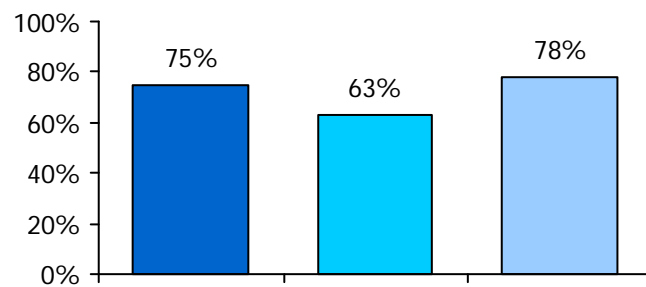


TELL AISD Staff Working Conditions Survey: Results for 2011-2013

Garcia 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.

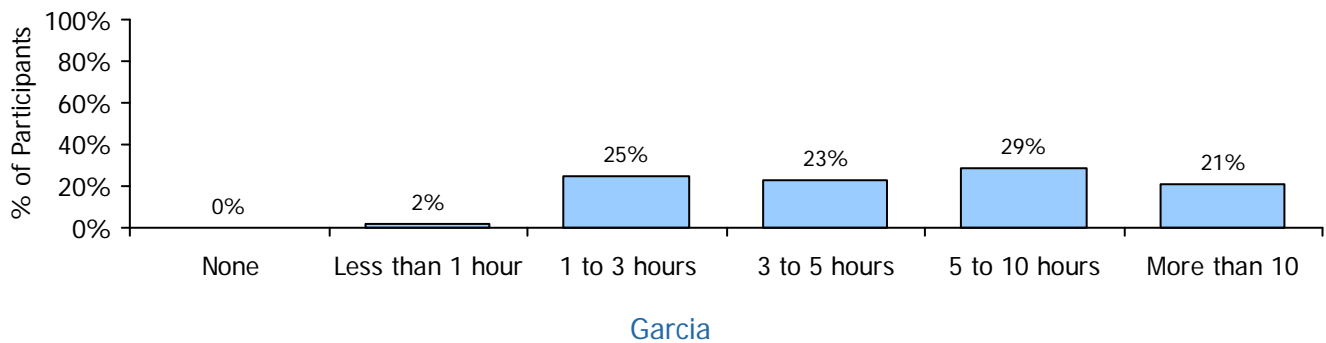


General School Climate

	Garcia			All MS 2013
	2011	2012	2013	
All campus staff are friendly to each other.	70%	84%	59%	84%
All campus staff exhibit pride in their affiliation with the school.	72%	52%	57%	84%
All campus staff are willing to go out of their way to help.	67%	67%	58%	81%
All campus staff accomplish their jobs with enthusiasm.	54%	59%	48%	74%
All campus staff are committed to their jobs.	60%	70%	59%	82%
The goals of my school are made clear.	88%	81%	69%	87%

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)?



	Garcia			All MS 2013
	2011	2012	2013	
Class sizes are reasonable such that teachers have the time available to meet the needs of all students.	73%	52%	71%	48%
Teachers have time available to collaborate with colleagues.	84%	68%	78%	64%
The non instructional time provided for teachers in my school is sufficient.	70%	65%	71%	57%

The school leadership makes a sustained effort to address teacher concerns about:	Garcia			ALL MS
	2011	2012	2013	2013
The use of time in my school	67%	57%	84%	77%
Facilities and resources	88%	67%	81%	87%
Community support and involvement	63%	59%	66%	87%
Managing student conduct	42%	50%	52%	75%
Teacher leadership	79%	57%	85%	85%
School leadership	73%	50%	78%	84%
Professional development	84%	86%	87%	89%
Instructional practices and support	86%	81%	84%	88%
New teacher support	76%	79%	72%	82%
Achievement Press	*	63%	76%	86%

Note. *New to the survey in Spring 2012.

Teacher Leadership

	Garcia			ALL MS
	2011	2012	2013	2013
Teachers are recognized as educational experts.	78%	55%	73%	78%
Teachers are trusted to make sound professional decisions about instruction.	77%	48%	70%	77%
Teachers are relied upon to make decisions about educational issues.	76%	59%	78%	78%
Teachers are encouraged to participate in school leadership roles.	80%	45%	85%	89%
The faculty has an effective process for making group decisions to solve problems.	64%	41%	51%	73%
In this school we take steps to solve problems.	73%	52%	61%	82%
Teachers are effective leaders in this school.	74%	71%	70%	85%
Teachers have an appropriate level of influence on decision making in this school.	*	41%	63%	72%

Note. *New to the survey in Spring 2012.

	83%
	78%
Professional learning opportunities are aligned with the school's improvement plan.	91%
Professional development is differentiated to meet the needs of individual teachers.	68%
Professional development deepens teachers' content knowledge.	76%
Teachers are encouraged to reflect on their own practice.	89%
Follow up is provided from professi	66%

Community Support and Engagement

	2011	Garcia 2012	2013	ALL MS 2013
			18%	
			58%	
			62%	
This school does a good job of encouraging parent/guardian involvement.	47%		58%	
Teachers provide parents/guardians with useful information about student learning.	84%		79%	
			48%	
Parents/guardians support teachers, contributing to their success with students.	47%		27%	
Community members support teachers, contributing to their success with students.	54%		30%	
The community we serve is supportive of this school.	48%		29%	

	2011	2012	2013	ALL MS 2013
		66%	46%	
		34%	18%	
		62%	55%	
		41%	38%	
		48%	59%	
		55%	74%	
		66%	69%	
		62%	63%	

Achievement Press

	2011	Garcia 2012	2013	ALL MS 2013
The school sets high standards for academic performance.	86%			
Teachers in this school believe that their students have the ability to achieve academically.	90%			
Parents exert pressure to maintain high standards.	26%			
Achievement is recognized and acknowledged by the school.	89%			
Parents press for school improvement.	30%			
Students in this school can achieve the goals that have been set for them.	89%			
Students respect others who get good grades.	49%			