

Research Triangle High School

RTHS Board of Directors Meeting

Date and Time

Wednesday May 20, 2026 at 5:30 PM EDT

Location

Research Triangle High School
3106 East NC Highway 54
Durham, North Carolina 27709

or

<https://rthighschool.zoom.us/j/93566460638>

Meeting ID: 935 6646 0638

Agenda

	Purpose	Presenter	Time
I. Opening Items			5:30 PM
A.	Record Attendance	Ailette Tobien	2 m
B.	Call the Meeting to Order	Steven Hunter	2 m
	Board Chair Steven Hunter will convene the meeting of the Board of Directors.		
II. Approve Board Meeting Minutes			5:34 PM

	Purpose	Presenter	Time
A. Board Meeting Minutes	Approve Minutes	Ailette Tobien	2 m

The Board will review and approve the minutes from the April 15, 2026 Board of Directors meeting.

Approve minutes for RTHS Board of Directors Meeting on April 15, 2026

III. Public Comments 5:36 PM

A. Open to all community members (students, family members, faculty and staff, community members, and others)	FYI	Steven Hunter	5 m
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The RTHS Board of Directors welcomes and values input from members of the public during its meetings. In compliance with Open Meetings Law, the public is invited to attend all open meetings of the RTHS Board.

To complete its planned agenda effectively and efficiently, the Board designates a specific time for public comment at each regular monthly meeting. Individuals seeking to address the board must:

- 1. Sign up at least two (2) hours before the start of the meeting by contacting the Board Chair in writing.*
- 2. Each written request to comment must include the speaker's name, their contact information, and the subject of the comment.*
- 3. Each speaker will have no more than three (3) minutes to address the Board.*

The following guidelines are observed during the public comment session:

- 1. Comments must be directed to the Board of Directors.*
- 2. Profanity and personal attacks are not permitted.*
- 3. Board members do not engage in dialogue or respond to speakers.*
- 4. Per state law, any discussion of personnel matters or attorney-client privileged issues must occur in a closed session.*

Thank you for your cooperation and your continued commitment to RTHS.

IV. Chief School Officer Report 5:41 PM

A. Executive Overview	Discuss	Akiba Griffin	10 m
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	Purpose	Presenter	Time
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RTHS Chief School Officer (CSO) Akiba Griffin will share information about key school events and activities.

V. Finance Committee Report 5:51 PM

A. RTHS Monthly Financials and Other Business	Vote	Carolyn Coia	10 m
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Committee Chair Carolyn Coia and Chief Operations Officer (COO) Alex Drake will present the following items for the Board's review and approval:

- Finance Update

B. Executive Session	Discuss	Carolyn Coia	5 m
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The Board of Directors will be in Executive Session to discuss a personnel matter.

- Vote

VI. Governance Committee Report 6:06 PM

A. Governance Committee Business	Vote	Elizabeth Cunningham	15 m
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Committee Chair Elizabeth Cunningham will share the following items:

- Review & Vote: Conflict of Interest Policy Amendment
- Review & Vote: 2026-27 Board of Directors

VII. Academic Excellence Committee Report 6:21 PM

A. Academic Excellence Business	Discuss	Jeni Corn	30 m
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Committee Chair Jeni Corn and CSO Griffin will present the following items for Board review:

- Teacher Working Conditions Survey

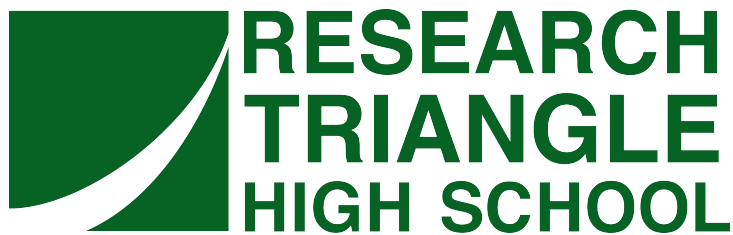
	Purpose	Presenter	Time
VIII. Development Committee Report			6:51 PM
A. Development Committee Business	Discuss	Dina Requena	10 m
Committee Chair Dina Requena and CSO Griffin will give an update:			
<ul style="list-style-type: none"> • Update 			
IX. Other Business Matters			7:01 PM
A. As needed	Discuss	Steven Hunter	10 m
<ul style="list-style-type: none"> • Upcoming/ongoing activities 			
Next Board Meeting: June 17, 2026			
<ul style="list-style-type: none"> • Additional Items for Discussion? 			
X. Closing Items			7:11 PM
A. Adjourn Meeting	Vote	Ailette Tobien	1 m

Coversheet

Board Meeting Minutes

Section: II. Approve Board Meeting Minutes
Item: A. Board Meeting Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for RTHS Board of Directors Meeting on April 15, 2026

APPROVED



Research Triangle High School

Minutes

RTHS Board of Directors Meeting

Date and Time

Wednesday April 15, 2026 at 5:30 PM

Location

<https://rthighschool.zoom.us/j/93566460638>

Meeting ID: 935 6646 0638

Directors Present

A. Saviello (remote), A. Tobien (remote), C. Coia (remote), J. Berla (remote), J. Corn (remote), M. Dwomoh (remote), P. Thermitus (remote), S. Hunter (remote), S. Khaliq (remote)

Directors Absent

D. Requena, E. Cunningham

Guests Present

A. Drake (remote), A. Griffin (remote), D. Thompson (remote), Laura Chapman (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

S. Hunter called a meeting of the board of directors of Research Triangle High School to order on Wednesday Apr 15, 2026 at 5:33 PM.

II. Approve Board Meeting Minutes

A. Board Meeting Minutes

C. Coia made a motion to approve the minutes from RTHS Board of Directors Meeting on 03-18-26.

A. Saviello seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

A. Tobien	Aye
J. Berla	Aye
C. Coia	Aye
J. Corn	Aye
M. Dwomoh	Abstain
E. Cunningham	Absent
D. Requena	Absent
P. Thermitus	Abstain
A. Saviello	Aye
S. Khaliq	Aye
S. Hunter	Aye

III. Public Comments

A. Open to all community members (students, family members, faculty and staff, community members, and others)

None

IV. Chief School Officer Report

A. Executive Overview

A. Griffin presented executive overview, details attached to the agenda:

- admission updates
- activities at school
- Robotics heads to state competition
- Upcoming activities: Prom and Musical

V. Finance Committee Report

A. RTHS Monthly Financials and Other Business

C. Coia and A. Drake provided an update on school funding and details attached to the agenda:

- School funding
 - Facility enhancement

- Support for staff and students
- Audit
 - Change of firm due to cost, proposals presented and references explained
- 2027 FY (Fiscal Year) budget proposal
 - Assumption is the current year's funding
 - Details presented on salary & their increase calculations - largest part of budget
 - Service contracts above \$25k planned for Board approval for May 2026
 - Debt to Service Ratio met
- Staff Bonus Proposal
 - Retention bonus - levels determined by the years of service

Reminder Action to Board Members: to complete Col _ Conflict of Interest form, it's part of the audit

J. Berla made a motion to approve the contract with Sharpe Patel as auditor and to complete tax form 990.

M. Dwomoh seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

S. Hunter	Aye
C. Coia	Aye
J. Berla	Aye
P. Thermitus	Aye
A. Saviello	Aye
M. Dwomoh	Aye
D. Requena	Absent
J. Corn	Aye
E. Cunningham	Absent
A. Tobien	Aye
S. Khaliq	Aye

S. Hunter made a motion to approve the 2027 Fiscal Year budget.

M. Dwomoh seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

A. Tobien	Aye
E. Cunningham	Absent
S. Hunter	Aye
M. Dwomoh	Aye
J. Corn	Aye
D. Requena	Absent
C. Coia	Aye
S. Khaliq	Aye
P. Thermitus	Aye
J. Berla	Aye

Roll Call

A. Saviello Aye

S. Hunter made a motion to approve Staff Bonus Proposal.

A. Tobien seconded the motion.

- as presented for contract renewal for 2026-27 school year based on tenure at RTHS

The board **VOTED** to approve the motion.

Roll Call

S. Khaliq Aye

P. Thermitus Aye

E. Cunningham Absent

A. Tobien Aye

J. Corn Aye

M. Dwomoh Aye

C. Coia Aye

S. Hunter Aye

D. Requena Absent

J. Berla Aye

A. Saviello Aye

B. Executive Session

M. Dwomoh made a motion to move into executive session for personnel matters.

P. Thermitus seconded the motion.

The board **VOTED** unanimously to approve the motion.

