

2024-25 Teacher Working Conditions Survey Results - CMS administered

Overall Agree = Strongly Agree/Agree
Overall Disagree = Disagree/Strongly Disagree

Questions	Question	Sub Question	Response	SY 24-25 District Results		
Community Support & Involvement	Please rate how strongly you agree or disagree with the following statements about community support and involvement at this school.	Parents/guardians support teachers, contributing to their success with students.	Overall Agree	75.8%		
			Overall Disagree	21.0%		
			Don't Know	3.2%		
		Community members support teachers, contributing to their success with students.	Overall Agree	80.2%		
			Overall Disagree	13.2%		
			Don't Know	6.7%		
		Parents/guardians know what is going on in this school.	Overall Agree	85.0%		
			Overall Disagree	11.1%		
			Don't Know	3.9%		
		Teachers provide parents/guardians with useful information about student learning.	Overall Agree	94.6%		
			Overall Disagree	3.3%		
			Don't Know	2.1%		
		This school encourages parent/guardian involvement.	Overall Agree	93.6%		
Overall Disagree	5.4%					
Don't Know	1.0%					
Equity	Please rate how strongly you agree or disagree with the following statements about equity at this school.	All students are treated equitably.	Overall Agree	82.7%		
			Overall Disagree	15.4%		
			Don't Know	1.9%		
		Instructional materials reflect the diverse backgrounds of our students and community.	Overall Agree	81.1%		
			Overall Disagree	14.1%		
			Don't Know	4.8%		
		Our school recruits and retains a diverse teaching staff.	Overall Agree	79.9%		
			Overall Disagree	16.3%		
			Don't Know	3.8%		
		Special populations (e.g.: Students with Disabilities/ Academically and Intellectually Gifted Students/ etc.)	Overall Agree	76.9%		
			Overall Disagree	19.3%		
			Don't Know	3.8%		
		Teachers require all students to work hard.	Overall Agree	87.3%		
			Overall Disagree	10.5%		
			Don't Know	2.2%		
		Teachers show respect for all students' cultural beliefs and practices.	Overall Agree	92.8%		
			Overall Disagree	5.0%		
			Don't Know	2.2%		
		There is a culturally inclusive environment for all staff.	Overall Agree	88.3%		
			Overall Disagree	9.1%		
			Don't Know	2.6%		
		Facilities & Resources	Please rate how strongly you agree or disagree with the following statements about this school's facilities and resources. The following aspects of this school's physical environment are sufficient for quality instruction:	Air quality	Overall Agree	67.7%
					Overall Disagree	29.3%
Don't Know	3.0%					
Building cleanliness	Overall Agree			73.1%		
	Overall Disagree			26.4%		
	Don't Know			0.5%		
Building comfort (e.g., size of classrooms; temperature; building layout)	Overall Agree			58.2%		
	Overall Disagree			41.4%		
	Don't Know			0.5%		
Building maintenance (e.g., lead, asbestos, pest control)	Overall Agree			64.4%		
	Overall Disagree			29.6%		
	Don't Know			6.0%		
Building security	Overall Agree			82.7%		
	Overall Disagree			15.8%		
	Don't Know			1.5%		
Light quality	Overall Agree			89.8%		
	Overall Disagree			9.4%		
	Don't Know			0.9%		
Noise quality	Overall Agree			85.7%		
	Overall Disagree			12.9%		
	Don't Know			1.4%		
Reliable internet access	Overall Agree			86.5%		
	Overall Disagree			13.0%		
	Don't Know			0.6%		

