

Vermont Teaching and Learning Conditions Survey

Great Public Schools for Every Child

Thank you in advance for your time and willingness to share your perspectives on the presence of teaching and learning conditions in your school.

Positive teaching and learning conditions are important influences on student success. We want to gather information about these conditions from those who know them best - educators from across the state. This survey will provide you, your school, your district, and the state with information you can use to guide school improvement conversations and planning. **Your perceptions matter, so tell us about your school.**

Please know that your anonymity is guaranteed.

No one in your school, the district, or state will be able to view individual responses to the questions. Reports on the results will NOT include data that could identify individuals. The responses of administrators will NOT be reported separately at the school level. You are being asked optional demographic information ONLY to learn whether educators with differing experiences and backgrounds look at teaching and learning conditions differently across all of Vermont.

Access Code

You have been assigned an anonymous access code to ensure that we can identify the school in which you work and that the survey is taken only once by each respondent. The code can only be used to identify a school and NOT an individual. If it makes you more comfortable, feel free to trade codes with a colleague **within your same school.**

The survey cannot be saved, and once you submit your responses, you will not be able to use your code again to access them. Do not begin the survey unless you have at least 20 minutes of uninterrupted time.

If you have any questions, problems or need any assistance, call the help desk toll free at 1-866-814-9287 Monday through Friday 11 am to 5 pm, or email us at helpdesk@vtteachingandlearning.net at anytime.

Introduction

Q1.1 Please indicate your position:

- Instructional support (paraprofessional or teaching assistant)
- Clerical support (administrative, secretarial, administrative services)
- Student services (health, etc.)
- Other support (custodial, transportation, food services, etc.)

Q1.2 How many total years have you been employed in the school in which you are currently working?

- First Year
- 2 - 3 Years
- 4 - 6 Years
- 7 - 10 Years
- 11 - 20 Years
- 20+ Years

Time

Q2.1 Please rate how strongly you agree or disagree with the following statements about the use of time in your school.

	Strongly disagree	Somewh at disagree	Neither disagree nor agree	Somewh at agree	Strongly agree
a. I have sufficient time during the work day to complete my assigned duties.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I am compensated for any additional time I work beyond my contracted hours.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I am given time to attend appropriate school meetings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Education Support Professionals (ESPs)* are provided time to meet with colleagues with similar responsibilities to collaborate and learn from each other.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The schedule** ESPs are expected to work is reasonable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Efforts are made to shield ESPs from taking on additional duties or responsibilities that make completing assigned duties difficult.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**ESPs are all Education Support Professional, including all non-licensed staff such as teacher aides, student support, clerical, food, custodial and transportation employees.*

***Schedule means the time you are expected to arrive or leave to complete your assigned duties.*

Q2.2 In an average week, how many hours do you work?

- 10 hours or less
- 11 - 20 hours
- 21 - 30 hours
- 31 - 40 hours
- More than 40 hours

Facilities and Resources

Q3.1 Please rate how strongly you agree or disagree with the following statements about your school facilities and resources.

	Strongly disagree	Somewh at disagree	Neither disagree nor agree	Somewh at agree	Strongly agree
a. ESPs have sufficient access to appropriate resources to do their jobs well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ESPs have access to reliable communication technology, including phones, faxes and email.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ESPs have adequate space to work productively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The faculty* works in a school that is environmentally healthy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The faculty works in a school that is clean and well maintained.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The faculty works in a school environment that is safe.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. This school has a sufficient number of ESPs to operate efficiently and effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**The faculty includes all school-based, licensed personnel and Education Support Professionals (ESPs).*

Community Engagement

Q4.1 Please rate how strongly you agree or disagree with the following statements about community engagement in your school.

	Strongly disagree	Somewh at disagree	Neither disagree nor agree	Somewh at agree	Strongly agree
a. The community we serve is supportive of this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Parents/guardians are influential decision-makers in this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. This school works directly with parents/guardians to improve the educational climate in students' homes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ESPs are expected to interact directly with parents/guardians.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. This school does a good job of encouraging parent/guardian involvement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Parents/guardians know what is going on in this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. ESPs are supported by the community in which they work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Empowerment

Q5.1 Please rate how strongly you agree or disagree with the following statements about empowerment in your school.

