

# 2020 Working Conditions Survey

Informational Tool For Growth &  
Improving Practice

 **impact** KENTUCKY

# Overview

The 2020 Impact Kentucky Working Conditions Survey is a biennial survey offering every certified educator in Kentucky with the opportunity to provide input on teaching conditions that can be used to inform school, district, and state improvements. This year, the 2020 Impact Kentucky Working Conditions Survey replaced the TELL Kentucky Working Conditions Survey. The survey was administered by Panorama Education, with oversight from members of a KDE project team and the 2020 Impact Kentucky Steering Committee. The survey was given to certified educators during January and February of 2020 and included 77 questions.

# What Is The Survey Measuring?

- Staff Leadership Relationships
- Educating All Students
- Managing Student Behavior
- School Leadership
- School Climate
- Professional Learning
- Feedback and Coaching
- Resources

# The Impact of Working Conditions

What the research says about the impact of working conditions:

- Teacher working conditions impact student outcomes.
- Social conditions within a school matter deeply to educators.
- Teacher working conditions make a difference in terms of retention.
- Many aspects of working conditions are interconnected.

# Using Working Conditions Survey Results

Results of this survey can and will be used to ensure educator voice is a key consideration in the ongoing work of school improvement. It is clear that the experiences and perceptions of teachers and staff regarding the working conditions in their schools strongly matter. With the data in the survey reports, the district and schools will use this additional information to help inform necessary adjustments toward better supporting educators and improving school climate. Each Comprehensive School Improvement Plan (CSIP) as well as our Comprehensive District Improvement Plan (CDIP) will have a goal with strategies around the data from this survey.

[KCSD Impact Survey Summary Report](#)

# Next Steps/Action Planning

- District leadership team shared results with school leadership communicating further guidance around analyzing and action planning will be forthcoming
- School leadership teams will communicate and share results with staff
- School leadership teams will celebrate the areas of strength
- Using a process for action planning, each school will prioritize one to two areas of focus that they believe have the ability to affect and areas believed to truly improve working conditions.
- CDIP/CSIP Goals/Strategies