TELL AISD Teaching and Le

School Leadership

Mills 2011 2012 2013 2014 2015 2011 The faculty and leadership have a shared vision. 84% 88% 86% 91% 96% Teachers feel comfortable raising issues and concerns that are important to them. 67% 83% 82% 91% 100% The school leadership consistently supports teachers. 73% 86% 80% 79% 96% Teachers are held to high professional standards for delivering instruction. 92% 93% 88% 88% 98% Teachers performance is assessed objectively. 85% 92% 85% 91% 90% 100% Teachers receive feedback that can help them improve teaching. 82% 86% 86% 86% 96% 100% The faculty are recognized for accomplishments. 90% 91% 91% 90% 99% 98% School leadership faculty in decisions that directly are recognized for accomplishments. 88% 97% 88% 94% 98% My principal involves faculty in decisions that directly are recognized for accomplishments. 78% <	ALL				School Leadership
The faculty and leadership have a shared vision.84%88%86%91%96%Teachers feel comfortable raising issues and concerns that are important to them.67%83%82%91%100%The school leadership consistently supports teachers.73%86%80%79%96%Teachers are held to high professional standards for delivering instruction.92%93%88%88%98%Teachers are held to high professional standards for delivering instruction.92%93%88%88%98%The school leadership facilitates using data to improve student learning.93%98%96%100%Teacher performance is assessed objectively.85%92%85%91%98%Teachers receive feedback that can help them improve teaching.82%86%85%84%98%The procedures for teacher evaluation are consistent.90%90%94%93%94%There is an atmosphere of trust and mutual respect.+78%91%91%90%99%School leadership effectively communicates policy.+88%97%88%94%98%My principal involves faculty in decisions that directly impact the operations of my school.**91%100%My principal provides constructive feedback to teachers toward improving their performance.**90%93%100%My principal has a clearly defined mission and vision for my school.**90%93%100%My principal has					
Teachers feel comfortable raising issues and concerns that are important to them.67%83%82%91%100%The school leadership consistently supports teachers.73%86%80%79%96%Teachers are held to high professional standards for delivering instruction.92%93%88%88%98%The school leadership facilitates using data to improve student learning.93%98%98%100%Teacher performance is assessed objectively.85%92%85%91%98%Teachers receive feedback that can help them improve teaching.82%86%85%84%98%The procedures for teacher evaluation are consistent.90%90%94%93%94%The faculty are recognized for accomplishments.83%91%91%90%99%School leadership effectively communicates policy.+88%91%91%90%99%My principal involves faculty in decisions that directly impact the operations of my school.**91%100%My principal provides constructive feedback to teachers toward improving their performance.**90%93%100%My principal ancourse cooperation among faculty and staff toward improving student performance.**90%93%100%My principal encourages cooperation among faculty and staff toward improving student performance.**83%89%100%My principal ancourse cooperation among faculty and staff toward improving student performance. <td>2012 2013 2014 2015 2016 2016</td> <td>2013</td> <td>2012</td> <td>2011</td> <td></td>	2012 2013 2014 2015 2016 2016	2013	2012	2011	
that are important to them.The school leadership consistently supports teachers.73%86%80%79%96%Teachers are held to high professional standards for delivering instruction.92%93%88%88%98%The school leadership facilitates using data to improve student learning.93%98%100%100%Teacher performance is assessed objectively.85%92%85%91%98%Teachers receive feedback that can help them improve teaching.82%86%85%84%98%The procedures for teacher evaluation are consistent.90%90%94%93%94%The faculty are recognized for accomplishments.83%97%88%96%There is an atmosphere of trust and mutual respect.+78%91%91%90%99%School leadership effectively communicates policy.+88%97%88%94%98%My principal involves faculty in decisions that directly school.**91%100%100%My principal provides constructive feedback to teachers toward improving their performance.**93%100%My principal encourages cooperation among faculty and staff toward improving student performance.**95%96%100%My principal encourages cooperation among faculty and staff toward improving student performance.*83%89%100%My principal encourages cooperation among faculty and staff toward improving student performance.*83%89% <td>88% 86% 91% 96%</td> <td>86%</td> <td>88%</td> <td>84%</td> <td>The faculty and leadership have a shared vision.</td>	88% 86% 91% 96%	86%	88%	84%	The faculty and leadership have a shared vision.
