impact
KENTUCKY

Newport Independent

Impact Kentucky Working Conditions Survey
2023-24 Impact KY Survey

PANORAMA
EDUCATION

Report created by
Panorama Education

Summary

Topic Description	Results	Comparison	
Educating All Students Faculty perceptions of their readiness to address issues of diversity.	**71%** ▲ 6 since last survey	**69%**	Kentucky
Emotional Well-Being and Belonging Perceptions of educator well being, efficacy, and belonging	**44%** ▲ 9 since last survey	**55%**	Kentucky
Feedback and Coaching Perceptions of the amount and quality of feedback faculty and staff receive.	**50%** ▲ 12 since last survey	**58%**	Kentucky
Managing Student Behavior Perceptions of the management of student behavior in the classroom and school	**45%** ▲ 4 since last survey	**66%**	Kentucky
Professional Learning Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.	**53%** ▲ 13 since last survey	**60%**	Kentucky
Resources Perceptions of the adequacy of the school's resources.	**55%** ▲ 2 since last survey	**50%**	Kentucky
School Climate Perceptions of the overall social and learning climate of the school.	**45%** ▲ 11 since last survey	**63%**	Kentucky

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School Leadership

Perceptions of the school leadership's effectiveness.

51%

▲ 7
since last survey

67%   Kentucky

Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

64%

▲ 4
since last survey

78%   Kentucky

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125 responses

Educating All Students

Your average

71%

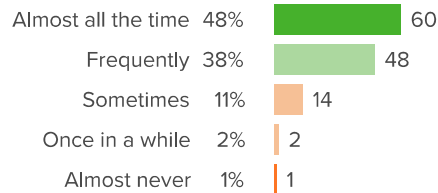125 responses

Change

▲ **6**

since last survey

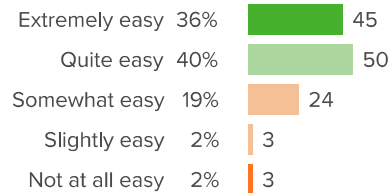State average: **69%** Kentucky

How did people respond?

Q.1: How often do teachers use assessment data to inform their instruction?

Almost all the time	48%	60
Frequently	38%	48
Sometimes	11%	14
Once in a while	2%	2
Almost never	1%	1

▲ **1** from last survey   Favorable: **86%**

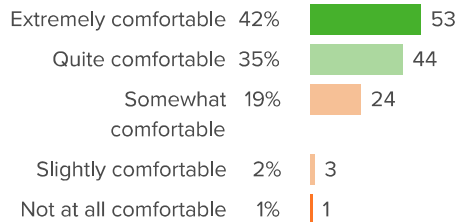**Q.2: How easy do you find interacting with students at your school who are from a different cultural background than your own?**

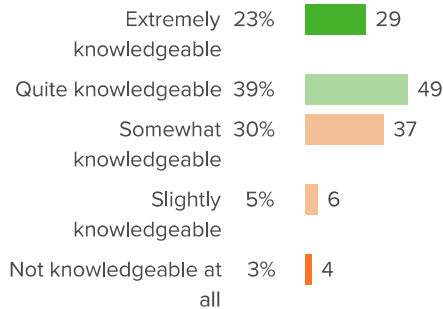|		
Extremely easy	36%	45
Quite easy	40%	50
Somewhat easy	19%	24
Slightly easy	2%	3
Not at all easy	2%	3

▼ **4** from last survey   Favorable: **76%**

Q.3: How comfortable would you be incorporating new material about people from different backgrounds into your curriculum?

Extremely comfortable	42%	53
Quite comfortable	35%	44
Somewhat comfortable	19%	24
Slightly comfortable	2%	3
Not at all comfortable	1%	1

▼ **4** from last survey   Favorable: **78%**

Q.4: How knowledgeable are you regarding where to find resources for working with students who have unique learning needs?

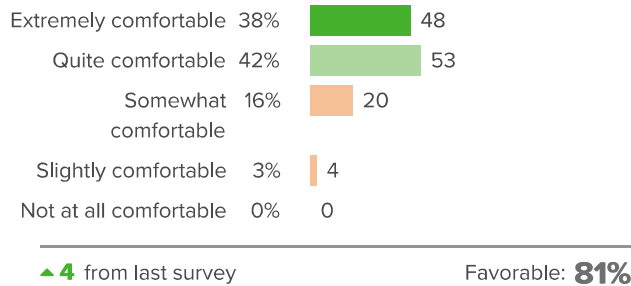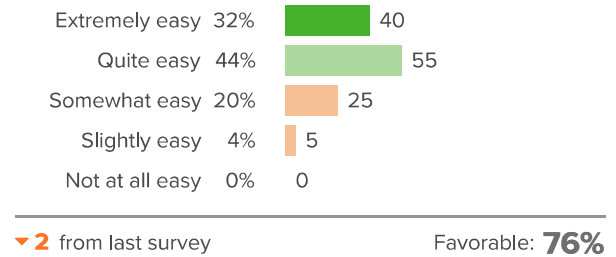|		
Extremely knowledgeable	23%	29
Quite knowledgeable	39%	49
Somewhat knowledgeable	30%	37
Slightly knowledgeable	5%	6
Not knowledgeable at all	3%	4

▲ **3** from last survey   Favorable: **62%**

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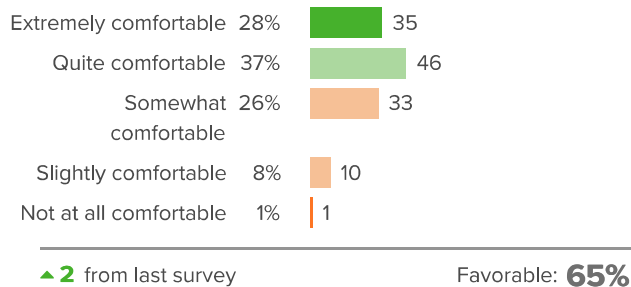Kentucky Working Conditions Survey"

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Q.5: If students from different backgrounds struggled to get along in your class, how comfortable would you be intervening?
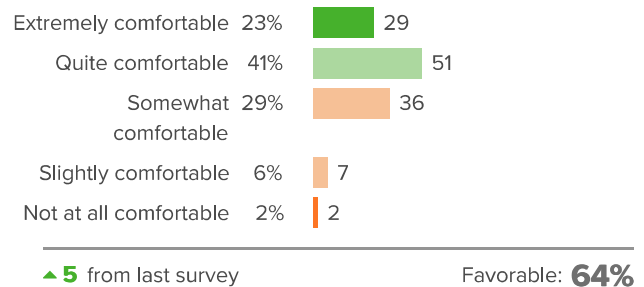
Extremely comfortable	38%	48
Quite comfortable	42%	53
Somewhat comfortable	16%	20
Slightly comfortable	3%	4
Not at all comfortable	0%	0

▲ **4** from last survey   Favorable: **81%**

Q.6: How easy would it be for you to teach a class with groups of students from very different religions from each other?

