












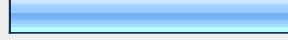
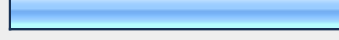
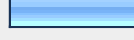

School Climate and Leadership


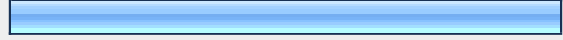
1. Please identify the school where you teach.			Response Percent	Response Count
Academic Magnet HS	<input type="checkbox"/>		1.4%	12
Angel Oak ES	<input type="checkbox"/>		2.0%	17
Ashley River Creative Arts ES	<input type="checkbox"/>		1.9%	16
Baptist Hill HS	<input type="checkbox"/>		1.0%	8
Belle Hall ES	<input type="checkbox"/>		1.5%	13
Alice Birney MS	<input type="checkbox"/>		1.2%	10
C.C. Blaney ES	<input type="checkbox"/>		0.5%	4
Brentwood MS	<input type="checkbox"/>		0.7%	6
Buist Academy	<input type="checkbox"/>		1.2%	10
Burke MS	<input type="checkbox"/>		0.2%	2
Burke HS	<input type="checkbox"/>		1.0%	8
Burns ES	<input type="checkbox"/>		3.1%	26
Cario MS	<input type="checkbox"/>		3.3%	28
Charleston Development Academy			0.0%	0
Charleston Progressive	<input type="checkbox"/>		0.2%	2
Charlestowne Academy	<input type="checkbox"/>		1.7%	14
Chicora ES	<input type="checkbox"/>		1.0%	8
Child and Family Development Center	<input type="checkbox"/>		0.1%	1
Clark Corporate Academy	<input type="checkbox"/>		0.7%	6
Corcoran ES	<input type="checkbox"/>		1.5%	13
Drayton Hall ES	<input type="checkbox"/>		2.3%	19
Dunston ES	<input type="checkbox"/>		0.7%	6
East Cooper Montessori	<input type="checkbox"/>		0.1%	1


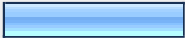
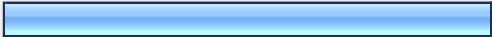
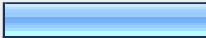


Ellington ES	▮	0.2%	2
Fort Johnson MS	▮	1.5%	13
Frasier ES	▮	0.4%	3
Frierson ES		0.0%	0
Garrett Academy	▮	1.4%	12
Goodwin ES	▮	1.1%	9
Harbor View ES	▮	1.3%	11
Haut Gap ES	▮	0.5%	4
Horizon House		0.0%	0
Minnie Hughes ES	▮	0.1%	1
Hunley Park ES	▮	1.5%	13
Hursey ES	▮	1.4%	12
Itinerant Program	▮	0.7%	6
James B. Edwards ES	▮	1.7%	14
James Island ES	▮	1.1%	9
James Island MS	▮	1.9%	16
James Island Charter HS	▮	3.7%	31
Jane Edwards ES	▮	0.4%	3
Ladson ES	▮	0.5%	4
Laing MS	▮	2.4%	20
Lambs ES	▮	1.5%	13
Laurel Hill ES	▮	1.7%	14
Lincoln HS	▮	0.1%	1
Mary Ford ES	▮	0.7%	6
McClellanville MS	▮	0.8%	7
Memmminger ES	▮	0.5%	4
Midland Park ES	▮	2.0%	17
Military Magnet	▮	0.7%	6



