



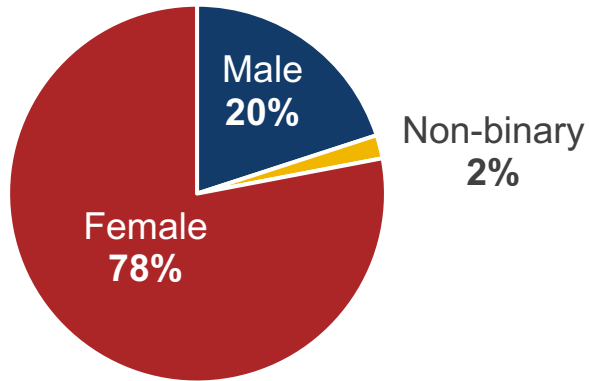
DCPS Teachers Speak

Survey of 629 Washington Teachers Union (WTU) members, conducted Sept 21 to 26, 2022

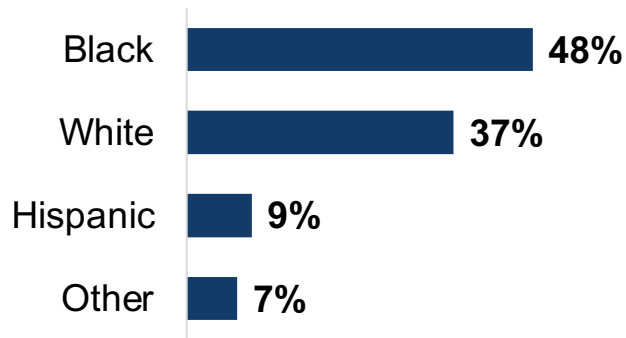


Overview of Members Surveyed

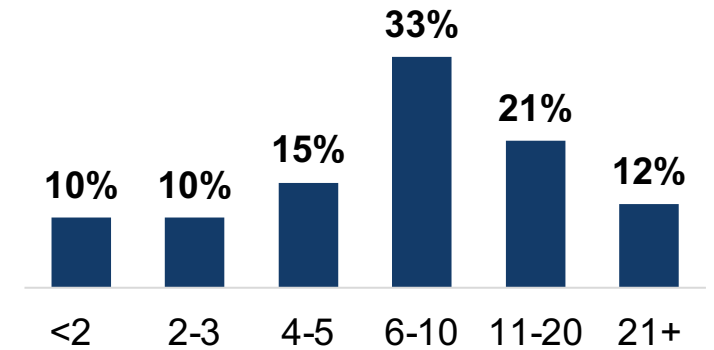
Gender



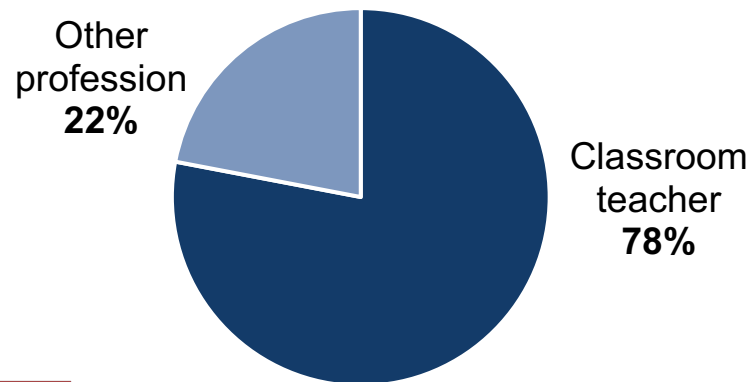
Race



