

Lessons for District Leaders

Feedback From the 2019 Tennessee Educator Survey



2 LESSONS

for district leaders stand out from the 2019 Tennessee Educator Survey:

1

PROVIDE TEACHERS WITH COMPREHENSIVE INSTRUCTIONAL MATERIALS

2

WHEN POSSIBLE, ALLOW TEACHER CHOICE IN PROFESSIONAL LEARNING OPPORTUNITIES

Teachers Spend Substantial Time Supplementing Their Curriculum, Especially Assessments and Tasks

70%

of teachers report spending more than **4 hours per week** creating or sourcing instructional materials.



19%

of teachers report spending more than **10 hours per week** creating or sourcing instructional materials.



1 in 4

teachers in urban districts report spending more than **10 hours per week** creating or sourcing instructional materials.



How do teachers view their curriculum/instructional materials?

73% believe they are easy to use,

68% believe they are engaging, and

64% believe they include high-quality lessons as designed,

BUT

46% believe they contain adequate assessments and tasks.

“It takes all of our planning time and more of our own time to find appropriate materials and make up our own assessments to meet the standards and sometimes they are not even adequate assessments.”

– Teacher

Teachers Continue to Report Individualized Professional Development (PD) Sessions Are the Most Helpful



23%

of teachers engage in **self-selected PD** once a month or more

&

84%

of teachers find it somewhat or very helpful.

43%

of teachers engage in **whole-school PD** once a month or more

&

59%

of teachers find it somewhat or very helpful.



54%

of **URBAN TEACHERS** participate in whole-school PD monthly or more

VS

38%

of other teachers in the state.



15%

of **RURAL TEACHERS** say they choose their formal PD themselves "always" or "most of the time"

VS

23%

of other teachers in the state.

“ I always use strategies and techniques I get from PD I choose on my own. I almost never use what I get in required school and district PD. ”

– Teacher



How to apply these findings to your district:

- 1** Review teacher responses to the following Tennessee Educator Survey items to understand the extent to which statewide lessons apply to your district:
 - On average, how many hours per week do you spend creating or sourcing materials to use for classroom instruction including planning time during and outside of school hours?
 - I have received specific professional learning suggestions that are tailored to my needs.
- 2** Set a high bar for curriculum quality in your district. Advocate for high-quality instructional materials that include strong assessments and tasks.
- 3** Look for opportunities to incorporate more teacher choice into existing professional development offerings. Use mandated school-wide or district-wide PD sessions sparingly and strategically.