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**North Carolina**  
**Professional Teaching Standards**  
Commission



October 7, 2005

**TO:** The Honorable A.B. Swindell, Co-Chair  
Joint Legislative Education Oversight Committee

The Honorable Douglas Yongue, Co-Chair  
Joint Legislative Education Oversight Committee

The Honorable Howard Lee, Chair  
North Carolina State Board of Education

**FROM:** Joan Celestino, Chair  
North Carolina Professional Teaching Standards Commission

Dianne Jackson, Vice Chair  
North Carolina Professional Teaching Standards Commission

Eleanor Goettee, Executive Director  
North Carolina Professional Teaching Standards Commission

**SUBJECT:** Annual Report of NC Professional Teaching Standards Commission

In accordance with the reporting requirements outlined in General Statute 115C-295.2.c, please find attached the Annual Report of the North Carolina Professional Teaching Standards Commission. The report includes a summary of the activities of the Commission during the 2005 calendar year, and projected activities for the year 2006.

We look forward to continuing to work with the members of the Joint Legislative Education Oversight Committee, the State Board of Education, and the staff of the Department of Public Instruction in improving the quality of teaching and learning in our state.

### **115C-295.1. North Carolina Professional Teaching Standards Commission**

- (a) There is created the North Carolina Professional Teaching Standards Commission (the "Commission"). The Commission shall be located administratively under the State Board of Education but shall exercise its powers and duties independently of the State Board of Education.
- (b) The Purpose of the Commission is to establish high standards for North Carolina teachers and the teaching profession.
- (c) Beginning September 1, 1996, the Commission shall consist of the following 16 members:
  - 1. The Governor shall appoint four teachers from a list of names, including the State Teacher of the Year, submitted by the State Board of Education; one principal; one superintendent; and two representatives of schools of education, one of which is in a constituent institution of The University of North Carolina and one of which is in a private college or university.
  - 2. The President Pro Tempore of the Senate shall appoint three teachers who have different areas of expertise or who teach at different grade levels; and one at-large member.
  - 3. The Speaker of the House Representatives shall appoint three teachers who have different areas of expertise or who teach at different grade levels; and one at-large member.

In making appointments, the appointing authorities are encouraged to select qualified citizens who are committed to improving the teaching profession and student achievement and who represent the racial, geographic, and gender diversity of the State. Before their appointment to this Commission, with the exception of the at-large members, the members must have been actively engaged in the profession of teaching, in the education of students in teacher education programs, or in the practice of public school administration for at least three years, at least two of which occurred in this state. The members shall serve for two-year terms. Initial terms shall begin September 1, 1994. Vacancies in the membership shall be filled by the original appointing authority using the same criteria as provided in this subsection.

- (d) The Commission shall elect a chair, vice-chair, and a secretary-treasurer from among its membership. In the absence of the chair, the vice-chair shall preside over the Commission's meetings. All members are voting members, and a majority of the Commission constitutes a quorum. The Commission shall adopt rules to govern the proceedings.
- (e) Meetings of the Commission shall be held upon the call of the chair or the vice-president with the approval of the chair.
- (f) Members of the Commission shall receive compensation for their services and reimbursement for expenses incurred in the performance of their duties required by this Article, at the rate prescribed in G.S. 90B-5.
- (g) The Commission may employ, subject to Chapter 126 of the General Statutes, the necessary personnel for the performance of its functions, and fix compensation within the limits of funds available to the Commission. (1993 (Reg. Sess., 1994), c. 740, s. 1; 1996, 2<sup>nd</sup> Ex. Sess., c. 18, s. 18.12 (a).)

## **115C-295.2 Powers and Duties of the Commission**

- (a) The North Carolina Teaching Standards Commission shall:
1. Develop and recommend to the State Board of Education professional standards or revisions to professional standards for North Carolina teachers.
  2. Review the areas of teacher certification and recommend to the State Board of Education those areas that should be consolidated, redesigned, eliminated, or enhanced.
  3. Consider current methods to assess teachers and teaching candidates, including the National Teacher Exam, the assessments of the National Board for Professional Teaching Standards, and the alternative methods of assessment and recommend to the State Board of Education the implementation of rigorous and appropriate assessments for initial and continuing certification that are valid and reliable measures of professional practice.
  4. Evaluate, develop, and recommend to the State Board a procedure for the assessment and recommendation of candidates for initial and continuing teacher certification.