Years working in DC public schools



School profession

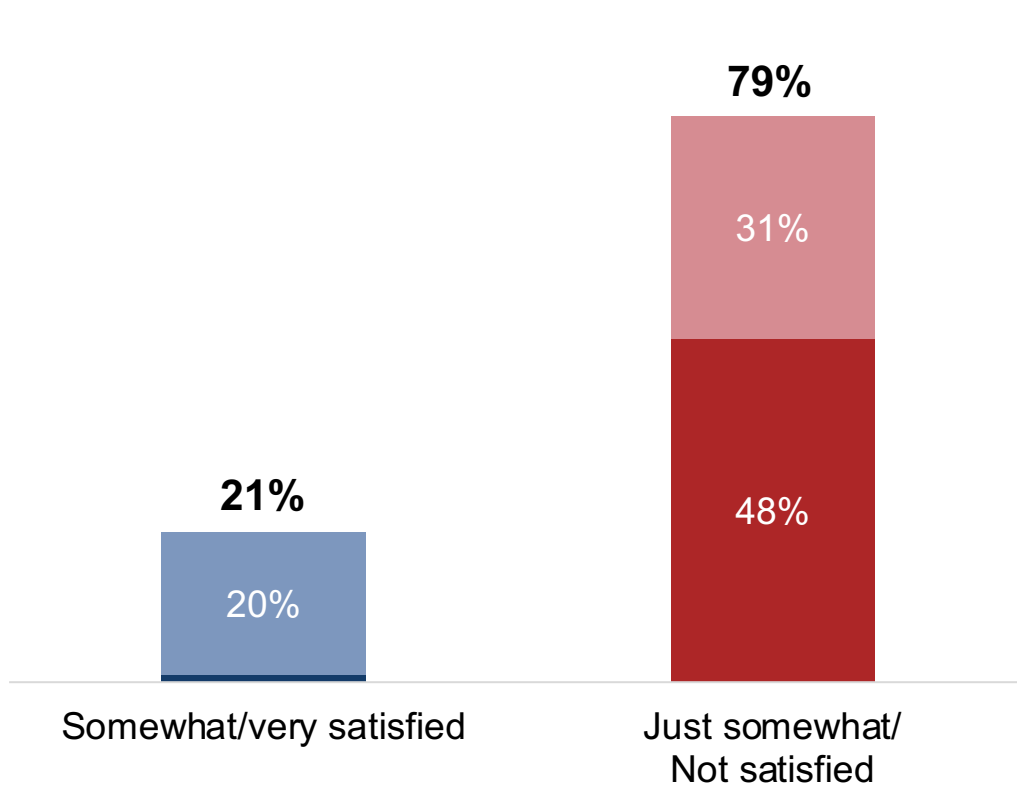


School setting



Overwhelming majority of DCPS teachers are not satisfied with current conditions.

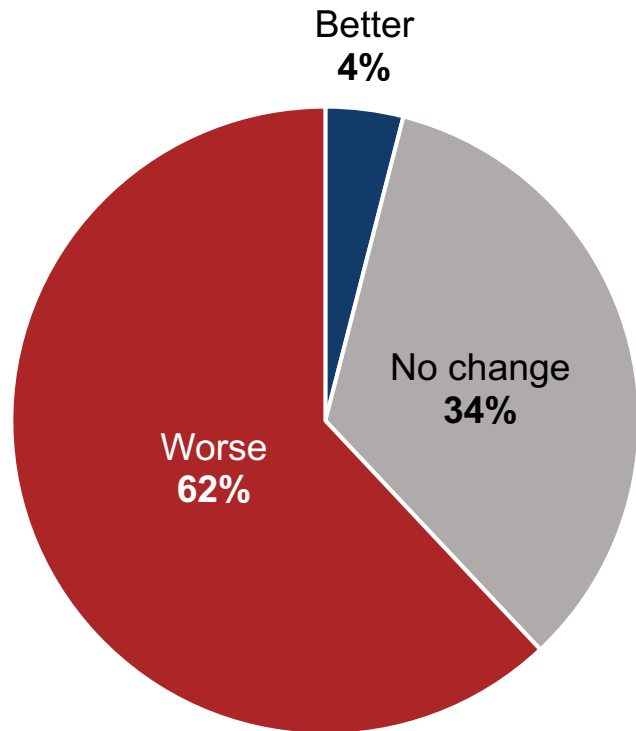
How satisfied are you with the conditions facing teachers in the D.C. public schools?