	Strongly disagree	Somewh at disagree	Neither disagree nor agree	Somewh at agree	Strongly agree
a. ESPs are respected as professionals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ESPs are trusted to make sound professional decisions about their work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ESPs are involved in decision-making about issues that directly impact their jobs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ESPs are involved in decision-making about issues that directly impact the school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. In this school we take steps to solve problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The faculty has an effective process for making group decisions and solving problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Opportunities for professional growth and career advancement are available to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. ESPs contribute to the success of this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

School Leadership

Q6.1 Please rate how strongly you agree or disagree with the following statements about leadership in your school.

	Strongly disagree	Somewh at disagree	Neither disagree nor agree	Somewh at agree	Strongly agree
a. There is an atmosphere of trust and mutual respect within the school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The school leadership communicates clear expectations to ESPs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The school leadership effectively communicates policies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. School leadership encourages cooperation among ESPs and licensed staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. ESPs feel comfortable raising issues and concerns that are important to them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. ESPs receive feedback that can help them improve job performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. ESP evaluations are handled fairly in my school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. ESPs are recognized for accomplishments.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q6.2 Overall, the leadership in my school is effective.

- Strongly disagree
- Somewhat disagree
- Neither disagree nor agree
- Somewhat agree
- Strongly agree

Professional Development

Q7.1 Please rate how strongly you agree or disagree with the following statements about professional development in your school.

	Strongly disagree	Somewh at disagree	Neither disagree nor agree	Somewh at agree	Strongly agree
a. Professional development* opportunities are made available to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ESPs are provided opportunities to learn from the faculty.**	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Sufficient resources are available to allow ESPs to take advantage of professional development activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ESPs are included in professional development opportunities made available to the faculty.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. ESPs are provided opportunities to acquire relevant knowledge and skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I received an orientation to my job where expectations and responsibilities were clearly articulated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. I was provided a mentor or another ESP to help me be effective in this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Professional development includes all opportunities, formal and informal, where adults learn from one another including college courses, graduate courses, in service, workshops, conferences, professional learning communities and other meetings or trainings.*

***The faculty includes all school-based, licensed personnel and Education Support Professionals (ESPs).*

Overall Conditions

Q8.1 Which BEST DESCRIBES your intentions for your professional career? *(Select one.)*

- Stay in my current job until retirement
- Seek a promotion within ESP job classifications
- Seek another ESP job
- Become a certified teacher
- Seek another non-ESP, non-teacher job within education
- Find a job outside of education

Q8.2 Please rate how strongly you agree or disagree that the following factors influence your decision-making about your professional plans.

	Strongly disagree	Somewhat disagree	Neither disagree nor agree	Somewhat agree	Strongly agree
a. Your wages or salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The benefits provided by your employer (health, dental, retirement)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Health and safety protections	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Work schedule (number of hours per week or daily schedule)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Promotion opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. The respect you receive in school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Professional development opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. The ability to participate in decisions that impact my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. The quality of school leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Student conduct/behavior	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Eligibility for retirement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Personal reasons (moving, health, family, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q8.3 Overall, my school is a good place to work and learn.

- Strongly disagree
- Somewhat disagree
- Neither disagree nor agree
- Somewhat agree
- Strongly agree

Participant Information

Q9.1 Please indicate your race/ethnicity. (Check all that apply.)

- American Indian or Alaska Native
- Asian or Pacific Islander
- Black or African American
- Hispanic
- White
- Mixed or multiple ethnicity
- Some other race or ethnicity

Q9.2 Please indicate your gender.

- Female
- Male

Q9.3 Which of the following best describes your education level?

- Some high school
- High school diploma or GED
- Some college
- A.A.
- B.A/B.S.
- Apprenticeship/Trade
- Other

Q9.4 Do you work a second job in addition to your responsibilities as an ESP?

- Yes
- No

Q9.5 Are you the primary wage earner in your family?

- Yes
- No

**Thank you for your time.
Please submit your responses.**