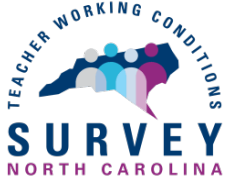


NC Teacher Working Conditions – NCStar Indicator

Crosswalk *FOR DISTRICTS*



NCStar

Lighting the Path to Student Success

North Carolina Department of
PUBLIC INSTRUCTION



Teacher Working Conditions Survey Constructs - Facilities & Resources

D04 The district regularly reallocates resources to support school, staff, and instructional improvement. (5630)

Teacher Working Conditions Survey Constructs - Community Support & Involvement

E01 The district includes parent organizations in district and school improvement planning and maintains regular communication with them. (5846)

E02 The district has assigned priority team members the task of creating a plan to work and communicate with stakeholders (e.g., municipal and civic leaders, community organizations, and parent organizations) prior and during implementation of the plan. (5847)

E03 The district establishes two-way communication channels to encourage transparency, feedback loops, and access to information for families and the community. (6837)

Teacher Working Conditions Survey Constructs - Teacher Leadership

B06 The LEA has examined current state and LEA policies and structures related to central control and made modifications to fully support school improvement. (5170)

D01 The district provides schools with technology, training, and support for integrated data collection, reporting, and analysis systems. (5625)

D02 The district ensures that key pieces of user-friendly data are available in a timely fashion at the district, school, and classroom levels. (5626)

D07 The district provides and supports digital-age classrooms and learning opportunities through relevant and necessary infrastructure, acquisition, and technical assistance. (6835)

Teacher Working Conditions Survey Constructs - School Leadership

A01 The superintendent and other central office staff are accountable for district and school improvement and student learning outcomes. (5622)

B01 The LEA has oriented its culture toward shared responsibility and accountability. (5140)

B02 A team structure for the district and schools is officially incorporated into district policy. (5617)

B03 All district and school teams prepare agendas for their meetings and keep minutes of their meetings. (5620)

B04 The LEA has an LEA Support & Improvement Team. (5135)

B05 The school board and superintendent present a unified vision for district and school improvement. (5621)

B07 The district examines existing school improvement strategies being implemented across the district and determines their value, expanding, modifying, and culling as evidence suggests. (5634)

B08	The district designates a central office contact person for the school, and that person maintains close communication with the school and an interest in its progress. (5639)
B09	The superintendent models and communicates the disposition of innovation and creativity to problem-solve and meet the needs of schools and students. (6831)
C01	The superintendent celebrates individual, team, and district/school successes, especially related to student learning outcomes. (5624)
C02	The LEA selects and hires qualified principals with the necessary competencies to be change leaders. (5136)
C09	The LEA designates a central office contact person that supports a cohesive and consistent implementation of the district's vision for improvement. (6834)
D05	The district intervenes early when a school is not making adequate progress. (5631)
D06	The district allows school leaders reasonable autonomy to do things differently in order to succeed. (5633)

Teacher Working Conditions Survey Constructs - Professional Learning & Support

C05	Professional development is built into the school schedule by the district, but the school is allowed discretion in selecting training and consultation that fit the requirements of its improvement/restructuring plan and its evolving needs. (5643)
C06	Staff development is built into the schedule for support staff (e.g., aides, clerks, custodians, cooks) as well as classroom teachers. (5644)
C08	The district implements and measures the effectiveness of personalized professional development to build the capacity of all educators through coaching, modeling, and networks of support. (6833)
C10	The district develops and supports a comprehensive professional development plan centered around district wide teaching and learning initiatives. (7032)
D08	The district supports schools working toward creating the conditions for personalized learning. (6836)
D09	The district supports a comprehensive assessment structure that includes implementation of common standards-aligned assessments and frameworks for collaboration and data analysis surrounding these common assessments. (7031)

Teacher Working Conditions Survey Constructs - Instructional Practices & Support

A02	The superintendent models and communicates the expectation of improved student learning through commitment, discipline, and careful implementation of sound practices. (5623)
A03	The district sets district, school, and student subgroup achievement targets. (5627)
A04	The district provides a cohesive district curriculum guide aligned with state standards or otherwise places curricular expectation on the school. (5642)
A06	The district provides and supports digital-age classrooms and learning opportunities through relevant and necessary materials, resources, and tools. (6830)

Teacher Working Conditions Survey Constructs - Retention

C03	The LEA has a plan and process to establish a pipeline of potential school leaders. (5166)
C04	The LEA has a plan and process to recruit and retain highly-qualified teachers to support school improvement. (5167)

- C07 The LEA has a team available to help principals as they support underperforming employees to minimize principal's time spent dismissing low performers. (5155)
- D03 The district recruits, trains, supports, and places personnel to competently address the problems of schools in need of improvement. (5629)

Teacher Working Conditions Survey Constructs - Equity

- A05 The district supports a student-centered approach and provides an instructional framework-based on learner profiles that inform individualized learning paths and competency-based progression in a flexible learning environment. (6829)
- B10 The district proactively supports and emphasizes student-centered instruction by seeking solutions to remove barriers, including those related to policies, practices, and traditions. (6832)

July 10, 2024