		Somewhat/very satisfied	Just somewhat/Not satisfied
	ALL	21%	79%
AGE	18 to 34	16%	84%
	35 to 49	22%	78%
	50+	23%	77%
RACE	White	27%	73%
	Black	18%	82%
GRADE LEVEL	Elementary	21%	79%
	MS/HS	21%	79%
SCHOOL WARD	7,8	23%	77%
	1,4,5,6	18%	82%
	2,3	26%	74%

Conditions have worsened over past 3 years.

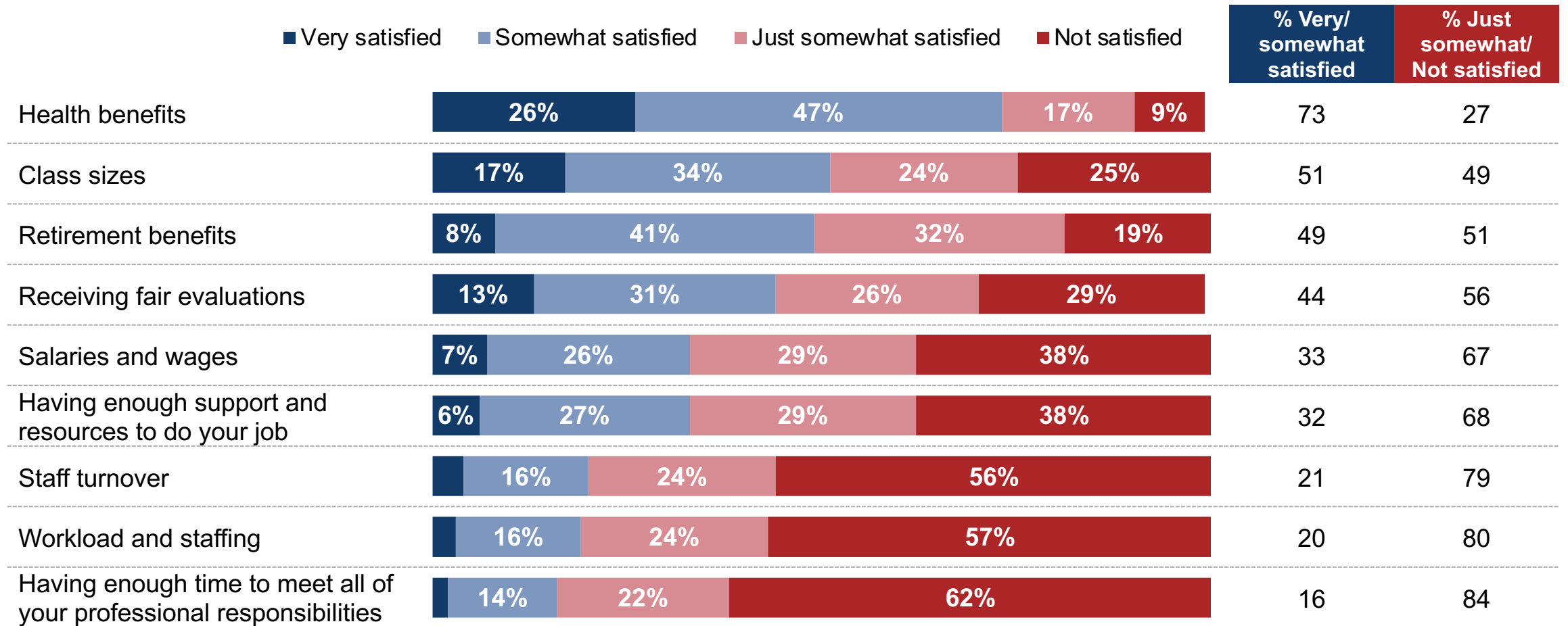
How have conditions changed in the past three years?



In what way have conditions changed for the **worse**?