For purposes of this subsection, the areas of teacher certification include initial certification, continuing certification and certification renewal, and do not include teacher education programs.

- (b) The Commission shall submit its recommendations under subsection (a) of this section to the State Board. The State Board shall adopt or reject the recommendations. The State Board shall not make any substantive changes to any recommendation that it adopts. If the State Board rejects the recommendation, it shall state with specificity its reasons for rejection; the Commission then may amend that recommendation and resubmit it to the State Board. The Board shall adopt or reject the amended recommendation. If the State Board fails to adopt the Commission's original and amended recommendation concerning the implementation of assessments for certification and the procedure for the assessments and recommendation of candidates for teacher certification, the State Board may develop and adopt its own plan.
- (c) The Commission shall submit an annual report by December 1 of each year to the Joint Legislative Education Oversight Committee and the State Board of Education of its activities during the preceeding year, together with any recommendations and findings regarding improvement of the teaching profession. The State Board shall submit a report by April 15, 1998, to the Joint Legislative Education Oversight Committee on the current status of assessments for certification and any changes to the procedures for assessment and recommendation of candidates for teacher certification. (1996, 2<sup>nd</sup> Ex. Sess., c. 18, s. 18.12 (b).)

# **Annual Report of the North Carolina Professional Teaching Standards Commission**

*Submitted to the Joint Legislative Education Oversight Committee and  
The North Carolina State Board of Education*

## **I. AREAS OF FOCUS: The primary work of the Commission in 2005 revolved around four priorities:**

- A. Documentation of Best Practices for the Governor's REAL D.E.A.L. Schools**
- B. Statewide Study of Planning Time for Elementary Teachers**
- C. Special Projects**
- D. Professional Development for Commission Members**

This Annual Report will examine the work in each of these priorities.

### **A. DOCUMENTATION OF BEST PRACTICES**

The Governor recognized 28 REAL D.E.A.L. schools in October 2004. These schools had above average ratings on the 2004 Teacher Working Conditions Survey and were also designated Schools of Excellence. Commission members spent most of 2005 visiting these schools and writing up the best practices. All the write-ups are on the Commission website and can be accessed at [www.ncptsc.org](http://www.ncptsc.org) by clicking on REAL D.E.A.L. Schools: Best Practices. (*Attachment 1*)

### **B. STATEWIDE SURVEY OF PLANNING TIME IN ELEMENTARY SCHOOLS.**

The Commission, in response to special provision 7.30 in the Governor's Budget, "Planning Time for Teachers," (*Attachment 2*) coordinated a review of planning time for teachers in North Carolina elementary schools.

Attached is an excel file with the findings. (*Attachment 3*) While this should in no way be considered an exhaustive search, it is a compilation of data from three sources:

1. DPI survey through the School Personnel Support Section (*Attachment 4*) administered in April 2005 at the request of the legislative research staff
2. 2004 Teacher Working Conditions Survey where scores in the domain of Time exceeded 3.5 (out of a 5.0 scale) for the school
3. A telephone call to every superintendent in the state during May and June, 2005

The definition of planning time used for this data collection was where, during the course of the instructional day, the teacher has a designated block of time for the express purpose of planning. There are many schools that consider the time teachers are at

school, both before the students arrive in the morning and depart in the afternoon, as their official planning time. That is not the case with the schools reported here.

In virtually every case documented here, consistent planning time is the result of a school being able to support enough "Specials" in the schedule. Specials are classes like Art, Music, Physical Education, Computers, etc. In these cases, teachers plan while their students attend a different "Special" each day of the week. And in almost every case, there is no source of funding for these Specials other than ADM, Title I and local funds.

### **C. SPECIAL PROJECTS**

#### State Board of Education Teacher Retention Task Force

The Executive Director and Commission member, Carolyn Williams, sat as active members on this task force. The group was charged by the state legislature with studying issues related to effective recruitment and retention of teachers. Recommendations from the group were presented to the Joint Legislative Education Oversight Committee in January, 2005.

#### State Board of Education Special Committee on Graduate Pay Approval and Non-Teaching Work Experience Policies

The Executive Director sat on this committee. Recommendations from this group were presented to the State Board of Education in September 2005 and will be presented in October for approval.

#### Advisory Committee on Revision of the School Counselor Job Description

The Executive Director sat on the DPI Advisory Committee charged with revising the State School Counselor job description and performance appraisal instrument. The work of the Commission is to be presented to the State Board of Education in December 2005.

