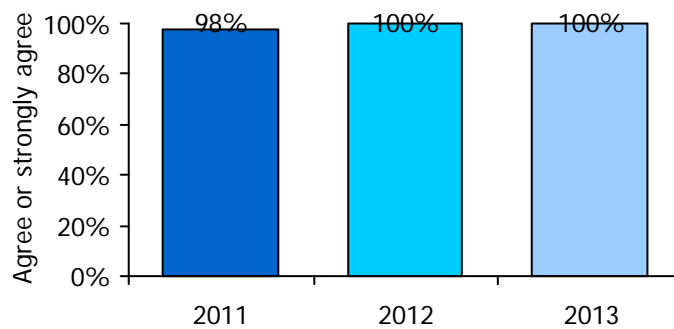
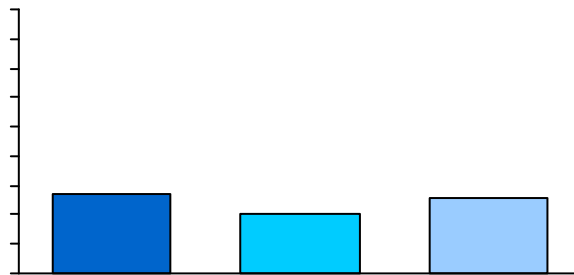
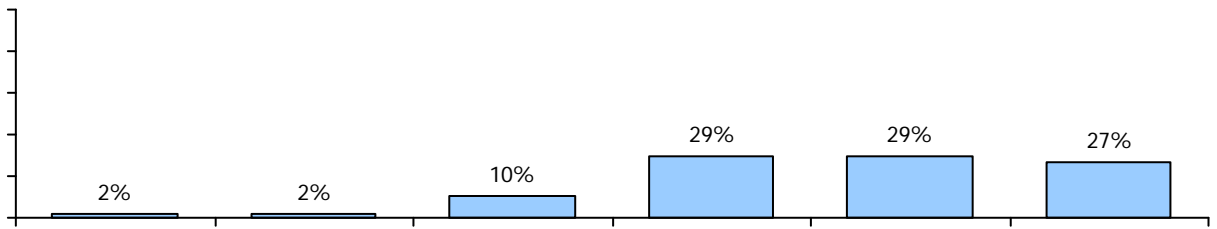


# TELL AISD Staff Working Conditions Survey: Results for 2011-2013

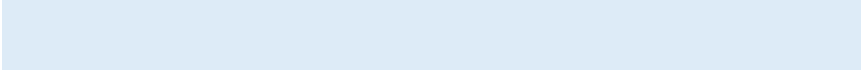
## Menchaca Elementary School

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.





Teachers have sufficient access to appropriate instructional materials.



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

Menchaca

	2012	2013	
The use of time in my school	91%	87%	80%
Facilities and resources	94%	94%	91%
Community support and involvement	100%	96%	90%
Managing student conduct	83%	91%	82%
Teacher leadership	100%	96%	89%
School leadership	100%	91%	88%
Professional development	100%	96%	90%
Instructional practices and support	97%	94%	90%
New teacher support	94%	77%	86%
Achievement Press	* 100%	85%	91%



## Professional Development

	2011	Menchaca		ALL EL
		2012	2013	2013
Sufficient resources are available for professional development.	78%	94%	69%	85%
An appropriate amount of time is provided for professional development.	82%	93%	68%	77%
Professional development offerings are data driven.	93%	85%	80%	89%
Professional learning opportunities are aligned with the school's improvement plan.	88%	93%	88%	92%
Professional development is differentiated to meet the needs of individual teachers.	64%	65%	56%	72%
Professional development deepens teachers' content knowledge.	65%	73%	76%	85%
Teachers are encouraged to reflect on their own practice.	96%	100%	91%	92%
Follow up is provided from professional development in this school.	60%	69%	64%	75%
Professional development provides ongoing opportunities for teachers to work with colleagues to refine teaching practices.	62%	79%	80%	81%
Professional development is evaluated and results are communicated to teachers.	47%	47%	60%	68%
Professional development enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	76%	88%	91%	89%
Professional development enhances teachers' abilities to improve student learning.	80%	88%	91%	91%

### Campus and District Professional Development

	2013	
	At my campus	In the district
PD is differentiated to meet the needs of individual teachers.	55%	60%
PD deepens teachers' content knowledge.	83%	81%
PD enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	89%	81%
PD enhances teachers' abilities to improve student learning.	88%	86%

# Community Support and Engagement

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Menchaca

ALL  
EL  
2013



2011	2012	2013	ALL EL 2013
	98%	92%	
	89%	94%	
	98%	97%	
	91%	87%	
	98%	95%	
	96%	98%	
	98%	95%	
	98%	100%	

2011	Menchaca 2012	2013	EL 2013