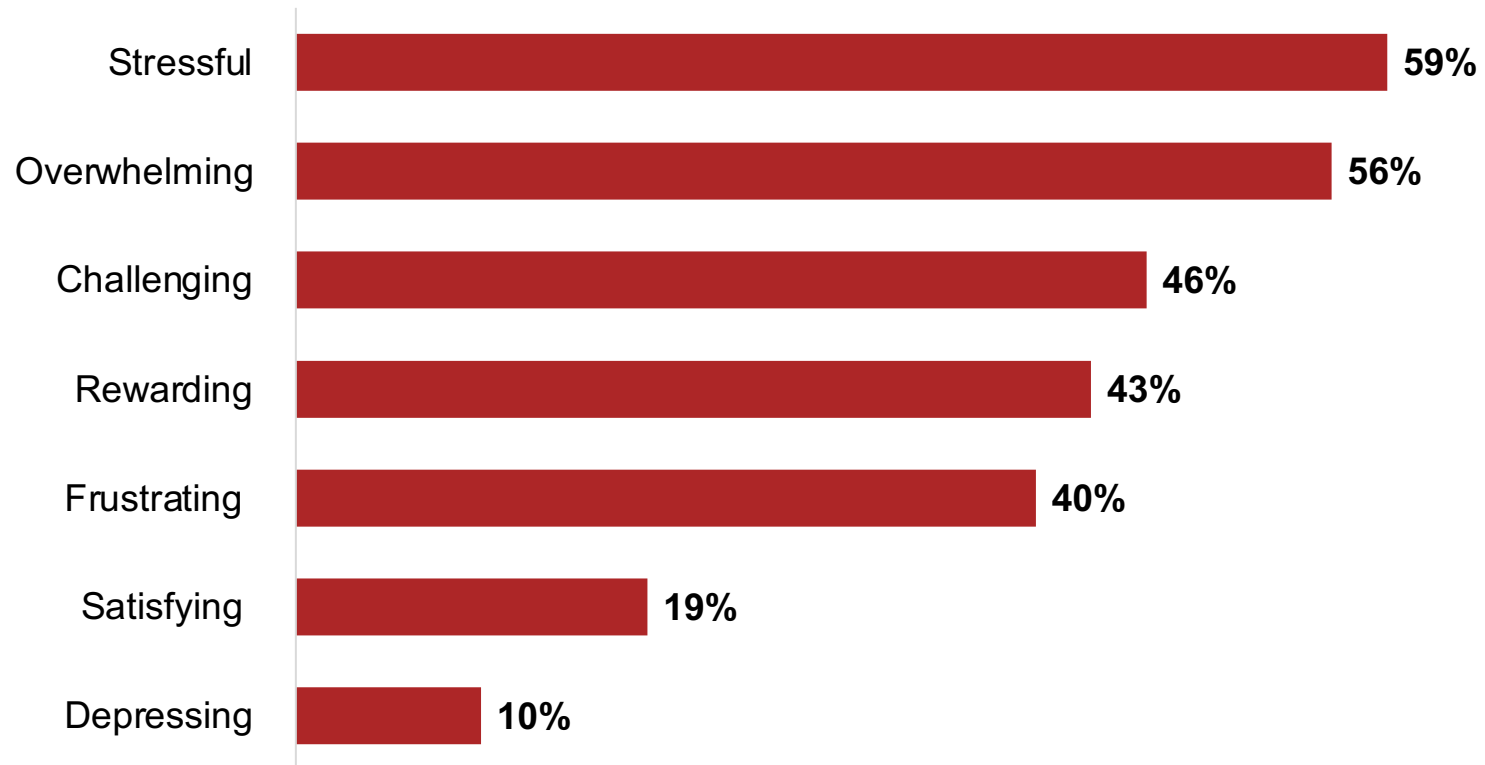
Increased workload, responsibilities, too many demands	37%
Teacher shortage, less staff, fewer substitutes, class coverage	29%
Salary, no cost-of-living increase, no compensation for extra work	25%
Less planning, collaboration time, required to use planning time for LEAP	18%
Pandemic was mishandled, current guidelines are not enforced, no testing	16%
Student discipline, lack of consequences	16%
Criticisms of administration, principal, lack of support	15%
Teachers/staff are not valued, appreciated, treated as professionals	14%
Criticisms of IMPACT, evaluations being misused, biased	14%

Areas of lowest satisfaction: turnover, workload, and time to meet responsibilities.