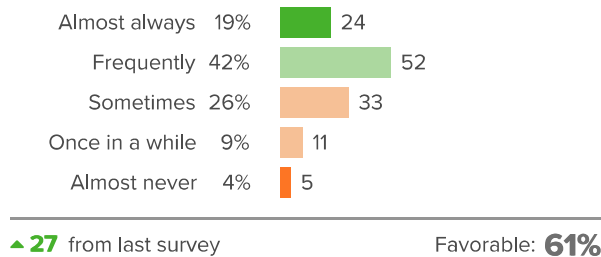|		
Extremely easy	32%	40
Quite easy	44%	55
Somewhat easy	20%	25
Slightly easy	4%	5
Not at all easy	0%	0

▼ **2** from last survey   Favorable: **76%**

Q.7: In response to events that might be occurring in the world, how comfortable would you be having conversations about race with your students?
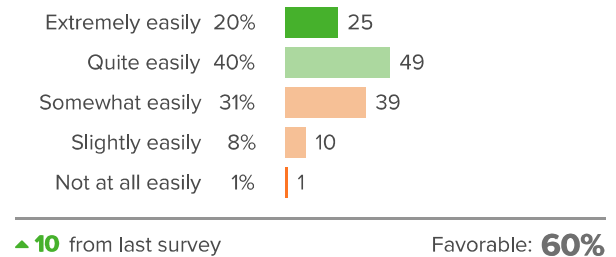
Extremely comfortable	28%	35
Quite comfortable	37%	46
Somewhat comfortable	26%	33
Slightly comfortable	8%	10
Not at all comfortable	1%	1

▲ **2** from last survey   Favorable: **65%**

Q.8: How comfortable would you be having a student who could not communicate well with anyone in class because his/her home language was unique?

Extremely comfortable	23%	29
Quite comfortable	41%	51
Somewhat comfortable	29%	36
Slightly comfortable	6%	7
Not at all comfortable	2%	2

▲ **5** from last survey   Favorable: **64%**

Q.9: How often do adults at your school have important conversations about sensitive issues of diversity, even when they might be uncomfortable?
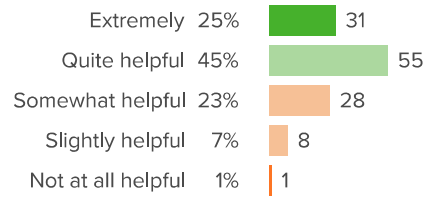
Almost always	19%	24
Frequently	42%	52
Sometimes	26%	33
Once in a while	9%	11
Almost never	4%	5

▲ **27** from last survey   Favorable: **61%**

Q.10: When a sensitive issue of diversity arises in class, how easily can you think of strategies to address the situation?

Extremely easily	20%	25
Quite easily	40%	49
Somewhat easily	31%	39
Slightly easily	8%	10
Not at all easily	1%	1

▲ **10** from last survey   Favorable: **60%**

Q.11: When it comes to promoting culturally responsive practices, how helpful are your colleagues' ideas for improving your practice?

Extremely	25%		31
Quite helpful	45%		55
Somewhat helpful	23%		28
Slightly helpful	7%		8
Not at all helpful	1%		1

▲ **19** from last survey   Favorable: **70%**

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Emotional Well-Being and Belonging

Your average

44%
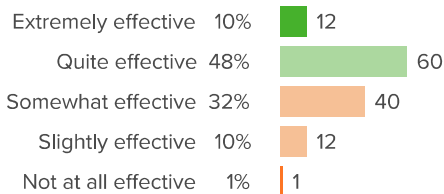
125 responses

Change

▲ **9**

since last survey

State average: **55%** Kentucky

How did people respond?

Q.1: How effective do you feel at your job right now?

Extremely effective	10%	12
Quite effective	48%	60
Somewhat effective	32%	40
Slightly effective	10%	12
Not at all effective	1%	1

▲ **13** from last survey   Favorable: **58%**

Q.2: How concerned are you about the emotional well-being of your colleagues as a result of their work?

Not at all	10%	12
A little	11%	14
Some	26%	33
Quite a bit	28%	35
A great deal	25%	31
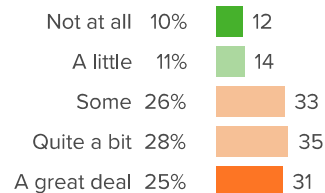
▲ **12** from last survey   Favorable: **21%**

Q.3: How concerned are you about your own emotional well-being as a result of your work?

Not at all	18%	23
A little	14%	18
Some	31%	39
Quite a bit	24%	30
A great deal	12%	15
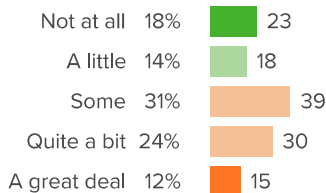
▲ **7** from last survey   Favorable: **33%**

Q.4: Overall, how much do you feel like you belong at your school?

Completely belong	25%	31
Belong quite a bit	38%	47
Belong somewhat	26%	32
Belong a little bit	12%	15
Do not belong at all	0%	0

▲ **2** from last survey   Favorable: **62%**

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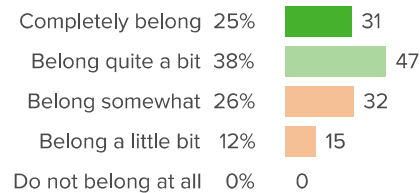
Feedback and Coaching

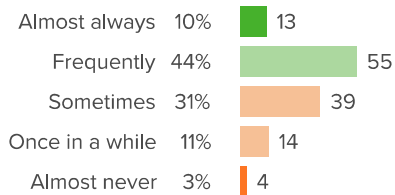**Your average**

50%

125 responses

Change

▲ 12

since last survey

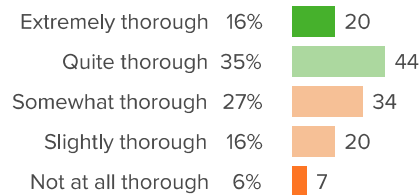State average: **58%** Kentucky

How did people respond?