Instructional Practices & Supports	Please rate how strongly you agree or disagree with the following statements about the NC Educator Evaluation System (NCEES) observation cycle.	As a result of the evaluation process, I have made positive changes to my classroom practice.	Overall Agree	88.5%
			Overall Disagree	8.5%
			Don't Know	3.0%
		During my feedback conference, my evaluator gave me the opportunity to share my thoughts.	Overall Agree	94.8%
			Overall Disagree	3.3%
			Don't Know	1.9%
		My conversations with my evaluator after the observation were focused on improving my performance.	Overall Agree	89.5%
			Overall Disagree	8.3%
			Don't Know	2.3%
		My evaluator delivered feedback in a constructive manner.	Overall Agree	92.6%
			Overall Disagree	5.3%
			Don't Know	2.1%
		The evaluation process has helped me identify specific things I can do to improve my instruction.	Overall Agree	87.2%
			Overall Disagree	10.3%
			Don't Know	2.5%
		The feedback I received from my observation included specific steps to improve my instruction.	Overall Agree	86.7%
			Overall Disagree	11.1%
			Don't Know	2.3%
Managing Student Conduct	Please rate how strongly you agree or disagree with the following statements about students at this school.	School leadership routinely enforces rules for student conduct.	Overall Agree	77.0%
			Overall Disagree	20.8%
			Don't Know	2.3%
		School leadership supports teachers' efforts to maintain discipline in the classroom.	Overall Agree	78.7%
			Overall Disagree	19.2%
			Don't Know	2.1%
		Students follow the rules for student conduct.	Overall Agree	70.2%
			Overall Disagree	29.1%
			Don't Know	0.7%
		Teachers routinely enforce the rules for student conduct.	Overall Agree	84.6%
			Overall Disagree	14.1%
			Don't Know	1.3%
		This school uses positive behavioral interventions and supports.	Overall Agree	83.3%
			Overall Disagree	13.1%
			Don't Know	3.6%
	The following are student conduct issues at my school:	Disorder in unstructured areas (e.g., hallways, cafeteria, bathrooms)	Overall Agree	58.3%
			Overall Disagree	38.6%
			Don't Know	3.0%
		Bullying	Overall Agree	47.1%
			Overall Disagree	44.0%
			Don't Know	8.9%
		Cheating	Overall Agree	40.1%
			Overall Disagree	46.4%
			Don't Know	13.5%
		Cyberbullying	Overall Agree	33.3%
			Overall Disagree	44.1%
			Don't Know	22.6%
		Disorder in classrooms	Overall Agree	49.8%
			Overall Disagree	45.5%
			Don't Know	4.8%
		Drug/tobacco products use	Overall Agree	36.1%
			Overall Disagree	51.8%
			Don't Know	12.2%
		Gang activity	Overall Agree	10.6%
			Overall Disagree	69.5%
			Don't Know	19.9%
		Physical conflicts among students	Overall Agree	48.4%
			Overall Disagree	46.0%
			Don't Know	5.5%
		Robbery or theft	Overall Agree	22.0%
			Overall Disagree	60.9%
			Don't Know	17.1%
		Student disrespect of teachers	Overall Agree	59.9%
			Overall Disagree	36.3%
			Don't Know	3.9%
		Student possession of weapons	Overall Agree	10.7%
			Overall Disagree	71.8%
			Don't Know	17.6%

		Tardiness/skipping class	Overall Agree	57.8%
			Overall Disagree	36.5%
			Don't Know	5.7%
		Threats of violence toward teachers	Overall Agree	18.8%
			Overall Disagree	67.7%
			Don't Know	13.5%
		Vandalism	Overall Agree	27.8%
			Overall Disagree	60.2%
			Don't Know	12.0%
Professional Learning & Support	Please rate how strongly you agree or disagree with the following statements about professional learning opportunities at this school.	Professional development includes enough time to think carefully about, try, and evaluate new ideas.	Overall Agree	74.8%
			Overall Disagree	22.3%
			Don't Know	2.9%
		An appropriate amount of time is provided for professional development.	Overall Agree	83.2%
			Overall Disagree	14.8%
			Don't Know	2.1%
		Professional development enhances teachers' ability to implement instructional strategies that meet diverse student learning needs.	Overall Agree	80.4%
			Overall Disagree	16.5%
			Don't Know	3.1%
		Professional development includes opportunities to work productively with colleagues in my school.	Overall Agree	78.6%
			Overall Disagree	19.1%
			Don't Know	2.4%
		Professional development is differentiated to meet the individual needs of teachers.	Overall Agree	65.7%
			Overall Disagree	30.6%
			Don't Know	3.6%
Retention	Please rate how strongly you agree or disagree with the following statements.	I am an important part of this school.	Overall Agree	85.7%
			Overall Disagree	10.5%
			Don't Know	3.9%
		I am proud to work at this school.	Overall Agree	86.4%
			Overall Disagree	10.1%
			Don't Know	3.6%
		I feel comfortable raising issues and concerns that are important to me.	Overall Agree	79.1%
			Overall Disagree	19.6%
			Don't Know	1.3%
		I feel loyal to this school.	Overall Agree	80.4%
			Overall Disagree	16.2%
			Don't Know	3.5%
		I usually look forward to each working day at this school.	Overall Agree	79.5%
			Overall Disagree	18.9%
			Don't Know	1.6%
		I would recommend this school to parents.	Overall Agree	77.5%
			Overall Disagree	18.1%
			Don't Know	4.4%
		I wouldn't want to work in any other school.	Overall Agree	62.1%
			Overall Disagree	30.5%
			Don't Know	7.4%
		Overall, my school is a good place to work and learn.	Overall Agree	87.6%
			Overall Disagree	11.5%
			Don't Know	1.0%
		There is an atmosphere of trust and mutual respect in this school.	Overall Agree	78.5%
			Overall Disagree	20.2%
			Don't Know	1.3%
Safety & Wellbeing	Please rate how strongly you agree or disagree with the following statements about safety and wellbeing at this school.	School safety issues are addressed quickly.	Overall Agree	86.9%
			Overall Disagree	11.0%
			Don't Know	2.1%
		School staff are aware of the content in their emergency operations plan.	Overall Agree	92.3%
			Overall Disagree	5.2%
			Don't Know	2.5%
		Students arrive at school with their basic needs met (e.g., school supplies, clean clothes, food, sleep)	Overall Agree	72.5%
			Overall Disagree	25.4%
			Don't Know	2.1%
		Students at this school are comfortable reporting a bullying incident to a teacher or other staff.	Overall Agree	84.5%
			Overall Disagree	7.2%
			Don't Know	8.3%
		Teachers in this school know what to do if there is an emergency, natural disaster (tornado, flood) or a dangerous situation (e.g., violent person on campus)	Overall Agree	95.5%
			Overall Disagree	3.1%
			Don't Know	1.4%

