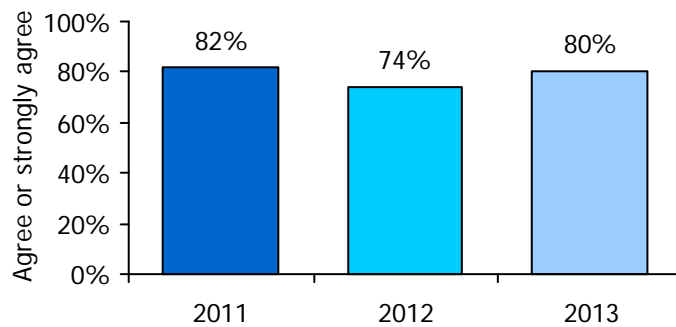
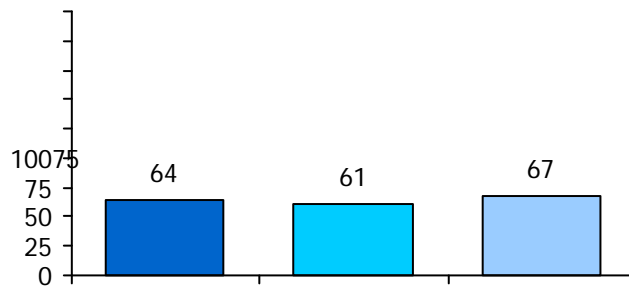


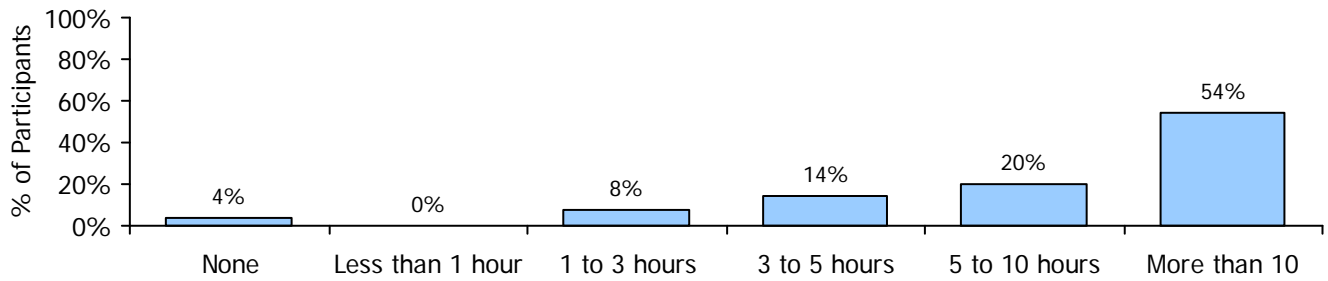
TELL AISD Staff Working Conditions Survey: Results for 2011-2013 Palm Elementary School

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

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	Palm 2012		EL 2013
	61%	20%	30%	56%
	63%	26%	45%	59%
	31%	15%	28%	46%

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

	2011	Palm 2012	2013	ALL EL 2013
The use of time in my school	64%	28%	58%	80%
Facilities and resources	86%	71%	69%	91%
Community support and involvement	98%	65%	69%	90%
Managing student conduct	72%	32%	67%	82%
Teacher leadership	87%	38%	63%	89%
School leadership	81%	39%	63%	88%
Professional development	87%	62%	70%	90%
Instructional practices and support	95%	62%	79%	90%
New teacher support	79%	50%	80%	86%
Achievement Press	*	57%	76%	91%

	2013
Teachers are trusted to make sound professional decisions about instruction.	65%
Teachers are relied upon to make decisions about educational issues.	61%
Teachers are encouraged to participate in school leadership roles.	64%
The faculty has an effective process for making group decisions to solve problems.	30%
In this school we take steps to solve problems.	49%
Teachers are effective leaders in this school.	65%
Teachers have an appropriate level of influence on decision making in this school.	39%

Professional Development

	2011	Palm 2012	2013	ALL EL 2013
Sufficient resources are available for professional development.	68%	46%	68%	
An appropriate amount of time is provided for professional development.	66%	39%	68%	
Professional development offerings are data driven.	80%	63%	76%	
Professional learning opportunities are aligned with the school's improvement plan.	97%	75%	73%	
Professional development is differentiated to meet the needs of individual teachers.	58%	51%	57%	
Professional development deepens teachers' content knowledge.	78%	66%	67%	
Teachers are encouraged to reflect on their own practice.	93%	75%	80%	
Follow up is provided from professional development in this school.	60%	19%	41%	
Professional development provides ongoing opportunities for teachers to work with colleagues to refine teaching practices.	70%	50%	57%	
Professional development is evaluated and results are communicated to teachers.	44%	32%	50%	
Professional development enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	93%	64%	71%	
Professional development enhances teachers' abilities to improve student learning.	93%		71%	

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	2013	
	At my campus	In the district
PD is differentiated to meet the needs of individual teachers.	51%	71%
PD deepens teachers' content knowledge.	56%	80%
PD enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	56%	83%
PD enhances teachers' abilities to improve student learning.	61%	85%

Community Support and Engagement

ALL
EL



	2011	2012	2013	ALL EL 2013
		75%	87%	
		53%	74%	
		71%	82%	
		56%	67%	
		62%	73%	
		82%	92%	
		90%	88%	
		85%	88%	

Achievement Press

	2011	Palm 2012	2013	ALL EL 2013
The school sets high standards for academic performance.	98%	93%		
Teachers in this school believe that their students have the ability to achieve academically.	98%	86%		
Parents exert pressure to maintain high standards.	53%	39%		
Achievement is recognized and acknowledged by the school.	98%	89%		
Parents press for school improvement.	63%	40%		
Students in this school can achieve the goals that have been set for them.	100%	76%		
Students respect others who get good grades.	81%	67%	89%	
Students seek extra work so they can get get good grades.	43%	40%		
Students try hard to improve on previous work.	67%			
The learning environment is orderly and serious.+	93%			