#### DPI PD Project Management Team

The Executive Director sits on this team which is in the process of developing training on the NC Professional Development Standards.

#### Teacher Working Conditions Advisory Council

The Executive Director sits on the state TWC Advisory Council whose goal is to develop a plan for marketing and administration of the spring 2006 Teacher Working Conditions survey.

### **D. PROFESSIONAL DEVELOPMENT OF COMMISSION MEMBERS:**

1. November 2004 - National TAP (Teacher Advancement Program) Conference in Vail, Colorado. Three Commission members, Felicia Eybl, Allison Ormond, and Ruth Wormald attended. In addition, the Commission sponsored trips to the TAP Conference for State Board of Education Executive Director Jane Worsham, State Board member Dr. Jane Norwood, and then acting State Superintendent Trisha Willoughby.

2. December 2004 – NSDC (National Staff Development Council) Conference in Vancouver, British Columbia. Three Commission members, Dianne Jackson, Margaret McKinney, and Eunice Sanders attended.
3. January 2005 – New Teacher Center Symposium in San Jose, California. Three Commission members, Dave Corsetti, Sheree Covey, and Joan Celestino attended the Symposium and presented an overview to the State Board of Education in April, 2005.
4. July 2005 – National NBPTS (National Board for Professional Teaching Standards) Conference in Washington, D.C. Two Commission members attended - Joan Celestino and Ruth Wormald.
5. September 2005 – All Commission members received training (through DPI's Human Resource Management Section) in Program Approval and will sit on Teams to evaluate teacher training programs at state colleges and universities. We look forward to participating in the preparation of teachers as they work toward meeting the Core Standards developed by this Commission.

## **II. BUDGET**

The annual Commission budget for the 2005 fiscal year was \$216,121. Of this, expenditures were \$191,046.50 and include the normal costs of operating the Commission – office expenses, staff salaries and benefits, Commission meetings, substitute and travel arrangements for members of the Commission, etc. In addition, approximately \$24,775 of this expenditure was spent on Professional Development for Commission members where they attended and participated in national conferences.

## **III. LEGISLATIVE ISSUES**

The Commission delivered copies of its statewide study of planning time for elementary teachers to members of the Legislative Research Staff in July 2005.

## **IV. CONCLUSION**

This has been a year of getting Commission members involved in state and national initiatives. The focus has been twofold: 1. to participate in statewide projects – thus, the 28 REAL D.E.A.L. school site visits and write-ups; and 2. to avail themselves of quality professional development opportunities – thus, the attendance at national conferences and symposiums. On both counts, we have been successful.

2006 brings the biannual administration of the Teacher Working Conditions Survey in which the Commission will play an integral role. We expect that most of our focus next year will be on the marketing and administration of the survey.

## REAL D.E.A.L. SCHOOLS

### *Great Places to Teach and Learn*

\* Please click on the [school name](#) to view the school write up.

Buncombe County	<u><a href="#">Weaverville Primary</a></u>
Beaufort County	Chocowinity Primary
Brunswick County	<u><a href="#">Waccamaw Elementary</a></u>
Burke County	<u><a href="#">Salem Elementary</a></u>
Caldwell County	<u><a href="#">Valmead Basic</a></u>
Caldwell County	<u><a href="#">West Lenoir Elementary</a></u>
Carteret County	<u><a href="#">Broad Creek Elementary</a></u>
Cherokee County	<u><a href="#">Peachtree Elementary</a></u>
Cumberland County	<u><a href="#">Eastover Central Elementary</a></u>
Gaston County	<u><a href="#">Ida Rankin Elementary</a></u>
Haywood County	<u><a href="#">Clyde Elementary</a></u>
Henderson County	<u><a href="#">Hendersonville Elementary</a></u>
Lenoir County	<u><a href="#">Northwest Elementary</a></u>
Lincoln County	North Brook Elementary
Mecklenburg County	<u><a href="#">Selwyn Elementary</a></u>
New Hanover County	<u><a href="#">Walter L. Parsley Elementary</a></u>
Orange County	<u><a href="#">Hillsborough Elementary</a></u>
Pasquotank County	Weeksville Elementary
Rockingham County	<u><a href="#">Wentworth Elementary</a></u>
Transylvania County	<u><a href="#">Brevard Elementary</a></u>
Transylvania County	<u><a href="#">Pisgah Forest Elementary</a></u>
Transylvania County	<u><a href="#">Rosman Elementary</a></u>
Wake County	<u><a href="#">Davis Drive Elementary</a></u>
Wake County	<u><a href="#">North Ridge Elementary</a></u>
Wake County	<u><a href="#">Washington Elementary</a></u>
Watauga County	Valle Crucis Elementary
Wilkes County	<u><a href="#">Wilkesboro Elementary</a></u>
Wilkes County	<u><a href="#">Boomer-Ferguson Elementary</a></u>