Mitchell ES		2.3%	19
Montessori Community School of Charleston		0.0%	0
Jennie Moore ES		1.7%	14
Morningside MS		0.7%	6
Moultrie MS		2.0%	17
Mt. Pleasant Academy		0.2%	2
Mt. Zion ES		0.7%	6
Murray Hill Academy		0.5%	4
Murray LaSaine ES		0.8%	7
North Charleston ES		2.1%	18
North Charleston HS		1.4%	12
Oakland ES		2.1%	18
Orange Grove ES		0.6%	5
Pepperhill ES		0.2%	2
Pinckney ES		1.1%	9
St. Andrews ES		1.4%	12
St. Andrews MS		0.2%	2
St. James Santee ES		0.6%	5
St. Johns HS		1.0%	8
Sanders-Clyde ES		0.4%	3
School of the Arts		2.4%	20
Schroder MS		0.1%	1
James Simons ES		0.5%	4
Springfield ES		0.7%	6
Stall HS		0.8%	7
Stiles Point ES		2.7%	23
Stono Park ES		1.1%	9

Sullivans Island ES		0.2%	2
Wando HS		5.7%	48
West Ashley HS		4.4%	37
West Ashley MS		1.3%	11
Whitesides ES		1.7%	14
C.E. Williams MS		1.2%	10
Other (please specify)			27
answered question			842
skipped question			29

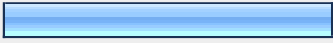
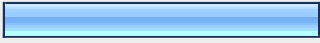

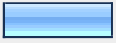

2. On average, how much unencumbered planning time do you have per week?			
		Response Percent	Response Count
None		3.7%	31
Less than one hour		8.4%	70
1 to 2 hours		30.6%	256
3 to 4 hours		36.4%	304
5 to 6 hours		14.0%	117
More than 6 hours		6.9%	58
answered question			836
skipped question			35

3. In general, is the planning time provided sufficient to plan for your students' needs?			
		Response Percent	Response Count
Yes		39.1%	326
No		60.9%	507
answered question			833
skipped question			38


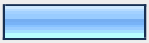
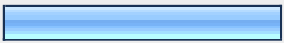

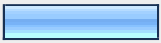
4. On average, how much time do you spend in meetings each week?			Response Percent	Response Count
None			0.5%	4
Less than one hour			19.6%	164
1 to 2 hours			53.8%	450
3 to 4 hours			22.1%	185
5 to 6 hours			3.7%	31
More than 6 hours			0.2%	2
			answered question	836
			skipped question	35

5. Generally speaking, is your attendance at mandatory meetings time well spent?			Response Percent	Response Count
Yes			60.4%	500
No			39.6%	328
			answered question	828
			skipped question	43


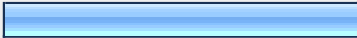
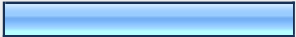



6. Generally speaking, the climate at my school is positive and I am happy with the working environment.

		Response Percent	Response Count
Strongly Agree		36.0%	301
Somewhat Agree		34.7%	290
Somewhat Disagree		17.4%	145
Strongly Disagree		11.6%	97
Not Sure		0.2%	2
		answered question	835
		skipped question	36


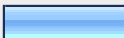

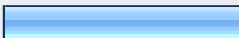
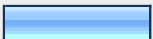

7. From the time you arrive at school to the time you leave school, how many hours per week do you spend at school on average? Please include time spent in after school meetings and activities.

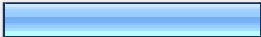
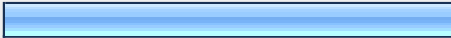
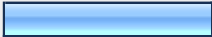
		Response Percent	Response Count
Less than 40 hours		1.4%	12
40 to 42 hours		15.4%	129
43 to 45 hours		30.4%	254
More than 45 hours		36.0%	301
More than 50 hours		16.7%	140
		answered question	836
		skipped question	35

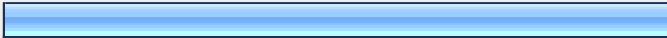

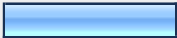
8. On average, how much time per week do you spend doing school related work at home/outside of school?