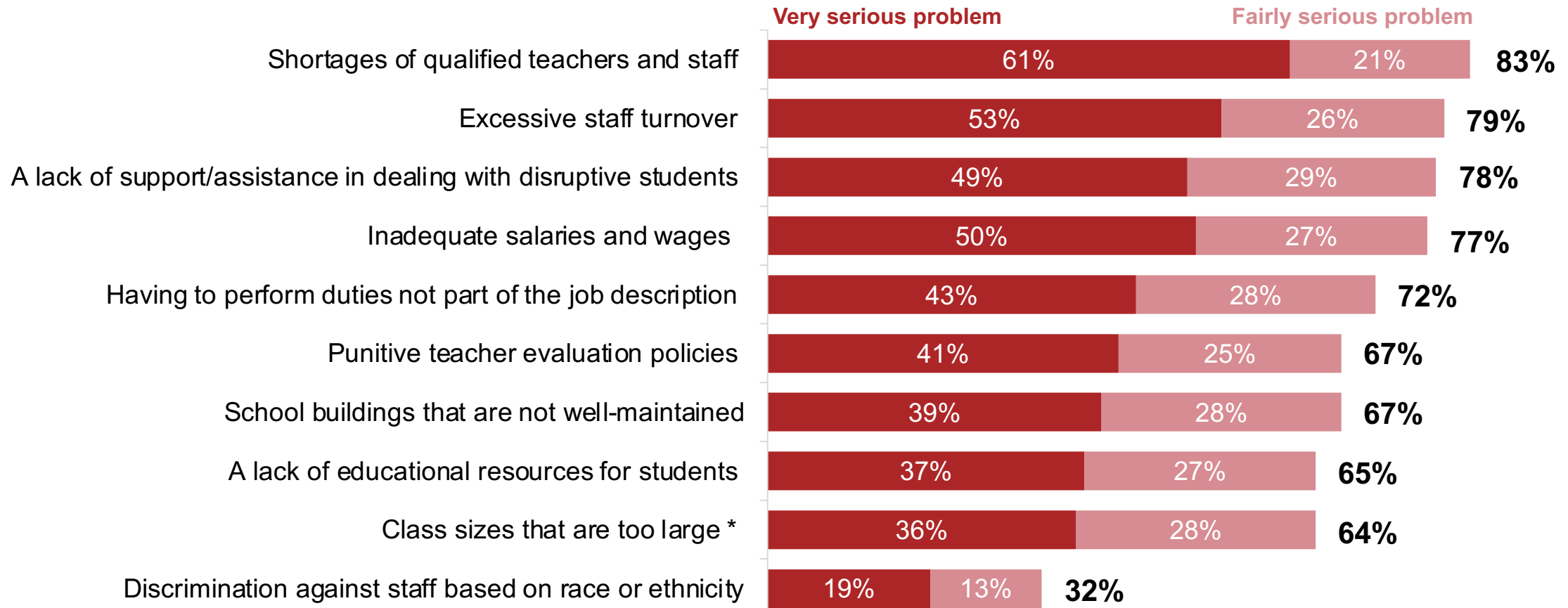
Teachers' most common feelings about their jobs: “stressful,” “overwhelming,” “challenging.”

Top words that describe how teachers feel about their work



Teachers identify many problems in DC public schools.