## **7.28 REVIEW OF STANDARDS FOR MASTERS IN SCHOOL ADMINISTRATION PROGRAMS**

Requested by the Governor, this provision directs the State Board of Education to ensure that competencies related to teacher retention, teacher evaluations, teacher support programs, and teacher effectiveness are included and emphasized.

## **7.29 EVALUATION OF SCHOOL PRINCIPALS**

Requires annual evaluations of all principals and assistant principals and allows a local board to use an alternative evaluation if properly validated and based on standards and criteria similar to those adopted by the State Board of Education. Also directs the State Board of Education to revise its evaluation instruments to include teacher retention, teacher support, and school climate.

## **7.30 PLANNING TIME FOR TEACHERS**

Directs the State Board of Education to report on best practices from North Carolina schools for providing a minimum of five hours per week for planning, etc., and to disseminate the information to LEAs and schools. Requires the State Board of Education to submit a report by January 15, 2006, to the Education Cabinet and to the Joint Legislative Education Oversight Committee

## **7.32 LEARN AND EARN HIGH SCHOOLS**

Allocates funds to expand the Learn and Earn program. The budget flexibility authorized by GS 115C-105.25 does not apply to principal allotments in these schools.

## **7.33 FLEXIBILITY FOR HIGH SCHOOL INNOVATION**

Requested by the Governor, this new provision authorizes innovative high school partnerships with universities as well as community colleges. Provides that the applicable Board "may" exempt a program from laws and rules applicable to a local board of education, school administrative unit, community college, constituent institution, or board of trustees.

## **7.37 MINIMIZE TIME DEVOTED TO STANDARDIZED TESTS**

Sets a limit of two days spent on practice tests per year and prohibits field testing during the two-week period prior to EOC and EOG testing. Limits the number of field tests that a school can participate in, unless the school volunteers for more.

## **7.38 EDUCATION CABINET**

Adds the Secretary of Health and Human Services to the membership of the Education Cabinet.

## **7.39 CENTER FOR 21ST CENTURY SKILLS**

Directs the State Board of Education to transfer funds for this purpose to the office of the Governor. Outlines the purpose of 21st Century Skills initiative. Directs the NC Business Committee for Education and the Center for 21st Century Skills to coordinate their efforts on high school reform with the NC New Schools Project.

## **7.40 TEACHER WORKING CONDITIONS SURVEY**

Appropriates \$215,000 for 2005-2006 and \$290,000 for 2006-2007 to administer the Governor's Teacher Working Conditions Survey Initiative.

## **7.41 PLAN AND FUNDING FOR A VIRTUAL HIGH SCHOOL**

Based on the recommendation of the Business and Education Technology Alliance (BETA), this provision directs State Board, UNC Board of Governors, Community Colleges Board, and private colleges to develop E-Learning standards that provide learning opportunities for NC citizens. States legislative intent to give public schools highest priority for new funding in this area. Authorizes State Board to use funds appropriated to it to implement pilot virtual high school in each year of the biennium. If pilot is successful, states that intent of the legislature is to implement the program statewide.