		This school provides adequate services to help students with social, emotional, and mental health needs.	Overall Agree	83.2%
			Overall Disagree	14.1%
			Don't Know	2.7%
School Leadership	Please rate how strongly you agree or disagree with the following statements about leadership at this school.	Communicates a clear vision.	Overall Agree	83.3%
			Overall Disagree	15.5%
			Don't Know	1.2%
		Creates a culture of trust in the building.	Overall Agree	72.6%
			Overall Disagree	24.7%
			Don't Know	2.7%
		Effectively manages daily operations at the school.	Overall Agree	82.4%
			Overall Disagree	15.6%
			Don't Know	2.0%
		Encourages teachers to use new knowledge and skills obtained through professional development.	Overall Agree	88.4%
			Overall Disagree	9.1%
			Don't Know	2.5%
		Ensures that teachers receive coaching and support to implement new practices.	Overall Agree	81.0%
			Overall Disagree	15.2%
			Don't Know	3.7%
		Helps teachers improve instruction.	Overall Agree	81.2%
			Overall Disagree	15.5%
			Don't Know	3.3%
		Helps teachers set clear and actionable goals for improving student learning.	Overall Agree	82.3%
			Overall Disagree	14.4%
			Don't Know	3.3%
		Knows what's going on in my classroom.	Overall Agree	77.6%
			Overall Disagree	19.3%
			Don't Know	3.1%
		Looks out for the wellbeing of the faculty members.	Overall Agree	75.7%
			Overall Disagree	21.6%
			Don't Know	2.7%
		Makes decisions based on the best interests of their students.	Overall Agree	79.6%
			Overall Disagree	17.8%
			Don't Know	2.6%
		Makes decisions that are reasonable and justified.	Overall Agree	78.1%
			Overall Disagree	18.8%
			Don't Know	3.2%
		Sets clear expectations for instruction.	Overall Agree	86.6%
			Overall Disagree	12.2%
			Don't Know	1.3%
Teacher Leadership	Please rate how strongly you agree or disagree with the following statements about teacher leadership. Teachers in this school:	Communicate this school's vision to students	Overall Agree	85.0%
			Overall Disagree	11.2%
			Don't Know	3.9%
		Empower students.	Overall Agree	89.5%
			Overall Disagree	8.1%
			Don't Know	2.4%
		Establish a safe and orderly environment.	Overall Agree	88.6%
			Overall Disagree	10.2%
			Don't Know	1.2%
		Take responsibility for all students' learning.	Overall Agree	86.7%
			Overall Disagree	11.0%
			Don't Know	2.3%
		Use a variety of assessment data throughout the year to evaluate progress.	Overall Agree	93.5%
			Overall Disagree	3.9%
			Don't Know	2.7%
		Use data to organize, plan, and set goals.	Overall Agree	93.2%
			Overall Disagree	4.3%
			Don't Know	2.6%
	Teachers in this school have opportunities to participate in the following leadership activities:	Analyze data.	Overall Agree	92.0%
			Overall Disagree	4.5%
			Don't Know	3.5%
		Assist in determining professional development.	Overall Agree	68.0%
			Overall Disagree	23.7%
			Don't Know	8.3%
		Assist in determining school budget.	Overall Agree	42.6%
			Overall Disagree	39.4%
			Don't Know	18.0%

		Create a professional learning community.	Overall Agree	86.3%
			Overall Disagree	10.0%
			Don't Know	3.8%
		Develop goals and strategies through the School Improvement Plan.	Overall Agree	82.7%
			Overall Disagree	11.0%
			Don't Know	6.3%
		Establish student discipline procedures.	Overall Agree	69.5%
			Overall Disagree	24.9%
			Don't Know	5.6%
		Mentor and support teachers to improve effectiveness.	Overall Agree	87.0%
			Overall Disagree	9.5%
			Don't Know	3.5%
		Participate in the hiring process.	Overall Agree	63.3%
			Overall Disagree	22.8%
			Don't Know	13.9%
		Select instructional materials and resources.	Overall Agree	65.7%
			Overall Disagree	25.5%
			Don't Know	8.8%
Time	Please rate how strongly you agree or disagree with the following statements about the use of time at this school.	Efforts are made to minimize the amount of routine paperwork teachers are required to do.	Overall Agree	62.2%
			Overall Disagree	32.0%
			Don't Know	5.9%
		Teachers are allowed to focus on educating students with minimal interruptions.	Overall Agree	71.2%
			Overall Disagree	26.9%
			Don't Know	1.9%
		Teachers are protected from duties that interfere with their essential role of educating students.	Overall Agree	67.8%
			Overall Disagree	28.3%
			Don't Know	3.9%
		Teachers have sufficient instructional time to meet the needs of all students.	Overall Agree	66.0%
			Overall Disagree	30.9%
			Don't Know	3.1%
		The non-instructional time provided for teachers is sufficient.	Overall Agree	55.7%
			Overall Disagree	41.2%
			Don't Know	3.1%