C. Personnel Votes

A. Tobien made a motion to approve the contract for Annie Peterson as Instructional Coach.

J. Berla seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

J. Berla Aye

S. Hunter Aye

D. Requena Absent

C. Coia Aye

A. Tobien Aye

J. Corn Aye

S. Khaliq Aye

M. Dwomoh Aye

P. Thermitus Aye

E. Cunningham Absent

A. Saviello Aye

C. Coia made a motion to approve salary proposal for upcoming school year 2026-27.
P. Thermitus seconded the motion.

• ***Classroom Faculty - Position***

Anderle, Sarah - English
Baese, Katherine - Math
Baker, Katherine - World Languages
Balazs, Elizabeth - English
Boucher, Samantha - English
Bush, Christopher - Math/Arts
Butera, Steve - Computer Science/Assessment
Cherukuri, Deepthi - Math
Corey, Samantha - Arts
Crockett, McKenna - Social Studies
DeVito, Anthony - Health/PE
Douglas, Antonyo - Math/Instructional Coach
Dowman, Diane - Science
Edwards, Josh - Math
Fields-Carey, Leatha - English
Fisk, Kaitlyn - Science
Genesky, Eric - English
Godwin, Tiz - Social Studies
Hess, Sue - World Languages
Hopkins, Ash - Math
Jeffries, Susan - Social Studies
Keene, Alder - Arts
Latour, Danielle - Science
Lee, Susie - Math
Myers-Perry, Neal - Social Studies
Nix, Shana - Social Studies
Oatsvall, Neil - Social Studies
Peterson, Annemarie - Science/Instructional Coach
Price, Walter - Social Studies
Pullen, Barksdale - Math/Instructional Coach
Sadhvani, Jayshree - World Languages
Sherrill, Grant - Science
Soulasinh, Angelina - Arts
Sun, Emily - English
Vander Zwaag, Charles - English
Vincent, Kenneth - Health/PE
Williams, Denise - Science
Witherspoon, Angela - Math

EC

Apple, Ellen - EC Teacher
DuPree, Mechia - EC Coordinator
Majors-Nelson, Margaret - EC Teacher
Krol, Jade - EC Teacher

Counselor

Overman, Sarah - Director of College/Career Advising
Cook, Kristen - School Counselor
Headen, Donya - School Counselor

IT

Gloria, Cornelius - IT Director
Liotta, Jay - Digital Director/Athletic Director

Support

Harris, Sandra - Front Desk (hourly, non-exempt)
Lewis, Deirdre - Student Services Coordinator
Rainey, Christian -Officer Manager

Leadership

Drake, Alex - Chief Operations Officer
Griffin, Akiba - Chief School Officer
Rodriguez, Priscilla - Assistant Principal
Thompson, Dezra - Dean of Culture
The board **VOTED** to approve the motion.

Roll Call

D. Requena	Absent
A. Tobien	Aye
P. Thermitus	Aye
J. Berla	Aye
S. Hunter	Aye
A. Saviello	Aye
C. Coia	Aye
S. Khaliq	Aye
M. Dwomoh	Aye
E. Cunningham	Absent
J. Corn	Aye

VI. Governance Committee Report

A. Governance Committee Business

S. Hunter provided an update on governance:

- Annual evaluation survey is about to start
- Handbooks/policies upcoming in May-Jun
- 3 Potential Board Member Interviews & recruitment
- Board leadership roles for upcoming school year

VII. Academic Excellence Committee Report

A. Academic Excellence Business

J. Corn and A. Griffin presented on the academic excellence, details in agenda.

- SET update - focus on wellness
- Deep dive data on post-secondary plans for the students
 - rise on enrollment for 2-year colleges
- TWC _ teacher working conditions survey
 - 75% response rate

VIII. Development Committee Report

A. Development Committee Business

A.Griffin presented on the development committee details attached on the agenda

- fundraising campaign close to target

IX. Other Business Matters

A. As needed

- Teacher Appreciation Week — Board to provide breakfast on May 6 set up at 7:30am
- Board Member Donation
 - corporate donation expect 90% board members
- May 19 - Meeting First Robotics
- Next Steps

X. Closing Items

A. Adjourn Meeting

M. Dwomoh made a motion to adjourn the meeting.

J. Berla seconded the motion.

The board **VOTED** unanimously to approve the motion.

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:09 PM.

Respectfully Submitted,
A. Tobien

Coversheet

Executive Overview

Section: IV. Chief School Officer Report
Item: A. Executive Overview
Purpose: Discuss
Submitted by:
Related Material: CSO Highlights 5.20.26.pptx.pdf

CSO Report- May 20, 2026



CSO Highlights

- Annual Blood Drive
- Robotics: Worlds Competition
- Percy Jackson Musical
- Spring Band Concert
- Durham Bulls Game
- Senior Week

Upcoming Events

- Visual Arts Showcase
- Graduation



School Engagement Team Update

Domain 1: Turnaround Leadership:

1. **Annual learning goals:** Set annual learning goals utilizing student learning data and communicate the urgency of improvement.
2. **School Culture:** Cultivate a supportive school culture addressing physical, social, emotional, and behavioral health for all personnel.
 - ★ Launch initiatives to support staff well-being.

Domain 3: Instructional Transformation:

1. **Progress Monitoring:** Use student data to identify instructional needs, implement a tiered system of support, and monitor progress through reliable, system-wide screenings.

- Preparation for '26-'27 School Year-We will have our reflection meeting in June to help prepare for upcoming school year



Development- May 8th 2026



Development

- Donor Appreciation Luncheon: Thursday May 21st

Monies received from Giving Tuesday were used on the following: Field Trips/Science Lab Equipment

- Civics: Civil Rights Museum
- Art/yearbook: NC Museum of Art
- Sports Medicine: Training Facility
- New Science Desks

Other updates:

- Brainstorming ideas for starting the campaign at the beginning of the year: Focus more on recurring donations
- Working on the message for 2026-2027 campaign
- Raptor Fund Impact Report: detailed report of expenses and brief overview of campaign plans for next year
- Things to consider: Fundraising Report for next Fiscal Year
- Action item for Board Members: finalize comments on new RTHS Building by end of month.



Coversheet

RTHS Monthly Financials and Other Business

Section: V. Finance Committee Report
Item: A. RTHS Monthly Financials and Other Business
Purpose: Vote
Submitted by:
Related Material: Finance Update - 5_20_26 Brief.pdf

RESEARCH TRIANGLE RAPTORS

FINANCE UPDATE
MAY 20, 2026

BUDGET UPDATE

- **As of 4/30/26:**

Projected surplus: \$194,712

DSCR: 1.46

- Funding ADM: **572** (2024-25 ADM)
- ADM for current year: **571**

- **Committee Business:**

- Final update on spending approved in March
- Service contracts for approval
 - Cleaning Services
 - Transportation Services
- Personnel contract (1) for approval

- **Current Vacancies:**

- Physics
- Environmental Science
 - Offer accepted
- Chemistry
- Instructional Coach
- Support position
 - 0.2 FTE; frozen
- Two FTE (TBD)



Unallocated Funds Updates/Proposals

ALREADY APPROVED AND PURCHASED

\$69,452 | Faculty Device Refresh

\$24,751 | Laptop Checkout Stations

\$9,501 | Storage Sheds

\$3,836 | Improved School Zone Signage

\$2,800 | Event Hosting Infrastructure



Unallocated Funds Updates/Proposals

SUPPORTING STAFF and STUDENTS

\$10,000 | Staff Development Funds

- Additional funds to send a delegation to the National Charter Schools Conference
- Money for AP Summer Institutes for new AP teachers

\$9,000 | Athletics Uniforms/Equipment

- New uniforms for soccer teams
- Video and marketing equipment for use by all teams

FOR FUTURE DISCUSSION

Activity Vans

- Purchasing 1-2 15-passenger vans for activities, athletic events, etc.
- Doing research on insurance, liability, etc.

PROMOTING SAFETY ON CAMPUS

\$11,288 | AED Upgrades for RTHS

- Six (6) automated defibrillator devices
 - Three (3) for on campus
 - Three (3) to travel to athletic events, field trips, etc.
- Include 911 integration, vocalized instructions, etc.