Q.1: How often do you receive feedback on your teaching?

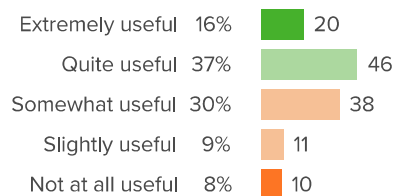|		
Almost always	10%	13
Frequently	44%	55
Sometimes	31%	39
Once in a while	11%	14
Almost never	3%	4

▲ **4** from last survey   Favorable: **54%**

Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?
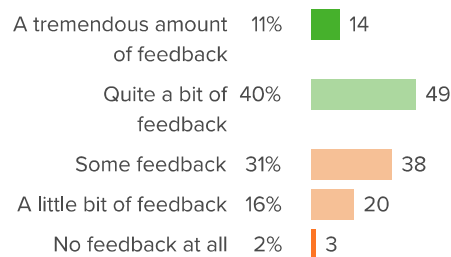
Extremely thorough	16%	20
Quite thorough	35%	44
Somewhat thorough	27%	34
Slightly thorough	16%	20
Not at all thorough	6%	7

▲ **13** from last survey   Favorable: **51%**

Q.3: How useful do you find the feedback you receive on your teaching?

Extremely useful	16%	20
Quite useful	37%	46
Somewhat useful	30%	38
Slightly useful	9%	11
Not at all useful	8%	10

▲ **14** from last survey   Favorable: **53%**

Q.4: How much feedback do you receive on your teaching?

A tremendous amount of feedback	11%	14
Quite a bit of feedback	40%	49
Some feedback	31%	38
A little bit of feedback	16%	20
No feedback at all	2%	3

▲ **14** from last survey   Favorable: **51%**

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Q.5: How much do you learn from the teacher evaluation processes at your school?

Learn a tremendous amount	5%		6
Learn quite a bit	35%		43
Learn some	33%		41
Learn a little bit	19%		23
Learn almost nothing	8%		10

▲ **12** from last survey   Favorable: **40%**
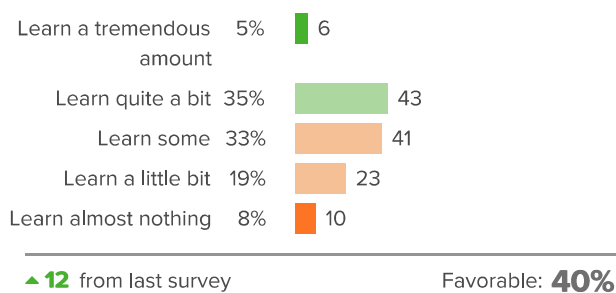
Managing Student Behavior

Your average

45%
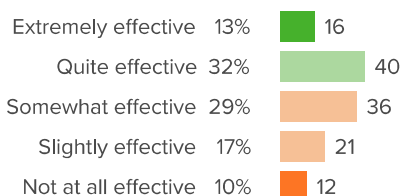
125 responses

Change

▲ **4**

since last survey

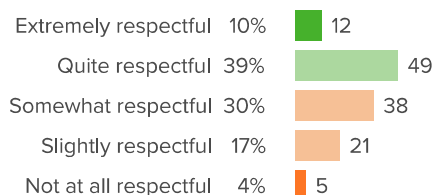State average: **66%** Kentucky

How did people respond?

Q.1: How effective are the school leaders at developing rules for students that facilitate their learning?

Extremely effective	13%	16
Quite effective	32%	40
Somewhat effective	29%	36
Slightly effective	17%	21
Not at all effective	10%	12

▲ **11** from last survey   Favorable: **45%**

Q.2: How respectful are the relationships between teachers and students?

Extremely respectful	10%	12
Quite respectful	39%	49
Somewhat respectful	30%	38
Slightly respectful	17%	21
Not at all respectful	4%	5

▲ **7** from last survey   Favorable: **49%**

Q.3: How effective do you think you are at managing disruptive classes?

Extremely effective	14%	18
Quite effective	44%	55
Somewhat effective	35%	44
Slightly effective	6%	7
Not at all effective	1%	1
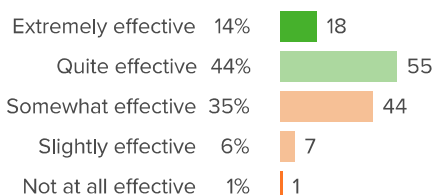
▲ **2** from last survey   Favorable: **58%**

Q.4: How well do school administrators support teachers' classroom management efforts?

Extremely well	14%	17
Quite well	30%	37
Somewhat well	30%	38
Slightly well	19%	24
Not at all well	7%	9
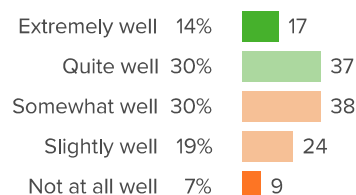
▲ **4** from last survey   Favorable: **43%**

Q.5: How often does student misconduct disrupt the learning environment at your school?

Almost never	2%	2
Once in a while	10%	13
Sometimes	30%	37
Frequently	35%	43
Almost all the time	23%	29
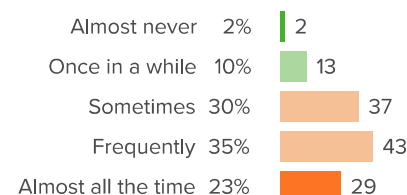
▲ **2** from last survey   Favorable: **12%**

Q.6: Overall, how safe is the school environment?

Extremely safe	16%	20
Quite safe	44%	54
Somewhat safe	30%	37
Slightly safe	9%	11
Not at all safe	2%	2
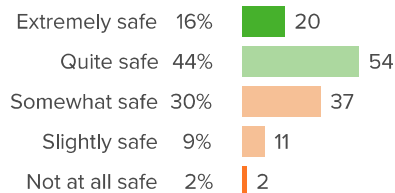
▼ **4** from last survey   Favorable: **60%**

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Professional Learning

Your average

53%

125 responses
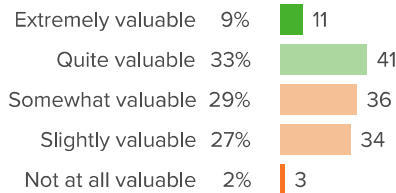
Change

▲ **13**

since last survey

State average: **60%** Kentucky

How did people respond?

