

# Adequacy Study 2024

## Teacher Survey Responses

Prepared for the House and Senate Committees on Education



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## **Teacher Survey Date Information**

Survey Distributed:	May 08, 2023	32,474
Survey Due:	May 19, 2023	
Final submittal:	June 16, 2023	5,103
Response Rate:	15	.7%

*Note: All questions in the survey require a response (5,103 teachers) except the comment questions or if the question is not applicable to the teacher.* 

## Background and Teacher Preparation

1. Are you of Hispanic or Latino origin?



2. How would you describe yourself?



#### 3. Current PRIMARY position

**4.** If you have another teaching role (e.g., you serve as an ESL teacher and you teach a foreign language), please enter your SECONDARY position below.

Current	PRIMAR	RY position	SECONDAR	Y position
ALE teacher	52	1.0%	34	0.7%
Art classroom teacher	163	3.2%	17	0.3%
Athletic coach	85	1.7%	378	7.4%
Career-tech classroom teacher	354	6.9%	61	1.2%
Elementary classroom teacher	1,145	22.4%	35	0.7%
English as a 2nd language teacher	37	0.7%	57	1.1%
English classroom teacher	515	10.1%	55	1.1%
Gifted and talented classroom teacher	28	0.5%	18	0.4%
Guidance counselor	36	0.7%	3	0.1%
Instructional facilitator	38	0.7%	33	0.6%
Math classroom teacher	504	9.9%	84	1.6%
Media specialist	56	1.1%	7	0.1%
Music classroom teacher (band, orchestra, etc.)	200	3.9%	20	0.4%
P.E. classroom teacher	103	2.0%	43	0.8%
Science classroom teacher	471	9.2%	71	1.4%
Social studies classroom teacher	375	7.3%	104	2.0%
Special education teacher	492	9.6%	56	1.1%
No SECONDARY position			3,594	70.4%
Other elective class teacher	183	3.6%	156	3.1%
Other, please specify	266	5.2%	277	5.4%
Grand Total	5,103 5,10			03

#### Top "Other" Responses:

Primary: Reading/Dyslexia; Electives; ESOL/Foreign Language Secondary: Electives; Reading/Dyslexia; Computer Science/Technology

#### 5. Total years of teaching experience, not including this year. (Enter "0" if 2022-23 is your first year.) <u>13 overall average years</u>

**6.** What was your **MAIN activity** the year before you began teaching at the K-12 or comparable ungraded level?



7. Please select the option that best describes how you obtained your certification to teach.



8. Please indicate your satisfaction with the following components of your teacher preparation and current position.

Alternative Preparation Program 2%	25%	15%			<b>_</b> 52%
Amount of planning time 9%	28%		48%	13%	1%
Graduate courses in education 2%	45%		22%		26%
Graduate courses in major content area 1% 7%	39%		23%		_29%
Parent involvement <sub>11%</sub>	35%		44%	8%	2%
State-mandated mentoring you received 8% 🗾	18%	44%	1	4%	<b>1</b> 6%
Support from school administration 7%	18%	45%		29%	1%
Teaching internship 2% 7%			25%		
Teaching internship 2% 7% Teamwork among teachers 3% 12	42%	50%	25%	35%	
	42%	50%	25%		25%
Teamwork among teachers 3%	42%	50% %			25% 1%

9. In your **FIRST year** of teaching, how well prepared were you to:

Assess students Differentiate instruction in the classroom Handle classroom mgmt./discipline situations Teach students who are LEP or ELLs Teach students with special needs Teach to state content standards Teach your subject matter Use a variety of instructional methods Use computers in classroom instruction Use student assessment data to inform instr

	/						
11%		50%		29%	6	10%	0.7%
20%		47%		2	4%	8%	0.6%
23%		43%		23	8%	10%	0.5%
	50%		3	4%	11	<b>%</b>	2.5%
29%			45%		17%	8%	0.8%
7%	32%		41%		19	9%	0.8%
<b>3% 21%</b>		41%			34%		0.8%
6%	33%		41%		20	)%	0.6%
19%	2	7%	30%		219	6	2.9%
20%		40%		28%		11%	1.5%
			/ .				

Not at all prepared Somewhat prepared Well prepared ■ Very well prepared ■ N/A (not a classroom teacher)

**10. THIS YEAR**, how well prepared are you to:

0	Assess students
1	Differentiate instruction in the classroom
2	Handle classroom mgmt./discipline situations
11	Teach students who are LEP or ELLs
4	Teach students with special needs
1	Teach to state content standards
0	Teach your subject matter
0	Use a variety of instructional methods
1	Use computers in classroom instruction
1	Use student assessments data to inform instr.



