



District of Columbia Public Schools (DCPS)
Teacher Survey Spring 2009

This survey was created in partnership with many DCPS staff members including teachers and principals. We also received feedback from other staff and union representatives. Some items were taken from prior school staff surveys designed by Westat and AIR. We thank all those who participated in its development!

The goals of this survey are to 1) measure your satisfaction with school district services and with your school, 2) obtain feedback on school climate and safety, and 3) identify your needs to ensure you have the support needed to provide students with a quality educational experience.

Your responses will help inform plans for improving our school district and will enable the school district to measure progress moving forward. This is a confidential survey and should take approximately 15 minutes to complete. Your feedback will go directly to Westat, an independent research firm, which will process the data and submit it to DCPS. Results of the survey will only be reported in summary form. Summary reports will be presented in the fall of 2009. Your participation in this survey is voluntary. Results will not be traced to individuals. Survey responses are not used to evaluate your performance but are used to continue strengthening the schools and DCPS. Your opinions are very valuable and will help shape the future of DCPS. Please complete this survey by May 22.

Please insert your completed questionnaire into the provided envelope and seal the envelope before submitting the survey. No one at your school is allowed to see your responses. If you have any questions about this survey, you can contact Westat, the survey research firm, at 301-212-2179.

Please make sure to clearly mark your responses with an X. For each question, select the ONE response that most closely shows how you feel. Please use a black or blue pen to complete this form. Do not use a felt-tip pen or pencil. Your answers are important. Please print clearly using uppercase, block letters (for example, "WEDNESDAY").

A. The first set of questions asks about your satisfaction with the school district and your school overall. Please answer this set of questions based on your experiences so far this school year.

Table with 6 columns: District Level (DCPS), Strongly agree, Agree, This Year Disagree, Strongly disagree, Don't know. Rows include questions about student achievement, college readiness, school support, and school level.



**B.** Please indicate how satisfied you are with the following **school district departments** and **support services**. If you have not interacted with this department or service, please check "don't know."

How satisfied are you with...	Very satisfied	Satisfied	Dis-satisfied	Very dis-satisfied	Don't Know
1. School district services overall.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Office of Special Education.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Office of Bilingual Education.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Chief Academic Office.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Athletics Department.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Summer School Department.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Career and Technical Education.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. IT Department.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Office of Community & Parent Engagement.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Office of Community Partnerships.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Office of Contracts & Acquisitions.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Office of Data & Accountability.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Office of Youth Engagement.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Office of Special Education.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Chief Financial Office.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Facilities and Maintenance.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. Office of Labor Relations.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. Food and Nutrition Services.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. Human Resources Department.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. Nurses/School Health Services.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. Security personnel.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22. Transportation Services.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



**C.** If this is your first year teaching at DCPS, please indicate how much you were satisfied with the following experiences as a **new teacher**.

	Very satisfied	Satisfied	Dis-satisfied	Very dis-satisfied
1. The hiring process (application, fingerprinting, etc.)..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Explanation of benefits.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. New teacher orientation process.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Usefulness of new teacher program.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Support from your teacher mentor.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Level of support at this school.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**D.** The principal at my school...

	Strongly agree	Agree	Disagree	Strongly disagree
1. is an effective manager who makes the school run smoothly.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. looks out for the personal welfare of students.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. encourages collaboration among school staff.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. actively monitors the quality of teaching at this school.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. provides me feedback regularly.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. supports teachers' instructional needs.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. sets goals for attendance.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. treats all staff with respect.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. holds staff and teachers accountable for meeting attendance goals.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. walks around the school frequently.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. is a leader I have confidence in.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**E.** Please indicate how much you agree or disagree with the following statements regarding **your work environment**.

	Strongly agree	Agree	Disagree	Strongly disagree
1. My school/department is a good place to work.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I have adequate materials/equipment required to do my work.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. I am respected at my school.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



**F. The school staff at my school...**

	<b>Always</b>	<b>Some- times</b>	<b>Rarely</b>	<b>Never</b>
1. look out for the personal welfare of students.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. help maintain discipline in the entire school.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. take responsibility for improving their school.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. pursue opportunities to grow professionally.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. call parents when students are absent.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. work hard to build trusting relationships with parents.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**G. The teachers at my school...**

	<b>Always</b>	<b>Some- times</b>	<b>Rarely</b>	<b>Never</b>
1. engage students with the lesson objective.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. want to meet or exceed expectations for instructional goals.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. use a variety of strategies and resources to support learning for all students.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. implement the classroom behavior management system.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. implement classroom procedures and routines to maximize instructional time.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. use classroom space and materials effectively.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. collaborate with colleagues.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**H. Instructional practices**