**PLANNING TIME IN ELEMENTARY SCHOOLS**

**Attachment 3**

<b>Source</b> (S=Superintendent, TWC=Teacher Working Conditions Survey, DPI=Department of Public Instruction)	<b>LEA</b>	<b>School Name/School System</b>	<b>Principal/Superintendent - Central Office</b>	<b>Planning time per week</b>	<b>Implementation</b>	<b>Funding Source</b>	<b>Phone</b>
DPI	Ashe	Westwood	Keith McClure	5 hours per week (40 minutes during the day and 20 minutes after students leave)			(252) 527- 5143
DPI	Avery	Banner Elk Elementary	Ellis Ayers	60 min. per day	Specials - P.E. 3 days per wk; 35 mins Art, Music, Media, Drama; 1 day 40 mins		(828) 898- 5575
DPI	Bertie	West Bertie Elementary	Stan Warren	250 minutes per week	grade level planning	state funded (payroll)	(252) 344- 7621
TWC	Burke	Ray Childers Elementary	Doug Rhoney	4 hours per week			(828) 324- 1340
DPI	Burke	Valdese Elementary	Rexanna Lowman	5 hrs per week	Specials 45 min; Music, P.E., etc.; Extra planning end of day	school system positions Music, Media, P.E., Computer	(828) 874- 0704
TWC	Caldwell	Valmead Basic Elementary	Elaine Tutterow	5 hours; 4 - 45 minute blocks 30 minute duty free lunch	Art, Special Classes, block of time after school		(828) 754- 9612
TWC	Caldwell	West Lenior Technology Elementary	Chris Ackerman	40 min/day	Special classes - Art, Music, P.E.	state funds payroll	(828) 754- 5161
DPI	Catawba	Clyde Campbell Elementary	Dr. Walter R. Zahler	5 hours per week			(828) 256- 2769

DPI	Catawba	Mtn. View Elementary School	Kim C. Penley	50 mins. (walk students to and from class) 40 min per day.	specials are a priority in building	normal day operations	(828) 294-2020
DPI	Char.-Mecklenburg	Berryhill Elementary	Paul Pratt	45 min per 4 days per week 90 min for one day per week	K-5 teachers plan while classes are in specials - Art, Music, Media, Computer Lab		(980) 343-6100
DPI	Char.-Mecklenburg	Blythe Elementary	Jo Karney	45 minutes per day			(980) 343-5770
DPI	Char.-Mecklenburg	Eastover Elementary	Vanessa Ashford	90 min planning block	45 min. while students are in Music, Art, P.E.; 20 mins after students are gone before teacher dismissal		(980) 343-5505
DPI	Char.-Mecklenburg	Idlewild Elem.	Jane Collins	90 min block 45 min additional - during specials	Teacher Assistants support staff - anyone we can use	paid staff	(980) 343-6411
DPI	Char.-Mecklenburg	Villa Heights Academic Center	James Aiken	3.5 hours week 30 minutes per day (40 min per day (4th and 5th grade teachers)			(980) 343-3666
DPI	Chatham	North Chatham School	Carrie Little	K-5 1 hr per day and 45 min end of day	Students are in specials: Art, P.E.; K-2, 3 hours, Grades 3-5, 50 min		(919) 967-3094
DPI	Dare	Cape Hatteras Elementary	Ray D. Gray Jr.	3 1/2 hours per week during instruction day	Art, Music, P.E.	state funds payroll	(336) 492-5421
DPI	Davie	William R. Davie Elementary	Danny Cartner	45 min planning time per day	During enrichment classes - Art, Media, P.E., etc.	state allotment	(919) 560-3443
DPI	Durham Public	Merrick-Moore	Stacey Wilson-Norman	4th - 5th get 4 hours 50 min; 6th - 6 hours 50 min	Support classes: Music, Art, Guidance, Media, Computer once each week for 40 min	regular A D M and enhancement allotment	(252) 641-2600
S	Edgecombe	Majority of School System	W.A. Pattillo, Superintendent Cheryl Olmsted				

DPI	Forsyth	Konnoak Elementary	Lisa C. Horne, Ed.D.	8 hours - grades 3-5 Spanish 90 min	Duty free lunch, 90 min planning time during specials 45 min	local and state	(336) 771-4567
S	Gaston	Majority of School System	Dr. Edward Sadler, Superintendent	30 min	Itinerants 30 min - P.E., Music, Art	regular state fund	(704) 866-6100
DPI	Haywood	Bethel Elementary	Tommy Hollingsworth	6 hrs 40 min	By schedule; grade level teachers have 30 min per week special classes	teachers regular pay	(828) 646-3448
TWC	Hertford	Ahoskie Elementary	Ron Lane	5 hours			(252) 332-2588
TWC	Hertford	Bearfield Primary School	Julie Shields	5 hours			(252) 209-6140
TWC	Hertford	Riverview Elementary	Phillip Gatling	5 hours			(252) 398-4862
S	Hyde	Majority of School System	Dr. M. Brock Womble, Superintendent	5 hrs	During 3 electives: P.E., Art, Computer	Assessment funds	252-926-3281
TWC	Lenoir	Northwest Elementary	Diane Lynch	5 hours			(252) 527-5143
S	Mooreville City	Majority of School System	Dr. Bruce Boyles, Superintendent Carol Carroll	30 min daily, 30 min special	K-3 specials, 30 min K-2 full time assistants, 3rd grade, 15 min before and after school; K-2, 30 mins during the instructional day	Staff development funds	704-664-5553
DPI	Mooreville City	South Elementary	Debbie Marsh	K-2, 60 min per day; 3rd, 70 min per day		regular salary	(704) 664-9777
S	Nash-Rocky Mt	Majority of School System	Janet Carter - Central Office Staff	3-6 hours - Each class occurs weekly for 40-45 min vary from school to school to size of school	Enhancement classes: Art, Music, P.E., Guidance, Library	staff	(252) 459-5268