11. BACKGROUND AND TEACHER PREPARATION – Respondents were allowed to make comments about the preceding topic, some of which will be used in relevant adequacy reports.

## **Teaching Environment and Working Conditions**

12. Do you receive at least 200 minutes per week to schedule conferences and plan instruction?



**13.** Is your planning time provided in increments of at least 40 minutes during the instructional day?



14. The planning time I receive during the instructional day is sufficient.



**15.** During your most recent **FULL WEEK** of teaching at **THIS school**, what is **the average number of students** you taught at any one time in a single class? **21 overall average** 

17. Guidance Counselor - On average, what

- (If no, skip to question 18.) percentage of your time do you spend on direct services and/or administrative activities in the 2022-23 school year? Total Responding = 88 teachers No 98% Ves 2% Ves 2% Ves 2% Ves 2% Direct Services 76%
- 18. How do the following items impact your decision to teach at your current school?



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**16.** Are you a Guidance Counselor?

I am generally satisfied with being a teacher at this school. 5% 10% 37% 48% 0.3%
I am given the support I need to teach students with special needs. 10% 21% 40% 27% 1.8%
I am satisfied with my teaching salary. 20% 24% 37% 18% 0.5%
I make a conscious effort to coordinate the content of my courses with that of other teachers. 2% 8% 37% 49% 4.6%
I receive a great deal of support from parents for the work I do. 20% 30% 36% 13% 1.0%
I worry about my job based on performance of students or school on state/local tests. 24% 26% 29% 16% 4.6%
In this school, staff members are recognized for a job well done. 12% 20% 43% 25% 0.4%
Most of my colleagues share my beliefs & values about central mission of the school should be. 3% 11% 48% 37% 1.6%
My principal enforces school rules for student conduct and backs me up when I need it. 11% 17% 32% 38% 0.5%
Necessary materials such as textbooks, supplies, & 4% 12% 34% 50% 0.4%
copiers are available as needed by staff.
copiers are available as needed by staff. Routine duties and paperwork interfere with my job of teaching. 10% 24% 38% 26% 1.8%
Routine duties and paperwork interfere with my
copiers are available as needed by start.         Routine duties and paperwork interfere with my job of teaching.         Rules behavior are consistently enforced by
Copiers are available as needed by start.         Routine duties and paperwork interfere with my job of teaching.         Rules behavior are consistently enforced by teachers, even for students who are not in classes.         State/district content standards have had a
Copiers are available as needed by start.Routine duties and paperwork interfere with my job of teaching.10% 24% 38% 26% 1.8%Rules behavior are consistently enforced by teachers, even for students who are not in classes.10% 30% 34% 16% 0.4%State/district content standards have had a positive influence on my satisfaction w/teaching.9% 27% 45% 13% 5.4%The amount of student tardiness and class cutting16% 22% 33% 26% 12.8%
Copiers are available as needed by start.Routine duties and paperwork interfere with my job of teaching.Rules behavior are consistently enforced by teachers, even for students who are not in classes.State/district content standards have had a positive influence on my satisfaction w/teaching.The amount of student tardiness and class cutting in this school interferes with my teaching.The level of student misbehavior in this school
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19. To what extent do you agree or disagree with each of the following statements?

**20. TEACHING ENVIRONMENT AND WORKING CONDITIONS** – Respondents were allowed to make comments about the preceding topic, some of which will be used in relevant adequacy reports.

## **General Employment Information**

- 21. During the 2022-23 school year, what is your base (excludes benefits) teaching salary for the entire school year?\$49,269 overall average base salary.
- **22.** Please indicate whether you work a second job to supplement your teaching income.



**23.** Please indicate whether you took out student loans to help pay for your education. *(If you choose No (you did not take out student loans) response, skip to question 25.)*:



24. Please indicate your level of stress regarding your student loan debt. Would you say your level of stress is? *Total Responding = 3,628 teachers* 



**25. GENERAL EMPLOYMENT INFORMATION** – Respondents were allowed to make comments about the preceding topic, some of which will be used in relevant adequacy reports.

## Career/Retirement

26. Please select the statement that best applies to your situation. *(If you choose "I'm not considering transferring" skip to question Q28.)* 

I'm considering transferring outside my school district only. I'm considering transferring within my school district only. I'm considering either of the above. I'm not considering transferring. (You will be directed to Q28.)

*27.* A Please **RATE** the importance of the following options as to why you are currently considering **transferring to another school or school district**.

