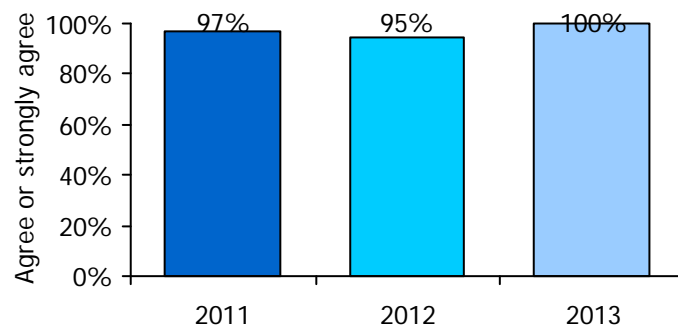
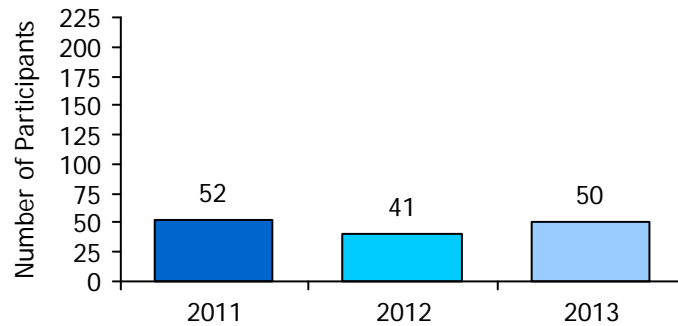


TELL AISD Staff Working Conditions Survey: Results for 2011-2013 Dawson Elementary School

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.

Figure 1. TELL725





Teachers have sufficient access to appropriate instructional materials.

Teachers have sufficient access to instructional technology, including computers, printers, software and Internet access.

Teachers have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.

Teachers have sufficient training and support to fully utilize the available instructional technology.

Teachers have sufficient access to a broad range of professional support personnel.

The physical environment of classrooms in this school supports teaching and learning. +

The school environment is clean and well maintained. +

Teachers have adequate space to work productively.

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

| | 2011 | Dawson 2012 | 2013 | ALL EL 2013 |
|-------------------------------------|------|----------------|------|-------------------|
| The use of time in my school | 75% | 69% | 87% | 80% |
| Facilities and resources | | 91% | 100% | 91% |
| Community support and involvement | 100% | 94% | | |
| Managing student conduct | 94% | 100% | | |
| Teacher leadership | 97% | 94% | 100% | 89% |
| School leadership | 97% | 97% | 100% | 88% |
| Professional development | 100% | 94% | 98% | 90% |
| Instructional practices and support | 97% | 97% | 100% | 90% |
| New teacher support | 97% | 90% | 95% | 86% |
| Achievement Press | * | 100% | 100% | 91% |

| | 2012 | 2013 |
|--|------|------|
| Teachers are trusted to make sound professional decisions about instruction. | | |
| Teachers are relied upon to make decisions about educational issues. | | 97% |
| Teachers are encouraged to participate in school leadership roles. | | |
| The faculty has an effective process for making group decisions to solve problems. | | 95% |
| In this school we take steps to solve problems. | | |
| Teachers are effective leaders in this school. | | 97% |
| Teachers have an appropriate level of influence on decision making in this school. | | |

Professional Development

| | 2011 | Dawson | | ALL |
|---|------|--------|------|------------|
| | | 2012 | 2013 | EL 2013 |
| Sufficient resources are available for professional development. | 91% | 87% | 97% | 85% |
| An appropriate amount of time is provided for professional development. | 87% | 91% | 88% | 77% |
| Professional development offerings are data driven. | 97% | 93% | 100% | 89% |
| Professional learning opportunities are aligned with the school's improvement plan. | 97% | 97% | 95% | 92% |
| Professional development is differentiated to meet the needs of individual teachers. | 81% | 70% | 86% | 72% |
| Professional development deepens teachers' content knowledge. | 91% | 94% | 100% | 85% |
| Teachers are encouraged to reflect on their own practice. | 97% | 94% | 100% | 92% |
| Follow up is provided from professional development in this school. | 94% | 91% | 95% | 75% |
| Professional development provides ongoing opportunities for teachers to work with colleagues to refine teaching practices. | 91% | 88% | 92% | 81% |
| Professional development is evaluated and results are communicated to teachers. | 81% | 63% | 89% | 68% |
| Professional development enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs. | 97% | 94% | 98% | 89% |
| Professional development enhances teachers' abilities to improve student learning. | 94% | 94% | 98% | 91% |

