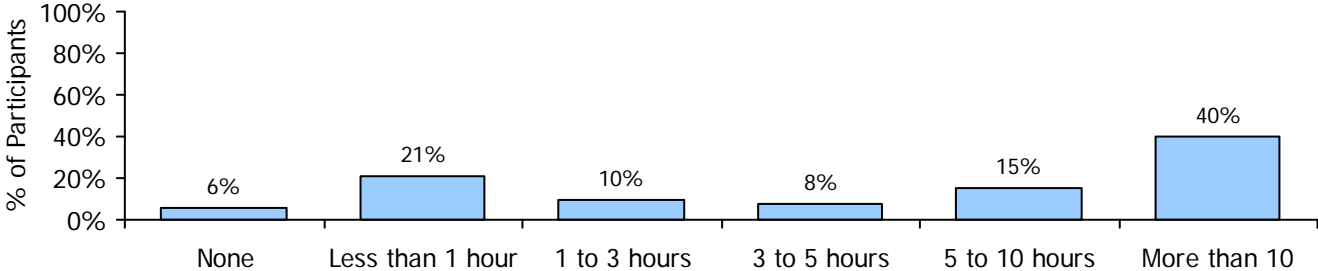# TELL AISD Staff Working Conditions Survey: Results for 2011-2013

Read PreKindergarten

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

Use of Time

	Read			PR
2011	2012			2013
50%	8%	54%		68%
38%	69%	53%		72%
24%	36%	33%		56%

Facilities and Resources

	Read 2011	Read 2012	Read 2013	ALL PR 2013
Teachers have sufficient access to appropriate instructional materials.	85%	92%	92%	95%
Teachers have sufficient access to instructional technology, including computers, printers, software and Internet access.	91%	100%	80%	90%
Teachers have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.	91%	92%	84%	89%
Teachers have sufficient training and support to fully utilize the available instructional technology.	76%	100%	77%	85%
Teachers have sufficient access to a broad range of professional support personnel.	78%	88%	80%	87%
The physical environment of classrooms in this school supports teaching and learning.+	84%	85%	91%	92%
The school environment is clean and well maintained.+	76%	68%	94%	84%
Teachers have adequate space to work productively.	71%	85%	80%	84%

Note. +Includes responses from teaching and nonteaching staff.

School Leadership

	Read 2011	Read 2012	Read 2013	ALL PR 2013
The faculty and leadership have a shared vision.	87%	79%	87%	91%
Teachers feel comfortable raising issues and concerns that are important to them.	66%	63%	68%	80%
The school leadership consistently supports teachers.	78%	75%	80%	87%
Teachers are held to high professional standards for delivering instruction.	94%	92%	100%	100%
The school leadership facilitates using data to improve student learning.	90%	83%	96%	98%
Teacher performance is assessed objectively.	67%	70%	95%	92%
Teachers receive feedback that can help them improve teaching.	52%	57%	88%	93%
The procedures for teacher evaluation are consistent.	55%	48%	90%	95%
The faculty are recognized for accomplishments.	81%	76%	92%	91%
There is an atmosphere of trust and mutual respect.+	80%	79%	84%	89%
School leadership effectively communicates policy.+	87%	80%	83%	89%
My principal involves faculty in decisions that directly impact the operations of my school.	*	*	90%	88%
My principal clearly defines expectations for our school.	*	*	96%	96%
My principal provides constructive feedback to teachers toward improving their performance.	*	*	89%	89%
My principal has a clearly defined mission and vision for my school.	*	*	95%	98%
My principal encourages cooperation among faculty and staff toward improving student performance.	*	*	98%	99%
Teachers at this school trust the principal to make sound professional decisions about instruction.	*	*	84%	89%

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:	Read 2011	2012	2013	ALL PR 2013
The use of time in my school	57%	52%	64%	79%
Facilities and resources	81%	84%	93%	97%
Community support and involvement	97%	72%	91%	93%
Managing student conduct	93%	88%	76%	89%
Teacher leadership	90%	80%	93%	93%
School leadership	90%	83%	93%	95%
Professional development	91%	92%	91%	95%
Instructional practices and support	88%	88%	91%	95%
New teacher support	86%	86%	81%	91%
Achievement Press	*	93%	88%	94%

Note. *New to the survey in Spring 2012.

Teacher Leadership

Teacher Leadership	Read 2011	2012	2013	ALL PR 2013
Teachers are recognized as educational experts.	76%	88%	90%	87%
Teachers are trusted to make sound professional decisions about instruction.	85%	84%	88%	86%
Teachers are relied upon to make decisions about educational issues.	81%	96%	89%	88%
Teachers are encouraged to participate in school leadership roles.	94%	92%	100%	95%
The faculty has an effective process for making group decisions to solve problems.	60%	52%	85%	86%
In this school we take steps to solve problems.	81%	59%	91%	92%
Teachers are effective leaders in this school.	91%	96%	89%	89%
Teachers have an appropriate level of influence on decision making in this school.	*	71%	80%	84%

Note. *New to the survey in Spring 2012.

Professional Development

	Read			ALL PR
	2011	2012	2013	2013
Sufficient resources are available for professional development.	91%	96%	89%	92%
An appropriate amount of time is provided for professional development.	88%	92%	80%	90%
Professional development offerings are data driven.	67%	79%	89%	91%
Professional learning opportunities are aligned with the school's improvement plan.	92%	95%	95%	97%
Professional development is differentiated to meet the needs of individual teachers.	55%	71%	73%	80%
Professional development deepens teachers' content knowledge.	82%	92%	91%	93%
Teachers are encouraged to reflect on their own practice.	91%	87%	98%	97%
Follow up is provided from professional development in this school.	55%	78%	81%	88%
Professional development provides ongoing opportunities for teachers to work with colleagues to refine teaching practices.	81%	84%	90%	94%
Professional development is evaluated and results are communicated to teachers.	46%	52%	68%	80%
Professional development enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	97%	83%	96%	95%
Professional development enhances teachers' abilities to improve student learning.	94%	96%	96%	96%

Campus and District Professional Development	2013	
	At my campus	In the district
PD is differentiated to meet the needs of individual teachers.	67%	78%
PD deepens teachers' content knowledge.	93%	93%
PD enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	93%	93%
PD enhances teachers' abilities to improve student learning.	100%	98%

Note. These items were new in 2013.

Community Support and Engagement

	2011	Read 2012	2013	ALL PR 2013
			63%	
			94%	
			93%	
			94%	
			96%	
			88%	
			70%	
			91%	
The community we serve is supportive of this school.			94%	

	2011	2012	2013	ALL PR 2013
		98%	88%	
		93%	83%	
		90%	82%	
		88%	81%	
		92%	77%	
		93%	91%	
		95%	95%	
		85%	84%	

Achievement Press

	Read			ALL PR
	2011	2012	2013	2013
The school sets high standards for academic performance.	98%			
Teachers in this school believe that their students have the ability to achieve academically.	100%			
Parents exert pressure to maintain high standards.	54%			
Achievement is recognized and acknowledged by the school.	81%			
Parents press for school improvement.	57%			
Students in this school can achieve the goals that have been set for them.	100%			

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