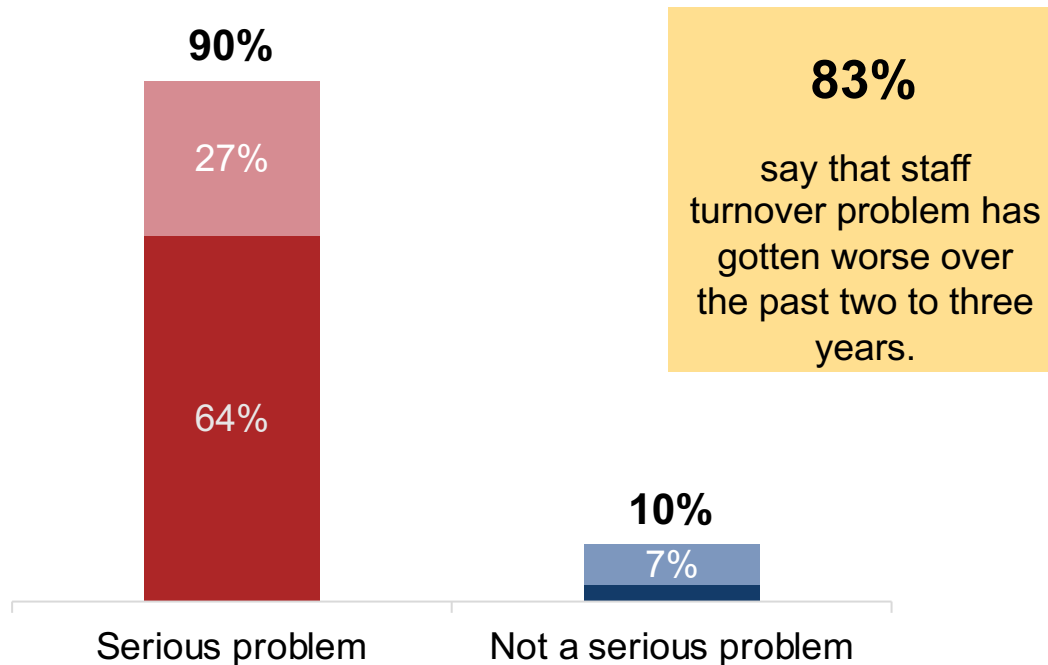
Problems that DCPS teachers face



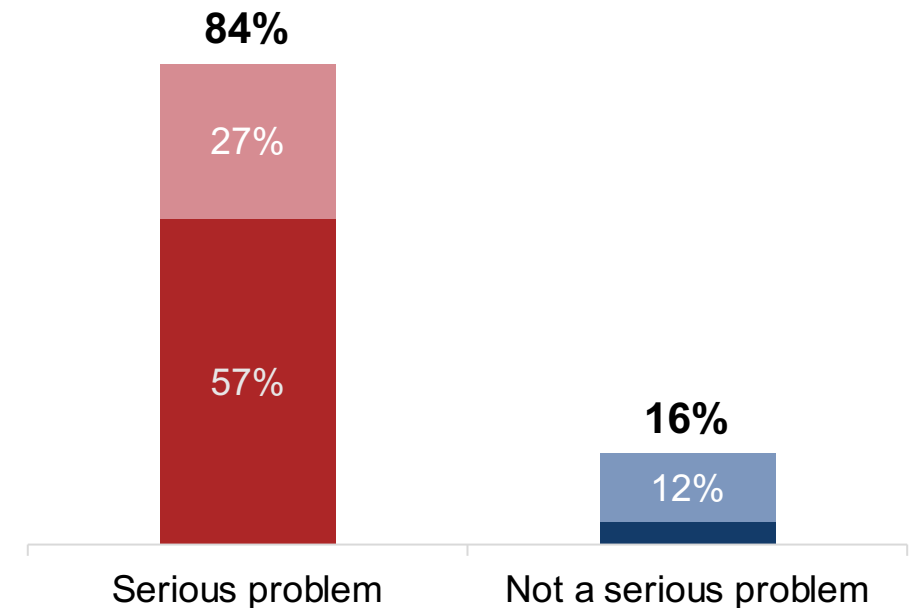
Nearly all teachers report their school has problems retaining and recruiting staff.

■ Very serious problem ■ Fairly serious problem ■ Somewhat a serious problem ■ Not a serious problem

How much of a problem is it **retaining** teachers?

