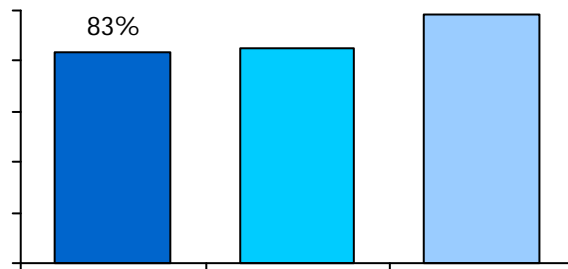


# TELL AISD Staff Working Conditions Survey: Results for 2011-2013 Hart Elementary School

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.

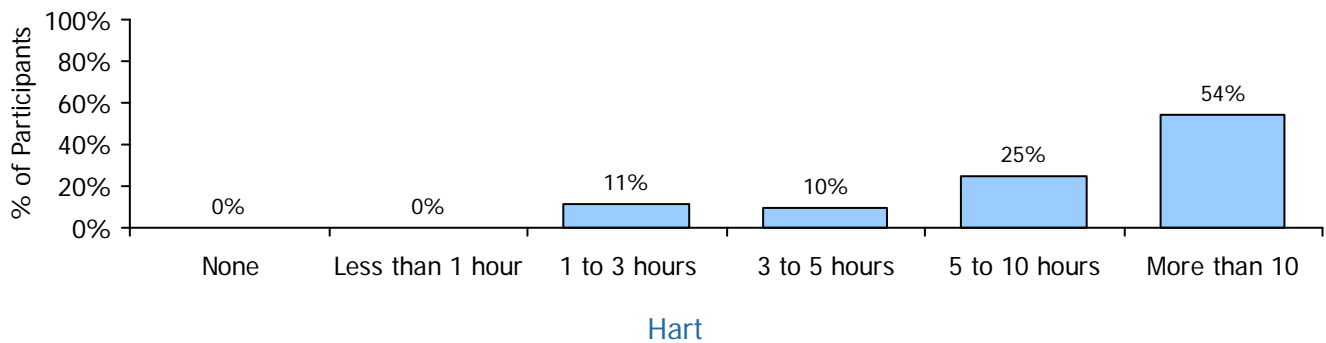


## General School Climate

	Hart			All EL 2013
	2011	2012	2013	
All campus staff are friendly to each other.	79%	67%	91%	84%
All campus staff exhibit pride in their affiliation with the school.	77%	83%	99%	88%
All campus staff are willing to go out of their way to help.	73%	82%	100%	83%
All campus staff accomplish their jobs with enthusiasm.	72%	75%	96%	79%
All campus staff are committed to their jobs.	85%	85%	100%	86%
The goals of my school are made clear.	91%	86%	100%	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)?



	Hart			All EL 2013
	2011	2012	2013	
Class sizes are reasonable such that teachers have the time available to meet the needs of all students.	61%	68%	81%	56%
Teachers have time available to collaborate with colleagues.	49%	60%	83%	59%
The non instructional time provided for teachers in my school is sufficient.	35%	40%	63%	46%

## Facilities and Resources

	Hart			ALL EL
	2011	2012	2013	2013
Teachers have sufficient access to appropriate instructional materials.	77%	75%	85%	84%
Teachers have sufficient access to instructional technology, including computers, printers, software and Internet access.	76%	79%	89%	83%
Teachers have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.	80%	83%	84%	82%
Teachers have sufficient training and support to fully utilize the available instructional technology.	77%	76%	78%	70%
Teachers have sufficient access to a broad range of professional support personnel.	83%	80%	98%	80%
The physical environment of classrooms in this school supports teaching and learning. +	97%	85%	95%	93%
The school environment is clean and well maintained. +	97%	96%	90%	94%
Teachers have adequate space to work productively.	88%	75%	98%	85%

Note. + Includes responses from teaching and nonteaching staff.

	2011	2012	2013	ALL EL 2013
The faculty and leadership have a shared vision.	80%	88%	97%	
	52%	56%	82%	
	56%	72%	90%	
	93%	94%	98%	
	94%	97%	98%	
	80%	78%	90%	
	78%	84%	90%	
	80%	81%	86%	
	59%	68%	92%	
	58%	65%	93%	
	78%	75%	89%	
	*	*	83%	
	*	*	97%	
	*	*	95%	
	*	*	95%	
	*	*	100%	
	*	*	87%	

Hart

	2013	
	86%	80%
	93%	91%
	91%	90%
	88%	82%
Teacher leadership	96%	89%
School leadership	96%	88%
Professional development	98%	90%
Instructional practices and support	97%	90%
New teacher support	92%	86%
Achievement Press *	98%	91%





## Community Support and Engagement

	2011	Hart 2012	2013	ALL EL 2013
			64%	
			87%	
			96%	
			95%	
			98%	
			93%	
Parents/guardians support teachers, contributing to their success with students.	76%		87%	
Community members support teachers, contributing to their success with students.	74%		87%	
The community we serve is supportive of this school.	83%		90%	

	2011	2012	2013	ALL EL 2013
		92%	100%	
		85%	97%	
		96%	97%	
		87%	96%	
		83%	90%	
		96%	100%	
		96%	99%	
		92%	98%	

## Achievement Press

	2011	Hart 2012	2013	ALL EL 2013
The school sets high standards for academic performance.	96%			
Teachers in this school believe that their students have the ability to achieve academically.	97%			
Parents exert pressure to maintain high standards.	54%			
Achievement is recognized and acknowledged by the school.	83%			
Parents press for school improvement.	48%			
Students in this school can achieve the goals that have been set for them.	94%			