# TELL AISD Staff Working Conditions Survey: Results for 2011-2013
Lanier High 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.
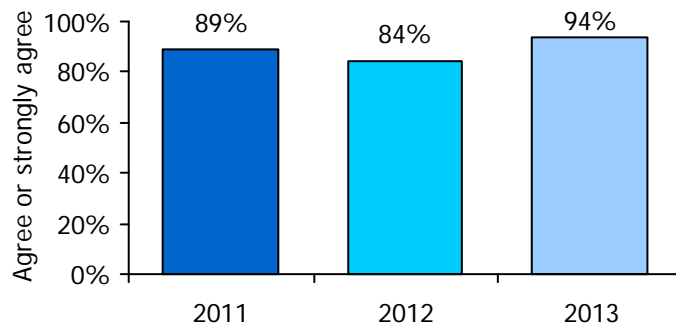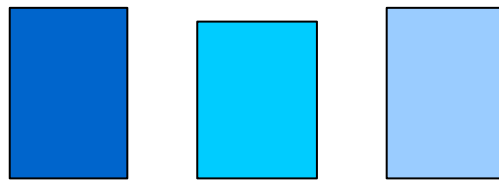
General School Climate

	Lanier			All HS
	2011	2012	2013	2013
All campus staff are friendly to each other.	79%	74%	84%	83%
All campus staff exhibit pride in their affiliation with the school.	81%	69%	85%	87%
All campus staff are willing to go out of their way to help.	75%	69%	83%	81%
All campus staff accomplish their jobs with enthusiasm.	66%	59%	81%	76%
All campus staff are committed to their jobs.	77%	71%	86%	83%
The goals of my school are made clear.	93%	82%	92%	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)?
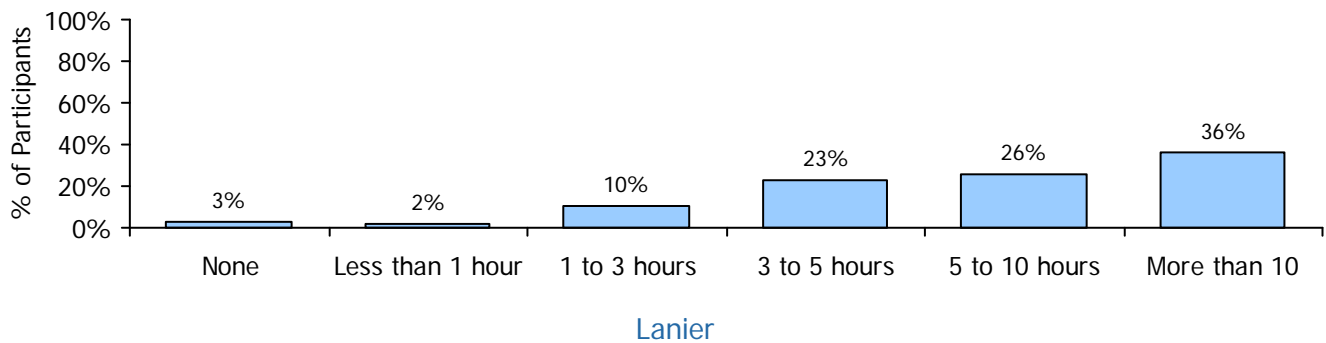
Lanier

	Lanier			All HS
	2011	2012	2013	2013
Class sizes are reasonable such that teachers have the time available to meet the needs of all students.	56%	33%	58%	50%
Teachers have time available to collaborate with colleagues.	69%	66%	81%	72%
The non instructional time provided for teachers in my school is sufficient.	51%	29%	55%	60%

Facilities and Resources

	Lanier			ALL HS
	2011	2012	2013	2013
Teachers have sufficient access to appropriate instructional materials.	81%	64%	83%	82%
Teachers have sufficient access to instructional technology, including computers, printers, software and Internet access.	70%	66%	76%	74%
Teachers have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.	62%	72%	84%	72%
Teachers have sufficient training and support to fully utilize the available instructional technology.	54%	45%	67%	68%
Teachers have sufficient access to a broad range of professional support personnel.	85%	81%	85%	83%
The physical environment of classrooms in this school supports teaching and learning.+	89%	84%	80%	88%
The school environment is clean and well maintained.+	92%	93%	88%	94%
Teachers have adequate space to work productively.	89%	73%	86%	83%

Note. +Includes responses from teaching and nonteaching staff.