	<b>Strongly agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly disagree</b>
1. There is a pervasive culture of continuous professional development focused on teaching and learning at my school(s).....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I have opportunities to learn best practices from other teachers in my school.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. In my job, I have clear measurable goals related to supporting student success.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. I find I don't have enough time in class to teach the standards to mastery.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. There is not enough time to cover all the standards, so I have to choose which ones to prioritize.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. My school effectively identifies the individual learning needs of all students including special education and English language learners.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



**I.** Please indicate the **top three areas** in which you would like to have more professional development:

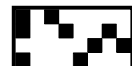
- |                                    |                          |  |                          |
|------------------------------------|--------------------------|--|--------------------------|
| 1. Academic intervention.....      | <input type="checkbox"/> | 10. Assessment.....                            | <input type="checkbox"/> |
| 2. Behavior management.....        | <input type="checkbox"/> | 11. Classroom management.....                  | <input type="checkbox"/> |
| 3. Communicating with parents..... | <input type="checkbox"/> | 12. Differentiating instruction.....           | <input type="checkbox"/> |
| 4. Legal issues in education.....  | <input type="checkbox"/> | 13. Math instruction.....                      | <input type="checkbox"/> |
| 5. Motivating students.....        | <input type="checkbox"/> | 14. My content area.....                       | <input type="checkbox"/> |
| 6. NCLB.....                       | <input type="checkbox"/> | 15. Reading instruction.....                   | <input type="checkbox"/> |
| 7. Reteaching strategies.....      | <input type="checkbox"/> | 16. Using data.....                            | <input type="checkbox"/> |
| 8. Using technology.....           | <input type="checkbox"/> | 17. Working with children with special needs.. | <input type="checkbox"/> |
| 9. Writing instruction.....        | <input type="checkbox"/> | 18. Other (specify) _____                      | <input type="checkbox"/> |

**J.** Please indicate how much you agree or disagree with the following statements about **safety and discipline** at your school.

- |  | <b>Always</b>            | <b>Sometimes</b>         | <b>Rarely</b>            | <b>Never</b>             |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. I feel safe at my school.....                               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. My school is affected by bullies.....                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. My school's discipline plan is implemented uniformly.....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. My school is orderly and in-control.....                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. School entrances are monitored consistently.....            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. School security devices are consistently operational.....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7. My school has effective discipline procedures in place..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 8. Security personnel at my school are effective.....          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

**K.** Please indicate how much you agree or disagree with the following statements about **your school building** this year.

- |  | <b>Strongly agree</b>    | <b>Agree</b>             | <b>Disagree</b>          | <b>Strongly disagree</b> |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. Classrooms in my school are in good physical condition..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. My school is clean.....                                     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. My school is well maintained.....                           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |



**L.** This section of the survey includes questions about your **access to technology** at your school. Please indicate **how often** the following statements are true at your school.

	Always	Some-times	Rarely	Never
1. I have access to working computers at school.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I have access to the Internet from school.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. I have access to a functional printer.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. I have access to a functional copy machine.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. I have access to a working phone at school.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**M.** It would help us understand group responses better if you would tell us a little bit more about yourself.

**Counting this school year (2008-09), how many years have you been at this...?**

**1a. This School**

**1b. DCPS**

- This is my first year.....
- 2-3 yrs.....
- 4-5 yrs.....
- 6-10 yrs.....
- 11-15 yrs.....
- 16-20 yrs.....
- 20+ years.....

- This is my first year.....
- 2-3 yrs.....
- 4-5 yrs.....
- 6-10 yrs.....
- 11-15 yrs.....
- 16-20 yrs.....
- 20+ years.....

2. Are you ... ?      Male       Female

3. How would you describe yourself? (*Please select all that apply.*)

- 1. Black or African American .....
- 2. Hispanic or Latin American .....
- 3. White or Caucasian .....
- 4. Native American .....
- 5. Asian/Pacific Islander .....
- 6. Other (please specify): \_\_\_\_\_ .....

4. Do you work primarily with students with special needs?      Yes       No

5. Do you work primarily with students who are English Language Learners?      Yes       No

6. In the future, how would you prefer to **receive information and updates** from the district (DCPS)?

- Email.....
- Letters.....
- Staff meetings.....
- Postings.....
- Other (specify) \_\_\_\_\_ .....



7. What were the **biggest improvements** made in the **school district (DCPS)** this year?

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8. What are the **biggest improvements** that still need to be made in the **school district (DCPS)**?

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**Thank you for sharing your feedback. The information you have provided will help shape the future direction of DCPS!**

