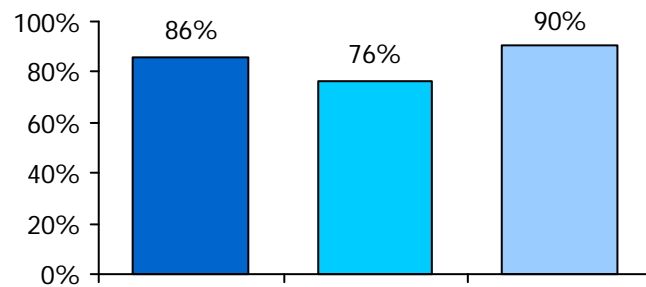


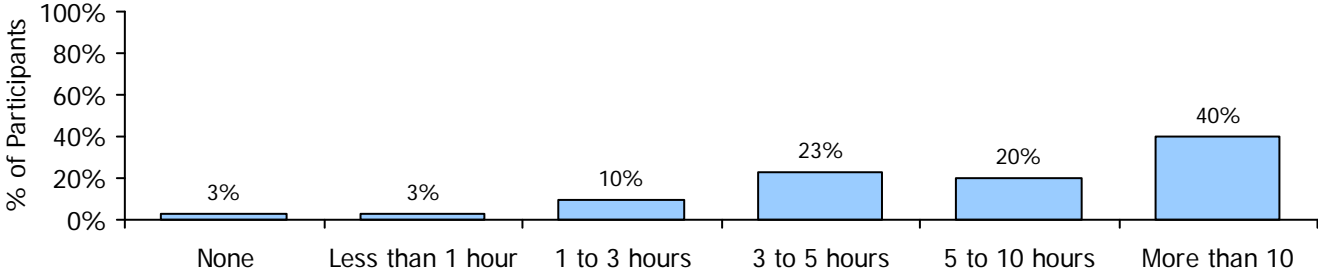


# TELL AISD Staff Working Conditions Survey: Results for 2011-2013 Oak Springs Elementary School

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.



# Use of Time



	Oak Springs		EL
	2011	2012	2013
	82%	37%	77%
	79%	63%	72%
	52%	33%	43%
			56%
			59%
			46%

## Facilities and Resources

	2011	Oak Springs		ALL
		2012	2013	EL 2013
Teachers have sufficient access to appropriate instructional materials.	93%	70%	86%	84%
Teachers have sufficient access to instructional technology, including computers, printers, software and Internet access.	66%	86%	87%	83%
Teachers have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.	52%	63%	70%	82%
Teachers have sufficient training and support to fully utilize the available instructional technology.	52%	67%	72%	70%
Teachers have sufficient access to a broad range of professional support personnel.	83%	64%	83%	80%
The physical environment of classrooms in this school supports teaching and learning. +	97%	84%	89%	93%
The school environment is clean and well maintained. +	97%	95%	87%	94%
Teachers have adequate space to work productively.	96%	77%	86%	85%

Note. + Includes responses from teaching and nonteaching staff.

## School Leadership

	2011	Oak Springs		ALL
		2012	2013	EL 2013
The faculty and leadership have a shared vision.	83%	70%	90%	85%
Teachers feel comfortable raising issues and concerns that are important to them.	64%	67%	93%	75%
The school leadership consistently supports teachers.	72%	67%	80%	80%
Teachers are held to high professional standards for delivering instruction.	90%	93%	100%	94%
The school leadership facilitates using data to improve student learning.	100%	89%	100%	96%
Teacher performance is assessed objectively.	79%	67%	88%	87%
Teachers receive feedback that can help them improve teaching.	79%	75%	90%	84%
The procedures for teacher evaluation are consistent.	79%	84%	86%	86%
The faculty are recognized for accomplishments.	82%	78%	93%	83%
There is an atmosphere of trust and mutual respect. +	68%	66%	84%	80%
School leadership effectively communicates policy. +	74%	73%	90%	86%
My principal involves faculty in decisions that directly impact the operations of my school.	*	*	85%	80%
My principal clearly defines expectations for our school.	*	*	93%	88%
My principal provides constructive feedback to teachers toward improving their performance.	*	*	93%	84%
My principal has a clearly defined mission and vision for my school.	*	*	89%	89%
My principal encourages cooperation among faculty and staff toward improving student performance.	*	*	100%	92%
Teachers at this school trust the principal to make sound professional decisions about instruction.	*	*	92%	80%

Notes. \*New to the survey in Spring 2013.

+ Includes responses from teaching and nonteaching staff.