Campus and District Professional Development

| | 2013 | |
|---|--------------|-----------------|
| | At my campus | In the district |
| PD is differentiated to meet the needs of individual teachers. | 78% | 86% |
| PD deepens teachers' content knowledge. | 100% | 92% |
| PD enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs. | 100% | 95% |
| PD enhances teachers' abilities to improve student learning. | 100% | 95% |

Instructional Practice and Support

| | 2011 | Dawson | | ALL EL 2013 |
|--|------|--------|------|-------------------|
| | | 2012 | 2013 | |
| State and local assessment data are available in time to impact instructional practices. | 97% | 100% | 94% | |
| Teachers in this school use assessment data to inform their instruction. | 97% | 100% | 100% | |
| Teachers work in professional learning communities to develop and align instructional practices. | 97% | 100% | 100% | |
| Provided supports (i.e., instructional coaching, professional learning | 94% | 90% | 95% | |
| | 97% | 90% | 95% | |
| | 90% | 90% | 89% | |
| | 88% | 86% | 95% | |

Community Support and Engagement

| | 2011 | Dawson | | ALL EL 2013 |
|--|------|--------|------|-------------------|
| | | 2012 | 2013 | |
| Parents/guardians are influential decision makers in this school. | 54% | | 64% | |
| This school works directly with parents/guardians to improve the educational climate in students' homes. | 100% | | 100% | |
| This school maintains clear, two-way communication with the community. | 100% | | 100% | |
| This school does a good job of encouraging parent/guardian involvement. | 97% | | 98% | |
| Teachers provide parents/guardians with useful information about student learning. | 100% | | 100% | |
| | | | 98% | |
| Parents/guardians support teachers, contributing to their success with students. | 87% | | 85% | |
| Community members support teachers, contributing to their success with students. | 93% | | 98% | |
| The community we serve is supportive of this school. | 97% | | 98% | |

Managing Student Conduct

| | Dawson | | | ALL EL |
|--|--------|------|------|-----------|
| | 2011 | 2012 | 2013 | 2013 |
| Students at this school understand expectations for their conduct. | 98% | 97% | 96% | 92% |
| Students at this school follow rules of conduct. | 98% | 87% | 96% | 84% |
| Policies and procedures about student conduct are clearly understood by the faculty. | 100% | 100% | 98% | 91% |
| Administrators consistently enforce rules for student conduct. | 96% | 95% | 100% | 84% |
| Administrators support teachers' efforts to maintain discipline in the classroom. | 98% | 97% | 100% | 87% |
| Teachers consistently enforce rules for student conduct. | 96% | 95% | 100% | 93% |
| The faculty work in a school environment that is safe. | 100% | 100% | 96% | 94% |
| Non-teaching staff consistently enforce rules for student conduct. | 96% | 95% | 98% | 90% |

Note: All items in this table include responses from teaching and non-teaching staff.

Achievement Press

| | Dawson | | | ALL EL |
|---|--------|------|------|-----------|
| | 2011 | 2012 | 2013 | 2013 |
| The school sets high standards for academic performance. | 100% | 100% | 100% | 97% |
| Teachers in this school believe that their students have the ability to achieve academically. | 100% | 100% | 100% | 95% |
| Parents exert pressure to maintain high standards. | 77% | 56% | 49% | 62% |
| Achievement is recognized and acknowledged by the school. | 100% | 100% | 100% | 92% |
| Parents press for school improvement. | 59% | 51% | 47% | 65% |
| Students in this school can achieve the goals that have been set for them. | 98% | 97% | 98% | 94% |
| Students respect others who get good grades. | 98% | 97% | 95% | 91% |
| Students seek extra work so they can get good grades. | 71% | 55% | 62% | 58% |
| Students try hard to improve on previous work. | 93% | 97% | 81% | 79% |
| The learning environment is orderly and serious.+ | 96% | 90% | 91% | 91% |

Note. +Item includes responses from teaching and non-teaching staff.

For more information about interpreting and using your TELL AISD data for school improvement, including data use guides, construct worksheets, and other school improvement planning tools, please visit:
http://stafftellaisd.org/Using_Your_Data