



Teaching and Learning Conditions Colorado 2026: Topic Mapping Memo

April 6, 2026

Summary

The purpose of this memo is to provide information for users of the TLCC 2026 survey data regarding changes that were made to the survey administration and reporting. Changes were made primarily to ensure two quality criteria are met:

1. Ensure that respondents are answering questions that are appropriate for their role
2. Ensure that question items within each topic are being asked of the same groups of respondents

In order to meet the first criteria, a filtering question was added to the survey to ensure that respondents would receive item topics appropriate for their role at the school. If respondents answered yes to the filtering question “Do you spend more than 50% of your time working directly with students in a classroom?” then they would be asked item topics related to instruction. If they answered no, these topics were not administered to them. In reporting, each topic includes the name of its respondent group in the topic name. (All Staff) includes all survey respondents, (Leaders) includes only school leaders, and (Instructional Staff) includes all teachers, SSPs and ESPs who responded “yes” to the filtering question above.

Meeting the second criteria required revisiting survey topics that combined question items that were asked of different groups of respondents. For example, the 2024 TLCC topic titled “Professional Development” included some items that were asked of all staff members and some items that were asked only of teachers. Because this topic included items from differing respondent groups, the overall topic favorability was unscored. For 2026, this topic was separated into two separate topics: “Professional Development - All Staff” and “Professional Development - Instructional Staff.” Because each of these topics now includes responses only from uniform respondent groups, overall topic favorability can be appropriately calculated.

It is important to note that these changes primarily involved the relocating of question items between topics. For the most part, individual question items were not changed. Therefore, it is still possible to look at trends in response favorability over time.

Topic Names and Change Over Time

Topic favorability for historical data were calculated by retroactively applying the 2026 structure to prior administration data. This allows for trend data to be shown in 2026 reporting despite the topic restructuring. However, due to limitations in Panorama’s reporting suite, trend data can only be reported if the topic name matches exactly in each administration. While this doesn’t impact 2026 reporting, users will see many added 2026 topics in their historical reports for 2024 and 2022 TLCC. These added topics are identical in structure to those in 2026 reporting but were added to the prior year reporting to allow for the reporting of trends. Topics from prior administrations that are no longer included in 2026 reporting are still available in historical reports in case users need to review them. However, topic names from prior year administrations have had report year included to clarify from which administration they were originally a part. The table below includes topic names from each survey administration. If a topic has N/A listed



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2026	2024 Updated
District Support (Leaders)	District Support (Leaders)
Instructional AI (Instructional Staff)	N/A - New Topic for 2026
Instructional Practice - Meeting Diverse Student Needs (Instructional Staff)	Instructional Practices and Support (All staff, 2024 and earlier)
Instructional Practice - Shared Responsibility for Learning (Instructional Staff)	Instructional Practices and Support (All staff, 2024 and earlier)
Instructional Practice - Supportive Conditions (Instructional Staff)	Instructional Practices and Support (All staff, 2024 and earlier)
Job Satisfaction (All Staff)	Job Satisfaction (ESP, 2024 and earlier)
Mentorship (New Staff)	Mentorship (New Staff)
Overall General Reflection (All Staff)	Overall General Reflection (All Staff)
Professional Climate (All Staff)	Professional Climate (All Staff)
Professional Development (All Staff)	Professional Development (All Staff)
Professional Development (Instructional Staff)	Professional Development (Instructional Staff)
Recruitment and Retention (Leaders)	N/A - New Topic for 2026



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Respondent Demographics (All Staff)	Respondent Demographics (All Staff)
School Leader Evaluation (Leaders)	School Leader Evaluation (Leaders)
Staff Evaluation (All Staff)	Staff Evaluation (All Staff)
Staff Leadership (All Staff)	Staff Leadership (All Staff)
Student Behavior (All Staff)	Student Behavior (All Staff)
Student Supports (All Staff)	Support for Student Wellbeing (Teachers, 2024 and earlier)
Support for AI (Leaders)	N/A - New Topic for 2026
Support for Own Wellbeing (All Staff)	Support for Own Wellbeing (All Staff)
Time (All Staff)	Time (All Staff)
Use of AI (All Staff)	N/A - New Topic for 2026
N/A - Items from 2024 topic placed in new 2026 topic	Community Support and Involvement (All Staff, 2024 and earlier)
N/A - Items from 2024 topic placed in new 2026 topic	Facilities and Resources (All Staff, 2024 and earlier)
N/A - Items from 2024 topic placed in new 2026 topic	Professional Development (All Staff, 2024 and earlier)



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N/A - Items from 2024 topic placed in new 2026 topic	Roles & Responsibilities (ESP, 2024 and earlier)
N/A - Items from 2024 topic placed in new 2026 topic	Support for Staff (Leaders, 2024 only)
N/A - Items from 2024 topic placed in new 2026 topic	Teacher Leadership (All Staff, 2024 and earlier)