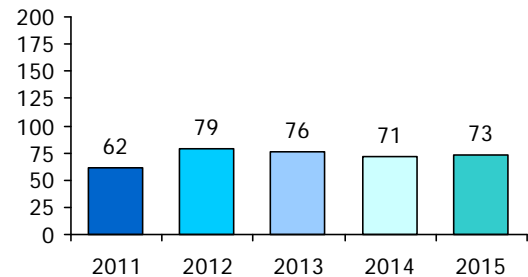


## TELL AISD Teaching and Learning Conditions Survey: Results for 2011 through 2015 **Martin Middle School**

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 General Climate, Leadership, Managing Student Conduct, Achievement Press, Instructional Practice and Support, Community Support and Engagement, Professional Development, and Facilities and Resources. In 2015, 8,760 AISD campus employees completed the survey.

### Survey Results



- All campus staff are friendly to each other.
- All campus staff exhibit pride in their affiliation with the school.
- All campus staff are willing to go out of their way to help.
- All campus staff accomplish their jobs with

	2011	2012	2013
The faculty and leadership have a shared vision.	61%	54%	95%
Teachers feel comfortable raising issues and concerns that are important to them.	64%	50%	84%
The school leadership consistently supports teachers.	53%	53%	84%
Teachers are held to high professional standards for delivering instruction.	91%	95%	91%
The school leadership facilitates using data to improve student learning.	86%	92%	95%
Teacher performance is assessed objectively.	71%	73%	85%
Teachers receive feedback that can help them improve teaching.	66%	76%	89%
The procedures for teacher evaluation are consistent.	63%	75%	83%
The faculty are recognized for accomplishments.	57%	72%	86%
There is an atmosphere of trust and mutual respect. +	59%	49%	86%
School leadership effectively communicates policy. +	56%	54%	84%
My principal involves faculty in decisions that directly impact the operations of my school.	*	*	85%
My principal clearly defines expectations for our school.	*	*	95%
My principal provides constructive feedback to teachers toward improving their	*	*	87%
My principal has a clearly defined mission and vision for my school.	*	*	95%
My principal encourages cooperation among faculty and staff toward improving student performance.	*	*	95%
Teachers at this school trust the principal to make sound professional decisions about instruction.	*	*	97%

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

	Martin			ALL MS
	2011	2012	2013	2015
The use of time in my school	63%	61%	81%	
Facilities and resources	68%	73%	93%	
Community support and involvement	65%	72%	95%	
Managing student conduct	49%	25%	84%	
Teacher leadership	77%	66%	93%	
School leadership	57%	62%	93%	
Professional development	83%	76%	93%	
Instructional practices and support	77%	71%	90%	
New teacher support	78%	81%	88%	
Achievement press	*	66%	85%	

2013

Teachers are trusted to make sound professional decisions about instruction.	82%
Teachers are relied upon to make decisions about educational issues.	84%
Teachers are encouraged to participate in school leadership roles.	95%
	86%
	90%
	91%
	79%

## Managing Student Conduct

	Martin					ALL MS
	2011	2012	2013	2014	2015	2015
Students at this school understand expectations for their conduct.	69%	59%	86%	79%	61%	84%
Students at this school follow rules of conduct.	48%	27%	63%	66%	31%	67%
Policies and procedures about student conduct are clearly understood by the faculty.	62%	51%	88%	85%	54%	83%
Administrators consistently enforce rules for student conduct.	38%	30%	82%	77%	55%	74%
Administrators support teachers' efforts to maintain discipline in the classroom.	63%	40%	87%	79%	66%	81%
Teachers consistently enforce rules for student conduct.	74%	57%	80%	81%	53%	80%
The faculty work in a school environment that is safe.	79%	59%	86%	95%	84%	92%
Non-teaching staff consistently enforce rules for student conduct.	74%	63%	78%	82%	69%	83%

Note: All items in this table include responses from teaching and non-teaching staff.

2011 2012 2013

2015

## Instructional Practice and Support

	Martin				ALL MS
	2011	2012	2013	2014	2015
Teachers in this school use assessment data to inform their instruction.	93%	97%	98%	96%	
Teachers work in professional learning communities to develop and align instructional practices.	89%	92%	98%	100%	
Provided supports (i.e., instructional coaching, professional learning communities, etc.) translate to improvements in instructional practices by teachers.	78%	83%	92%	94%	
Teachers are encouraged to try new things to improve instruction.	79%	86%	93%	89%	
Teachers at my school are assigned classes that maximize their likelihood of success with students.	50%	51%	78%	74%	
Teachers have autonomy to make decisions about instructional delivery (i.e., pacing, materials and pedagogy).	65%	57%	76%	67%	

## Community Support and Engagement

	Martin			ALL MS
	2011	2012	2013	2015
Parents/guardians are influential decision			42%	
This school works directly with parents/guardians to improve the educational climate in students' homes.	37%		75%	
This school maintains clear, two-way communication with the community.	39%		86%	
This school does a good job of encouraging parent/guardian involvement.	49%		94%	
Teachers provide parents/guardians with useful information about student learning.	70%		91%	
			72%	
Parents/guardians support teachers, contributing to their success with students.	20%		63%	
Community members support teachers, contributing to their success with students.	46%		73%	
The community we serve is supportive of this school.	38%		74%	

## Professional Development

	Martin					ALL MS
	2011	2012	2013	2014	2015	2015
Sufficient resources are available for professional development.	69%	69%	91%	88%	81%	83%
An appropriate amount of time is provided for professional development.	68%	69%	80%	73%	83%	82%
Professional development offerings are data driven.	87%	82%	90%	87%	82%	85%
Professional learning opportunities are aligned with the school's improvement plan.	80%	76%	93%	96%	91%	90%
Professional development is differentiated to meet the needs of individual teachers.	49%	46%	74%	70%	67%	68%
Professional development deepens teachers' content knowledge.	67%	58%	83%	78%	75%	72%
Teachers are encouraged to reflect on their own practice.	77%	69%	81%	92%	82%	90%
Follow up is provided from professional development in this school.	49%	46%	80%	81%	55%	75%
Professional development provides ongoing opportunities for teachers to work with colleagues to refine teaching practices.	77%	62%	86%	85%	76%	78%
Professional development is evaluated and results are communicated to teachers.	49%	40%	79%	80%	54%	68%
Professional development enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	79%	63%	88%	91%	87%	83%
Professional development enhances teachers' abilities to improve student learning.	78%	66%	88%	88%	89%	85%