Q.1: At your school, how valuable are the available professional development opportunities?

Extremely valuable	9%	11
Quite valuable	33%	41
Somewhat valuable	29%	36
Slightly valuable	27%	34
Not at all valuable	2%	3

▲ **11** from last survey   Favorable: **42%**

Q.2: How helpful are your colleagues' ideas for improving your teaching?

Extremely helpful	24%	30
Quite helpful	45%	56
Somewhat helpful	24%	30
Slightly helpful	6%	8
Not at all helpful	1%	1
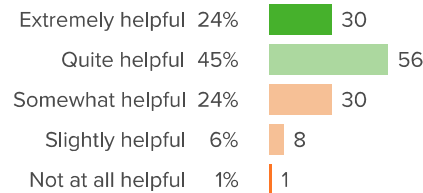
▲ **12** from last survey   Favorable: **69%**

Q.3: How much input do you have into individualizing your own professional development opportunities?

A tremendous amount of input	10%	12
Quite a bit of input	29%	36
Some input	34%	42
A little bit of input	13%	16
Almost no input	15%	19
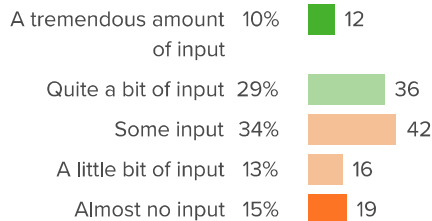
▲ **15** from last survey   Favorable: **38%**

Q.4: Through working at your school, how many new teaching strategies have you learned?

A great number of strategies	26%	33
Many strategies	41%	51
Some strategies	26%	32
A few strategies	7%	9
Almost no strategies	0%	0
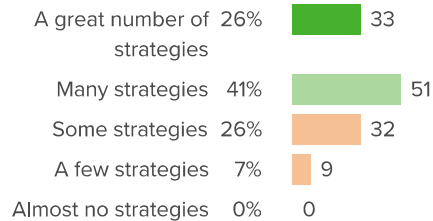
▲ **3** from last survey   Favorable: **67%**

Q.5: Overall, how much do you learn about teaching from the leaders at your school?

Learn a tremendous amount	19%	24
Learn quite a bit	33%	41
Learn some	25%	31
Learn a little bit	15%	18
Learn almost nothing	8%	10
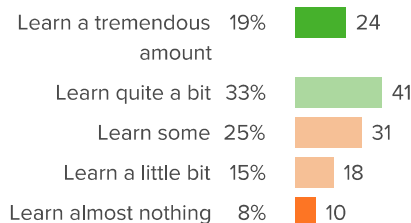
▲ **18** from last survey   Favorable: **52%**

Q.6: How often do your professional development opportunities help you explore new ideas?

Almost all the time	10%	13
Frequently	35%	44
Sometimes	31%	39
Once in a while	18%	23
Almost never	5%	6

▲ **18** from last survey   Favorable: **46%**

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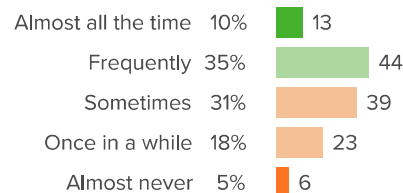
Q.7: How relevant have your professional development opportunities been to the content that you teach?

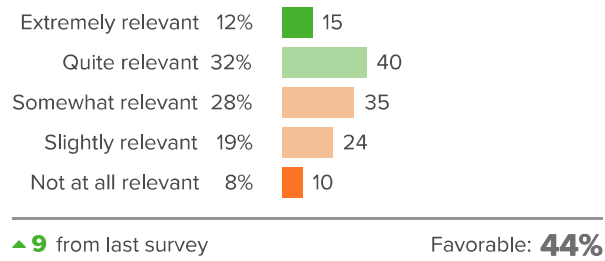|		
Extremely relevant	12%	15
Quite relevant	32%	40
Somewhat relevant	28%	35
Slightly relevant	19%	24
Not at all relevant	8%	10

▲ **9** from last survey   Favorable: **44%**

Q.8: Overall, how supportive has the school been of your growth as a teacher?

Extremely supportive	21%	26
Quite supportive	43%	54
Somewhat supportive	19%	24
Slightly supportive	12%	15
Not at all supportive	5%	6

▲ **14** from last survey   Favorable: **64%**

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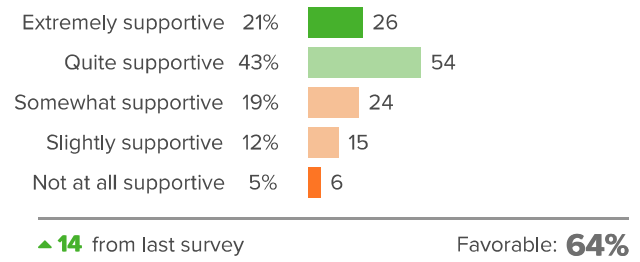
Resources

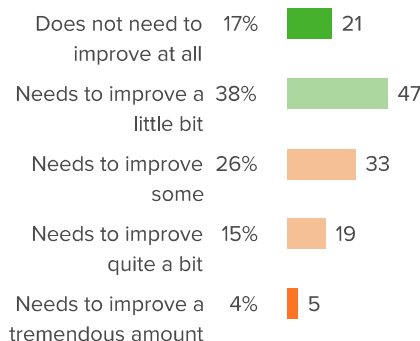| Your average	Change	
55%	▲ **2**	
125 responses	since last survey	State average: **50%** Kentucky

How did people respond?

Q.1: To what extent does the quality of the resources at your school need to improve?

Does not need to improve at all	17%	21
Needs to improve a little bit	38%	47
Needs to improve some	26%	33
Needs to improve quite a bit	15%	19
Needs to improve a tremendous amount	4%	5

▲ **13** from last survey   Favorable: **54%**

Q.2: When students need help from an adult, how often do they have to wait to get that help?

Almost never	21%	26
Once in a while	33%	41
Sometimes	32%	40
Frequently	12%	15
Almost all the time	2%	3
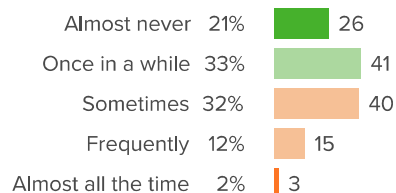
▲ **2** from last survey   Favorable: **54%**

Q.3: At your school, how crowded do the learning spaces feel?

