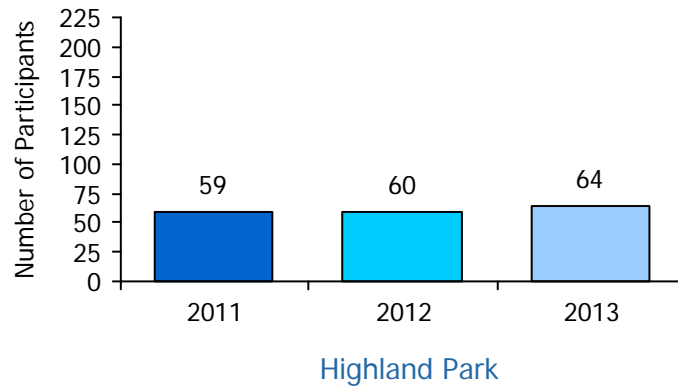


# TELL AISD Staff Working Conditions Survey: Results for 2011-2013

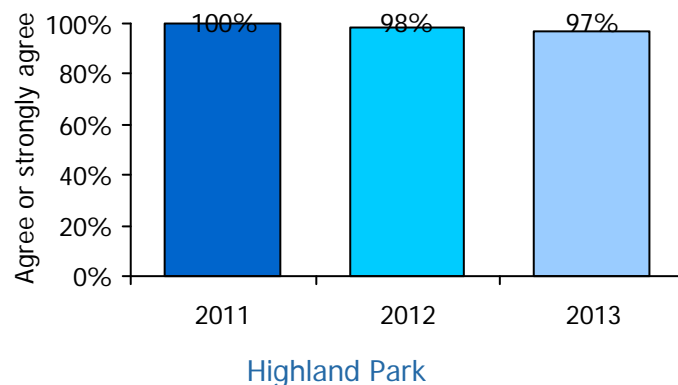
## Highland Park Elementary School

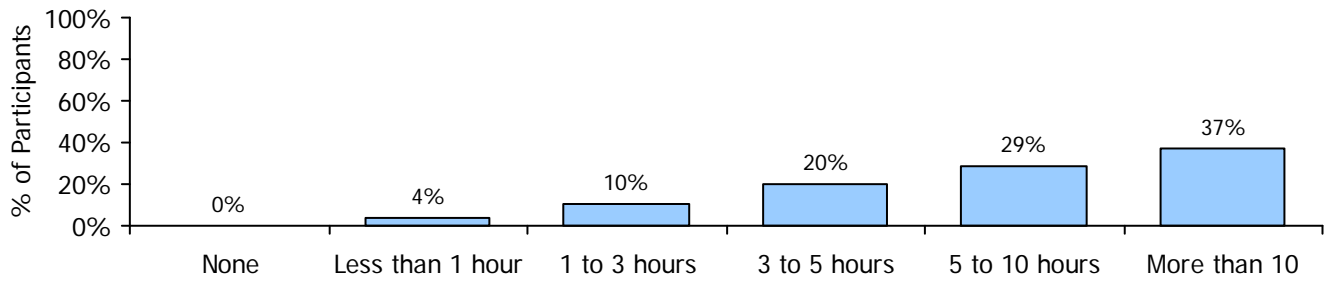
To do their jobs well, educators need supportive school environments where they are valued, are trusted, and can collaborate to improve instruction. The Teaching, Empowering, Leading and Learning (TELL) AISD Survey is a unique opportunity to gather information about school conditions from those whose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





Hig		EL	
2011	2012	2011	2013
82%	74%	65%	56%
73%	67%	41%	59%
55%	60%	35%	46%

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.



## Professional Development

	Highland Park			ALL EL 2013
	2011	2012	2013	
Sufficient resources are available for professional development.	95%	98%	96%	85%
An appropriate amount of time is provided for professional development.	95%	88%	86%	77%
Professional development offerings are data driven.	95%	100%	89%	89%
Professional learning opportunities are aligned with the school's improvement plan.	95%	100%	95%	92%
Professional development is differentiated to meet the needs of individual teachers.	80%	82%	61%	72%
Professional development deepens teachers' content knowledge.	95%	90%	87%	85%
Teachers are encouraged to reflect on their own practice.	95%	100%	98%	92%
Follow up is provided from professional development in this school.	95%	98%	89%	75%
Professional development provides ongoing opportunities for teachers to work with colleagues to refine teaching practices.	91%	90%	78%	81%
Professional development is evaluated and results are communicated to teachers.	85%	82%	70%	68%
Professional development enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	98%	98%	98%	89%
Professional development enhances teachers' abilities to improve student learning.	98%	98%	98%	91%

### Campus and District Professional Development

	2013	
	At my campus	In the district
PD is differentiated to meet the needs of individual teachers.	63%	64%
PD deepens teachers' content knowledge.	89%	85%
PD enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	91%	77%
PD enhances teachers' abilities to improve student learning.	98%	86%

Note. These items were new in 2013.

## Instructional Practice and Support

	Highland Park			ALL EL
	2011	2012	2013	2013
	91%	90%	82%	
	100%	98%	100%	
	100%	100%	89%	
	93%	95%	90%	
	100%	100%	100%	
	90%	93%	81%	
	98%	95%	91%	

## Community Support and Engagement

	Highland Park			ALL EL
	2011	2012	2013	2013
Parents/guardians are influential decision makers in this school.	100%		98%	
This school works directly with parents/guardians to improve the educational climate in students' homes.	98%		96%	
This school maintains clear, two-way communication with the community.	100%		100%	
This school does a good job of encouraging parent/guardian involvement.	100%		100%	
Teachers provide parents/guardians with useful information about student learning.	100%		98%	
			100%	
Parents/guardians support teachers, contributing to their success with students.	100%		98%	
Community members support teachers, contributing to their success with students.	100%		98%	
The community we serve is supportive of this school.	100%		100%	

2011	2012	2013	ALL EL 2013
	98%		
	97%		
	93%		
	93%		
	95%		
	91%		
	100%		
	98%		