		Response Percent	Response Count
Less than 1 hour		7.0%	59
1 to 3 hours		38.8%	325
4 to 6 hours		31.8%	266
7 to 10 hours		13.9%	116
11-15 hours		4.9%	41
More than 15 hours		3.6%	30
		answered question	837
		skipped question	34

9. Combining your time at school and the time you spend doing school related work outside of school, how many hours do you work per week as a teacher on average?



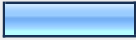


		Response Percent	Response Count
40 or less hours		1.0%	8
41 to 45 hours		12.9%	108
46 to 50 hours		35.3%	295
51 to 55 hours		25.7%	215
56 to 60 hours		16.0%	134
More than 61 hours		9.0%	75
		answered question	835
		skipped question	36

10. Do you think the time required to properly complete your job as a teacher is reasonable?			Response Percent	Response Count
Yes			28.0%	231
No			49.3%	407
Not sure			22.7%	187
			<i>answered question</i>	825
			<i>skipped question</i>	46

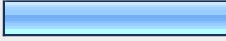

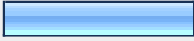
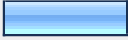

11. Do you think the district could enact policies, or change practices in order to reduce the amount of extra time it takes teachers to complete their responsibilities and requirements without jeopardizing student achievement?			Response Percent	Response Count
Yes			73.2%	610
No			8.0%	67
Not sure			18.7%	156
			<i>answered question</i>	833
			<i>skipped question</i>	38

12. Please share any specific ideas you have that would help reduce the number of extra hours teachers have to work in order to do their job properly.		Response Count
		332
		<i>answered question</i>
		332
		<i>skipped question</i>
		539

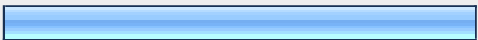




13. Instructional time is protected from unnecessary interruptions.

		Response Percent	Response Count
Strongly Agree		31.2%	259
Somewhat Agree		44.5%	370
Somewhat Disagree		14.2%	118
Strongly Disagree		9.9%	82
Not Sure		0.2%	2
		<i>answered question</i>	831
		<i>skipped question</i>	40



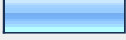


14. Teachers have time to collaborate productively with colleagues.

		Response Percent	Response Count
Strongly Agree		24.6%	204
Somewhat Agree		41.0%	340
Somewhat Disagree		20.6%	171
Strongly Disagree		13.4%	111
Not Sure		0.5%	4
		<i>answered question</i>	830
		<i>skipped question</i>	41



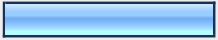


15. Teacher evaluations are conducted in a professional and transparent manner.

		Response Percent	Response Count
Strongly Agree		52.1%	429
Somewhat Agree		26.7%	220
Somewhat Disagree		11.3%	93
Strongly Disagree		5.9%	49
Not Sure		4.0%	33
		<i>answered question</i>	824
		<i>skipped question</i>	47



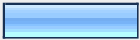


16. Teachers receive feedback from classroom observations designed to help them improve instruction.

		Response Percent	Response Count
Strongly Agree		42.6%	352
Somewhat Agree		31.1%	257
Somewhat Disagree		13.1%	108
Strongly Disagree		10.0%	83
Not Sure		3.1%	26
		<i>answered question</i>	826
		<i>skipped question</i>	45


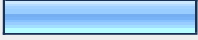
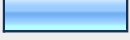


17. Teachers' planning periods are valued and teachers are rarely asked to do other duties during this time.

		Response Percent	Response Count
Strongly Agree		24.6%	204
Somewhat Agree		34.1%	282
Somewhat Disagree		23.1%	191
Strongly Disagree		16.9%	140
Not Sure		1.3%	11
		<i>answered question</i>	828
		<i>skipped question</i>	43

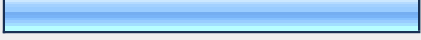
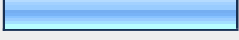
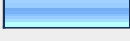
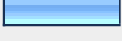

18. Duty rosters are constructed so that all teachers in my school participate equally.

		Response Percent	Response Count
Strongly Agree		36.5%	302
Somewhat Agree		31.6%	261
Somewhat Disagree		14.5%	120
Strongly Disagree		12.6%	104
Not Sure		4.8%	40
		<i>answered question</i>	827
		<i>skipped question</i>	44

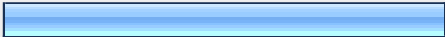
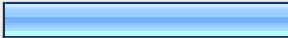
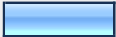


19. Teachers do not have to worry about retaliation from the principal if they disagree on an issue, or report a concern.

