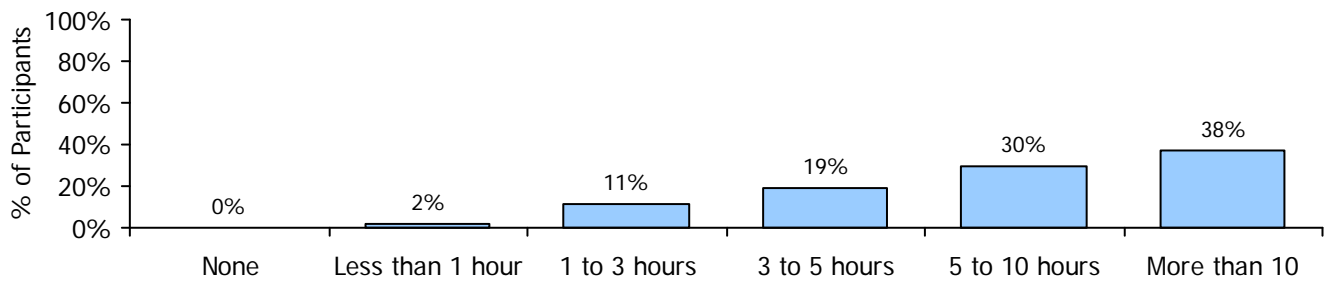




TELL AISD Staff Working Conditions Survey:  
Results for 2011-2013  
**Kealing Middle School**



	Kealing		MS
	2011	2012	2013
	67%	45%	59%
	67%	58%	62%
	62%	56%	50%
			64%
			57%

## Facilities and Resources

		Kealing		ALL MS
Teachers have sufficient access to appropriate instructional materials.	82%	79%	85%	83%
Teachers have sufficient access to instructional technology, including computers, printers, software and Internet access.	69%	66%	74%	80%
Teachers have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.	71%	60%	85%	79%
Teachers have sufficient training and support to fully utilize the available instructional technology.	56%	65%	60%	71%
Teachers have sufficient access to a broad range of professional support personnel.	77%	63%	62%	82%
The physical environment of classrooms in this school supports teaching and learning. +	85%	85%	100%	87%
The school environment is clean and well maintained. +	90%	80%	100%	93%
Teachers have adequate space to work productively.	75%	78%	74%	84%

Note. + Includes responses from teaching and nonteaching staff.

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

	Kea			
	2011	2012		
The use of time in my school	78%	68%		
Facilities and resources	87%	74%		
Community support and involvement	87%	90%	86%	87%
Managing student conduct	65%	70%	78%	75%
Teacher leadership	82%	79%	71%	85%
School leadership	79%	73%	77%	84%
Professional development	86%	84%	80%	89%
Instructional practices and support	84%	83%	73%	88%
New teacher support	77%	71%	64%	82%
Achievement Press	*	84%	74%	86%

## Teacher Leadership

	Kealing			ALL MS
	2011	2012	2013	2013
Teachers are recognized as educational experts.	77%	72%	73%	78%
Teachers are trusted to make sound professional decisions about instruction.	77%	71%	74%	77%
Teachers are relied upon to make decisions about educational issues.	81%	79%	76%	78%
Teachers are encouraged to participate in school leadership roles.	90%	78%	90%	89%
The faculty has an effective process for making group decisions to solve problems.	57%	60%	64%	73%
In this school we take steps to solve problems.	70%	71%	75%	82%
Teachers are effective leaders in this school.	86%	80%	79%	85%
Teachers have an appropriate level of influence on decision making in this school.	*	60%	63%	72%

## Professional Development

	2011	Kealing 2012	2013	ALL MS 2013
Sufficient resources are available for professional development.	69%	70%	66%	
An appropriate amount of time is provided for professional development.	74%	68%	56%	
Professional development offerings are data driven.	78%	69%	69%	
Professional learning opportunities are aligned with the school's improvement plan.	80%	79%	72%	
Professional development is differentiated to meet the needs of individual teachers.	48%	50%	47%	
Professional development deepens teachers' content knowledge.	51%	57%	56%	
Teachers are encouraged to reflect on their own practice.	85%	78%	80%	
Follow up is provided from professional development in this school.	63%	58%	53%	
Professional development provides ongoing opportunities for teachers to work with colleagues to refine teaching practices.	73%	75%	54%	
Professional development is evaluated and results are communicated to teachers.	39%	32%	45%	
Professional development enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	72%	71%	72%	
Professional development enhances teachers' abilities to improve student learning.	76%	77%	72%	

PD is differentiated to meet the needs of individual teachers.	39%
PD deepens teachers' content knowledge.	52%
PD enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	64%
PD enhances teachers' abilities to improve student learning.	70%

## Community Support and Engagement

	2011	Kealing 2012	2013	ALL MS 2013
			75%	
			80%	
			83%	
			86%	
			92%	
			73%	
			79%	
			80%	
The community we serve is supportive of this school.	82%		86%	

## Managing Student Conduct

	Kealing			ALL MS
	2011	2012	2013	2013
Students at this school understand expectations for their conduct.	68%	77%	80%	82%
Students at this school follow rules of conduct.	44%	44%	53%	61%
Policies and procedures about student conduct are clearly understood by the faculty.	72%	80%	79%	82%
Administrators consistently enforce rules for student conduct.	46%	60%	74%	71%
Administrators support teachers' efforts to maintain discipline in the classroom.	69%	72%	84%	79%
Teachers consistently enforce rules for student conduct.	56%	71%	71%	78%
The faculty work in a school environment that is safe.	85%	78%	88%	87%
Non-teaching staff consistently enforce rules for student conduct.	60%	63%	71%	80%

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

## Achievement Press

	Kealing			ALL MS
	2011	2012	2013	2013
The school sets high standards for academic performance.	93%	91%	87%	87%
Teachers in this school believe that their students have the ability to achieve academically.	96%	92%	87%	88%
Parents exert pressure to maintain high standards.	62%	72%	69%	51%
Achievement is recognized and acknowledged by the school.	86%	88%	86%	90%
Parents press for school improvement.	72%	82%	75%	58%
Students in this school can achieve the goals that have been set for them.	94%	85%	91%	91%
Students respect others who get good grades.	72%	70%	70%	66%
Students seek extra work so they can get good grades.	64%	56%	53%	48%
Students try hard to improve on previous work.	62%	61%	62%	53%
The learning environment is orderly and serious.+	73%	69%	73%	77%

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

For more information about interpreting and using your TELL AISD data for school improvement, including data use guides, construct worksheets, and other school improvement planning tools, please visit:  
[http://stafftellaisd.org/Using\\_Your\\_Data](http://stafftellaisd.org/Using_Your_Data)