DPI	New Hanover	Pine Valley Elementary	Cindy Talbert	40 min 4 times a day; 20 min duty free a day	Specialists, ESL, classified staff 40 min block - support classes - P.E., Art, Music - classified staff does morning duty	Use our paraeducators to supervise students no additional funds	(910) 350-2121
DPI	Newton City	South Newton Elementary	Sarah Ferrell	5 hours 15 min each week		use current allotment and schedule classes appropriate	(828) 324-2495
DPI	Rockingham	Wentworth Elementary	Paige McCargo	120 mins per day			(336) 634-3250
DPI	Rowan	Rockwell Elementary School	William E. Schnuit Jr. Ed.D.	6 hours	T.A. take on the responsibility of recess or other non academic activities	teacher allotments	(704) 279-3145
DPI	Transylvania	Pisgah Forest Elementary	Ron Kiviniemi	250 hours per week	Specials: 4 day rotation they have their own TA: Art, Music, P.E., etc.		(828) 884-4489
S	Tyrrell	Majority of School System	Nelson W. Smith, Superintendent	50 min per day	Specials classes: Music, Art, P.E.	don't have funds to finance personnel	(252) 796-1121
S	Vance	Majority of School System	Dr. Norman Sherin, Superintendent Sharon Bolkin, Office Staff	45 min - 1 hr, 15min	Music, Art, P.E.	state and local money	(252) 492-2127
TWC	Wake	Washington Elementary	Peggy Beasley-Rogers	5 hours		staff	(919) 856-7960
S	Winston-Salem/ Forsyth	Majority of School System	Dr. Don Martin, Superintendent	30 min - 1hr max daily		support teachers	(336) 727-7205

## Survey Preview



Below is what your respondents will see when they take the survey. To exit Preview mode, click the "Back" button.

**NOTE:** If you click on any non-Zoomerang URL links below, you will leave preview mode and be redirected to that site.

### Duty Free Period

Questions marked with an asterisk (\*) are mandatory.

This Duty Free Period Survey is to be completed by all Principals in each LEA for school year 2004-05. Please complete and submit by April 22, 2005. If you have questions about the survey, please contact Larry Simmons at [lsimmons@dpl.state.nc.us](mailto:lsimmons@dpl.state.nc.us) or 919-807-3364.

1 \*Choose your LEA Number and Name.

2 \*Are you an Administrator in a (please check for the highest grade, eg if you are a K-12 school check Middle / High):

☐ Elementary

☐ Middle / High

3 If you checked Middle / High above, is your school on a Block class schedule?

Additional Comment

<http://www.zoomerang.com/build/index.zgi?ID=L22B5FU78M9A> (1 of 4)3/18/2005 12:53:57 PM

Attachment 4

4 \*Please enter numbers:

# of  
classroom  
teachers  
currently  
employed

# of  
classroom  
teacher  
vacancies

5 Is it the practice of your school to schedule a Duty Free Period for all your classroom leaders?

Additional Comment

6 Are you able to provide a Duty Free Period for all your classroom levels except in the case of an emergency?

Additional Comment

7 If you checked yes in # 6 above:

How many  
minutes per  
day?

How many  
times per  
week?

8 If you checked No in # 6, indicate why not (select all that apply):

- ☐ Teachers consent to not having a Duty Free Period
- ☐ School is understaffed
- ☐ No alternate coverage available
- ☐ Other, Please Specify

9 If teachers are provided a Duty Free Period outside the regular school day, are they compensated for this?

☐ YES ☐ NO

Additional Comment

10 \*Contact Information:

Name of  
Person  
Completing  
Survey:

Email  
address:

Phone #:

School Name:

Principal  
Name:

11 Comments:

Before you click on the "SUBMIT" arrow below, please print a copy of the completed survey for your records. Once you click on "SUBMIT", you will NOT be able to retrieve your answers. Thank you!