Teachers are held to high professional standards for delivering instruction.92% 93%93% 88%88% 88%98% 90%The school leadership facilitates using data to improve student learning.93% 98%98%100% 100%100%Teacher performance is assessed objectively.85% 92%92% 85%91% 98%98%Teacher performance is assessed objectively.85% 92%92% 85%84% 98%98%Teacher performance is assessed objectively.85% 90%92% 94%86% 98%98%Teachers receive feedback that can help them improve teaching.82% 90%86% 94%86% 93%94%The procedures for teacher evaluation are consistent.90% 90%94% 93%94%The faculty are recognized for accomplishments.83% 83%97% 88%86% 96%96%There is an atmosphere of trust and mutual respect.+ impact the operations of my school.88% 97%91% 91%90% 99%My principal involves faculty in decisions that directly impact the operations of my school.* * * *91% 90% 93%100%My principal provides constructive feedback to teachers toward improving their performance.* * * * *90% 93%93% 96%My principal and clearly defined mission and vision for my school.* * * *90% 93%93% 96%100%My principal encourages cooperation among faculty and staff toward improving student performance. Teachers at this school trust the principal to make *	83% 82% 91% 100%	82%	83%	67%	· ·
delivering instruction.The school leadership facilitates using data to improve student learning.93% 98%98%100%100%Teacher performance is assessed objectively.85%92%85%91%98%Teachers receive feedback that can help them improve teaching.82%86%85%84%98%The procedures for teacher evaluation are consistent.90%90%94%93%94%The faculty are recognized for accomplishments.83%97%88%86%96%There is an atmosphere of trust and mutual respect.+78%91%91%90%99%School leadership effectively communicates policy.+88%97%88%94%98%My principal involves faculty in decisions that directly school.**91%100%100%My principal clearly defines expectations for our school.**89%93%100%My principal provides constructive feedback to teachers toward improving their performance.**90%93%100%My principal encourages cooperation among faculty and staff toward improving student performance.**95%96%100%My principal encourages cooperation among faculty and staff toward improving student performance.**83%89%100%My principal encourages cooperation among faculty and staff toward improving student performance.**83%89%100%	86% 80% 79% 96%	80%	86%	73%	The school leadership consistently supports teachers.
improve student learning.Teacher performance is assessed objectively.85%92%85%91%98%Teachers receive feedback that can help them improve teaching.82%86%85%84%98%The procedures for teacher evaluation are consistent.90%90%94%93%94%The faculty are recognized for accomplishments.83%97%88%86%96%There is an atmosphere of trust and mutual respect.+78%91%91%90%99%School leadership effectively communicates policy.+88%97%88%94%98%My principal involves faculty in decisions that directly impact the operations of my school.**91%100%100%My principal provides constructive feedback to teachers toward improving their performance.**90%93%100%My principal has a clearly defined mission and vision for my school.**90%93%100%My principal encourages cooperation among faculty and staff toward improving student performance.**83%85%89%100%Teachers at this school trust the principal to make**83%85%89%100%	93% 88% 88% 98%	88%	93%	92%	•
Teachers receive feedback that can help them improve teaching.82% 86%86% 85%84% 84%98%The procedures for teacher evaluation are consistent.90% 90%94%93%94%The faculty are recognized for accomplishments.83% 83%97%88% 86%86%96%There is an atmosphere of trust and mutual respect.+ School leadership effectively communicates policy.+88% 88%91%91% 90%99%School leadership effectively communicates policy.+ impact the operations of my school.**91% 91%100% 100%My principal lovolves faculty in decisions that directly impact the operations of my school.**89% 93%93% 100%My principal provides constructive feedback to teachers toward improving their performance.**90% 93%93% 100%My principal encourages cooperation among faculty and staff toward improving student performance.**83% 83%89% 100%Teachers at this school trust the principal to make**83% 83%89% 100%	98% 98% 100% 100%	98%	98%	93%	
improve teaching.The procedures for teacher evaluation are consistent.90%90%94%93%94%The faculty are recognized for accomplishments.83%97%88%86%96%There is an atmosphere of trust and mutual respect.+78%91%91%90%99%School leadership effectively communicates policy.+88%97%88%94%98%My principal involves faculty in decisions that directly impact the operations of my school.**91%100%100%My principal clearly defines expectations for our school.***72%79%96%My principal provides constructive feedback to for my school.**90%93%100%My principal encourages cooperation among faculty and staff toward improving student performance.**95%96%100%Teachers at this school trust the principal to make**83%89%100%	92% 85% 91% 98%	85%	92 %	85%	Teacher performance is assessed objectively.