Total Responding = 1,547 teachers

Community's quality of life	21%	26%	31%	21%
Health insurance benefits	29%	24%	26%	20%
Higher pay	18% 18	<mark>% 25</mark> %	4(	)%
Lack of career opportunities	25%	27%	28%	20%
Lack of parent involvement	22%	32%	28%	18%
Lack of student accountability	12% 14%	31%	43	%
Leadership issues in the district	15% 19%	27%	3	9%
Leadership issues in the school	18% 18	% 26%	3	8%
Paperwork and/or bureaucratic issues	23%	29%	25%	23%
Personal reasons (spouse, parent, etc.)	49%	6	16% 16%	18%
Seeking different type of teaching position	40%	20%	20%	20%
Stress/workload	15% 19%	6 29%	3	7%
Student discipline issues	15% 16%	25%	43	%
Student population	44%		27% 15	% 13%
Not Important Slightly Important	Very Importa	ant 🗖 Extr	emely Impo	ortant

28. Do you work in a high poverty or remote rural community? (If yes, skip to question 30.)



**29.** Under what conditions, if any, would you be willing to relocate to teach at a school in a high-poverty or remote rural community?



**Top 4 "Other" Responses:** Student discipline/enforcement, different position, spouse job and location

**30.** Are you currently considering leaving the teaching profession? (If no, skip to question 32.)



**31.** Please **RATE** how the following options influence your current considerations for leaving the teaching profession? *Total Responding = 1,688 teachers* 

Health insurance benefits	17% 21% 24% 21% 18%
Higher pay	45% 20% 13% 12% 10%
Lack of career opportunities	23% 30% 14% 5% 28%
Lack of parent involvement	23% 37% 14% 3% 23%
Lack of respect for the profession	62% 21% <mark>5%</mark> 5% 7%
Lack of student accountability	57% <b>2</b> 5% 5% 9%
Leadership issues in the district	32%         28%         14%         10%         16%
Leadership issues in the school	27% 24% 19% 13% 18%
Paperwork and/or bureaucratic issues	37% 36% 8% 3 <mark>%</mark> 15%
Peraonal skills/abilities are better in other profession	11%         18%         14%         11%         47%
Personal reasons (spouse/ill parent, etc.)	14%         14%         10%         9%         53%
Retirement	19%         10%         14%         28%         30%
Retirement T-Drop option	8% <mark>5% 15% 21% 51%</mark>
Seeking position in administration	<b>7% 7% 8% 5% 73%</b>
Standardized testing	<b>29% 30% 7% 3%</b> 31%
Stress/workload	59% 24% <mark>5%</mark> 4%7%
Student discipline issues	51% 27% 6% 5% 10%
Teacher Excellence and Support System (TESS)	<b>19% 30% 10% 4% 37%</b>

Extremely Important reason for leaving
 Slightly important reason for staying
 N/A

Slightly important reason for leaving
 Extremely important reason for staying

#### 32. Which statement best describes how long you plan to remain in teaching?



#### 33. How close are you to retirement?



**34. CAREER/RETIREMENT** – Respondents were allowed to make comments about the preceding topic, some of which will be used in relevant adequacy reports.

## **Evaluation and Support**

**35.** Do you believe that teachers in your school are **evaluated fairly**?



**36.** Do you believe that teachers in your school are **evaluated consistently**?



**37.** Specifically, in regard to **TESS** as an evaluation tool, please **RATE** the usefulness of **TESS** in doing the following:

Evaluating teachers consistently	26% 46%		22% 7%
Evaluating teachers fairly	24%	44%	23% 9%
Improving teaching in your school	37%	38%	18% 7%
Promoting professional learning for teachers	37%	36%	19% <mark>8%</mark>
Providing support to teachers	40%	35%	16% 9%
■ Not Useful Somewhat Useful	🗖 Ver	y Useful 🛛 🗖 E	ssential



**38.** To what extent do you **agree with the following** statements about **TESS**:

**39.** Please **RATE** the usefulness of the following options in terms of **evaluating teachers' effectiveness:** 



**40.** DURING THE **2022-23 SCHOOL YEAR**, how often did you receive **professional development** provided by the following options:



**41.** Please **RATE** the usefulness of each form of **professional development** in terms of enhancing your teaching & knowledge.

Arkansas IDEAS (District, school, or individual facilitated)	10% 43%	32% 139	<mark>%</mark> ] 2%
Collaboration with other educators/staff	1% 13% 34%	50%	1%
College graduate level courses	10% 25%	23% 9%	33%
Conferences or workshops	3% 27%	42% 22%	6%
District-provided PD NOT using Arkansas IDEAS	8% 40%	35% 15%	2%
PD provided by educational cooperatives	5% 33%	37% 16%	9%
School-provided PD NOT using Arkansas IDEAS	7% 37%	37% 17%	3%
Not useful Somewhat useful	Very useful	Essential N/A	<b>N</b>

**42. EVALUATION AND SUPPORT** – Respondents were allowed to make comments about the preceding topic, some of which will be used in relevant adequacy reports.