		Response Percent	Response Count
Strongly Agree		43.2%	358
Somewhat Agree		20.9%	173
Somewhat Disagree		13.3%	110
Strongly Disagree		15.9%	132
Not Sure		6.6%	55
		<i>answered question</i>	828
		<i>skipped question</i>	43

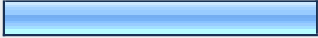


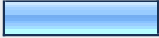

20. My principal makes a sincere and sustained effort to address teacher concerns.

		Response Percent	Response Count
Strongly Agree		45.7%	378
Somewhat Agree		25.5%	211
Somewhat Disagree		13.5%	112
Strongly Disagree		12.4%	103
Not Sure		2.9%	24
		<i>answered question</i>	828
		<i>skipped question</i>	43


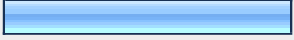
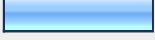


21. My principal ensures that meetings are focused and productive.

		Response Percent	Response Count
Strongly Agree		48.5%	398
Somewhat Agree		31.2%	256
Somewhat Disagree		12.1%	99
Strongly Disagree		6.7%	55
Not Sure		1.6%	13
		<i>answered question</i>	821
		<i>skipped question</i>	50

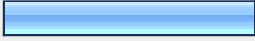
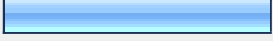
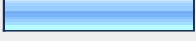
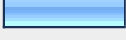

22. My principal consistently enforces rules for student conduct.

		Response Percent	Response Count
Strongly Agree		34.3%	283
Somewhat Agree		29.7%	245
Somewhat Disagree		16.5%	136
Strongly Disagree		16.7%	138
Not Sure		2.7%	22
		<i>answered question</i>	824
		<i>skipped question</i>	47

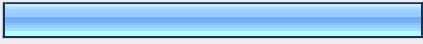
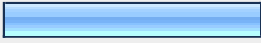

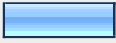

23. My principal ensures that other administrators and office staff do their jobs effectively.

		Response Percent	Response Count
Strongly Agree		37.4%	308
Somewhat Agree		31.4%	259
Somewhat Disagree		16.3%	134
Strongly Disagree		9.6%	79
Not Sure		5.3%	44
		<i>answered question</i>	824
		<i>skipped question</i>	47

24. My principal does not tolerate or protect ineffective staff members or teachers.

		Response Percent	Response Count
Strongly Agree		27.4%	225
Somewhat Agree		29.1%	239
Somewhat Disagree		20.6%	169
Strongly Disagree		13.0%	107
Not Sure		9.8%	80
		<i>answered question</i>	820
		<i>skipped question</i>	51

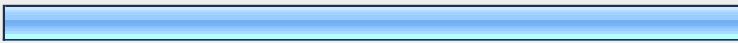
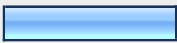
25. Overall, my principal is an effective leader.

		Response Percent	Response Count
Strongly Agree		46.0%	378
Somewhat Agree		28.1%	231
Somewhat Disagree		12.0%	99
Strongly Disagree		11.9%	98
Not Sure		1.9%	16
		answered question	822
		skipped question	49





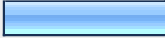
26. Use the space below to share your viewpoint about your principals leadership.

