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## AZ Teacher Working Conditions On-line Survey Frequently Asked Questions

### **Why did districts and schools participate?**

Research demonstrates that school working conditions—time, teacher empowerment, school leadership, professional development, and facilities and resources—are critical to increasing student achievement and retaining teachers. This survey provides teachers and administrators with information about the status of working conditions in their school and help guide state policy decision-making. This survey will help put educator experiences and perceptions at the center of local and state efforts to recruit and retain quality teachers.

To prepare for a statewide survey, a subset of Arizona districts were invited to participate. More than 7,000 licensed educators chose to participate in this first state level teacher working conditions survey. We expect to conduct the survey statewide in 2007. This pilot will not only help us improve the logistical planning needed to survey every Arizona educator but will give the State and participating districts the baseline data to track improvements to teacher morale and retention and student achievement as we strive to improve teacher working conditions.

### **How will the results be used?**

At the state level, the Governor and the Governor's Committee on Teacher Quality and Support will use the results to further their work in addressing issues important to supporting teachers and their primary task – educating students. Our hope is that this data will also be used at the local level for data-driven school improvement planning, faculty conversations and consideration of district and state policies and programs.

### **Was the survey anonymous?**

Yes! The survey was anonymous. The only information that will be known is how many licensed professionals at each school completed a survey. But there is no way of knowing which survey responses belong to individual educators. The codes needed to access the survey were randomly distributed at the school level and were not attached to an individual identity. The codes only identified which school a survey came from so perceptions of working conditions can be analyzed at the school level as well as at district and state levels.

Only researchers at the Center for Teaching Quality (CTQ) have access to these surveys. No one in the district or state will be able to view individual survey results with demographic information.

Further, school and district reports will only be generated for schools and districts that have a response rate that is high enough to ensure anonymity of the respondents.

### **Who is the Center for Teaching Quality and who is paying for this?**

CTQ is an independent non-profit in Chapel Hill, North Carolina that works to ensure that all students have access to high quality teaching ([www.teachingquality.org](http://www.teachingquality.org)). CTQ is working in at least six additional states this spring on similar working conditions initiatives and has successfully completed surveys in North Carolina, South Carolina, and Virginia. The bulk of the expenses are being paid out of a Title II grant housed in the Governor's Office that is focused on addressing issues of teacher quality and support. The Arizona Education Association and the National Education Association have provided additional financial support and services.