Department of Research and Evaluation
AUSTIN INDEPENDENT SCHOOL DISTRICT

TELL AISD Staff Working Conditions Survey: Results for 2011-2013
Pleasant Hill 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.
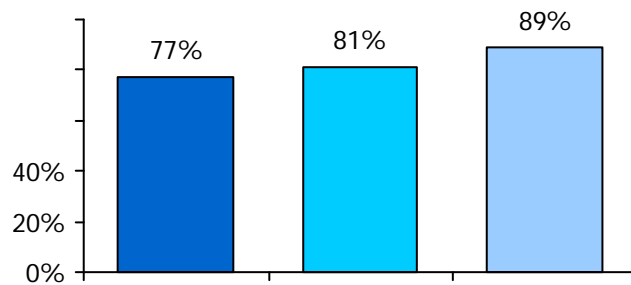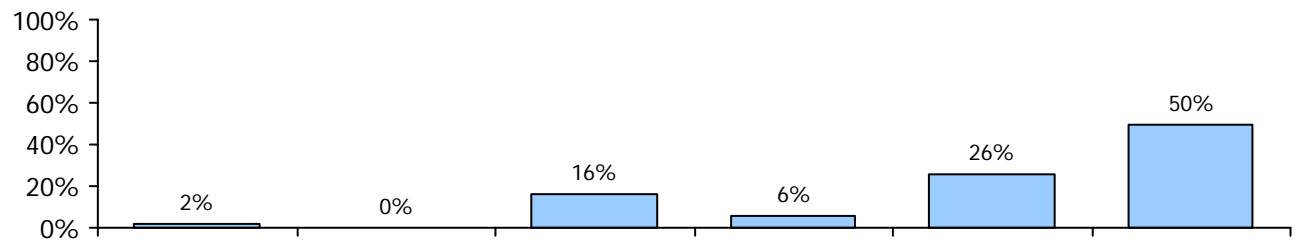
Facilities and Resources

	Pleasant Hill			ALL EL
	2011	2012	2013	2013
Teachers have sufficient access to appropriate instructional materials.	64%	76%	78%	84%
Teachers have sufficient access to instructional technology, including computers, printers, software and Internet access.	50%	68%	58%	83%
Teachers have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.	46%	56%	69%	82%
Teachers have sufficient training and support to fully utilize the available instructional technology.	53%	63%	54%	70%
Teachers have sufficient access to a broad range of professional support personnel.	65%	78%	73%	80%
The physical environment of classrooms in this school supports teaching and learning.+	92%	96%	85%	93%
The school environment is clean and well maintained.+	86%	92%	61%	94%
Teachers have adequate space to work productively.	79%	83%	80%	85%

Note. +Includes responses from teaching and nonteaching staff.

	2011	2012	2013	ALL EL 2013
The faculty and leadership have a shared vision.	62%	75%	80%	
Teachers feel comfortable raising issues and concerns that are important to them.	43%	51%	69%	
The school leadership consistently supports teachers.	52%	63%	76%	
Teachers are held to high professional standards for delivering instruction.	88%	95%	92%	
	94%	93%	92%	
	63%	76%	81%	
	62%	85%	83%	
	69%	73%	80%	
	79%	76%	85%	
There is an atmosphere of trust and mutual respect.+	58%	55%	73%	
	67%	81%	92%	
	*	*	77%	
	*	*	92%	
	*	*	85%	
	*	*	91%	
	*	*	94%	
	*	*	81%	

	Pleasant Hill	
	2013	
	76%	80%
Facilities and resources	81%	91%
Community support and involvement	69%	90%
Managing student conduct	90%	82%
Teacher leadership	85%	89%
School leadership	83%	88%
Professional development	88%	90%
Instructional practices and support	94%	90%
New teacher support	89%	86%
Achievement Press *	90%	91%

Professional Development

	2011	Pleasant Hill 2012	2013	ALL EL 2013
Sufficient resources are available for professional development.	82%	69%	73%	
An appropriate amount of time is provided for professional development.	74%	71%	65%	
Professional development offerings are data driven.	89%	89%	87%	
Professional learning opportunities are aligned with the school's improvement plan.	89%	95%	90%	
Professional development is differentiated to meet the needs of individual teachers.	46%	49%	77%	
Professional development deepens teachers' content knowledge.	74%	76%	90%	
Teachers are encouraged to reflect on their own practice.	84%	85%	90%	
Follow up is provided from professional development in this school.	56%	62%	70%	
Professional development provides ongoing opportunities for teachers to work with colleagues to refine teaching practices.	70%	76%	82%	
Professional development is evaluated and results are communicated to teachers.	33%	56%	59%	
Professional development enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	85%	85%	92%	
Professional development enhances teachers' abilities to improve student learning.	85%	88%	92%	

Campus and District Professional Development	2013 At my campus	In the district
PD is differentiated to meet the needs of individual teachers.	67%	80%
PD deepens teachers' content knowledge.	80%	90%
PD enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	84%	90%
PD enhances teachers' abilities to improve student learning.	88%	94%

Community Support and Engagement

	2011	Pleasant Hill 2012	2013	ALL EL 2013
			53%	
			75%	
			85%	
This school does a good job of encouraging parent/guardian involvement.	60%		79%	
Teachers provide parents/guardians with useful information about student learning.	85%		91%	
			82%	
Parents/guardians support teachers, contributing to their success with students.	56%		61%	
Community members support teachers, contributing to their success with students.	69%		79%	
The community we serve is supportive of this school.	67%		83%	

	2011	2012	2013	ALL EL 2013
		94%	93%	92%
		83%	82%	84%
		91%	83%	91%
		81%	85%	84%
		85%	87%	87%
		84%	87%	93%
		93%	93%	94%
		91%	87%	90%

Achievement Press

	Pleasant Hill			ALL EL
	2011	2012	2013	2013
The school sets high standards for academic performance.	97%	98%	95%	97%
Teachers in this school believe that their students have the ability to achieve academically.	94%	98%	96%	95%
Parents exert pressure to maintain high standards.	39%	40%	36%	62%
Achievement is recognized and acknowledged by the school.	92%	92%	94%	92%
Parents press for school improvement.	41%	36%	32%	65%
Students in this school can achieve the goals that have been set for them.	95%	96%	89%	94%
Students respect others who get good grades.	90%	88%	90%	91%
Students seek extra work so they can get get good grades.	47%	55%	45%	58%
Students try hard to improve on previous work.	64%	72%	75%	79%
The learning environment is orderly and serious.+	85%	92%	93%	91%