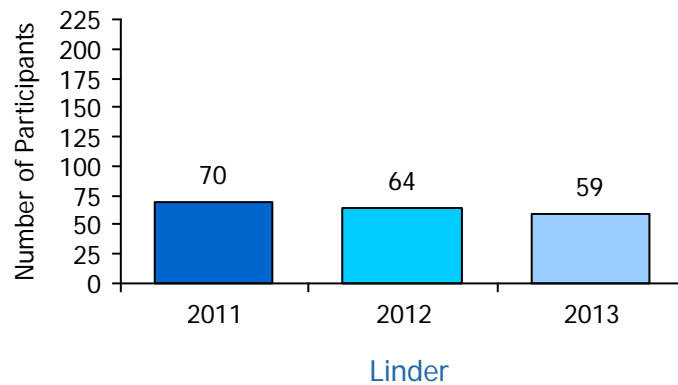


TELL AISD Staff Working Conditions Survey: Results for 2011-2013

Linder 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

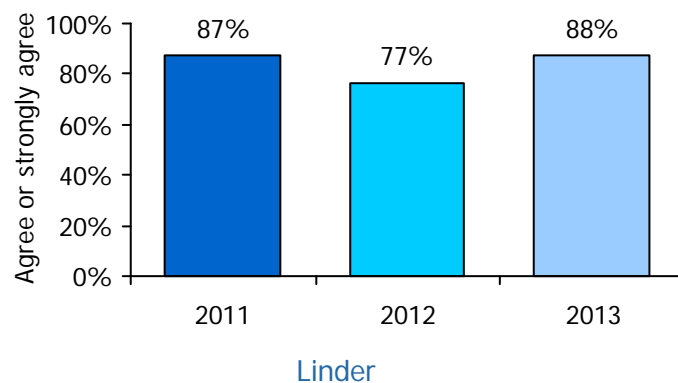


Survey Results

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 to year and the number of respondents. Longitudinal data and average 2013 results for all schools at your level also are provided where available.

Overall

Figure 2. "Overall, my school is a good place to work and learn."

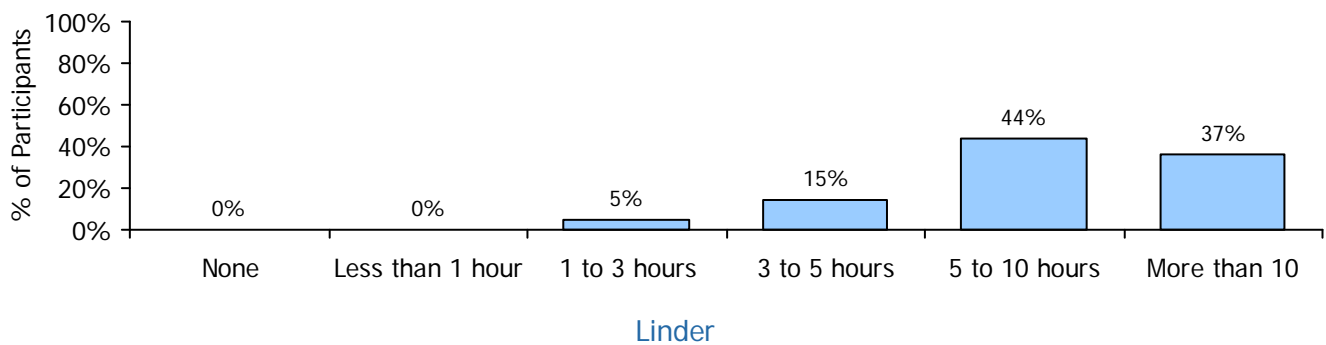


General School Climate

	2011	Linder		All EL
		2012	2013	2013
All campus staff are friendly to each other.	79%	77%	89%	84%
All campus staff exhibit pride in their affiliation with the school.	88%	71%	88%	88%
All campus staff are willing to go out of their way to help.	77%	73%	81%	83%
All campus staff accomplish their jobs with enthusiasm.	71%	63%	88%	79%
All campus staff are committed to their jobs.	88%	84%	88%	86%
The goals of my school are made clear.	93%	81%	95%	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	Linder		All EL
		2012	2013	2013
Class sizes are reasonable such that teachers have the time available to meet the needs of all students.	55%	21%	53%	56%
Teachers have time available to collaborate with colleagues.	63%	44%	63%	59%
The non instructional time provided for teachers in my school is sufficient.	42%	34%	36%	46%

Teachers have sufficient access to appropriate instructional materials.	89%	68%	85%
Teachers have sufficient access to instructional technology, including computers, printers, software and Internet access.	61%	66%	90%
Teachers have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.	78%	50%	90%
Teachers have sufficient training and support to fully utilize the available instructional technology.	57%	55%	
Teachers have sufficient access to a broad range of professional support personnel.	80%	69%	90%
The physical environment of classrooms in this school supports teaching and learning. +			98%
The school environment is clean and well maintained. +	92%	93%	98%
Teachers have adequate space to work productively.	67%		90%

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

	2011	Linder 2012	2013	ALL EL 2013
The use of time in my school	69%	65%	82%	80%
Facilities and resources	90%	76%	98%	91%
Community support and involvement	76%	74%	95%	90%
Managing student conduct	70%	67%	92%	82%
Teacher leadership	87%	74%	90%	89%
School leadership	83%	69%	92%	88%
Professional development	93%	76%	95%	90%
Instructional practices and support	89%	78%	93%	90%
New teacher support	84%	66%	76%	86%
Achievement Press	*	81%	97%	91%

	2013
Teachers are trusted to make sound professional decisions about instruction.	68%
Teachers are relied upon to make decisions about educational issues.	73%
Teachers are encouraged to participate in school leadership roles.	92%
The faculty has an effective process for making group decisions to solve problems.	84%
In this school we take steps to solve problems.	95%
Teachers are effective leaders in this school.	92%
Teachers have an appropriate level of influence on decision making in this school.	70%

An appropriate amount of time is provided for professional development.	78%
	94%
Professional learning opportunities are aligned with the school's improvement plan.	100%
Professional development is differentiated to meet the needs of individual teachers.	86%
Professional development deepens teachers' content knowledge.	92%
Teachers are encouraged to reflect on their own practice.	98%
Follow up is provided from professional development in this school.	68%
	73%
	90%

Community Support and Engagement

	2011	Linder 2012	2013	ALL EL 2013
			60%	
			76%	
			88%	
			85%	
			92%	
			85%	
			72%	
			68%	
The community we serve is supportive of this school.			71%	

	2011	2012	2013	ALL EL 2013
		83%	94%	92%
		66%	95%	
		84%	96%	
		69%	87%	
		69%	94%	
		100%	95%	
		89%	98%	
		87%	96%	

Achievement Press

	2011	Linder 2012	2013	ALL EL 2013
The school sets high standards for academic performance.	100%	95%	95%	
Teachers in this school believe that their students have the ability to achieve academically.	97%	89%	95%	
Parents exert pressure to maintain high standards.	45%	36%	36%	
Achievement is recognized and acknowledged by the school.	89%	67%	93%	
Parents press for school improvement.	44%	39%	41%	
Students in this school can achieve the goals that have been set for them.	95%	86%	90%	
Students respect others who get good grades.	89%	72%	89%	
Students seek extra work so they can get get good grades.	65%	37%	53%	
Students try hard to improve on previous work.	86%	64%	70%	
The learning environment is orderly and serious.+	90%	82%	96%	