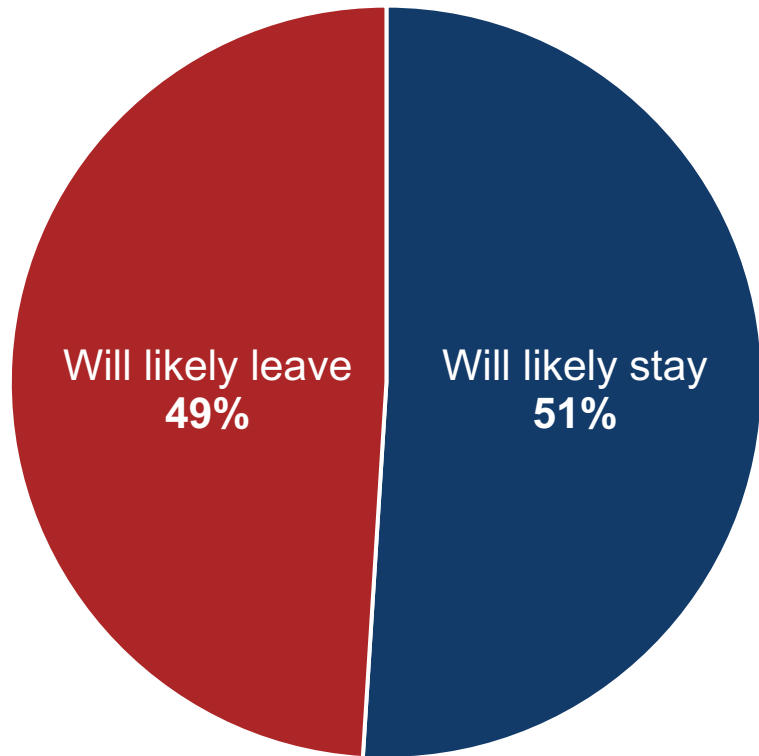


How much of a problem is it **recruiting** teachers?



Half of teachers expect to leave in next few years.

Looking ahead to the next few years, are you likely to leave your current school job or stay in your current school job?

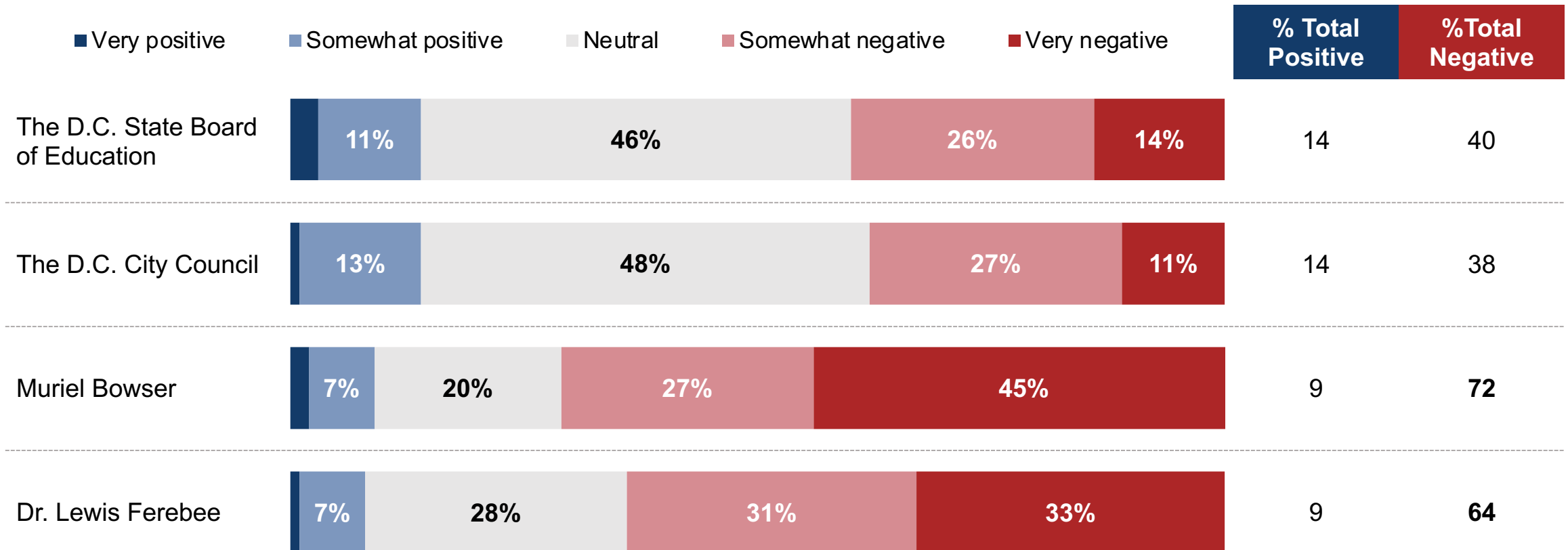


69%
say they have seriously considered leaving their job in the past few years.