Not at all crowded	17%	21
Slightly crowded	27%	34
Somewhat crowded	28%	35
Quite crowded	18%	22
Extremely crowded	10%	12
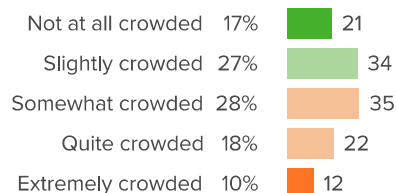
▼ **20** from last survey   Favorable: **44%**

Q.4: How urgently does your school's technology need to be updated?
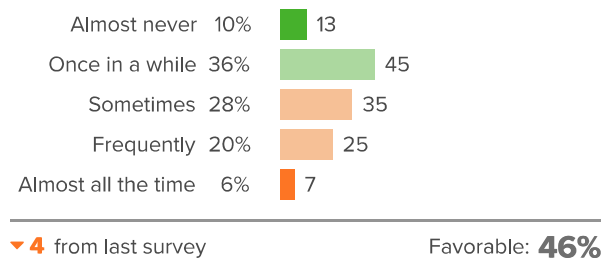
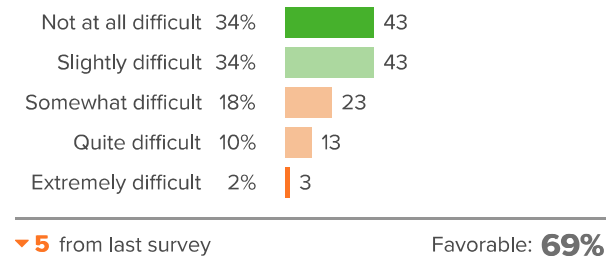|		
Not at all urgently	67%	83
Slightly urgently	19%	24
Somewhat urgently	8%	10
Quite urgently	4%	5
Extremely urgently	2%	2

▲ **2** from last survey   Favorable: **86%**

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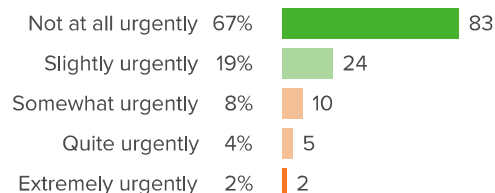
Q.5: How often do your school's facilities need repairs?

Almost never	10%	13
Once in a while	36%	45
Sometimes	28%	35
Frequently	20%	25
Almost all the time	6%	7

▼ **4** from last survey   Favorable: **46%**

Q.6: For students who need extra support, how difficult is it for them to get the support that they need?

Not at all difficult	34%	43
Slightly difficult	34%	43
Somewhat difficult	18%	23
Quite difficult	10%	13
Extremely difficult	2%	3

▼ **5** from last survey   Favorable: **69%**

Q.7: How much of your own money do you spend on your classroom?

Almost none	6%	8
A little bit	18%	23
Some	30%	37
Quite a bit	33%	41
A tremendous amount	13%	16

▲ **4** from last survey   Favorable: **25%**
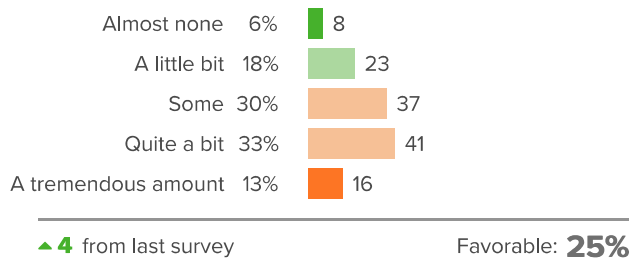
Q.8: How important is it for your school to hire more specialists to help students?

Not important at all	6%	7
Slightly important	13%	16
Somewhat important	23%	29
Quite important	34%	43
Extremely important	24%	30

▲ **2** from last survey   Favorable: **18%**
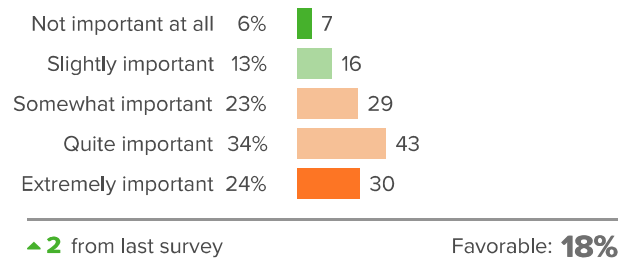
Q.9: How many more resources do you need to adequately support your students' learning?

Almost no resources	20%	25
A few more resources	43%	54
Several more resources	19%	24
Quite a few more resources	13%	16
A lot more resources	5%	6

▲ **9** from last survey   Favorable: **63%**
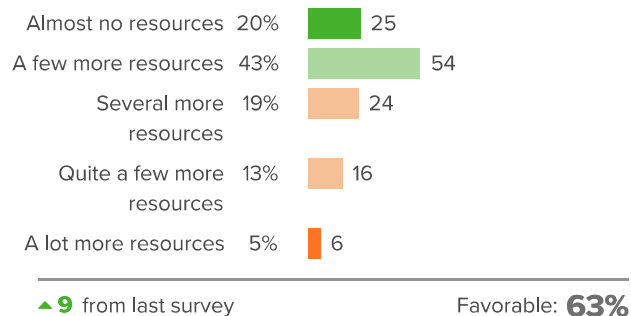
Q.10: Overall, how much does your school struggle due to a lack of resources?

Does not struggle at all	32%	40
Struggles a little bit	36%	45
Struggles some	21%	26
Struggles quite a bit	7%	9
Struggles a tremendous amount	4%	5

▲ **10** from last survey   Favorable: **68%**

Newport Independent
"2023-24 Impact KY Survey 2023-24 Impact Kentucky Working Conditions Survey, Impact Kentucky Working Conditions Survey"

PANORAMA
EDUCATION
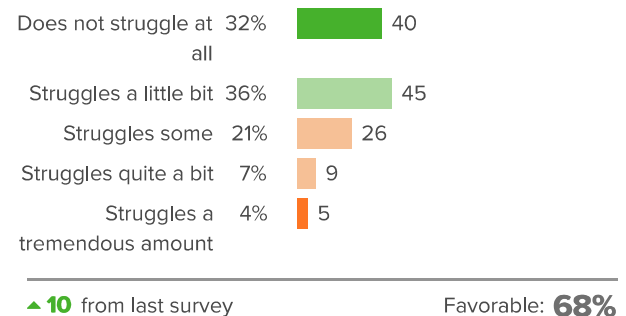
Q.11: To what extent does the access to instructional technology, including computers, printers, software and Internet access at your school need to improve?