TOTAL OF ALL PROPOSED EXPENDITURES

\$30,288



Cleaning Services Proposal

- RTHS obtained 4 estimates for our contracted cleaning services at the school
 - Our agreement with Triad Total Care expires this year
- The school has chosen **United Maintenance Corporation** as our cleaning services provider for next year
- **Proposal:**
 - Day porter on campus for custodial needs during the school day (approximately 8am-2pm)
 - Night crew to come in and clean the building after hours 5x per week
 - Deep cleaning of carpets and waxing of hard surfaces 2x per year (winter break and summer break)

TOTAL COST: \$99,900

- Day Porter: \$39,933
- Night Cleaning 5x/week: \$59,967
- Price will not increase >5% next year



Cleaning Services Proposal

	Triad Total Care	Anago	United Maintenance
Total Cost	\$88,772	\$67,184	\$99,900
Day Porter (6hr/day)	<i>Not broken out in proposal</i>	\$21,204	\$39,933
Nights (5x/week)		\$45,980	\$59,967
Additional Notes	<ul style="list-style-type: none"> Cleaning of carpets, strip/wax of hard surfaces billed per square foot 	<ul style="list-style-type: none"> \$10,000 per occurrence - cleaning of carpets, strip/wax of hard surfaces 	<ul style="list-style-type: none"> Will provide deep cleaning services upon request Cleaning of carpets, strip/wax of hard surfaces billed per square foot



Transportation Services Proposal

- RTHS obtained 1 estimate for our transportation services for the 2026-27 school year
 - The school has chosen **Elite Transit, LLC** as the company to provide this service for the 2025-26 school year
 - **Single-source bid**: No other companies were found to bid on this service
 - **Proposal**:
 - Service a route of stops in the Durham area each school day in the mornings and afternoons using an RTHS-owned school bus
 - Provide field trip transportation for an additional fee
 - Assist with coordinating maintenance on RTHS-owned buses
- TOTAL COST: \$44,550.00**
- Billed monthly (\$4,050 monthly); no increase from 2025-26
 - Field trips are billed on a case-by-case basis



Coversheet

Governance Committee Business

Section: VI. Governance Committee Report
Item: A. Governance Committee Business
Purpose: Vote
Submitted by:
Related Material: Governance Committee Report, 5-20-2026, v. 2.pdf

RESEARCH TRIANGLE RAPTORS

GOVERNANCE COMMITTEE
MAY 20, 2026

Policy Amendment

RTHS Board of Directors Policy and Procedures Manual:

- Amendment to the Conflict of Interest Policy (*pages 5-6*)
- Proposed additional language:

Prior to employing any immediate family member, as defined in G.S. 115C-12.2, of any member of the board of directors or a charter school employee with supervisory authority shall be employed or engaged as an employee, independent contractor, or otherwise by the board of directors in any capacity, such proposed employment or engagement shall be:

- (i) disclosed to the board of directors and
- (ii) approved by the board of directors in a duly called open-session meeting. The burden of disclosure of such a conflict of interest shall be on the applicable board member or central office staff administrator (G.S. 115C-47).



2026-27 Members of the Board of Directors

Current Board Members		
Name	2025-26 Role	2026-27 Role
Allison Saviello	Board Member, Member, Academic Excellence Committee	—
Phoebe Thermitus <i>(parent)</i>	Board Member, Member, Governance Committee	Proposed: Chair, Academic Excellence Committee
Jeni Corn	Chair, Academic Excellence Committee	—
Steven Hunter	Chair, Board of Directors	Chair, Board of Directors
Dina Requena	Chair, Development Committee	Vice Chair, Development Committee
Carolyn Coia	Chair, Finance Committee and CEO Support and Evaluation Committee	Chair, CEO Support and Evaluation Committee
		Proposed: Chair, Finance Committee
Ailette Tobien <i>(parent)</i>	Secretary, Board of Directors	—
Samina Khaliq	Vice Chair, Academic Excellence Committee	—
Michael Dwomoh	Vice Chair, Board of Directors	Vice Chair, Board of Directors
		Proposed: Chair, Governance Committee
Julian Berla	Vice Chair, Development Committee	Proposed: Chair, Development Committee
Elizabeth Cunningham	Chair, Governance Committee	—



2026-27 Proposed Members of the Board of Directors

Proposed Board Members

Name	2026-27 Proposed Role	2026-27 Requested Assignment
<u>Dr. ShuDon L. Brown</u>	Member	Governance Committee
<u>Joy Goodwin</u> <i>(parent)</i>	Member	Development Committee
<u>Roopali Shrivastava</u> <i>(parent)</i>	Member	Finance Committee
<u>Dr. Kelly Daughtry Broccio</u>	Member	Academic Excellence

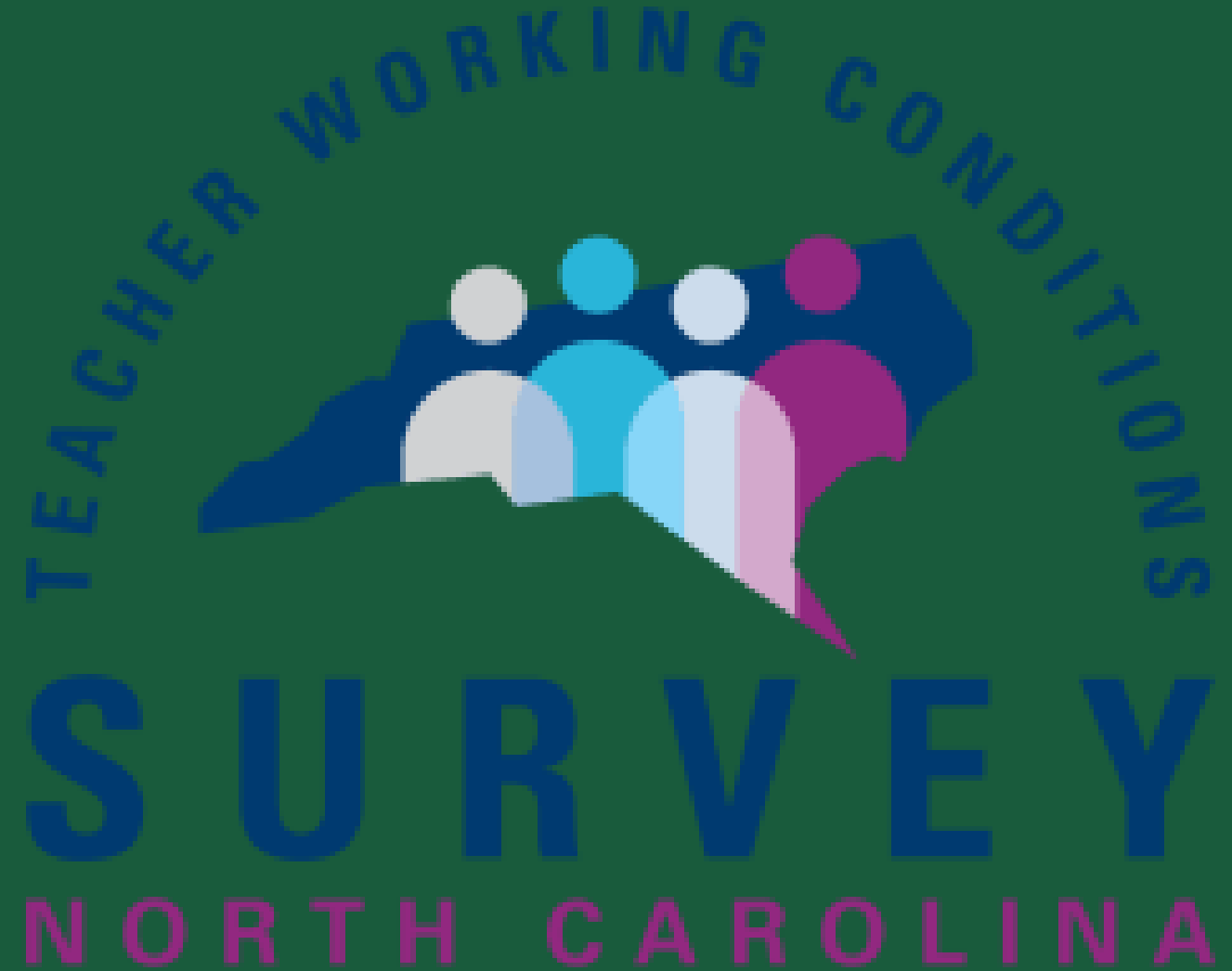


Coversheet

Academic Excellence Business

Section: VII. Academic Excellence Committee Report
Item: A. Academic Excellence Business
Purpose: Discuss
Submitted by:
Related Material: Teacher Working Conditions 2026.pdf
NC Teacher Working Conditions 2026 Preliminary Findings.pdf

SURVEY SAYS!



Top 5
areas in strongly
agree or showed
improvement over
4 years.

01

Retention

02

Managing Student Conduct

03

Safety & Wellbeing

04

Facilities & Resources

05

Instructional Practices & Supports

School Culture & Retention

- Staff generally view the school as a positive environment. 97.14% agree that the school is a good place to work and learn. However, there is a slight decline in staff feeling comfortable raising issues and concerns (68.57%).

Managing Student Conduct

- The data indicates that teachers agree rules are generally followed (areas of concern
 - High-Concern Issues
 - Cheating and Tardiness
 - Area that improved
 - Disorder in unstructured areas (e.g., hallways, cafeteria, bathrooms)

Safety & Wellbeing

This had the highest average agreement at 92.38%, reflecting a strong sense of physical security and emergency preparedness among staff.

Facilities & Resources

- Agreement regarding facilities dropped slightly to 83.21%. The overall trend suggests emerging needs in physical resources or classroom space.

Leadership & Support

- While Instructional Practices improved greatly, there was a decrease in that area of Professional Learning. This suggests that while teachers feel better supported in their daily teaching, they may feel less satisfied with the formal professional development opportunities or the relevance of available training.