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

		Oak Springs		ALL EL
		2012	2013	
The use of time in my school	57%	60%	79%	80%
Facilities and resources	86%	72%	87%	91%
Community support and involvement	97%	85%	93%	90%
Managing student conduct	74%	68%	90%	82%
Teacher leadership	79%	77%	93%	89%
School leadership	89%	67%	90%	88%
Professional development	90%	76%	90%	90%
Instructional practices and support	79%	75%	97%	90%
New teacher support	93%	77%	93%	86%
Achievement Press	*	79%	88%	91%



## Professional Development

	Oak Springs			ALL EL 2013
	2011	2012	2013	
Sufficient resources are available for professional development.	78%	77%	74%	
An appropriate amount of time is provided for professional development.	74%	79%	62%	
Professional development offerings are data driven.	85%	86%	100%	
Professional learning opportunities are aligned with the school's improvement plan.	83%	84%	96%	
Professional development is differentiated to meet the needs of individual teachers.	62%	46%	72%	
Professional development deepens teachers' content knowledge.	75%	82%	77%	
Teachers are encouraged to reflect on their own practice.	89%	81%	93%	
Follow up is provided from professional development in this school.	54%	59%	64%	
Professional development provides ongoing opportunities for teachers to work with colleagues to refine teaching practices.	82%	70%	79%	
Professional development is evaluated and results are communicated to teachers.	48%	54%	67%	
Professional development enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	93%	82%	97%	
Professional development enhances teachers' abilities to improve student learning.	93%	89%	97%	

PD is differentiated to meet the needs of individual teachers.

69%

PD deepens teachers' content knowledge.

79%

## Instructional Practice and Support

	2011	Oak Springs		ALL EL 2013
		2012	2013	
State and local assessment data are available in time to impact instructional practices.	96%	91%	92%	
Teachers in this school use assessment data to inform their instruction.	100%	100%	100%	
Teachers work in professional learning communities to develop and	96%	89%	100%	
	86%	88%	96%	
	79%	77%	90%	
	83%	50%	83%	
	54%	62%	58%	

## Community Support and Engagement

	2011	Oak Springs		ALL EL 2013
		2012	2013	
Parents/guardians are influential decision makers in this school.	39%		39%	
This school works directly with parents/guardians to improve the educational climate in students' homes.	86%		97%	
This school maintains clear, two-way communication with the community.	79%		90%	
This school does a good job of encouraging parent/guardian involvement.	81%		93%	
Teachers provide parents/guardians with useful information about student learning.	100%		93%	
			67%	
Parents/guardians support teachers, contributing to their success with students.	41%		59%	
Community members support teachers, contributing to their success with students.	85%		90%	
The community we serve is supportive of this school.	81%		79%	

## Managing Student Conduct

	Oak Springs			ALL EL
	2011	2012	2013	2013
Students at this school understand expectations for their conduct.	89%	76%	90%	92%
Students at this school follow rules of conduct.	43%	44%	50%	84%
Policies and procedures about student conduct are clearly understood by the faculty.	92%	71%	93%	91%
Administrators consistently enforce rules for student conduct.	86%	65%	83%	84%
Administrators support teachers' efforts to maintain discipline in the classroom.	84%	72%	90%	87%
Teachers consistently enforce rules for student conduct.	94%	89%	100%	93%
The faculty work in a school environment that is safe.	83%	79%	93%	94%
Non-teaching staff consistently enforce rules for student conduct.	80%	80%	90%	90%

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

## Achievement Press

	Oak Springs			ALL EL
	2011	2012	2013	2013
The school sets high standards for academic performance.	100%	100%	100%	97%
Teachers in this school believe that their students have the ability to achieve academically.	92%	86%	100%	95%
Parents exert pressure to maintain high standards.	28%	18%	23%	62%
Achievement is recognized and acknowledged by the school.	100%	89%	100%	92%
Parents press for school improvement.	38%	31%	29%	65%
Students in this school can achieve the goals that have been set for them.	95%	89%	84%	94%
Students respect others who get good grades.	79%	56%	79%	91%
Students seek extra work so they can get good grades.	32%	26%	21%	58%
Students try hard to improve on previous work.	60%	42%	43%	79%
The learning environment is orderly and serious.+	78%	77%	87%	91%

Note. +Item includes responses from teaching and non-teaching staff.

For more information about interpreting and using your TELL AISD data for school improvement, including data use guides, construct worksheets, and other school improvement planning tools, please visit:  
[http://stafftellaisd.org/Using\\_Your\\_Data](http://stafftellaisd.org/Using_Your_Data)