Does not need to improve at all	46%	58
Needs to improve a little bit	33%	41
Needs to improve some	14%	17
Needs to improve quite a bit	6%	7
Needs to improve a tremendous amount	2%	2

▲ **12** from last survey   Favorable: **79%**
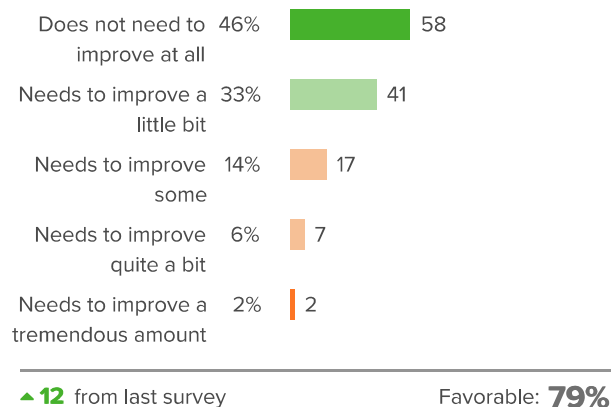
School Climate

Your average

45%

125 responses
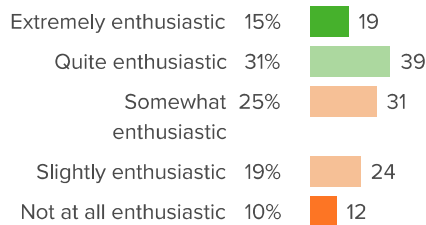
Change

▲ **11**

since last survey
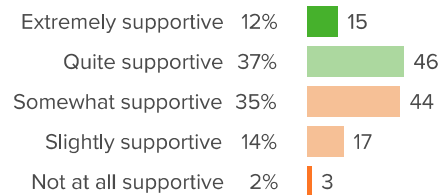
State average: **63%** Kentucky

How did people respond?

Q.1: On most days, how enthusiastic are the students about being at school?

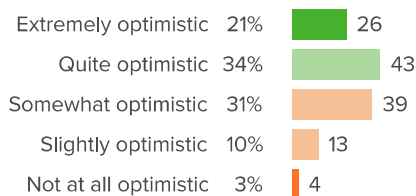|		
Extremely enthusiastic	15%	19
Quite enthusiastic	31%	39
Somewhat enthusiastic	25%	31
Slightly enthusiastic	19%	24
Not at all enthusiastic	10%	12

▲ **10** from last survey   Favorable: **46%**

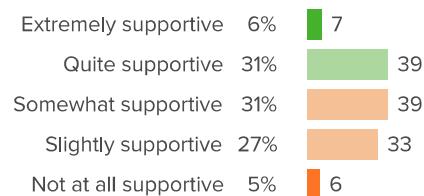**Q.2: When new initiatives to improve teaching are presented at your school, how supportive are your colleagues?**

Extremely supportive	12%	15
Quite supportive	37%	46
Somewhat supportive	35%	44
Slightly supportive	14%	17
Not at all supportive	2%	3

▲ **18** from last survey   Favorable: **49%**

Q.3: How optimistic are you that your school will improve in the future?

Extremely optimistic	21%	26
Quite optimistic	34%	43
Somewhat optimistic	31%	39
Slightly optimistic	10%	13
Not at all optimistic	3%	4

▲ **10** from last survey   Favorable: **55%**

Q.4: How supportive are students in their interactions with each other?

Extremely supportive	6%	7
Quite supportive	31%	39
Somewhat supportive	31%	39
Slightly supportive	27%	33
Not at all supportive	5%	6

▲ **6** from last survey   Favorable: **37%**

Q.5: To what extent are teachers trusted to teach in the way they think is best?

Trusted a tremendous amount	10%	13
Trusted quite a bit	35%	44
Trusted somewhat	26%	33
Trusted a little bit	16%	20
Not trusted at all	12%	15
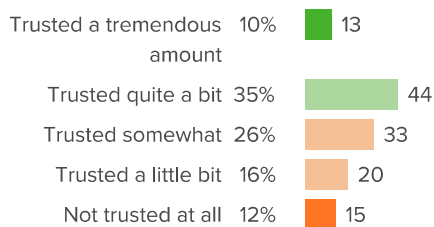
▲ **14** from last survey   Favorable: **46%**

Q.6: How positive are the attitudes of your colleagues?

Extremely positive	9%	11
Quite positive	26%	33
Somewhat positive	38%	47
Slightly positive	26%	32
Not at all positive	2%	2

▲ **10** from last survey   Favorable: **35%**

Newport Independent
"2023-24 Impact KY Survey 2023-24 Impact Kentucky Working Conditions Survey, Impact Kentucky Working Conditions Survey"

PANORAMA
EDUCATION
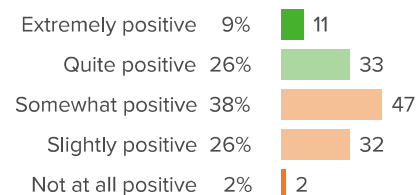
Q.7: How often do you see students helping each other without being prompted?

Almost all the time	10%	12
Frequently	34%	43
Sometimes	38%	48
Once in a while	14%	18
Almost never	3%	4
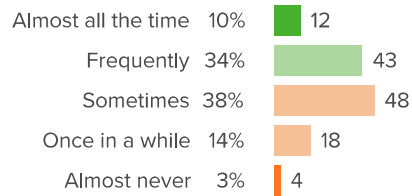
▲ **8** from last survey   Favorable: **44%**

Q.8: Overall, how positive is the working environment at your school?

Extremely positive	13%	16
Quite positive	27%	34
Somewhat positive	34%	43
Slightly positive	21%	26
Not at all positive	5%	6
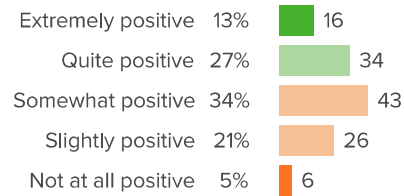
▲ **10** from last survey   Favorable: **40%**

Q.9: How respectful are the relationships between teachers and students?

