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

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
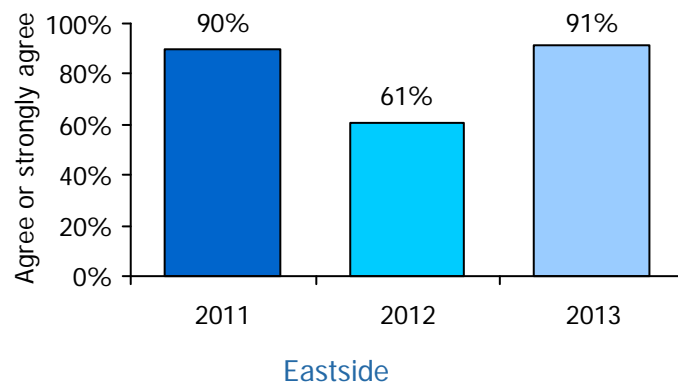

Eastside
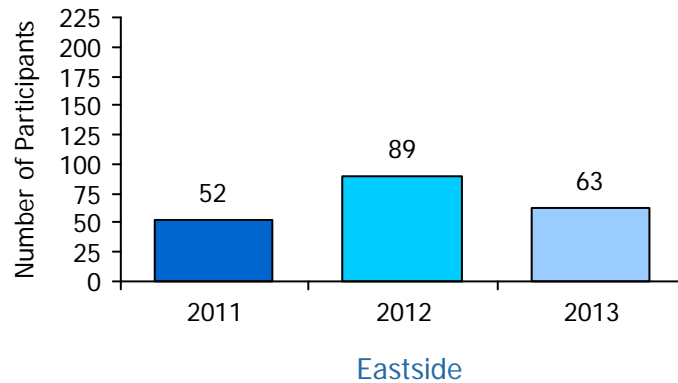
Survey Results

For each item in this report, the number displayed represents the percentage of respondents who agreed or strongly agreed with the statement. Arrows indicate statistically meaningful changes from one year to the next, computed based on both the percent agreement from year to year and the number of respondents. Longitudinal data and average 2013 results for all schools at your level also are provided where available.

Overall

Figure 2. "Overall, my school is a good place to work and learn."

Eastside

General School Climate

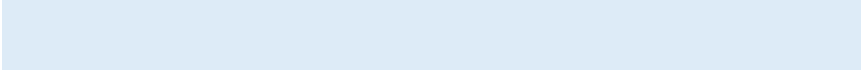|	Eastside			All HS
	2011	2012	2013	2013
All campus staff are friendly to each other.	87%	88%	86%	83%
All campus staff exhibit pride in their affiliation with the school.	95%	68%	80%	87%
All campus staff are willing to go out of their way to help.	83%	84%	85%	81%
All campus staff accomplish their jobs with enthusiasm.	86%	69%	79%	76%
All campus staff are committed to their jobs.	83%	76%	79%	83%
The goals of my school are made clear.	97%	54%	84%	91%

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)?
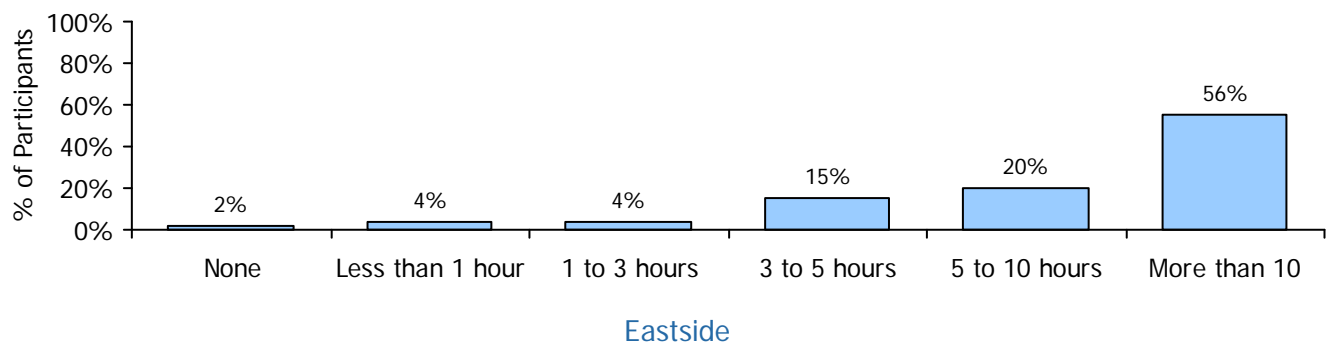
Eastside

	Eastside			All HS
	2011	2012	2013	2013
Class sizes are reasonable such that teachers have the time available to meet the needs of all students.	72%	76%	78%	50%
Teachers have time available to collaborate with colleagues.	51%	65%	67%	72%
The non instructional time provided for teachers in my school is sufficient.	38%	62%	55%	60%

Teachers have sufficient access to appropriate instructional materials.

