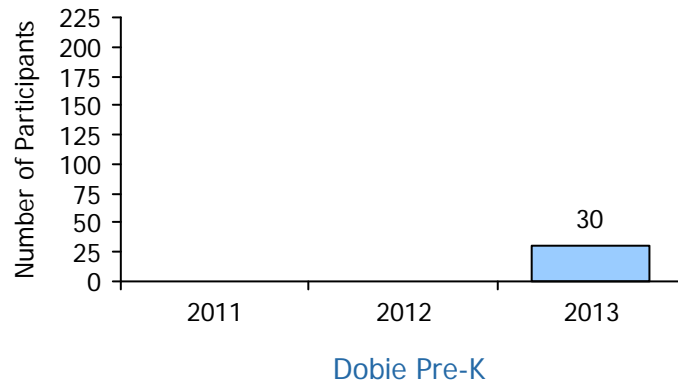


# TELL AISD Staff Working Conditions Survey: Results for 2011-2013

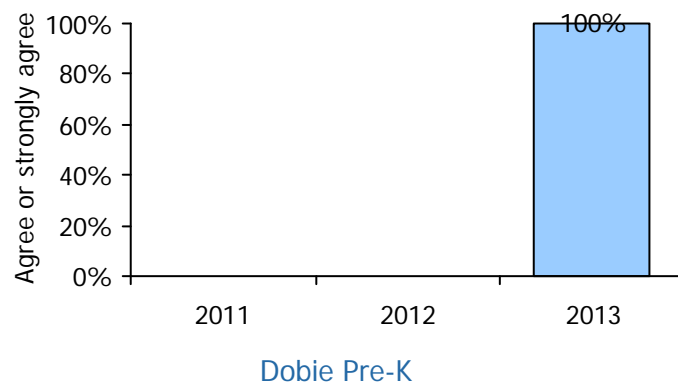
## Dobie PRE-K Center

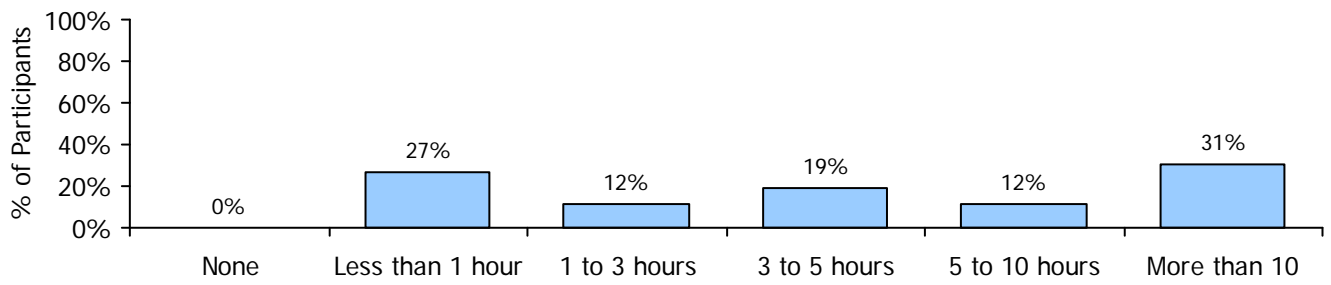
To do their jobs well, educators need supportive school environments where they are valued, are trusted, and can collaborate to improve instruction. The Teaching, Empowering, Leading and Learning (TELL) AISD Survey is a unique opportunity to gather information about school conditions from those whose 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. TELL AISD Participants Spring 2011 to Spring 2013



For each item in this report, the number displayed represents the percentage of respondents who agreed or





2011	2012	2013
	88%	68%
	88%	72%
	73%	

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:

	Dobie Pre-K			ALL PR
	2011	2012	2013	2013
The use of time in my school			100%	79%
Facilities and resources			100%	97%
Community support and involvement			100%	93%
Managing student conduct			100%	89%
Teacher leadership			100%	93%
School leadership			100%	95%
Professional development			100%	95%
Instructional practices and support			100%	95%
New teacher support			100%	91%
Achievement Press	*		100%	94%

	Dobie Pre-K			ALL PR
	2011	2012	2013	2013
Teachers are recognized as educational experts.			100%	
Teachers are trusted to make sound professional decisions about instruction.			100%	
Teachers are relied upon to make decisions about educational issues.			100%	
Teachers are encouraged to participate in school leadership roles.			100%	
The faculty has an effective process for making group decisions to solve problems.			100%	
In this school we take steps to solve problems.			100%	
Teachers are effective leaders in this school.			100%	
Teachers have an appropriate level of influence on decision making in this school.			100%	

## Professional Development

	Dobie Pre-K			ALL PR 2013
	2011	2012	2013	
Sufficient resources are available for professional development.			96%	
An appropriate amount of time is provided for professional development.			100%	
Professional development offerings are data driven.			100%	
Professional learning opportunities are aligned with the school's improvement plan.			100%	
Professional development is differentiated to meet the needs of individual teachers.			95%	
Professional development deepens teachers' content knowledge.			100%	
Teachers are encouraged to reflect on their own practice.			100%	
Follow up is provided from professional development in this school.			100%	
Professional development provides ongoing opportunities for teachers to work with colleagues to refine teaching practices.			100%	
Professional development is evaluated and results are communicated to teachers.			100%	
Professional development enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.			100%	
Professional development enhances teachers' abilities to improve student learning.			100%	

PD is differentiated to meet the needs of individual teachers.	100%
PD deepens teachers' content knowledge.	100%
PD enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	100%



	2011	2012	2013	ALL PR
			100%	93%
			100%	89%
			100%	90%
			100%	91%
			100%	89%
			100%	94%
			100%	98%
			100%	92%

## Achievement Press

	2011	2012	2013	ALL PR
The school sets high standards for academic performance.			100%	99%
Teachers in this school believe that their students have the ability to achieve academically.			100%	
Parents exert pressure to maintain high standards.			77%	
Achievement is recognized and acknowledged by the school.			100%	
Parents press for school improvement.			77%	
Students in this school can achieve the goals that have been set for them.			100%	
Students respect others who get good grades.			100%	
Students seek extra work so they can get get good grades.			75%	
Students try hard to improve on previous work.			100%	
The learning environment is orderly and serious.+			100%	