Extremely respectful	10%	12
Quite respectful	39%	49
Somewhat respectful	30%	38
Slightly respectful	17%	21
Not at all respectful	4%	5
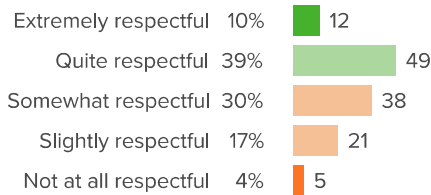
▲ **7** from last survey   Favorable: **49%**

School Leadership

Your average

51%

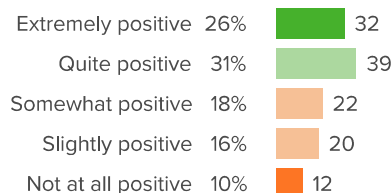125 responses

Change

▲ **7**

since last survey

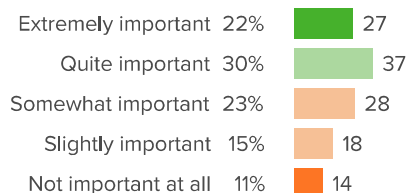State average: **67%** Kentucky

How did people respond?

Q.1: How positive is the tone that school leaders set for the culture of the school?

Extremely positive	26%	32
Quite positive	31%	39
Somewhat positive	18%	22
Slightly positive	16%	20
Not at all positive	10%	12

▲1 from last survey   Favorable: **57%**

Q.2: For your school leaders, how important is teacher satisfaction?

Extremely important	22%	27
Quite important	30%	37
Somewhat important	23%	28
Slightly important	15%	18
Not important at all	11%	14

▲7 from last survey   Favorable: **52%**

Q.3: Overall, how positive is the influence of the school leaders on the quality of your teaching?

Extremely positive	26%	32
Quite positive	28%	35
Somewhat positive	24%	30
Slightly positive	17%	21
Not at all positive	6%	7
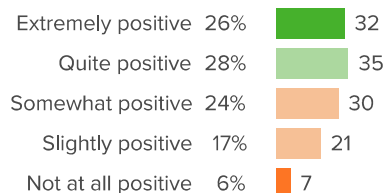
▲3 from last survey   Favorable: **54%**

Q.4: How effectively do school leaders communicate important information to teachers?

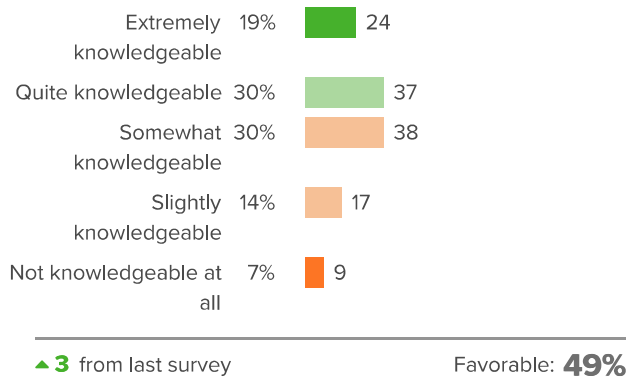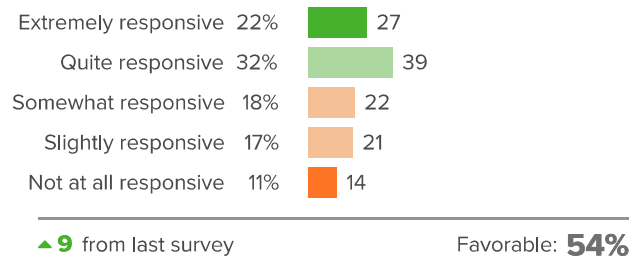|		
Extremely effectively	23%	28
Quite effectively	27%	34
Somewhat effectively	23%	29
Slightly effectively	18%	22
Not at all effectively	9%	11

▲3 from last survey   Favorable: **50%**

Newport Independent
"2023-24 Impact KY Survey 2023-24 Impact Kentucky Working Conditions Survey, Impact Kentucky Working Conditions Survey"

PANORAMA
EDUCATION

Q.5: How knowledgeable are your school leaders about what is going on in teachers' classrooms?

Extremely knowledgeable	19%	24
Quite knowledgeable	30%	37
Somewhat knowledgeable	30%	38
Slightly knowledgeable	14%	17
Not knowledgeable at all	7%	9

▲ **3** from last survey   Favorable: **49%**

Q.6: How responsive are school leaders to your feedback?

Extremely responsive	22%	27
Quite responsive	32%	39
Somewhat responsive	18%	22
Slightly responsive	17%	21
Not at all responsive	11%	14

▲ **9** from last survey   Favorable: **54%**

Q.7: How clearly do your school leaders identify their goals for teachers?

Extremely clearly	27%	33
Quite clearly	35%	44
Somewhat clearly	20%	25
Slightly clearly	10%	13
Not at all clearly	7%	9

▲ **8** from last survey   Favorable: **62%**
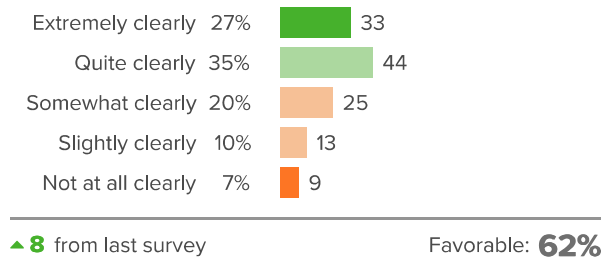
Q.8: When the school makes important decisions, how much input do teachers have?
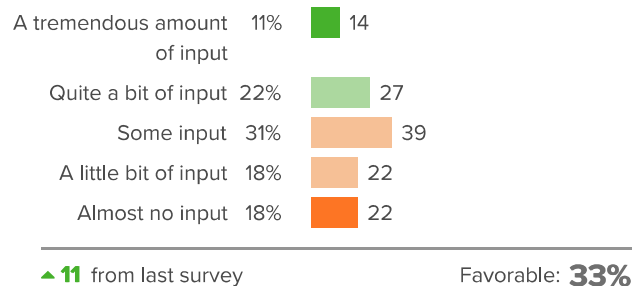
A tremendous amount of input	11%	14
Quite a bit of input	22%	27
Some input	31%	39
A little bit of input	18%	22
Almost no input	18%	22

▲ **11** from last survey   Favorable: **33%**

Q.9: How effective are the school leaders at developing rules for students that facilitate their learning?

