# TELL AISD Staff Working Conditions Survey: Results for 2011-2013
Covington Middle School

To do their jobs well, educators need supportive school environments where they are valued, are trusted, and can collaborate to improve instruction. The Teaching, Empowering, Leading and Learning (TELL) AISD Survey is a unique opportunity to gather information about school conditions from those whose views matter most—practicing educators. Respondents are asked for their perceptions on a variety of issues related to student achievement and staff retention, including Overall Climate, Use of Time, Leadership, Facilities and Resources, Student Behavior Management, Community Support, Professional Development, Instructional Practice, and Achievement Press. Participant counts are displayed in Figure 1.
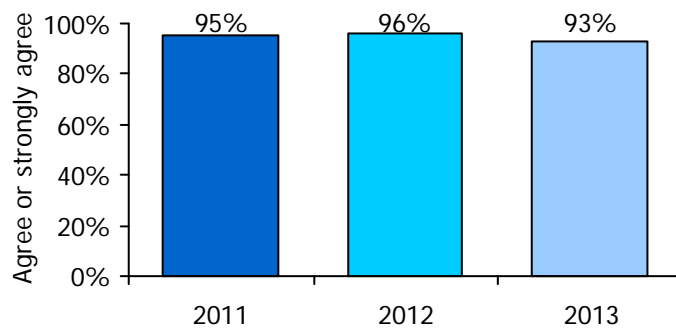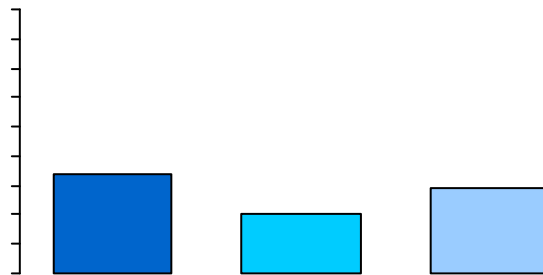
Use of Time

In an average week, how many hours do you spend on school-related activities outside of the regular school work day (before or after school, and/or on weekends)?
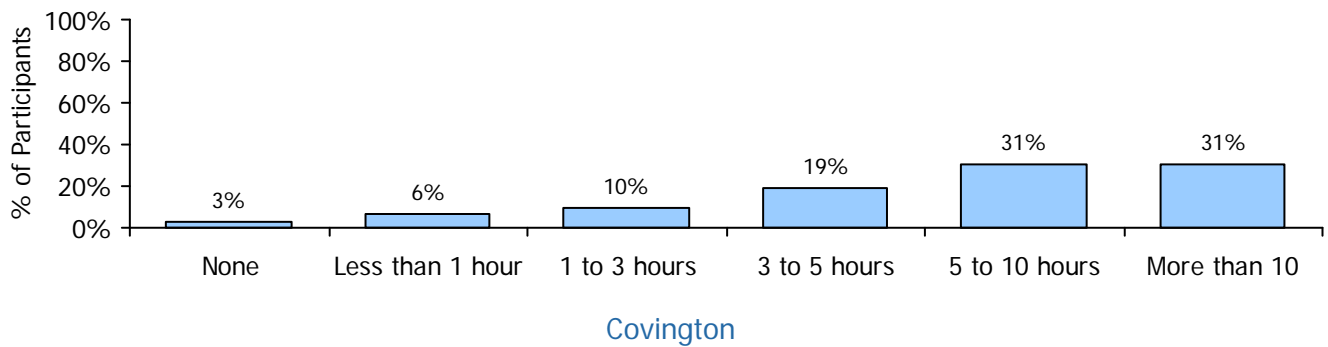
Covington

	Covington			All MS
	2011	2012	2013	2013
Class sizes are reasonable such that teachers have the time available to meet the needs of all students.	53%	36%	61%	48%
	66%	52%	69%	64%
The non instructional time provided for teachers in my school is sufficient.	64%	49%	64%	57%

Teachers have sufficient access to appropriate instructional materials.
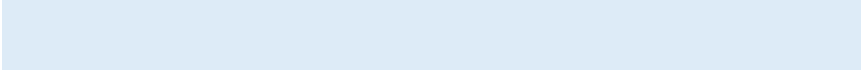
The school leadership makes a sustained effort to address teacher concerns about:	Covington			ALL MS
	2011	2012	2013	2013
The use of time in my school	82%	83%	91%	77%
Facilities and resources	95%	90%	95%	87%
Community support and involvement	96%	91%	93%	87%
Managing student conduct	78%	73%	90%	75%
Teacher leadership	93%	96%	93%	85%
School leadership	91%	94%	90%	84%
Professional development	97%	94%	93%	89%
Instructional practices and support	100%	94%	90%	88%
New teacher support	93%	95%	83%	82%
Achievement Press	*	90%	92%	86%

	2013
Teachers are trusted to make sound professional decisions about instruction.	83%
Teachers are relied upon to make decisions about educational issues.	85%
Teachers are encouraged to participate in school leadership roles.	92%
	86%
	90%
	93%
	84%

Professional Development

	Covington			ALL MS
	2011	2012	2013	2013
Sufficient resources are available for professional development.	88%	91%	95%	
An appropriate amount of time is provided for professional development.	84%	88%	85%	
Professional development offerings are data driven.	96%	98%	93%	
Professional learning opportunities are aligned with the school's improvement plan.	96%	93%	95%	
Professional development is differentiated to meet the needs of individual teachers.	66%	66%	82%	
Professional development deepens teachers' content knowledge.	74%	79%	92%	
Teachers are encouraged to reflect on their own practice.	92%	92%	90%	
Follow up is provided from professional development in this school.	73%	79%	89%	
Professional development provides ongoing opportunities for teachers to work with colleagues to refine teaching practices.	78%	84%	93%	
Professional development is evaluated and results are communicated to teachers.	67%	61%	89%	
Professional development enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	81%	87%	95%	
Professional development enhances teachers' abilities to improve student learning.	83%	91%	95%	

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	At my campus	In the district
PD is differentiated to meet the needs of individual teachers.	71%	84%
PD deepens teachers' content knowledge.	81%	85%
PD enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	92%	87%
PD enhances teachers' abilities to improve student learning.	95%	90%

Community Support and Engagement

	2011	Covington 2012	2013	ALL MS 2013
			75%	
This school works directly with parents/guardians to improve the			94%	
This school maintains clear, two-way communication with the community.	85%		98%	
This school does a good job of encouraging parent/guardian involvement.	85%		96%	
Teachers provide parents/guardians with useful information about student learning.	97%		97%	
			85%	
Parents/guardians support teachers, contributing to their success with students.	80%		86%	
Community members support teachers, contributing to their success with students.	85%		89%	
The community we serve is supportive of this school.	87%		91%	

	2011	2012	2013	ALL MS 2013
		85%	94%	
		79%	83%	
		76%	85%	
		62%	78%	
		78%	84%	
		74%	83%	
		98%	96%	
		84%	92%	

Covington

2011	2012	2013	2013