Important note:
For this section of the report, RED =
A Good Thing

The following are student conduct issues at my school:

	2022	2024	2026
6. Bullying	N/A	38.71%	31.43%
7. Cheating	N/A	77.42%	97.14%
8. Cyberbullying	N/A	29.03%	31.43%
9. Disorder in classrooms	N/A	19.35%	28.57%

Areas of improvement:

- **Cheating(AI has been a major concern. We are currently exploring ways to combat the use of AI in an inappropriate manner)**
- **Tardiness/Skipping Class**

10. Disorder in unstructured areas (e.g., hallways, cafeteria, bathrooms)	N/A	70.97%	51.43%
11. Drug/tobacco products use	N/A	29.03%	40.00%
12. Gang activity	N/A	N/A	2.86%
13. Physical conflicts among students	N/A	9.68%	5.71%
14. Robbery or theft	N/A	9.68%	2.86%
15. Student disrespect of teachers	N/A	35.48%	25.71%
16. Student possession of weapons	N/A	N/A	5.71%
17. Tardiness/skipping class	N/A	83.87%	85.71%
18. Threats of violence toward teachers	N/A	3.23%	8.57%
19. Vandalism	N/A	32.26%	25.71%

What to expect in '26-'27 school year

01

Continued improvement

02

SET Team will use data to goal set

03

Board will use data during Board Retreat

04

Whole staff input on areas of concern

05

Active monitoring of goals/concerns

NC Teacher Working Conditions 2026 Preliminary Findings

Dr. Shaun Kellogg, *Senior Director*

Abby Pearce, *Research Analyst, TWC Coordinator*

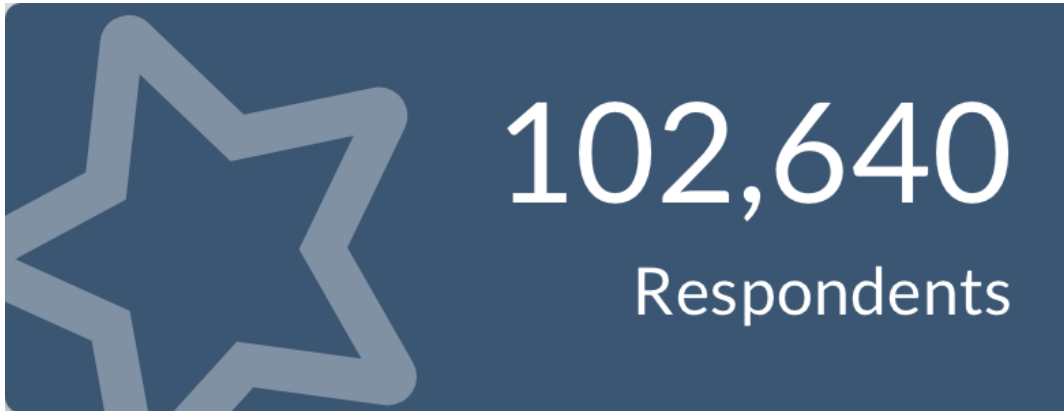
Office of Research & Promising Practices

May 7th, 2026



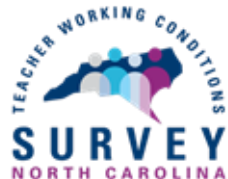
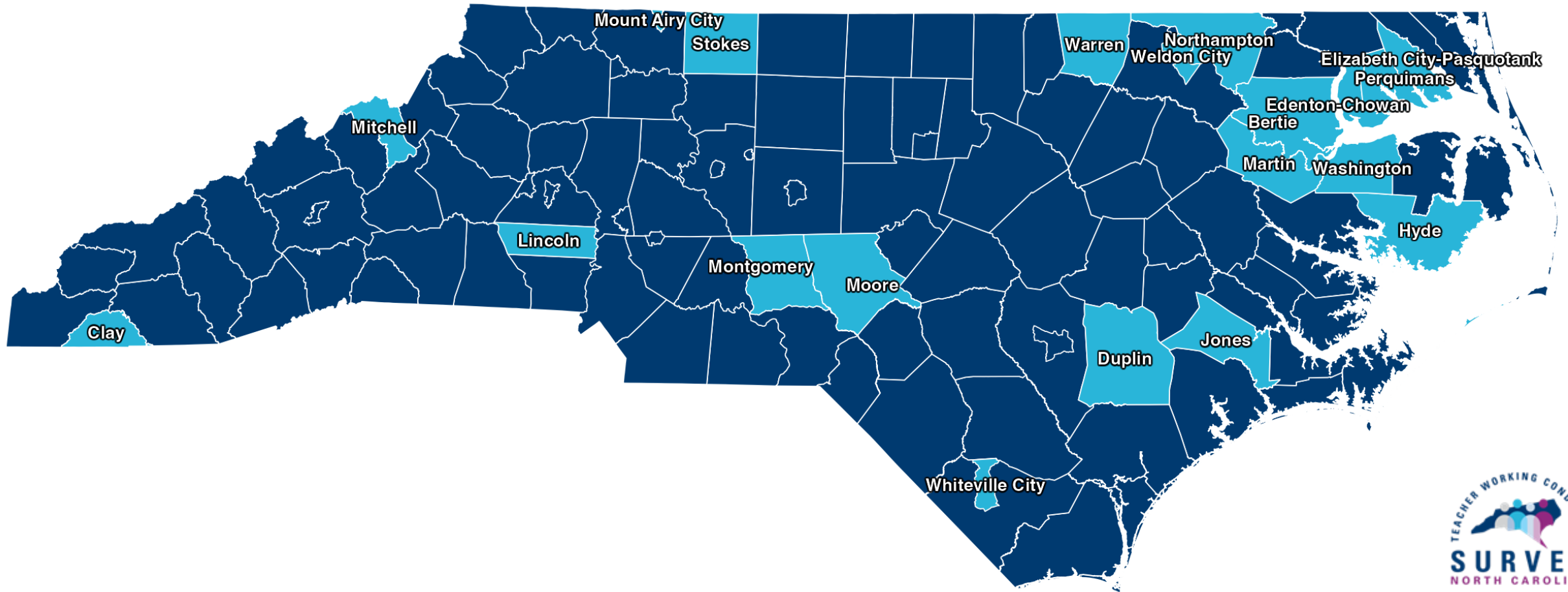
2026 Survey Participation

*The overall response rate **improved +5 percentage points**, from 85.4% in 2024 to 90.5% in 2026.*



District Participation

104 districts had over 90% participation, including 20 with 100% participation.

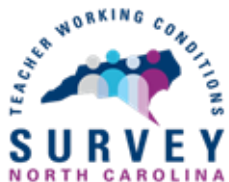
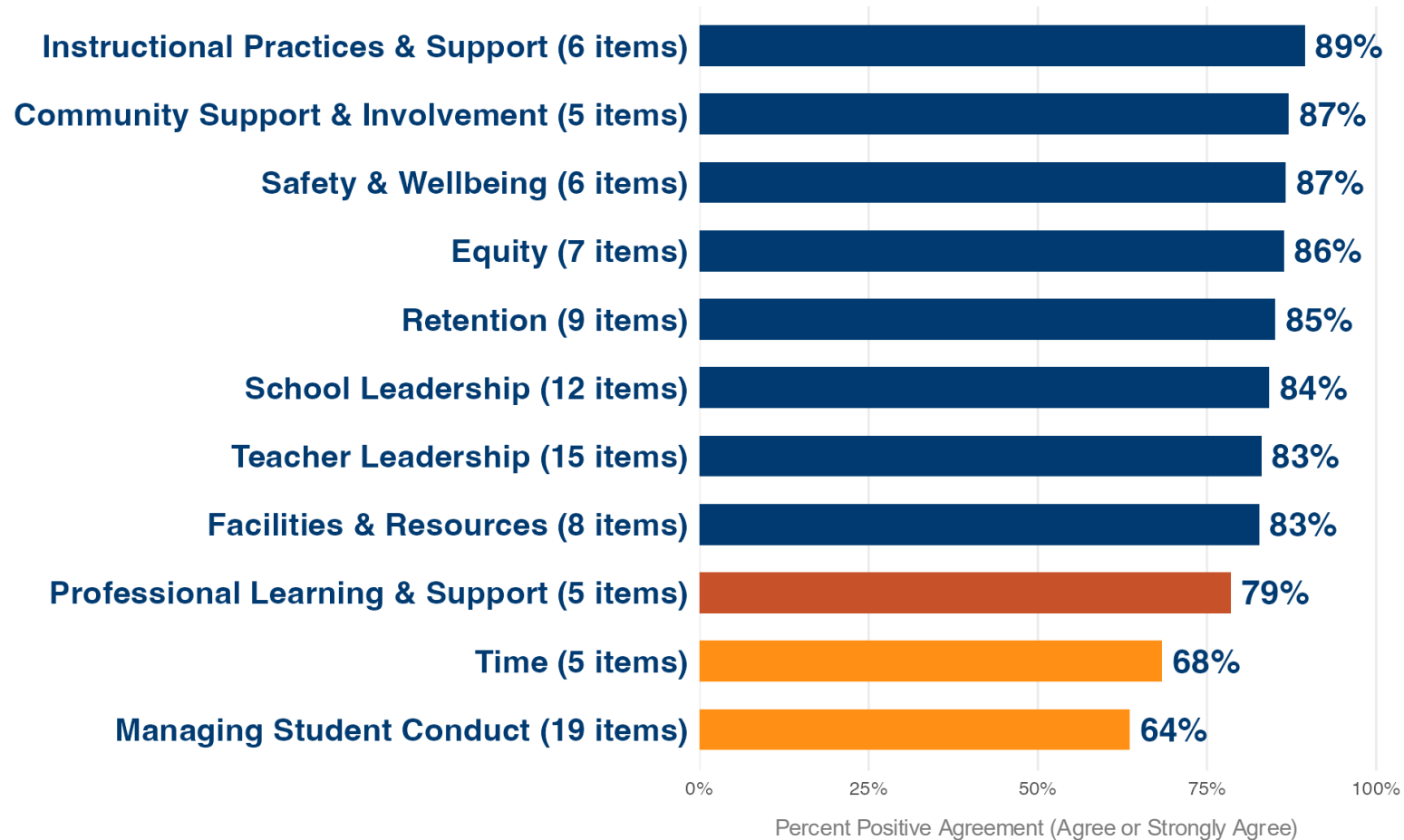