Extremely effective	13%	16
Quite effective	32%	40
Somewhat effective	29%	36
Slightly effective	17%	21
Not at all effective	10%	12

▲ **11** from last survey   Favorable: **45%**
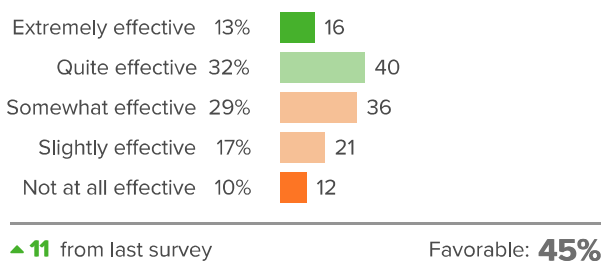
Staff-Leadership Relationships
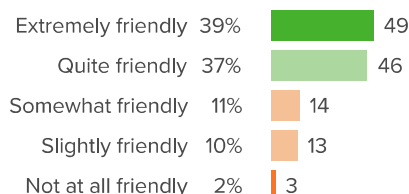
Your average

64%

125 responses

Change

▲ **4**

since last survey
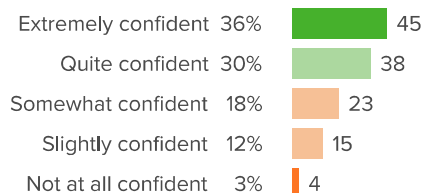
State average: **78%** Kentucky

How did people respond?

Q.1: How friendly are your school leaders toward you?

Extremely friendly	39%	49
Quite friendly	37%	46
Somewhat friendly	11%	14
Slightly friendly	10%	13
Not at all friendly	2%	3

▲ **2** from last survey   Favorable: **76%**

Q.2: How confident are you that your school leaders have the best interests of the school in mind?

Extremely confident	36%	45
Quite confident	30%	38
Somewhat confident	18%	23
Slightly confident	12%	15
Not at all confident	3%	4

▼ **2** from last survey   Favorable: **66%**

Q.3: How much trust exists between school leaders and faculty?

A tremendous amount of trust	18%	23
Quite a bit of trust	31%	39
Some trust	23%	29
A little bit of trust	18%	23
Almost no trust	9%	11
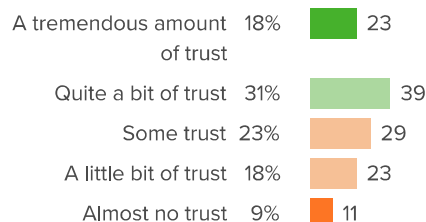
▲ **7** from last survey   Favorable: **50%**

Q.4: When you face challenges at work, how supportive are your school leaders?

Extremely supportive	28%	35
Quite supportive	29%	36
Somewhat supportive	20%	25
Slightly supportive	19%	23
Not at all supportive	4%	5
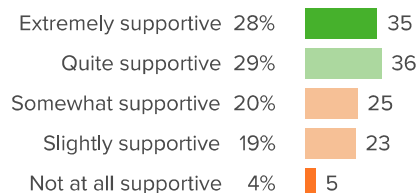
▲ **4** from last survey   Favorable: **57%**

Q.5: At your school, how motivating do you find working with the leadership team?

Extremely motivating	19%	24
Quite motivating	30%	37
Somewhat motivating	25%	31
Slightly motivating	15%	18
Not at all motivating	11%	14
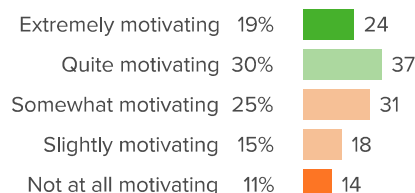
▲ **8** from last survey   Favorable: **49%**

Q.6: How much do your school leaders care about you as an individual?

Care a tremendous amount	37%	46
Care quite a bit	26%	33
Care somewhat	24%	30
Care a little bit	9%	11
Do not care at all	4%	5
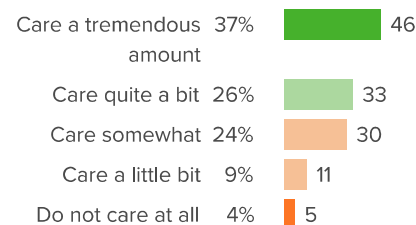
▲ **4** from last survey   Favorable: **63%**

Q.7: How respectful are your school leaders towards you?

Extremely respectful	42%	53
Quite respectful	32%	40
Somewhat respectful	15%	19
Slightly respectful	9%	11
Not at all respectful	2%	2

▼ **1** from last survey   Favorable: **74%**
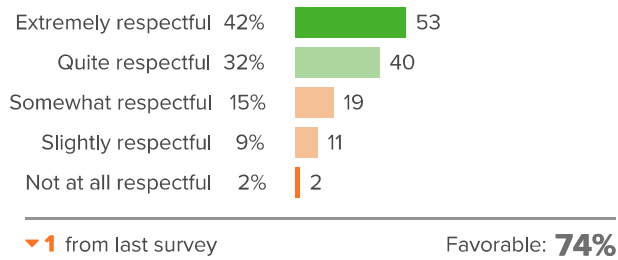
Q.8: When challenges arise in your personal life, how understanding are your school leaders?

Extremely understanding	45%	56
Quite understanding	32%	40
Somewhat understanding	10%	12
Slightly understanding	10%	12
Not at all understanding	4%	5

▲ **8** from last survey   Favorable: **77%**
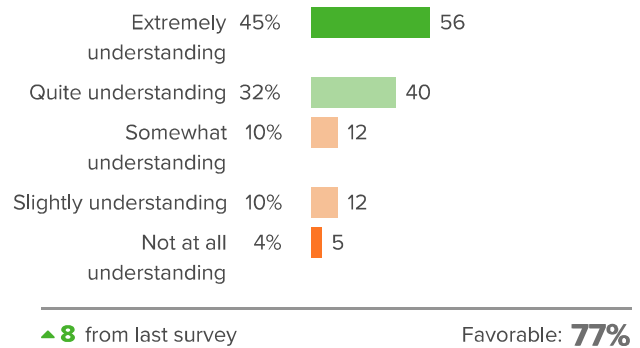
Q.9: How fairly does the school leadership treat the faculty?

Extremely fairly	26%	33
Quite fairly	34%	43
Somewhat fairly	22%	27
Slightly fairly	10%	13
Not fairly at all	7%	9

▲ **5** from last survey   Favorable: **61%**