	2011	2012	2013	ALL HS 2013
The faculty and leadership have a shared vision.	83%	72%	90%	
Teachers feel comfortable raising issues and concerns that are important to them.	71%	66%	77%	
The school leadership consistently supports teachers.	64%	67%	77%	
Teachers are held to high professional standards for delivering instruction.	87%	86%	94%	
The school leadership facilitates using data to improve student learning.	97%	94%	97%	
Teacher performance is assessed objectively.	72%	71%	88%	
	68%	67%	86%	
	62%	59%	77%	
R)e54&IVdTt@@\(e%&ÜÛ%fyWPBFGAŁ%AE	79%	81%	89%	
There is an atmosphere of trust and mutual respect.+	71%	71%	86%	
School leadership effectively communicates policy.+	74%	70%	85%	
	*	*	76%	
	*	*	93%	
	*	*	79%	
	*	*	91%	
	*	*	92%	
	*	*	81%	

The school leadership makes a sustained effort to address teacher concerns about:	Lanier			ALL HS
	2011	2012	2013	2013
The use of time in my school	62%	53%	71%	76%
Facilities and resources	79%	78%	77%	84%
Community support and involvement	84%	74%	91%	89%
Managing student conduct	63%	64%	81%	77%
Teacher leadership	80%	78%	91%	87%
School leadership	77%	69%	85%	84%
Professional development	83%	71%	82%	88%
Instructional practices and support	80%	79%	86%	88%
New teacher support	89%	88%	89%	83%
Achievement Press	*	78%	91%	87%

Note. *New to the survey in Spring 2012.

Teacher Leadership

	Lanier			ALL HS
	2011	2012	2013	2013
Teachers are recognized as educational experts.	79%	73%	84%	79%
Teachers are trusted to make sound professional decisions about instruction.	85%	75%	87%	79%
Teachers are relied upon to make decisions about educational issues.	85%	67%	84%	81%
Teachers are encouraged to participate in school leadership roles.	94%	93%	93%	89%
The faculty has an effective process for making group decisions to solve problems.	65%	60%	72%	71%
In this school we take steps to solve problems.	78%	67%	89%	86%
Teachers are effective leaders in this school.	89%	74%	84%	89%
Teachers have an appropriate level of influence on decision making in this school.	*	51%	74%	71%

Note. *New to the survey in Spring 2012.

Professional Development

	Lanier			ALL HS
	2011	2012	2013	2013
Sufficient resources are available for professional development.	77%	72%	81%	84%
An appropriate amount of time is provided for professional development.	81%	67%	69%	81%
Professional development offerings are data driven.	90%	78%	80%	87%
Professional learning opportunities are aligned with the school's improvement plan.	92%	74%	88%	92%
Professional development is differentiated to meet the needs of individual teachers.	44%	40%	56%	65%
Professional development deepens teachers' content knowledge.	52%	47%	57%	67%
Teachers are encouraged to reflect on their own practice.	92%	80%	87%	91%
Follow up is provided from professional development in this school.	55%	46%	51%	69%
Professional development provides ongoing opportunities for teachers to work with colleagues to refine teaching practices.	76%	61%	73%	80%
Professional development is evaluated and results are communicated to teachers.	38%	38%	55%	64%
Professional development enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	69%	60%	77%	82%
Professional development enhances teachers' abilities to improve student learning.	74%	63%	77%	85%

Campus and District Professional Development	2013	
	At my campus	In the district
PD is differentiated to meet the needs of individual teachers.	48%	59%
PD deepens teachers' content knowledge.	60%	64%
PD enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	74%	71%
PD enhances teachers' abilities to improve student learning.	79%	77%

Note. These items were new in 2013.

Community Support and Engagement

	2011	Lanier 2012	2013	ALL HS 2013
			17%	
			65%	
			79%	
			90%	
			86%	
			46%	
Parents/guardians support teachers, contributing to their success with students.	41%		53%	
Community members support teachers, contributing to their success with students.	58%		65%	
The community we serve is supportive of this school.	68%		69%	

	2011	2012	2013	ALL HS 2013
		68%	87%	
		40%	74%	
		68%	89%	
		56%	76%	
		69%	82%	
		54%	80%	
		85%	98%	
		58%	81%	

Achievement Press

		Lanier		ALL HS
	2011	2012	2013	2013
The school sets high standards for academic performance.	86%			
Teachers in this school believe that their students have the ability to achieve academically.	93%			