Limitations of the Preliminary Findings

- **Limited analysis window:** Survey closed March 31, 2026; response data received April 15, 2026.
- **Preliminary findings only:** Prepared for the May 2026 State Board meeting; analysis and review are ongoing.
- **Descriptive, not causal:** Results identify patterns and relationships, but do not explain why they occur.
- **Statewide averages can mask variation:** Results will differ across districts, schools, and regions.

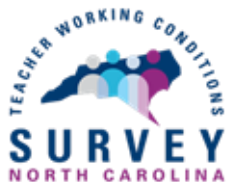
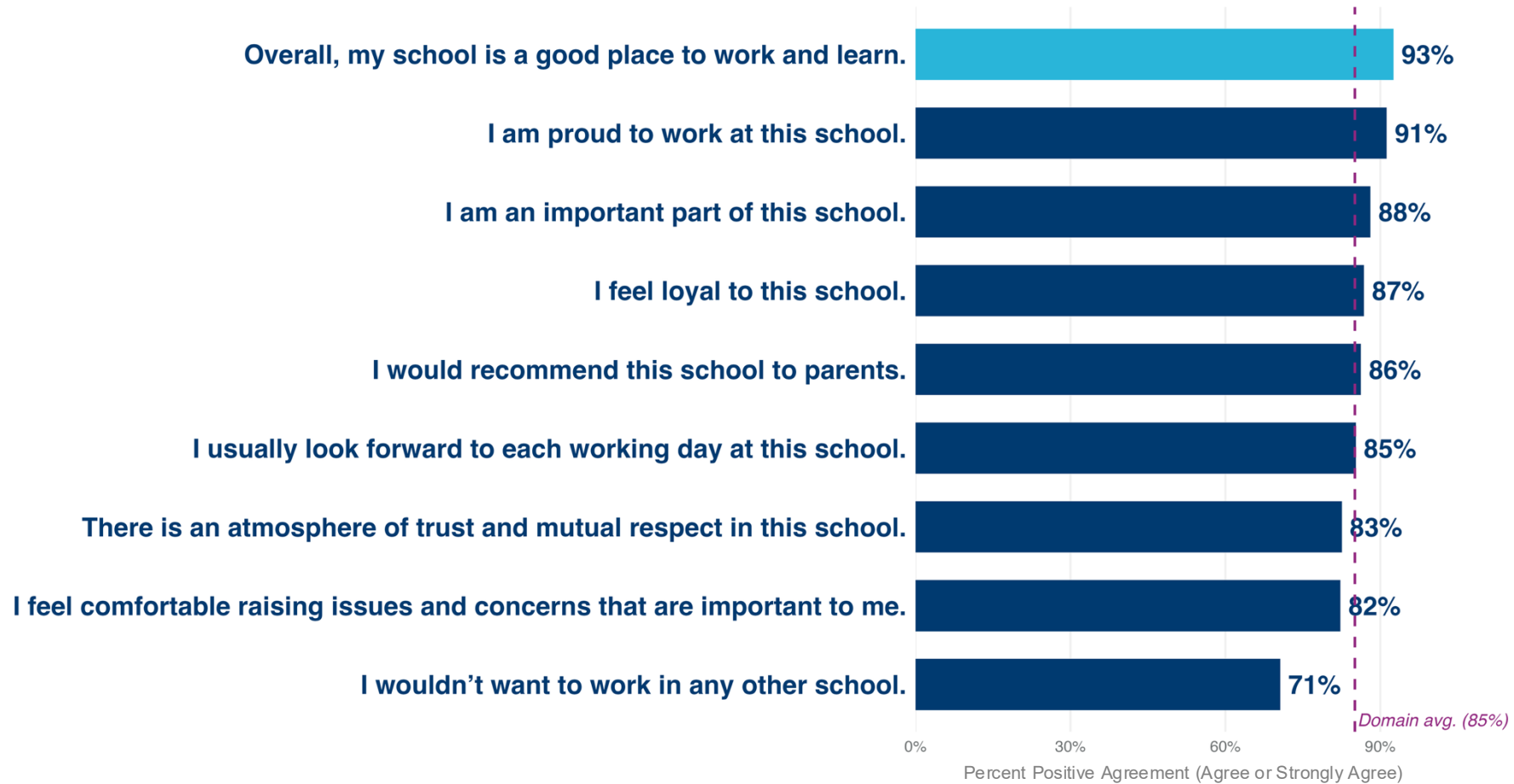
Survey Domains & Positive Agreement

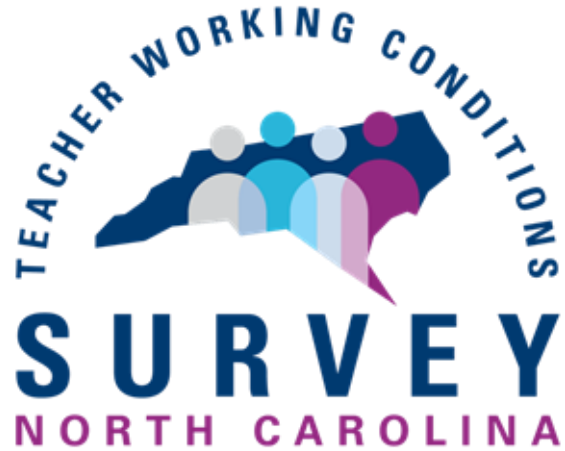
Across domains, teachers are largely positive about their working conditions.



Connection to Schools

Survey retention items suggest teachers are strongly committed to their schools.



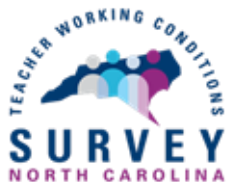
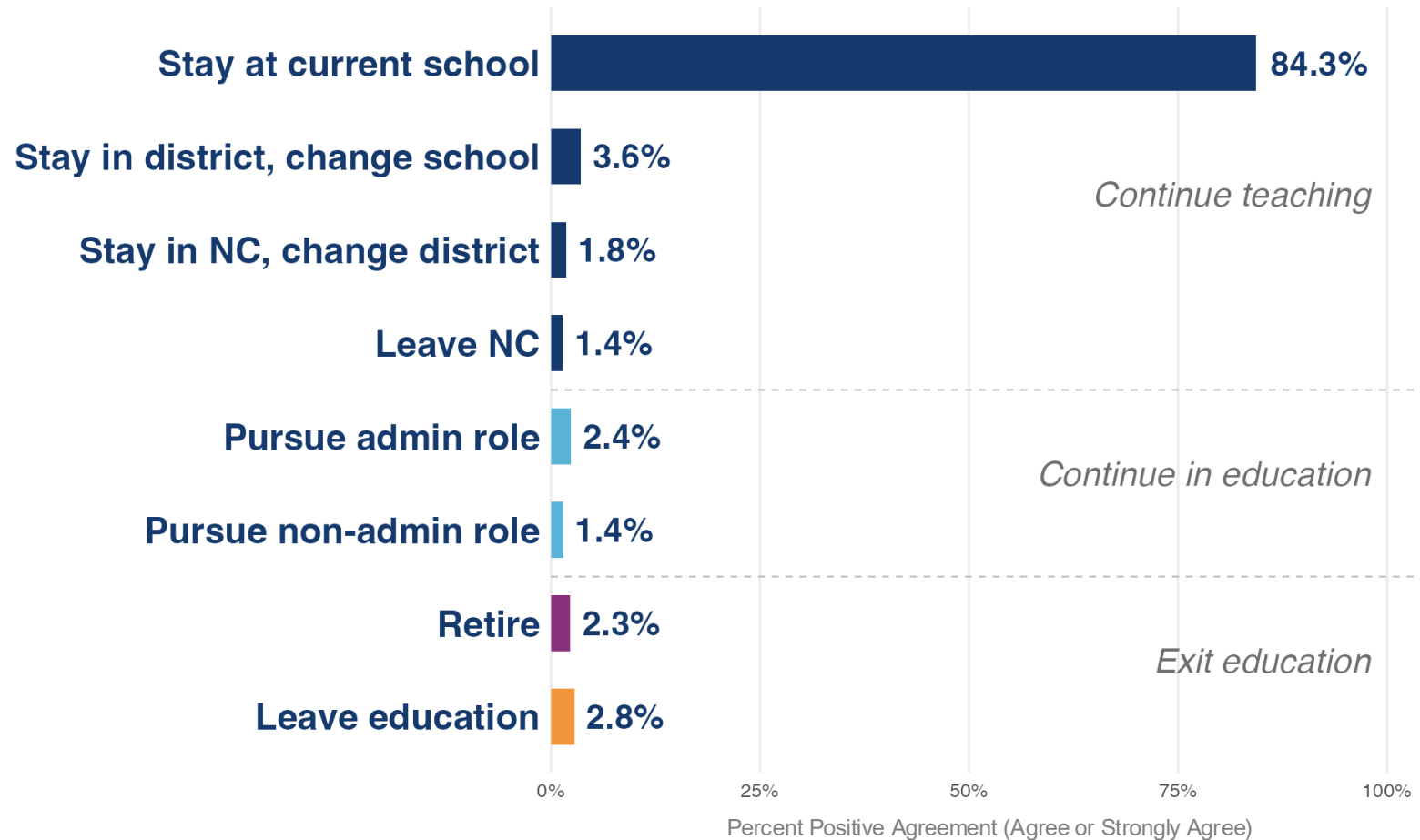


