disagree	Strongly Disagree	Strongly Agree/ Agree	2006 Strongly Agree/ Agree
I am satisfied working for FCPS.	20.5%(47)	57.6%(132)	15.7% (36)	6.1% (14)	78.1%	NA
I would invite other teachers to seek employment at my school.	17.5%(40)	55.5%(127)	18.8% (43)	8.3% (19)	73%	91%
I feel valued as a professional.	14.3%(33)	47.2%(109)	29.0% (67)	9.5% (22)	61.5%	NA
I am recognized for doing a good job.	12.7%(29)	38.9% (89)	37.1% (85)	11.4% (26)	51.6%	NA
My teaching is affected by the attitudes and behavior of students.	20.8%(48)	55.8%(129)	21.2% (49)	2.2% (5)	76.6%	NA
My teaching is affected by my fellow teachers' attitudes.	14.2%(33)	50.4%(117)	31.0% (72)	4.3% (10)	64.6%	NA

# SUPERINTENDENT'S OFFICE

	Strongly Agree	Agree	Disagree	Strongly Disagree	Strongly Agree/ Agree	2006 Strongly Agree/ Agree
I am supported as a professional by the superintendent's office.	8.0% (18)	54.4%(123)	24.8% (56)	12.8% (29)	62.4%	NA
Teachers are able to openly provide input regarding the school division.	4.8% (11)	44.7%(102)	34.6% (79)	15.8% (36)	49.5%	NA
Expectations are clearly explained to teachers at the beginning of the year.	10.6%(24)	71.2%(161)	12.4% (28)	5.8% (13)	81.8%	NA
The superintendent's office recognizes the concerns unique to my school/grade level.	4.4% (10)	42.7% (96)	38.7% (87)	14.2% (32)	47.1%	NA
I am given opportunities for advancement when I am seeking those opportunities.	6.3% (13)	62.0%(129)	24.5% (51)	7.2% (15)	68.3%	NA
All staff members are made aware of new job opportunities within the division in a timely manner.	6.3% (14)	51.3%(115)	34.4% (77)	8.0% (18)	57.6%	NA
The superintendent's office knows my name and where I teach.	16.2%(36)	54.1%(120)	22.1% (49)	7.7% (17)	70.3%	NA
The superintendent's office responds in a timely manner to communications from me.	14.2%(30)	72.0%(152)	10.9% (23)	2.8% (6)	86.2%	NA
The superintendent's office staff are visible in my building.	4.8% (11)	30.6% (70)	41.5% (95)	23.1% (53)	35.4%	NA
The number of staff in the superintendent's office is appropriate.	3.3% (7)	48.4%(104)	25.6% (55)	22.8% (49)	51.7%	NA

# SCHOOL BOARD

	Strongly Agree	Agree	Disagree	Strongly Disagree	Strongly Agree/ Agree	2006 Strongly Agree/ Agree
I feel the school board supports me and my profession.	5.5% (12)	63.6%(140)	26.4% (58)	4.5% (10)	69.1%	NA
The school board should be held accountable for its actions.	35.9%(80)	61.4%(137)	1.8% (4)	0.9% (2)	97.3%	NA
I know the school board member from my district.	10.4%(23)	53.4%(118)	26.7% (59)	9.5% (21)	63.8%	NA
I have attended a school board meeting.	14.1%(32)	56.8%(129)	24.2% (55)	4.8% (11)	70.9%	NA
I feel comfortable talking to members of the school board about issues.	7.6% (17)	47.3%(106)	33.5% (75)	11.6% (26)	54.9%	NA
I understand the role of board members.	11.6%(26)	66.2%(149)	19.6% (44)	2.7% (6)	77.8%	NA
I have seen my school board member in my school.	5.9% (13)	23.9% (53)	50.0%(111)	20.3% (45)	29.8%	NA

# Open-Ended Questions

## **I WOULD SPEND MORE OF THE SCHOOL DIVISION'S BUDGET ON:\***

- Salaries, steps, benefits
- Teachers
- Resource teachers/paraprofessionals
- Technology
- Instructional supplies and materials
- Tuition assistance/recertification reimbursement
- At-risk student services

*\*55% response rate.*

## **I WOULD SPEND LESS OF THE SCHOOL DIVISION'S BUDGET ON:\***

- IB, other “here today, gone tomorrow” programs
- Administrative salaries - school, mid-level, CO
- Technology
- Coordinators, curriculum specialists, administration  
– all who do not daily touch children
- Administrative travel – particularly overnight
- Transporting students by car/County cars
- Funding PVCC courses

*\*50% response rate*

# IF I COULD CHANGE ONE THING IN MY BUILDING, IT WOULD BE:\*

- Size of building/space; more restrooms and office space for meetings; additional phones and copiers
- Morale
- Visibility of principal/administration
- Consistency/promptness of discipline actions
- Upkeep and appearance of building/cleanliness
- Teacher appreciation/recognition/support
- Fewer meetings
- More resource teachers/paraprofessionals
- Technology – particularly in the mobiles
- Fewer coordinators/curriculum people

*\*58% response rate*

## THE BEST THING ABOUT TEACHING IN MY SCHOOL IS:\*

- Students
- Staff, co-workers
- Parents
- Collaborative atmosphere/learning environment
- Administrative support

\* *58% response rate*