The faculty are recognized for accomplishments.83%97%88%86%96%There is an atmosphere of trust and mutual respect.+78%91%91%90%99%School leadership effectively communicates policy.+88%97%88%94%98%My principal involves faculty in decisions that directly impact the operations of my school.**91%100%100%My principal clearly defines expectations for our school.**89%93%100%My principal provides constructive feedback to teachers toward improving their performance.**90%93%100%My principal as a clearly defined mission and vision for my school.**90%93%100%My principal encourages cooperation among faculty and staff toward improving student performance.**83%89%100%Teachers at this school trust the principal to make**83%89%100%	86% 85% 84% 98%	85%	86%	82%	-
There is an atmosphere of trust and mutual respect.+78%91%91%90%99%School leadership effectively communicates policy.+88%97%88%94%98%My principal involves faculty in decisions that directly impact the operations of my school.**91%100%100%My principal clearly defines expectations for our school.**89%93%100%My principal provides constructive feedback to teachers toward improving their performance.**72%79%96%My principal has a clearly defined mission and vision for my school.**90%93%100%My principal encourages cooperation among faculty and staff toward improving student performance.**95%96%100%Teachers at this school trust the principal to make**83%89%100%	90% 94% 93% 94%	94%	90%	90%	The procedures for teacher evaluation are consistent.
School leadership effectively communicates policy.+88%97%88%94%98%My principal involves faculty in decisions that directly impact the operations of my school.**91%100%100%My principal clearly defines expectations for our school.**89%93%100%My principal provides constructive feedback to teachers toward improving their performance.**72%79%96%My principal has a clearly defined mission and vision for my school.**90%93%100%My principal encourages cooperation among faculty and staff toward improving student performance.**95%96%100%Teachers at this school trust the principal to make**83%89%100%	97% 88% 86% 96%	88%	97%	83%	The faculty are recognized for accomplishments.
My principal involves faculty in decisions that directly impact the operations of my school.**91%100%100%My principal clearly defines expectations for our school.**89%93%100%My principal provides constructive feedback to teachers toward improving their performance.**72%79%96%My principal has a clearly defined mission and vision for my school.**90%93%100%My principal encourages cooperation among faculty and staff toward improving student performance.**83%89%100%	91% 91% 90% 99%	91%	9 1%	78%	There is an atmosphere of trust and mutual respect.+
impact the operations of my school.My principal clearly defines expectations for our school.**89%93%100%My principal provides constructive feedback to teachers toward improving their performance.**72%79%96%My principal has a clearly defined mission and vision for my school.**90%93%100%My principal encourages cooperation among faculty and staff toward improving student performance.**95%96%100%Teachers at this school trust the principal to make**83%89%100%	97% 88% 94% 98%	88%	97%	88%	School leadership effectively communicates policy.+
school. My principal provides constructive feedback to * * 72% 79% 96% teachers toward improving their performance. My principal has a clearly defined mission and vision * * 90% 93% 100% for my school. My principal encourages cooperation among faculty * * 95% 96% 100% and staff toward improving student performance. Teachers at this school trust the principal to make * * 83% 89% 100%	* 91% 100% 100%	91%	*	*	
InterpretationInterpretationInterpretationInterpretationInterpretationteachers toward improving their performance.My principal has a clearly defined mission and vision**90%93%100%for my school.My principal encourages cooperation among faculty and staff toward improving student performance.**95%96%100%Teachers at this school trust the principal to make**83%89%100%	* 89% 93% 100%	89%	*	*	
for my school.My principal encourages cooperation among faculty**95%96%100%and staff toward improving student performance.Teachers at this school trust the principal to make**83%89%100%	* 72% 79% 96%	72%	*	*	
and staff toward improving student performance.Teachers at this school trust the principal to make**	* 90% 93% 100%	90%	*	*	51 1 5
	* 95% 96% 100%	95%	*	*	
	* 83% 89% 100%	83%	*	*	

