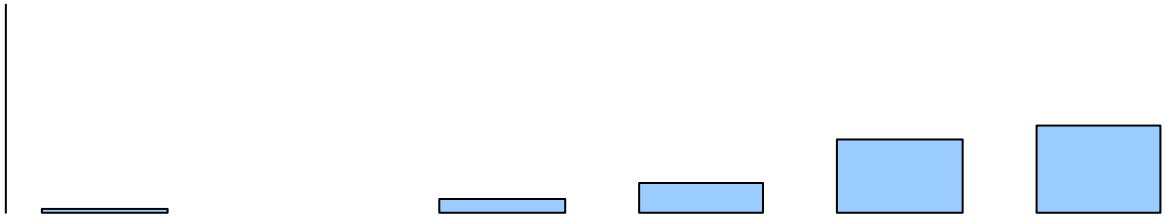


TELL AISD Staff Working Conditions Survey:
Results for 2011-2013
Brown Elementary School



Facilities and Resources

	Brown			ALL EL
	2011	2012	2013	2013
Teachers have sufficient access to appropriate instructional materials.	88%	86%	88%	84%
Teachers have sufficient access to instructional technology, including computers, printers, software and Internet access.	73%	74%	91%	83%
Teachers have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.	86%	86%	95%	82%
Teachers have sufficient training and support to fully utilize the available instructional technology.	66%	69%	77%	70%
Teachers have sufficient access to a broad range of professional support personnel.	57%	86%	91%	80%
The physical environment of classrooms in this school supports teaching and learning. +	95%	88%	97%	93%
The school environment is clean and well maintained. +	95%	93%	89%	94%
Teachers have adequate space to work productively.	93%	86%	93%	85%

Note. + Includes responses from teaching and nonteaching staff.

				ALL EL
	2011	2012	2013	2013
The faculty and leadership have a shared vision.	83%	68%	81%	
Teachers feel comfortable raising issues and concerns that are important to them.	62%	46%	70%	
The school leadership consistently supports teachers.	70%	57%	83%	
Teachers are held to high professional standards for delivering instruction.	98%	91%	88%	
The school leadership facilitates using data to improve student learning.	98%	89%	93%	
Teacher performance is assessed objectively.	75%	70%	87%	
Teachers receive feedback that can help them improve teaching.	70%	59%	68%	
The procedures for teacher evaluation are consistent.	80%	76%	86%	
The faculty are recognized for accomplishments.	74%	69%	83%	
There is an atmosphere of trust and mutual respect. +	77%	71%	85%	
School leadership effectively communicates policy. +	80%	70%	84%	
	*	*	85%	
	*	*	86%	
	*	*	83%	
	*	*	86%	
	*	*	93%	
	*	*	70%	

The school leadership makes a sustained effort to address teacher concerns about:

	2011	Brown 2012	2013	ALL EL 2013
The use of time in my school	74%	56%	81%	80%
Facilities and resources	90%	91%	85%	91%
Community support and involvement	91%	82%	93%	90%
Managing student conduct	74%	66%	79%	82%
Teacher leadership	93%	82%	95%	89%
School leadership	86%	65%	93%	88%
Professional development	95%	85%	91%	90%
Instructional practices and support	98%	83%	90%	90%
New teacher support	87%	82%	93%	86%
Achievement Press	*	80%	87%	91%

	2013
Teachers are trusted to make sound professional decisions about instruction.	90%
Teachers are relied upon to make decisions about educational issues.	93%
Teachers are encouraged to participate in school leadership roles.	95%
The faculty has an effective process for making group decisions to solve problems.	85%
In this school we take steps to solve problems.	88%
	92%
	83%

Professional Development

	2011	Brown		ALL EL 2013
		2012	2013	
Sufficient resources are available for professional development.	95%	77%	93%	85%
An appropriate amount of time is provided for professional development.	91%	80%	88%	77%
Professional development offerings are data driven.	90%	85%	87%	89%
Professional learning opportunities are aligned with the school's improvement plan.	95%	85%	92%	92%
Professional development is differentiated to meet the needs of individual teachers.	69%	55%	68%	72%
Professional development deepens teachers' content knowledge.	85%	74%	88%	85%
Teachers are encouraged to reflect on their own practice.	86%	83%	88%	92%
Follow up is provided from professional development in this school.	72%	66%	80%	75%
Professional development provides ongoing opportunities for teachers to work with colleagues to refine teaching practices.	83%	77%	83%	81%
Professional development is evaluated and results are communicated to teachers.	63%	59%	70%	68%
Professional development enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	88%	80%	91%	89%
Professional development enhances teachers' abilities to improve student learning.	93%	80%	91%	91%

Campus and District Professional Development

	2013	
	At my campus	In the district
PD is differentiated to meet the needs of individual teachers.	66%	78%
PD deepens teachers' content knowledge.	88%	93%
PD enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	88%	88%
PD enhances teachers' abilities to improve student learning.	88%	93%

Note. These items were new in 2013.

Instructional Practice and Support

	2011	Brown		ALL EL 2013
	2011	2012	2013	2013
State and local assessment data are available in time to impact instructional practices.	92%	91%	91%	82%
Teachers in this school use assessment data to inform their instruction.	97%	97%	100%	98%
Teachers work in professional learning communities to develop and align instructional practices.	93%	86%	97%	93%
Provided supports (i.e., instructional coaching, professional learning communities, etc.) translate to improvements in instructional practices by teachers.	93%	89%	95%	90%
Teachers are encouraged to try new things to improve instruction.	93%	77%	88%	90%
Teachers at my school are assigned classes that maximize their likelihood of success with students.	71%	72%	76%	77%
Teachers have autonomy to make decisions about instructional delivery (i.e., pacing, materials and pedagogy).	58%	50%	66%	74%

Community Support and Engagement

	2011	Brown		ALL EL 2013
	2011	2012	2013	2013
Parents/guardians are influential decision makers in this school.	67%	45%	59%	73%
This school works directly with parents/guardians to improve the educational climate in students' homes.	83%	90%	88%	85%
This school maintains clear, two-way communication with the community.	91%	91%	91%	90%
This school does a good job of encouraging parent/guardian involvement.	93%	91%	84%	89%
Teachers provide parents/guardians with useful information about student learning.	95%	97%	93%	95%
Parents/guardians know what is going on in this school.	91%	84%	88%	88%
Parents/guardians support teachers, contributing to their success with students.	76%	79%	81%	81%
Community members support teachers, contributing to their success with students.	90%	91%	95%	86%
The community we serve is supportive of this school.	88%	88%	93%	89%

	2011	2012	2013	ALL EL
		91%	88%	92%
		72%	84%	84%
		91%	86%	91%
		70%	78%	84%
		79%	82%	87%
		89%	82%	93%
		98%	94%	94%
		79%	85%	90%

Achievement Press

	2011	Brown 2012	2013	ALL EL
The school sets high standards for academic performance.	100%	95%	91%	97%
Teachers in this school believe that their students have the ability to achieve academically.	100%	93%	91%	95%
Parents exert pressure to maintain high standards.	53%	41%	46%	62%
Achievement is recognized and acknowledged by the school.	95%	91%	96%	92%
Parents press for school improvement.	62%	46%	44%	65%
Students in this school can achieve the goals that have been set for them.	97%	88%	86%	94%
Students respect others who get good grades.	94%	85%	89%	91%
Students seek extra work so they can get get good grades.	82%	57%	50%	58%
Students try hard to improve on previous work.	89%	78%	73%	79%
The learning environment is orderly and serious.+	95%	90%	87%	91%