“I am very happy here and proud to work at this school. Despite the challenges... staff at this school work hard to ensure the needs of all students are met.”

- Elementary Teacher,
Public Schools of Robeson County

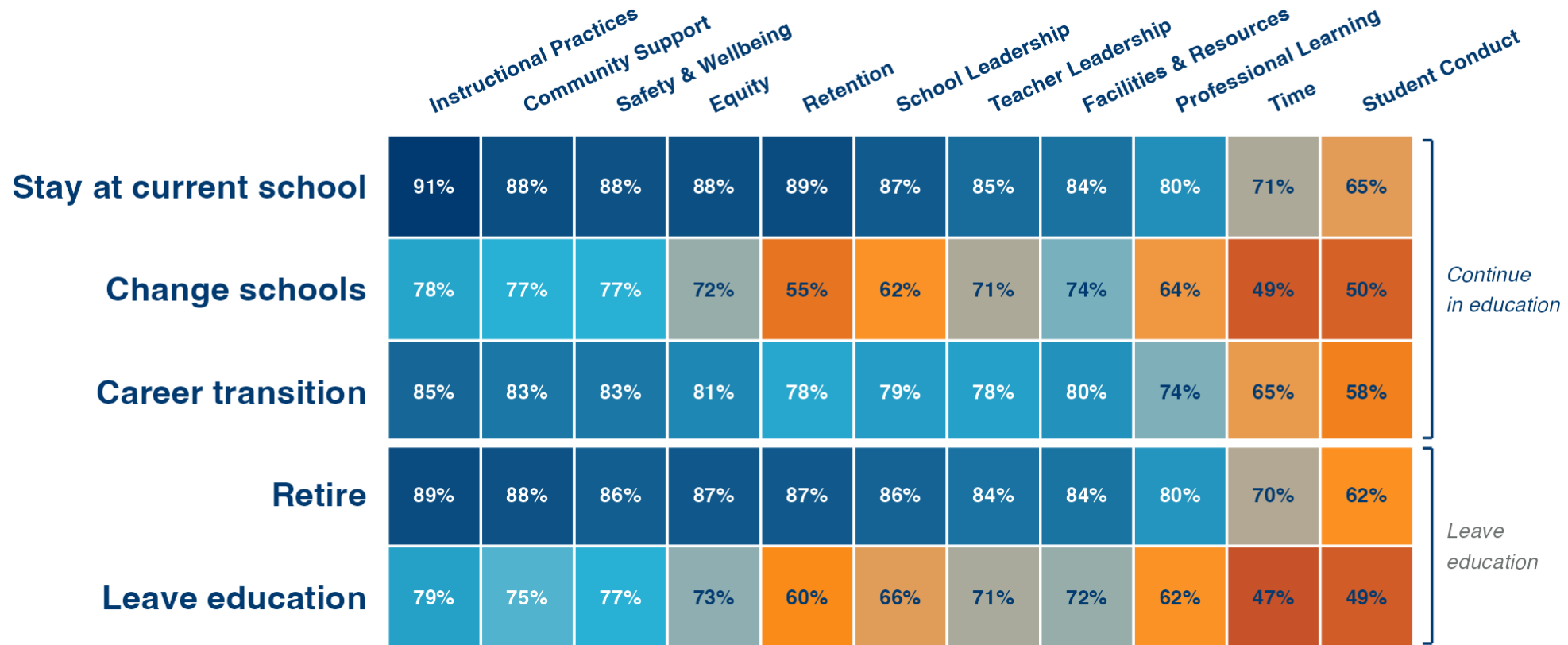
Plans for Next Year

A large majority of teachers plan to continue teaching at their current school.

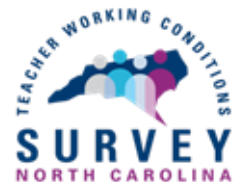


Working Conditions and Teachers' Plans

Teachers' professional plans differ meaningfully by how they view their working conditions.



Percent Positive Agreement (Agree or Strongly Agree)



School Leadership

Leadership was one of the most common themes among teacher comments, showing **how school leaders can strengthen or strain working conditions.**

When teachers are heard

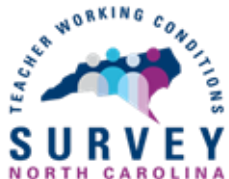
“I always feel like leadership has my back... Having immediate open-door access means issues are solved collaboratively and quickly. I appreciate the professional trust.”

- Middle School Teacher

When they are not

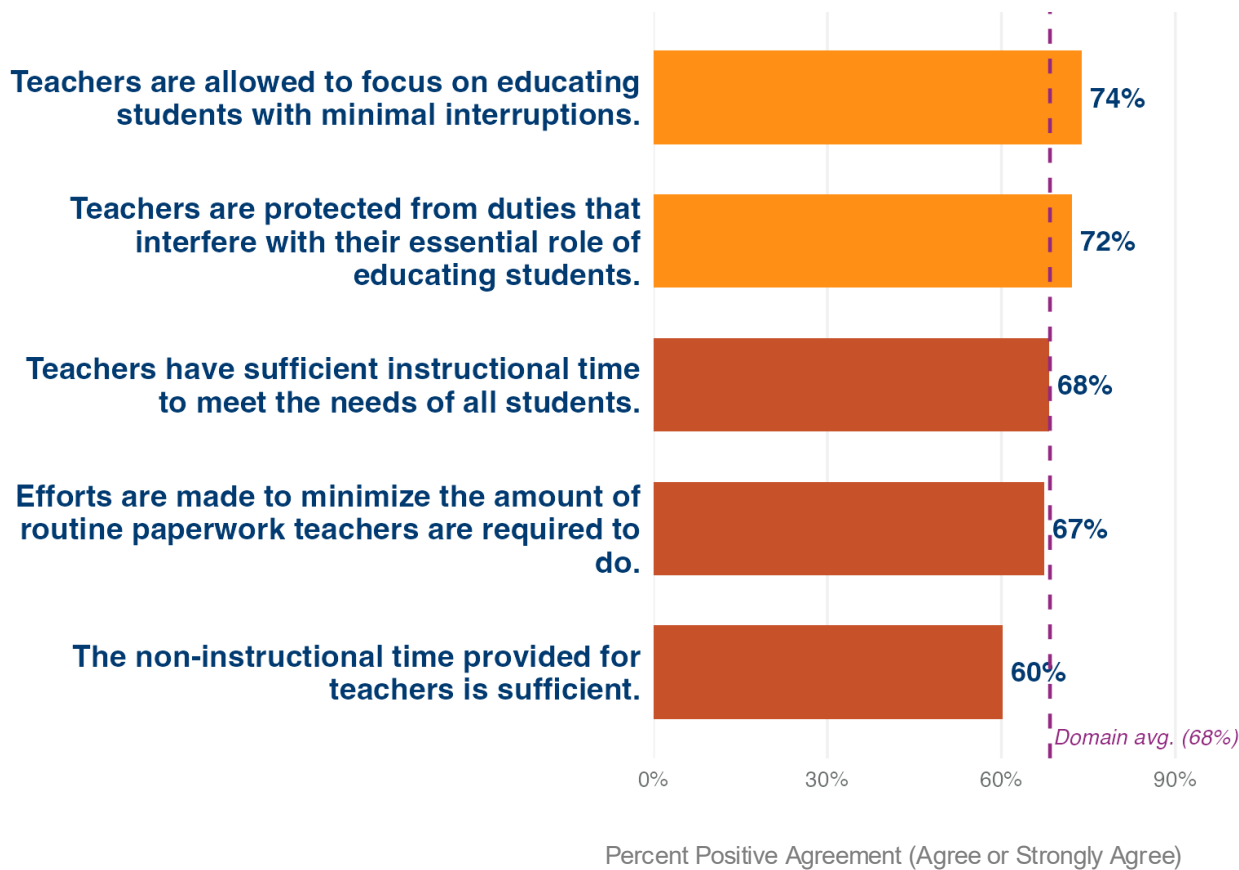
“At this school there is no voice for teachers. Everything is micromanaged, and if it isn't what leadership wants to hear, it is shut down.”