		Response Count
		270
		answered question
		270
		skipped question
		601

27. I know who the Associate Superintendent for my school is.

		Response Percent	Response Count
Yes		81.3%	665
No		18.7%	153
		answered question	818
		skipped question	53

28. This year, how many times have you seen your Associate Superintendent in your school?			
		Response Percent	Response Count
0 times		43.4%	354
1-3 times		48.2%	393
4-6 times		6.4%	52
7 or more times		2.1%	17
		<i>answered question</i>	816
		<i>skipped question</i>	55

29. My Associate Superintendent makes an effort to communicate his/her roles and responsibilities to teachers.			
		Response Percent	Response Count
Strongly Agree		8.7%	71
Somewhat Agree		26.8%	218
Somewhat Disagree		18.3%	149
Strongly Disagree		28.5%	232
Not Sure		17.6%	143
		<i>answered question</i>	813
		<i>skipped question</i>	58

30. I would go to my Associate Superintendent if I had a concern that my principal could/would not address.

		Response Percent	Response Count
Strongly Agree		13.8%	113
Somewhat Agree		19.4%	159
Somewhat Disagree		15.5%	127
Strongly Disagree		32.5%	266
Not Sure		18.8%	154
		<i>answered question</i>	819
		<i>skipped question</i>	52



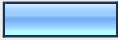


31. My Associate Superintendent is an effective leader.

		Response Percent	Response Count
Strongly Agree		14.4%	117
Somewhat Agree		19.1%	156
Somewhat Disagree		10.6%	86
Strongly Disagree		15.1%	123
Not Sure		40.9%	333
		<i>answered question</i>	815
		<i>skipped question</i>	56



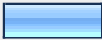


32. Use the space below to share your viewpoint about your Associate Superintendent's leadership.

		Response Count
		185
		<i>answered question</i>
		185
		<i>skipped question</i>
		686

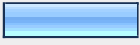
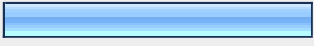
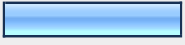
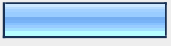
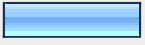
33. The Superintendent is visible and accessible to teachers and/or teacher groups.

		Response Percent	Response Count
Strongly Agree		27.4%	225
Somewhat Agree		40.8%	335
Somewhat Disagree		12.3%	101
Strongly Disagree		9.6%	79
Not Sure		9.9%	81
		<i>answered question</i>	821
		<i>skipped question</i>	50

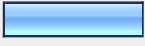
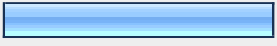
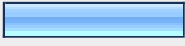
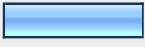
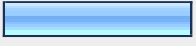
34. The Superintendent communicates effectively with teachers.

		Response Percent	Response Count
Strongly Agree		37.3%	305
Somewhat Agree		39.8%	325
Somewhat Disagree		10.6%	87
Strongly Disagree		7.0%	57
Not Sure		5.3%	43
		<i>answered question</i>	817
		<i>skipped question</i>	54

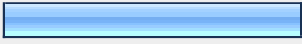
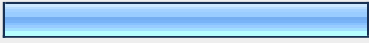


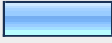
35. The Superintendent seeks teachers' input before making important decisions.

		Response Percent	Response Count
Strongly Agree		14.4%	118
Somewhat Agree		33.8%	276
Somewhat Disagree		19.3%	158
Strongly Disagree		17.7%	145
Not Sure		14.7%	120
		<i>answered question</i>	817
		<i>skipped question</i>	54

36. The superintendent has done a good job eliminating personnel, programs, and other spending that was not essential for classroom success.