The school leadership makes a sustained effort to address teacher concerns about:	Eastside			ALL HS
	2011	2012	2013	2013
The use of time in my school	79%	60%	67%	76%
Facilities and resources	95%	63%	96%	84%
Community support and involvement	86%	62%	88%	89%
Managing student conduct	58%	35%	73%	77%
Teacher leadership	87%	64%	81%	87%
School leadership	92%	50%	81%	84%
Professional development	92%	63%	88%	88%
Instructional practices and support	95%	68%	86%	88%
New teacher support	77%	63%	88%	83%
Achievement Press	*	61%	84%	87%

	2013
Teachers are trusted to make sound professional decisions about instruction.	59%
Teachers are relied upon to make decisions about educational issues.	65%
Teachers are encouraged to participate in school leadership roles.	83%
	58%
	88%
	86%
	60%

Professional Development

	2011	Eastside 2012	2013	ALL HS 2013
Sufficient resources are available for professional development.	77%	62%	79%	84%
An appropriate amount of time is provided for professional development.	69%	67%	69%	81%
Professional development offerings are data driven.	83%	71%	84%	87%
Professional learning opportunities are aligned with the school's improvement plan.	91%	55%	85%	92%
Professional development is differentiated to meet the needs of individual teachers.	47%	33%	57%	65%
Professional development deepens teachers' content knowledge.	50%	48%	58%	67%
Teachers are encouraged to reflect on their own practice.	84%	84%	90%	91%
Follow up is provided from professional development in this school.	61%	36%	60%	69%
Professional development provides ongoing opportunities for teachers to work with colleagues to refine teaching practices.	71%	46%	72%	80%
Professional development is evaluated and results are communicated to teachers.	48%	34%	58%	64%
Professional development enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	69%	63%	74%	82%
Professional development enhances teachers' abilities to improve student learning.	69%	63%	74%	85%

Campus and District Professional Development	2013 At my campus	In the district
PD is differentiated to meet the needs of individual teachers.	49%	70%
PD deepens teachers' content knowledge.	48%	73%
PD enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	71%	78%
PD enhances teachers' abilities to improve student learning.	85%	78%

Note. These items were new in 2013.

Instructional Practice and Support

	Eastside			ALL HS
	2011	2012	2013	2013
State and local assessment data are available in time to impact instructional practices.	89%	72%	80%	81%
Teachers in this school use assessment data to inform their instruction.	100%	92%	96%	96%
Teachers work in professional learning communities to develop and align instructional practices.	95%	88%	96%	96%
Provided supports (i.e., instructional coaching, professional learning communities, etc.) translate to improvements in instructional practices by teachers.	89%	78%	86%	90%
Teachers are encouraged to try new things to improve instruction.	92%	82%	76%	90%
Teachers at my school are assigned classes that maximize their likelihood of success with students.	84%	45%	71%	77%
Teachers have autonomy to make decisions about instructional delivery (i.e., pacing, materials and pedagogy).	74%	73%	56%	77%

Community Support and Engagement

	Eastside			ALL HS
	2011	2012	2013	2013
Parents/guardians are influential decision makers in this school.	22%	14%	29%	61%
This school works directly with parents/guardians to improve the educational climate in students' homes.	69%	41%	67%	79%
This school maintains clear, two-way communication with the community.	86%	38%	73%	88%
This school does a good job of encouraging parent/guardian involvement.	87%	51%	82%	88%
Teachers provide parents/guardians with useful information about student learning.	92%	65%	80%	92%
Parents/guardians know what is going on in this school.	50%	26%	49%	77%
Parents/guardians support teachers, contributing to their success with students.	33%	29%	39%	76%
Community members support teachers, contributing to their success with students.	57%	43%	53%	82%
The community we serve is supportive of this school.	36%	37%	69%	87%

Managing Student Conduct

	Eastside			ALL HS
	2011	2012	2013	2013
Students at this school understand expectations for their conduct.	69%	49%	74%	83%
Students at this school follow rules of conduct.	28%	22%	58%	69%
Policies and procedures about student conduct are clearly understood by the faculty.	76%	46%	80%	84%
Administrators consistently enforce rules for student conduct.	50%	29%	70%	68%
Administrators support teachers' efforts to maintain discipline in the classroom.	79%	47%	82%	81%
Teachers consistently enforce rules for student conduct.	69%	47%	75%	73%
The faculty work in a school environment that is safe.	95%	74%	96%	94%
Non-teaching staff consistently enforce rules for student conduct.	70%	47%	77%	77%

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

Achievement Press

	Eastside			ALL HS
	2011	2012	2013	2013
The school sets high standards for academic performance.	79%	68%	77%	91%
Teachers in this school believe that their students have the ability to achieve academically.	92%	88%	85%	93%
Parents exert pressure to maintain high standards.	19%	32%	16%	56%
Achievement is recognized and acknowledged by the school.	97%	63%	91%	92%
Parents press for school improvement.	16%	35%	42%	60%
Students in this school can achieve the goals that have been set for them.	89%	86%	94%	95%
Students respect others who get good grades.	70%	56%	72%	81%
Students seek extra work so they can get get good grades.	38%	37%	33%	61%
Students try hard to improve on previous work.	58%	41%	46%	66%
The learning environment is orderly and serious.+	61%	46%	70%	85%

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