- Elementary School Teacher



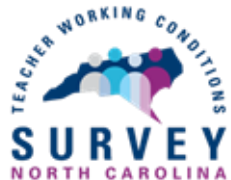
Protected Time

On average, teachers reported spending about **9 additional hours each week** on school-related work outside the regular school day.



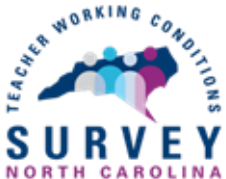
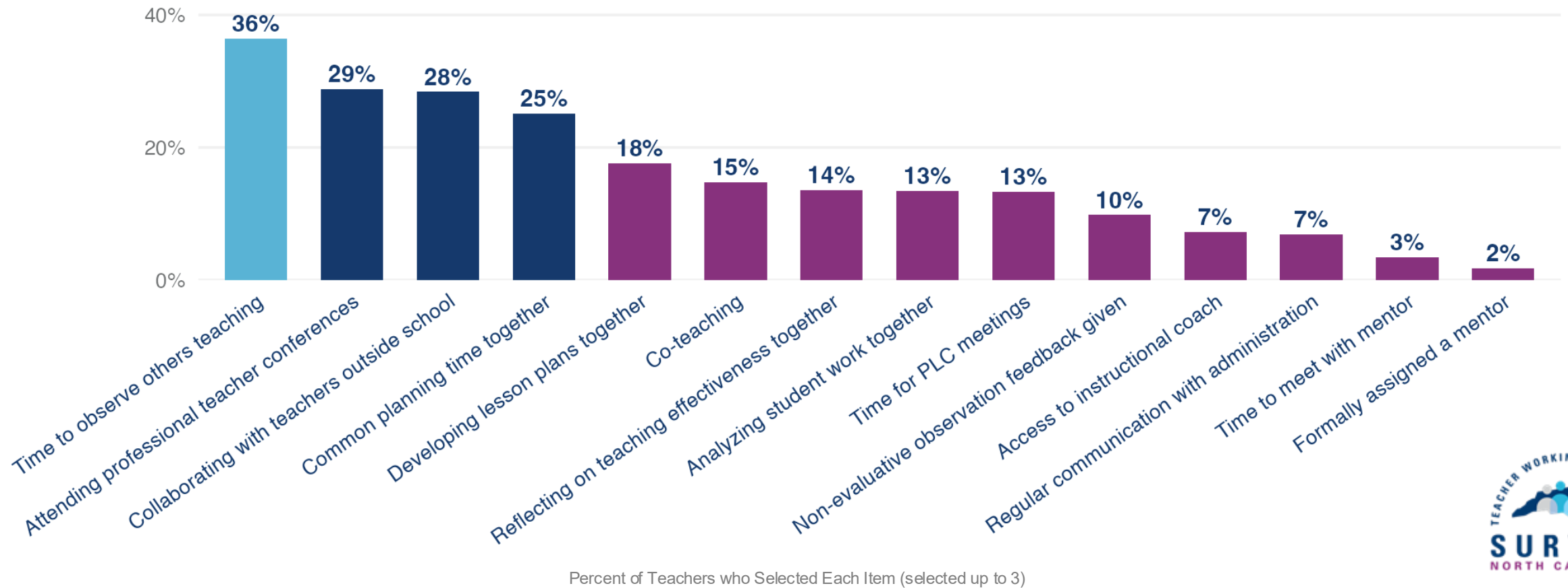
“Time is what I struggle with most... We often have multiple meetings outside of instructional hours, which takes away valuable time for planning... that then has to be completed at home.”

- Elementary Teacher



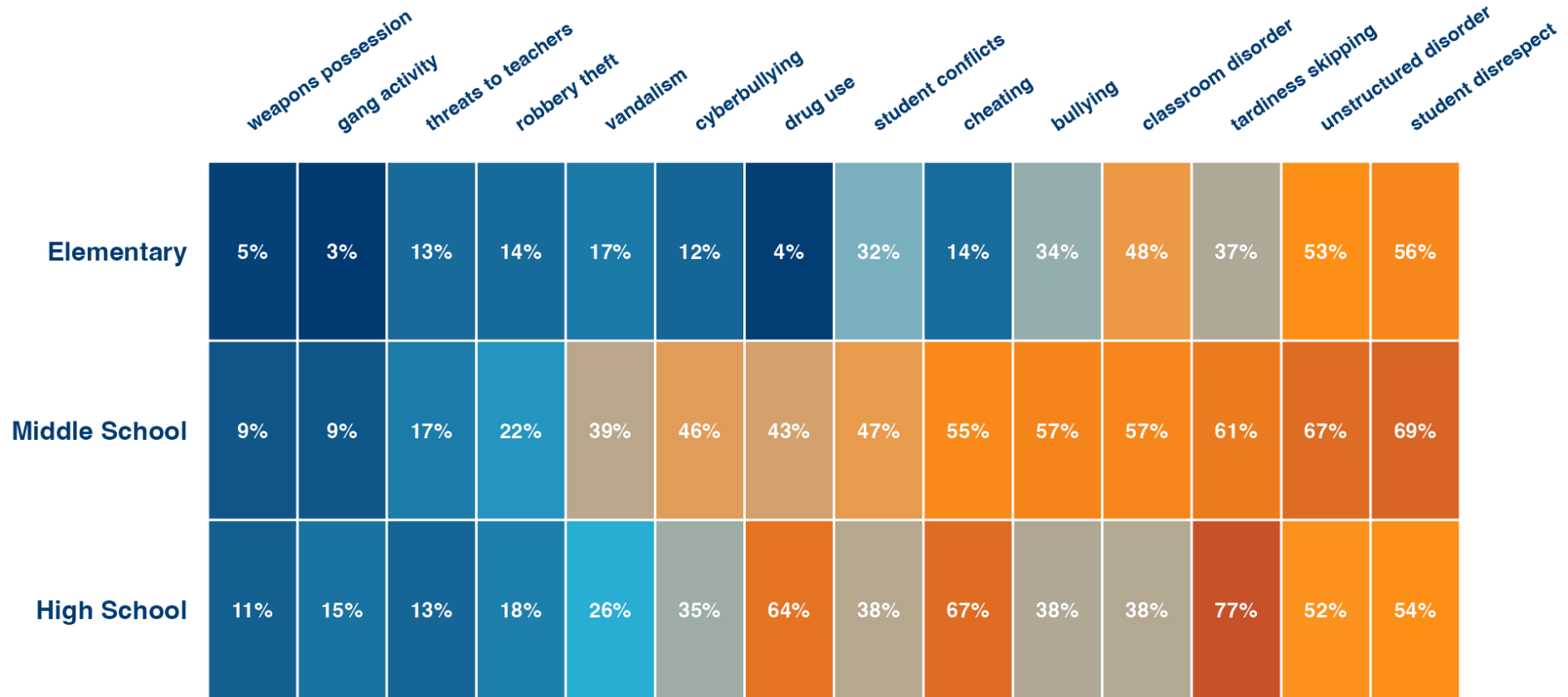
Needed Instructional Supports

*Teachers' most requested supports center on **time and opportunities to learn from other educators**, especially through observation, collaboration, and professional conferences.*

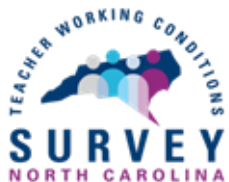


Student Conduct

Student conduct concerns are most pronounced in middle and high schools, especially around disrespect, tardiness, and disorder.