		Response Percent	Response Count
Strongly Agree		15.2%	124
Somewhat Agree		29.5%	241
Somewhat Disagree		19.7%	161
Strongly Disagree		15.1%	123
Not Sure		20.6%	168
		<i>answered question</i>	817
		<i>skipped question</i>	54

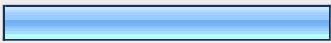
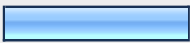


37. The Superintendent is an effective leader.

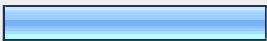
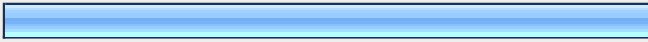
		Response Percent	Response Count
Strongly Agree		32.7%	267
Somewhat Agree		40.1%	327
Somewhat Disagree		10.4%	85
Strongly Disagree		5.0%	41
Not Sure		11.8%	96
		answered question	816
		skipped question	55


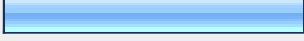
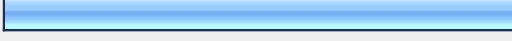
38. Use the space below to share your viewpoint about the Superintendent's leadership.

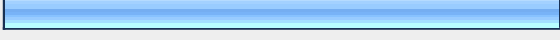
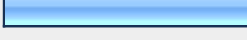
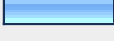
		Response Count
		161
		answered question
		161
		skipped question
		710

39. Why do you think more teachers are not completing CTA surveys?


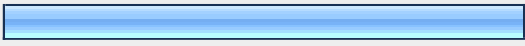
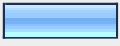

		Response Percent	Response Count
Teachers have too many other things to do.		35.8%	290
Teachers are worried about survey confidentiality.		20.1%	163
Teachers don't believe the CCSD will listen to teachers regardless of what the CTA surveys say.		43.1%	349
Teachers don't believe the CTA surveys are needed.		0.9%	7
		answered question	809
		skipped question	62

40. I am currently required to use a grading floor when assessing students.				
			Response Percent	Response Count
Yes			28.7%	220
No			71.3%	547
			<i>answered question</i>	767
			<i>skipped question</i>	104

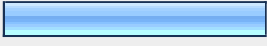
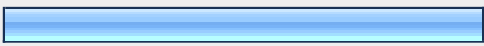

41. I support using grading floors.				
			Response Percent	Response Count
Yes			10.9%	85
No			32.9%	256
Not Sure			56.2%	438
			<i>answered question</i>	779
			<i>skipped question</i>	92

42. I can support teacher furloughs if all other staff and administrators have also been furloughed.				
			Response Percent	Response Count
Yes			61.3%	498
No			26.7%	217
Not Sure			12.1%	98
			<i>answered question</i>	813
			<i>skipped question</i>	58

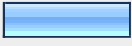
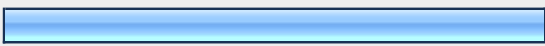

43. Hypothetically speaking, if the district decides to furlough teachers during the next school year what would you prefer.

		Response Percent	Response Count
Furlough Workdays		3.6%	29
Furlough Professional Development Days		57.4%	468
Furlough some workdays and some Professional Development Days		12.1%	99
I do not support any furloughs for teachers		27.0%	220
		answered question	816
		skipped question	55

44. I am in favor of using incentive pay to reward teachers whose students show improvement on a standardized test such as MAP or PASS.

		Response Percent	Response Count
Yes		28.7%	233
No		52.7%	428
Not Sure		18.6%	151
		answered question	812
		skipped question	59

45. I support the district's use of bonuses for principals.

		Response Percent	Response Count
Yes		13.8%	112
No		59.5%	484
Not Sure		26.7%	217
		answered question	813
		skipped question	58

46. Are there any topics or concerns that the CTA needs to address more thoroughly in the future? Do you have any suggestions on how to improve the effectiveness of the CTA?		
		Response Count
		220
	<i>answered question</i>	220
	<i>skipped question</i>	651

47. If you are interested in becoming (or remaining) more involved with the CTA as a building representative or co-chair for the 2009-2010 school year please include your name, school, subject/grade taught, and preferred email contact below.		
		Response Count
		41
	<i>answered question</i>	41
	<i>skipped question</i>	830