

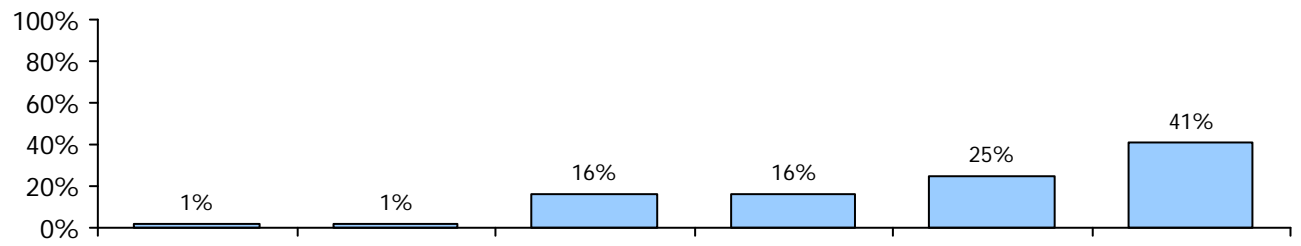


# TELL AISD Staff Working Conditions Survey: Results for 2011-2013

## LBJ High School

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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





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

	2011	LBJ 2012	2013	ALL HS 2013
The use of time in my school	59%	77%	71%	76%
Facilities and resources	69%	77%	82%	84%
Community support and involvement	72%	81%	86%	89%
Managing student conduct	46%	61%	66%	77%
Teacher leadership	72%	85%	88%	87%
School leadership	70%	76%	86%	84%
Professional development	76%	91%	91%	88%
Instructional practices and support	74%	84%	94%	88%
New teacher support	52%	88%	89%	83%
Achievement Press	*	85%	89%	87%

	2013
Teachers are trusted to make sound professional decisions about instruction.	71%
Teachers are relied upon to make decisions about educational issues.	78%
Teachers are encouraged to participate in school leadership roles.	85%
The faculty has an effective process for making group decisions to solve problems.	64%
In this school we take steps to solve problems.	86%
	94%
	64%

## Professional Development

	LBJ			ALL HS
	2011	2012	2013	2013
Sufficient resources are available for professional development.	73%	93%	93%	84%
An appropriate amount of time is provided for professional development.	67%	89%	87%	81%
Professional development offerings are data driven.	54%	85%	100%	87%
Professional learning opportunities are aligned with the school's improvement plan.	70%	85%	95%	92%
Professional development is differentiated to meet the needs of individual teachers.	40%	76%	74%	65%
Professional development deepens teachers' content knowledge.	50%	69%	78%	67%
Teachers are encouraged to reflect on their own practice.	76%	89%	92%	91%
Follow up is provided from professional development in this school.	54%	79%	92%	69%
Professional development provides ongoing opportunities for teachers to work with colleagues to refine teaching practices.	60%	84%	85%	80%
Professional development is evaluated and results are communicated to teachers.	33%	57%	84%	64%
Professional development enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	64%	87%	99%	82%
Professional development enhances teachers' abilities to improve student learning.	68%	93%	99%	85%

### Campus and District Professional Development

	2013	
	At my campus	In the district
PD is differentiated to meet the needs of individual teachers.	59%	73%
PD deepens teachers' content knowledge.	63%	73%
PD enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	94%	95%
PD enhances teachers' abilities to improve student learning.	97%	94%

Note. These items were new in 2013.

## Community Support and Engagement

	2011	LBJ 2012	2013	ALL HS 2013
			46%	
			72%	
			86%	
			85%	
			93%	
			62%	
Parents/guardians support teachers, contributing to their success with students.	40%		61%	
Community members support teachers, contributing to their success with students.	56%		70%	
The community we serve is supportive of this school.	62%		71%	

2011	2012	2013	ALL HS 2013
	77%	72%	
	45%	50%	
	84%	83%	
	59%	63%	
	71%	70%	
	73%	78%	
	89%	85%	
	64%	75%	

## Achievement Press

	2011	LBJ 2012	2013	ALL HS 2013
The school sets high standards for academic performance.	77%			
Teachers in this school believe that their students have the ability to achieve academically.	84%			
Parents exert pressure to maintain high standards.	31%			
Achievement is recognized and acknowledged by the school.	84%			