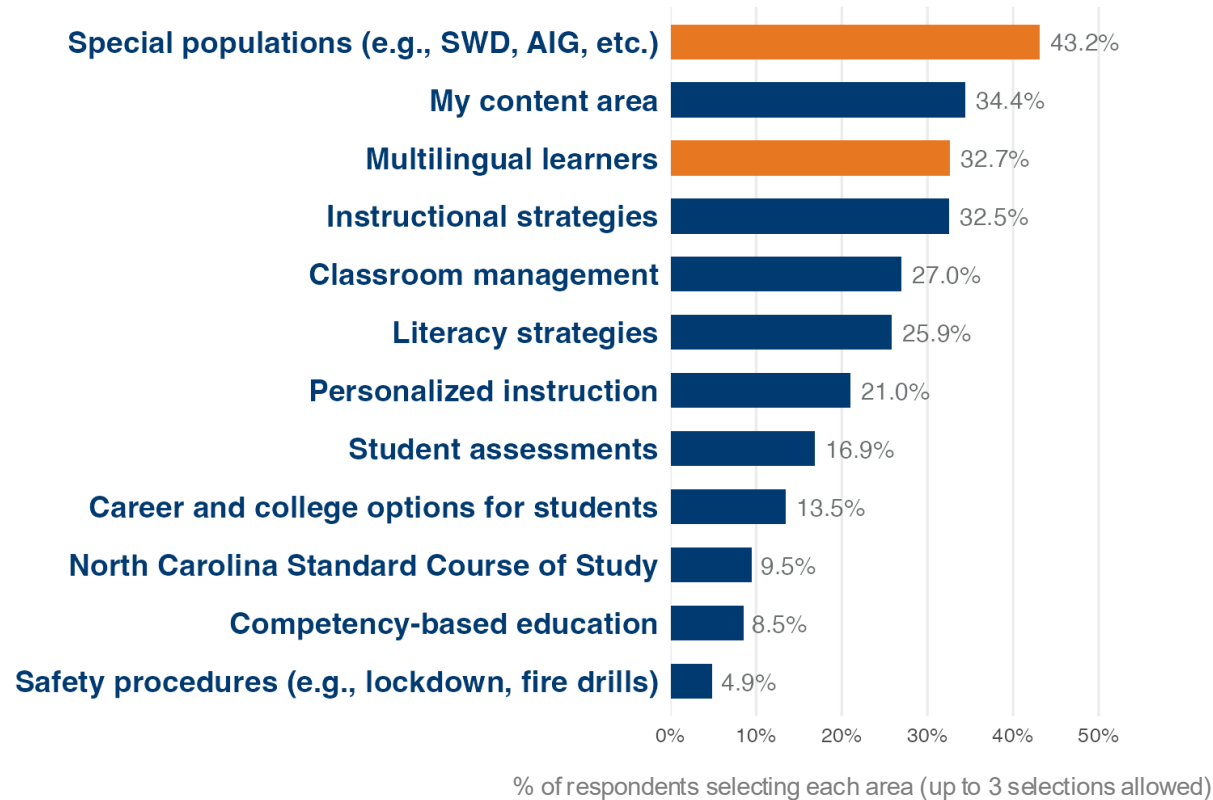


Percent of Teachers who Agree or Strongly Agree Behavior is an Issue in their School



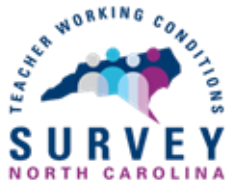
Special Populations & Student Wellbeing

*Teachers' comments and professional development priorities suggest that **additional support is needed to meet the increasingly complex needs of students.***



“Our school is a rural, Title I school. Many students do not have adequate food, clothing, resources. Many come to school tired.”

- Elementary Teacher

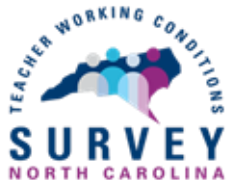


Unique Themes from Teacher Comments

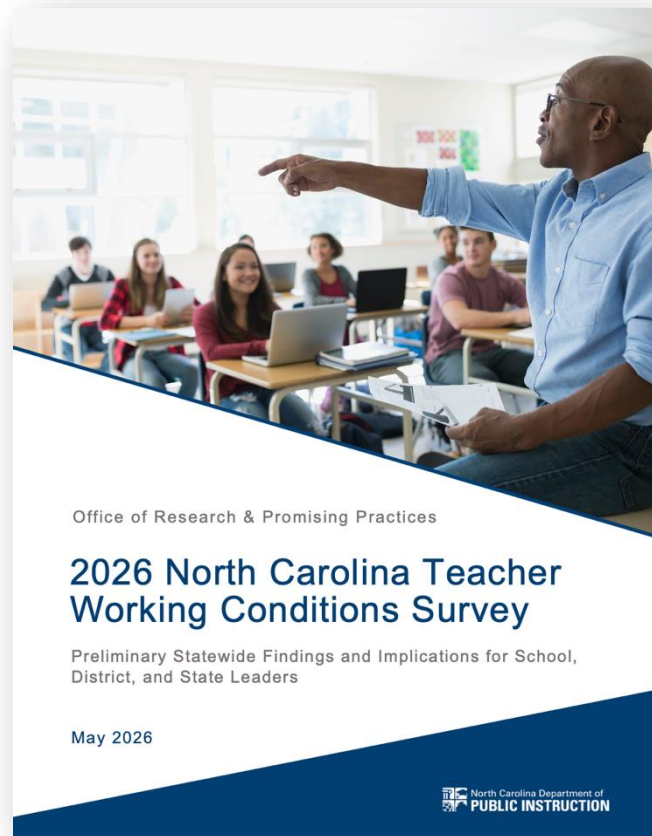
- **Compensation and funding emerged as recurring concerns.** Teachers connected pay, resource limitations, staffing, class size, and retention concerns to broader questions about whether teaching feels sustainable over time.
- **Many teachers distinguish school-level strengths from broader system constraints.** Teachers often described supportive school culture and leadership while pointing to broader policy, funding, staffing, and compliance issues at the district and state level.
- **Facilities and resources remain important contextual factors.** Although this was not among the lowest-rated domains statewide, teachers' comments show that building conditions, classroom resources, and access to support staff continue to impact daily work in some schools.

Summary of Key Findings

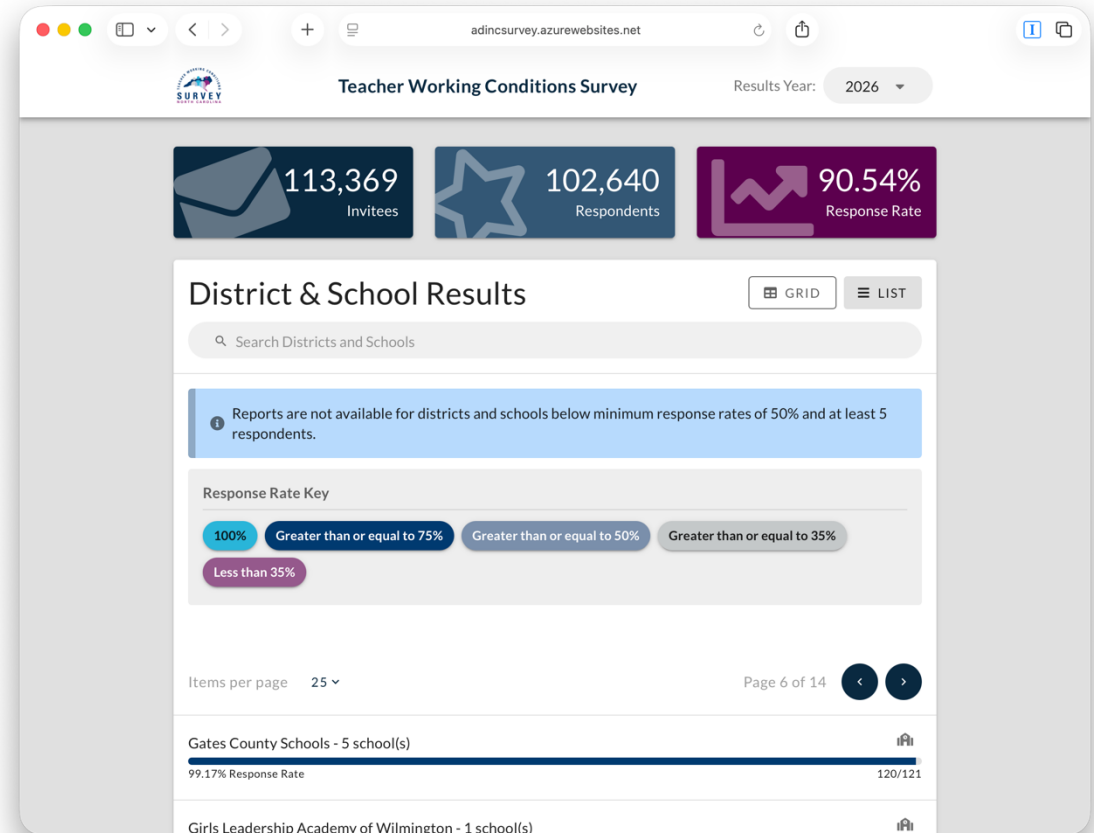
- Overall, **teachers are strongly committed to their schools.**
- The biggest threats to sustaining that commitment are protected **time, trust in (and from) leadership, and student conduct.**
- Specific areas for improvement include:
 - Protected time for instructional planning
 - Opportunities for learning with and from peers
 - Leadership support focused on building positive relationships
 - Targeted support for student behavior and high-need learners.



Explore the Results Further



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