



# TELL AISD Staff Working Conditions Survey: Results for 2011-2013 **International High School**

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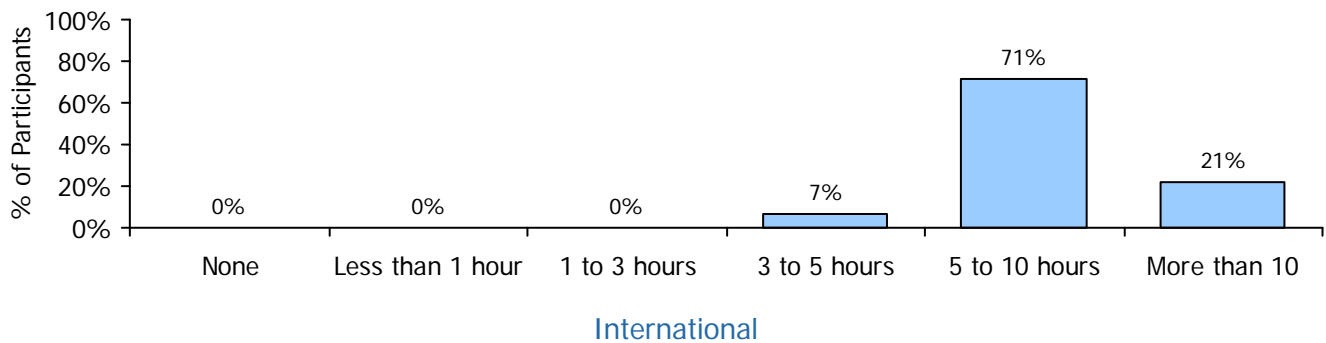
To do their jobs well, educators need supportive school

## General School Climate

	2011	International		All HS 2013
		2012	2013	
All campus staff are friendly to each other.	100%	100%	75%	83%
All campus staff exhibit pride in their affiliation with the school.	96%	100%	80%	87%
All campus staff are willing to go out of their way to help.	96%	100%	84%	81%
All campus staff accomplish their jobs with enthusiasm.	96%	100%	80%	76%
All campus staff are committed to their jobs.	100%	100%	80%	83%
The goals of my school are made clear.	87%	100%	76%	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)?



	2011	International		All HS 2013
		2012	2013	
Class sizes are reasonable such that teachers have the time available to meet the needs of all students.	44%	67%	15%	50%
Teachers have time available to collaborate with colleagues.	67%	100%	79%	72%
The non instructional time provided for teachers in my school is sufficient.	53%	60%	71%	60%

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.

The school leadership makes a sustained effort to address teacher concerns about:

	International			ALL HS
	2011	2012	2013	2013
The use of time in my school	71%	100%	77%	76%
Facilities and resources	78%	100%	69%	84%
Community support and involvement	94%	100%	92%	89%
Managing student conduct	72%	100%	57%	77%
Teacher leadership	89%	100%	71%	87%
School leadership	94%	93%	64%	84%
Professional development	89%	100%	83%	88%
Instructional practices and support	78%	100%	85%	88%
New teacher support	83%	100%	92%	83%
Achievement Press	*	100%	100%	87%

## Teacher Leadership

	International			ALL HS
	2011	2012	2013	2013
Teachers are recognized as educational experts.	78%	100%	100%	79%
Teachers are trusted to make sound professional decisions about instruction.	83%	100%	100%	79%
Teachers are relied upon to make decisions about educational issues.	88%	100%	100%	81%
Teachers are encouraged to participate in school leadership roles.	94%	100%	79%	89%
The faculty has an effective process for making group decisions to solve problems.	65%	93%	38%	71%
In this school we take steps to solve problems.	75%	93%	54%	86%
Teachers are effective leaders in this school.	100%	100%	85%	89%
Teachers have an appropriate level of influence on decision making in this school.	*	93%	69%	71%

## Professional Development

	2011	International		ALL HS 2013
		2012	2013	
Sufficient resources are available for professional development.	76%	87%	79%	84%
An appropriate amount of time is provided for professional development.	82%	87%	93%	81%
Professional development offerings are data driven.	83%	93%	92%	87%
Professional learning opportunities are aligned with the school's improvement plan.	87%	87%	89%	92%
Professional development is differentiated to meet the needs of individual teachers.	47%	73%	67%	65%
Professional development deepens teachers' content knowledge.	67%	87%	69%	67%
Teachers are encouraged to reflect on their own practice.	94%	100%	79%	91%
Follow up is provided from professional development in this school.	61%	92%	62%	69%
Professional development provides ongoing opportunities for teachers to work with colleagues to refine teaching practices.	89%	100%	69%	80%
Professional development is evaluated and results are communicated to teachers.	44%	87%	67%	64%
Professional development enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	78%	100%	85%	82%
Professional development enhances teachers' abilities to improve student learning.	83%	100%	85%	85%

### Campus and District Professional Development

	2013	
	At my campus	In the district
PD is differentiated to meet the needs of individual teachers.	67%	83%
PD deepens teachers' content knowledge.	62%	85%
PD enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	77%	92%
PD enhances teachers' abilities to improve student learning.	69%	92%

Note. These items were new in 2013.



2011	2012	2013	ALL HS 2013
	95%	81%	
	100%	62%	
	95%	80%	
	84%	60%	
	95%	67%	
	94%	75%	
	100%	86%	
	95%	78%	

## Achievement Press

	2011	International 2012	2013	ALL HS 2013
The school sets high standards for academic performance.	87%			
Teachers in this school believe that their students have the ability to achieve academically.	91%			
Parents exert pressure to maintain high standards.	48%			
Achievement is recognized and acknowledged by the school.	83%			