

Summary of Spring 2019 Teacher Survey Findings

In partnership with the North Carolina New Teacher Support Program, the Friday Institute for Educational Innovation administered a survey in May 2019 as part of broader efforts to refine program components and assess the impact of NTSP on teaching and learning. Provided below is a brief overview of findings from over 400 teachers who responded to the survey.



Illustrative Quotes

Attrition Factors

"I don't make enough money to survive without taking a part-time job... the job demands so much emotionally... Additionally, the absence of a stable school culture... means that I don't have access to resources, like a department that might share materials, or teachers who know what expectations are, or just more teachers to share the various responsibilities."

Reasons for Staying

"My kids, while this year has been extremely challenging, I know as an educator this has made me a much better teacher. I hope that I can grow my kids not only academically but also socially and emotionally as they have the greatest needs in that area.

"My coach. She has been amazing and has continuously given me support in more than just teaching... a life saver."

Professional Mentoring

"[My coach] has been a constant source of encouragement, constructive criticism, resource provider, and listening ear. Coming in lateral entry in a career transition was not easy. [My coach] is a HUGE reason for any success I have had this year."

Coaches as Counselors

"I knew I could call and briefly chat after hours and there would be no issue... just knowing I had someone to talk to about various issues I face as a teacher and knowing it would remain confidential and that I would not be 'judged' was very comforting during times of stress and exhaustion."

Subject/Grade Level Support

"I loved spending time with coaches who taught HS English at the BT institute. If there was a way to pair up new teachers with coaches who have taught the same content/grade level more often that would be amazing!"

Teacher Retention & Attrition Factors

When asked about their intent to return to the profession and district, reasons that led to their decision to stay, and major challenges faced:

- A large majority of teachers (**88%**) **plan to return to teaching** in North Carolina, of which 93% plan to remain in their school or district.
- Among those who intend to return to their school, **66% cited coaching support as a reason**, and 77% cited support from peers or colleagues.
- Factors frequently cited as **major challenges include: classroom management, workload balance, lack of resources** and general lack of support from the school or district.

Impact on Professional Practice

Teachers were asked about NTSP's impact on their knowledge and skills, and improvements in the quality of their teaching. The large majority agreed that:

- **Coaches have helped teachers reflect on teaching practices (92%)**, see their professional growth (86%), and set goals for coaching visits (83%).
- Coaches have helped teachers **develop teacher confidence (88%) and knowledge (84%)**, including an understanding of their students (83%) and classroom context (84%).
- Participation in NTSP has helped teachers to **improve the quality of their instruction (88%), planning (77%), and assessment (77%) of learning.**

Critical Coaching Supports

When asked about the most helpful coaching supports and the most valuable aspects of NTSP, both professional and emotional supports were cited as critical:

- Teachers indicated that **sharing resources (85%) and feedback during observations (79%) were the most helpful** coaching supports.
- On open-ended responses, teachers noted **specifically strategies for classroom management and student behavior** as valuable.
- In addition to always being available to answer job-related questions, **teachers valued the emotional support provided** during difficult times.
- Being external to the district inspired privacy and trust in coaches, and **feedback was valued for being supportive rather than evaluative.**

Recommendations for Improvement

While the most common recommendation of teachers was to continue or expand the program, teachers highlighted several areas for NTSP to potentially address:

- Teachers commented on **the timing, frequency, and duration of coaching supports**, including a desire for extended visits or more frequent observations.
- A small proportion of teachers selected **co-teaching (16%) or modeling (23%) of lessons** as most helpful. Teachers indicated a desire for more.
- Teachers recommended providing more **subject and grade level specific supports** to help better develop content and pedagogy expertise.
- Only 28% of teachers selected **deepening student learning** as an area they had the most success. Targeted supports in this area may be helpful.