students and faculty on an ever7¥jT.2(rihBT/TT8 1 Tf10.9842 0 0 10.9842 55.0 98dn an e)3¥j-1.358 TD ana nc (%)]J-.4567 -2.9983 TD-.0062 Tc[1 Qncludes responses from teaching and nonteaching staff.

The school leadership makes a sustained effort to ddross toach abo

address teacher concerns about:	Mills						EL
	2011	2012	2013	2014	2015	2016	2016
The use of time in my school	77%	90%	9 1%	98%	98%	94%	88%
Facilities and resources	87%	97%	96 %	98%	100%	98%	94%
Community support and involvement	92%	100%	98%	96 %	98%	100%	94%
Managing student conduct	87%	92%	88%	91%	96%	96%	87%
Teacher leadership	88%	98%	90%	96 %	100%	98%	93%
School leadership	88%	93%	89%	93%	100%	100%	93%
Professional development	87%	9 5%	9 5%	93%	100%	92%	94%
Instructional practices and support	90%	84%	91%	96%	100%	96%	94%
New teacher support	83%	91%	84%	93%	98%	97%	90%
Achievement press	*	98%	93%	98%	100%	98%	9 5%
General school climate	*	9 5%	93%	93%	98%	84%	90%

Teacher Leadership

Teacher Leadership	Mills						
	2011	2012	2013	2014	2015	2016	2016
Teachers are recognized as educational experts.	88%	98%	93%	98%	98%	89%	90%
Teachers are trusted to make sound professional decisions about instruction.	92%	98%	98%	98%	100%	92%	91%
Teachers are relied upon to make decisions about educational issues.	97%	9 5%	98%	98%	98%	96%	91%
Teachers are encouraged to participate in school leadership roles.	95%	100%	100%	98%	100%	98%	94%
The faculty has an effective process for making group decisions to solve problems.	81%	86%	88%	89%	96 %	88%	85%
In this school we take steps to solve problems.	83%	92%	84%	96%	96%	92%	90%
Teachers are effective leaders in this school.	9 5%	100%	96%	100%	98%	92%	92 %
Teachers have an appropriate level of influence on decision making in this school.	*	88%	91%	96%	95%	76%	85%

*This item was not asked.

ALL

Achievement Press				Mills	ALL EL
	2011	2012	2013		2016

Managing Student Conduct

			Mills
	2011	2012	2013
Students at this school understand expectations for their conduct.+		98%	95%
Students at this school follow rules of conduct.+		94%	94%
School staff clearly understand policies and procedures about student conduct.**		92%	95%
Administrators consistently enforce rules for student conduct.+		90%	86%
Administrators support teachers' efforts to maintain discipline in the classroom.+		92%	93%
Teachers consistently enforce rules for student		94%	96%
		98%	98%
		98%	96%

ALL EL 2016

Instructional Practice and Support

			I	Mills
	2011	2012	2013	2014
Teachers in this school use assessment data to inform their instruction.	98%	97%	96%	98 %
Teachers work in professional learning communities to develop and align instructional practices.	93%	95%	96%	98%
Provided supports (i.e., instructional coaching, professional learning communities, etc.) translate to improvements in instructional practices by teachers.	79%	90%	94%	96%
Teachers are encouraged to try new things to improve instruction.	95%	95%	88%	93%
Teachers at my school are assigned classes that maximize their likelihood of success with students.	52%	75%	78%	80%
Teachers have autonomy to make decisions about instructional delivery (i.e., pacing, materials and pedagogy).	95%	97%	100%	95%

ALL EL 2016

Community Support and Engagement

Community Support and Engagement				A11
			Mills	ALL EL
	2011	2012 2013		2016
		95%		
		95%		
This school maintains clear, two-way communication with the community.	100%	100%		
This school does a good job of encouraging parent/guardian involvement.	98%	100%		
Teachers provide parents/guardians with useful information about student learning.	98%	100%		
		100%		
Parents/guardians support teachers, contributing to their success with students.	98%	94%		
Community members support teachers, contributing to their success with students.	96%	97%		
The community we serve is supportive of this school.	97%	100%		

Professional Learning Communities

Professional Learning communities		ALL
	Mills	EL
I participate with a group of my campus colleagues to:	2016	2016
Analyze student performance data.	96%	94%
Discuss ways to meet objectives for specific students.	98%	95% <mark>96%</mark>
Plan lessons and units together.	84%	,
Develop common student assessments.	88%	
Support students' social and emotional competence.	100%	

Professional Development

Professional Development							1
				Vills			ALL
	2011	2012	2013	2014	2015	2016	2016
Sufficient resources are available for professional development.	87%	90%	93%	93%	100%	96%	91%
An appropriate amount of time is provided for professional development.	82%	90%	82%	84%	93%	92 %	88%
Professional development offerings are data driven.	86%	89%	92%	96 %	94%	90%	91%
Professional learning opportunities are aligned with the school's improvement plan.	91%	96 %	94%	94%	100%	9 1%	94%
Professional development is differentiated to meet the needs of individual teachers.	52%	84%	84%	81%	89 %	77%	79%
Professional development deepens teachers' content knowledge.	84%	85%	84%	87%	98%	87%	89%
Teachers are encouraged to reflect on their own practice.	90%	95%	88%	96%	98%	94%	95%
Follow up is provided from professional development in this school.	48%	74%	76%	75%	91%	79%	85%
Professional development provides ongoing opportunities for teachers to work with colleagues to refine teaching practices.	83%	97%	88%	93%	91%	87%	89%
Professional development is evaluated and results are communicated to teachers.	47%	67%	79%	72%	84%	76%	78%
Professional development enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	83%	86%	91%	89%	96 %	79%	92%
Professional development enhances teachers' abilities to improve student learning.	82%	89%	91%	91%	96%	79%	93%