		Total Leave %
	ALL	49
AGE	18 to 34	52
	35 to 49	47
	50+	49
RACE	White	42
	Black	52
SCHOOL WARD	7,8	57
	1,4,5,6	46
	2,3	45

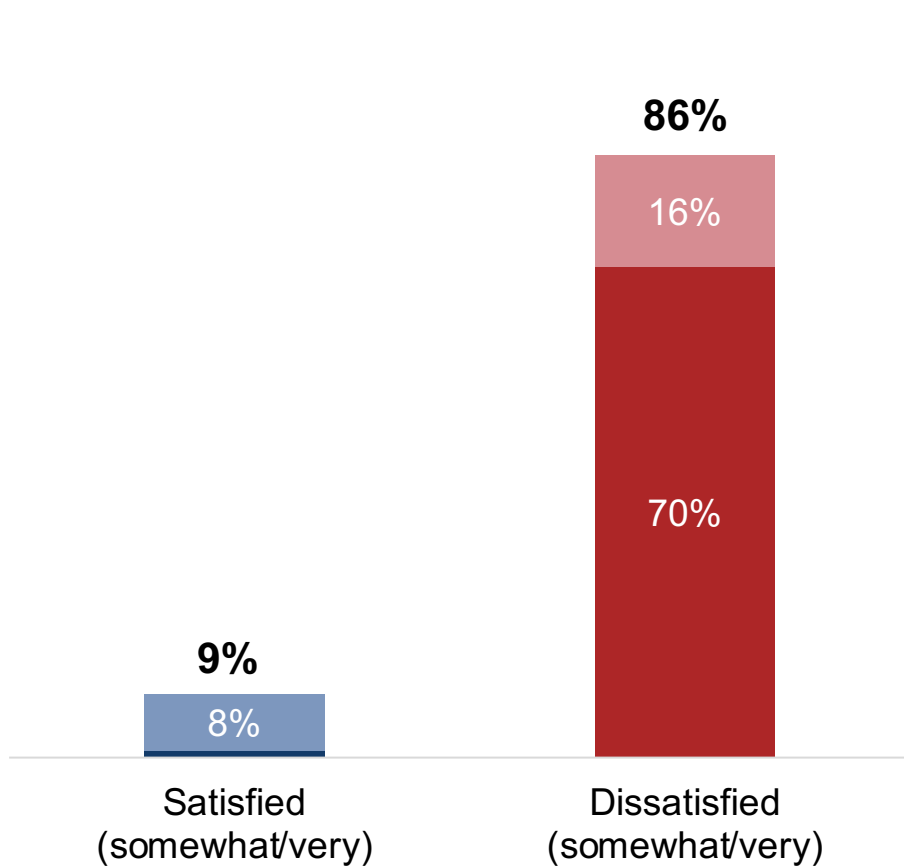
View of Key Education Leaders and Institutions

How would you rate your feelings overall toward the following people and organizations?



Teachers are very dissatisfied with DCPS's handling of contract negotiations.

How satisfied are you with the way DCPS has handled negotiations with its employees over the past three years?



		Total Satisfied %	Total Dissatisfied %
	ALL	9	86
AGE	18 to 34	7	85
	35 to 49	9	85
	50+	9	88
RACE	White	8	85
	Black	11	85
WARD	7,8	12	85
	1,4,5,6	7	86
	2,3	9	87
GENDER	Men	6	91
	Women	10	84
UNION PARTICIPATION	Very/fairly active	8	88
	Less active	9	84
GRADE LEVEL	Elementary	7	85
	MS/HS	12	86

Teachers say DCPS has not treated teachers with respect, negotiated honestly, or made fair contract offers.

■ Agree ■ Not sure ■ Disagree