## School Safety





44. Please **RATE** the extent to which you are **concerned** with the following **safety issues**.



## 45. Has a student from this school ever threatened to injure you?

(If No, skip to question 47.)



(If yes, please enter how many times.)



#### Number of times in last 12 months a student has threatened to injure the teacher.

**Total Responding = 644 teachers** Note: 604 (94%) responses are listed below. Additionally, there were 40 (6%) other responses stating the frequency of students threatening to injure the teacher were weekly 18 (3.4%) and multiple 22 (2.7%). These responses could not be categorized in the below chart.





# 47. Has a student from this school ever

Number of times in last 12 months a student has physically attacked a teacher.

**Total Responding = 347 teachers** Note: 316 (91%) responses are listed below. Additionally, there were 31 (9%) other responses stating the frequency of students physically attacking the teacher were weekly 13 (4%) and multiple 18 (5%). These responses could not be categorized in the below chart.



**49.** SCHOOL SAFETY – Respondents were allowed to make comments about the preceding topic, some of which will be used in relevant adequacy reports.

## **School Facilities**

**50.** How would you describe the physical condition **of the school building(s) you teach in?** (*Please refer to the list in question 51 below to see factors considered in a conducive learning environment.*) (*If "All"*, *skip to question 52.*)



51. If you responded that most, some, or none of your school buildings create a conducive learning environment, please identify the types of building problems below.
 (Please check all that apply.) Total Responding = 3,003 teachers



**Top "Other" Responses:** Building is old/needs repairs; ceiling/roof leaks and mold present; pest control problems; restrooms are inadequate; cleanliness a problem; classrooms not adequate size for teaching; playground inadequate and is not safe and secure

52. **SCHOOL FACILITIES** – Respondents were allowed to make comments about the preceding topic, some of which will be used in relevant adequacy reports.

### Instructional Materials

53. Please check the option which most accurately describes who selects instructional materials in your courses/classes for each of the following:





Average: Range:

**Responses:** 

8%

DN/A

\$456

4,459

\$10-\$15,000

55. DURING THE 2022-23 school year, how much of your own
money did you spend on classroom supplies, without
reimbursement? (Please use your best estimate for costs incurred,
in whole dollars. If none, please mark None.)

54. Overall, how well do your instructional materials, whether

print or digital, meet the learning needs of your students?



NOTE: This response was optional. There were 4,470 responses 1,828 were not K-6 teachers, 2,554 are shown in the pie chart to the right and the remainder entered "I don't know (88).



\$401-

\$499

14%

57. INSTRUCTIONAL MATERIALS - Respondents were allowed to make comments about the preceding topic, some of which will be used in relevant adequacy reports.

## Technology and Digital Learning

**58.** Please indicate the extent to which you **agree or disagree** with each of the following statements about **how student learning is affected by the ways that education technology** is used in the instructional program at this school.



**59.** Please indicate the extent to which you **agree or disagree** with each of the following statements about the **use of educational technology in the instructional program** at this school.



60. Please indicate the extent to which each of the following is a challenge for teachers at this
school in using educational technology for instruction.

Ensuring that the use of technology is truly contributing to learning	12% 30%	40%	18%	
Identifying high quality educational technology resources that will address learning needs	14% 34%	419	6 12%	
Insufficient number of computers	65%		19% <mark>10%</mark> 6%	
Insufficient or inadequate internet speed (community)	31%	30% 2	2% 16%	
Insufficient or inadequate internet speed (school)	40%	32%	18% 10%	
Insufficient or inadequate software	49%	31%	16% 5%	
Insufficient or inadequate support on how to use technology in the classroom	33% 39% 21% 7%			
Lack of time for teachers to become familiar with new technologies and integrate them into their instruction	18% 32% 31% 1		19%	
Outdated computers/software	47%	29%	16% 7%	
Staying up to date with the technology	30%	35%	25% 10%	
Teachers need to spend time helping students learn the basic skills needed to use computers effectively	24%	37%	26% 12%	
The steep learning curve for teachers regarding educational technology	25%	42%	25% 8%	
Not a challenge Small challenge Moderate challenge Large challenge				

- **61.** During the **2022-23 school year**, did you teach: (*If classroom Only, skip to #64*)
- 62. In your OPINION how well do students learn in a virtual setting vs. classroom: Total Responding = 419 teachers



63. If you taught virtually during the 2022-23 school year, what kinds of real-time interactions, if any, did you have with your students at this school? (*Please check all that apply.*)
 Total Responding = 419 teachers



**64. TECHNOLOGY AND DIGITAL LEARNING** – Respondents were allowed to make comments about the preceding topic, some of which will be used in relevant adequacy reports.

### Comment

**65. Overall** - Respondents were allowed to make overall comments some of which will be used in relevant adequacy reports.