

A Guide to District Planning With SC TEACHER Survey Data

District and school administrators making evidence-based decisions work to translate data into timely information and strategies. This guide supports those efforts by connecting dots between SC TEACHER survey findings and steps toward district and school planning.

DISTRICT STRATEGIC PLANNING AND SCHOOL RENEWAL PLANNING

Data from the SC Teacher Working Conditions Survey (SCTWCS) and the SC Teacher Exit Survey address a variety of educator pipeline challenges relevant to district strategic planning and school renewal planning.



Development of district strategic plans and school renewal plans is required every five years. South Carolina State Board of Education Regulation 43-261 further instructs districts to conduct an annual comprehensive needs assessment for both plans, addressing discrepancies in the following areas:

- achievement
- achievement by subgroups
- graduation rates
- attendance
- discipline
- teacher/administrator quality & professional growth
- other priority areas

Focus teams use this annual assessment to develop measurable goals around discrepancies, as well as key components of the South Carolina State Report Card. **Teams are encouraged to consider all relevant data when identifying goals.**

SCTWCS and SC Teacher Exit Survey results provide significant insights into the working conditions that impact each area addressed in planning. For example, participating districts have access to data regarding teacher perceptions of workload, organizational structure, student engagement, and student behavior—all of which may impact student achievement and school climate.

Similarly, the exit survey seeks to measure teachers' perceptions of school and district leadership and professional development opportunities, which can provide applicable information on teacher and administrator effectiveness.

Results from both surveys can also help parent, teacher, and principal teams (whose involvement in district planning is mandated) understand issues impacting teacher recruitment and retention, student achievement, teacher/administrator quality, and school climate.



Dr. Carson Ware from the School District of Newberry County works on district planning at an SC TEACHER data analysis and strategy session.

FROM INSIGHT TO IMPACT

In several districts, including the School District of Newberry County, leaders are using SCTWCS data to continue making their schools increasingly attractive places to build a career—not just hold a teaching position. Survey data are helping guide planning team members through mindful use of teachers' time and opportunities for expert educators to work as teacher leaders within schools. When the next SCTWCS occurs in spring 2025, districts anticipate an increase in teachers who say they plan to stay.



APPLY INSIGHTS TO YOUR OWN WORK

- SC TEACHER's district toolkit provides online, interactive tools and support for analyzing your district's teacher working conditions data as you take on strategic planning.
- The companion school toolkit assists district leaders in conversations with building-level teams. Guidance and preplanned assessments support school administrators in developing renewal plans for the coming year.

➔ **ACCESS BOTH TOOLKITS AT [SC-TEACHER.ORG/TOOLKIT](https://sc-teacher.org/toolkit).**

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The District Support Series features a growing set of tools and guides for district and school administrators considering SC TEACHER survey data in strategic planning, Cognia accreditation, self-assessment, and more. For future guides to come, subscribe to our monthly newsletter at sc-teacher.org/connect.

For more SC-specific insights and actionable research on teacher working conditions and the educator pipeline, visit sc-teacher.org. To learn more about participating in SC TEACHER surveys or work sessions, email SCTinfo@mailbox.sc.edu.