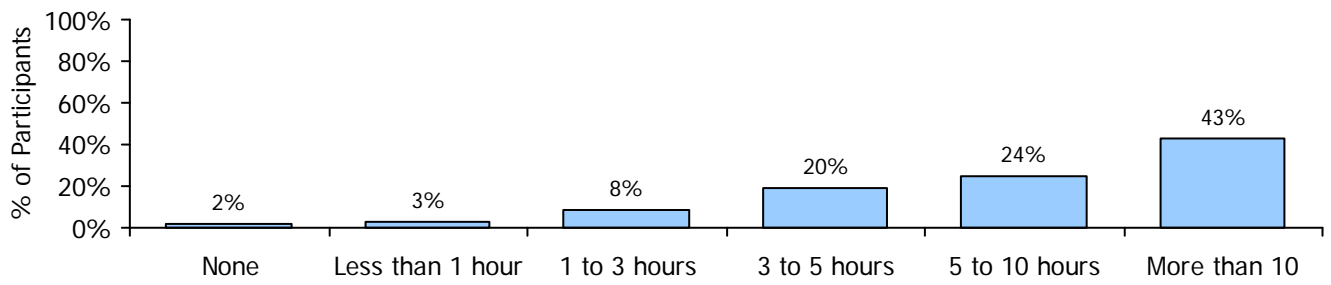




TELL AISD Staff Working Conditions Survey: Results for 2011-2013

Travis High 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



2011	2012	2013
56%		
73%		
35%		

Facilities and Resources

	Travis			ALL HS
	2011	2012	2013	2013
Teachers have sufficient access to appropriate instructional materials.	82%	75%	81%	82%
Teachers have sufficient access to instructional technology, including computers, printers, software and Internet access.	85%	81%	69%	74%
Teachers have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.	70%	75%	63%	72%
Teachers have sufficient training and support to fully utilize the available instructional technology.	74%	64%	63%	68%
Teachers have sufficient access to a broad range of professional support personnel.	79%	85%	83%	83%
The physical environment of classrooms in this school supports teaching and learning. +	85%	79%	85%	88%
The school environment is clean and well maintained. +	99%	96%	96%	94%
Teachers have adequate space to work productively.	91%	89%	90%	83%

Note. + Includes responses from teaching and nonteaching staff.

	Travis			ALL HS
	2011	2012	2013	2013
The faculty and leadership have a shared vision.	93%	80%	80%	82%
Teachers feel comfortable raising issues and concerns that are important to them.	91%	75%	72%	74%
The school leadership consistently supports teachers.	85%	71%	75%	75%
Teachers are held to high professional standards for delivering instruction.	94%	94%	93%	93%
The school leadership facilitates using data to improve student learning.	96%	92%	95%	95%
Teacher performance is assessed objectively.	84%	72%	82%	82%
Teachers receive feedback that can help them improve teaching.	82%	72%	85%	82%
The procedures for teacher evaluation are consistent.	80%	68%	70%	76%
The faculty are recognized for accomplishments.	89%	87%	87%	82%
There is an atmosphere of trust and mutual respect. +	86%	69%	72%	76%
School leadership effectively communicates policy. +	82%	72%	67%	79%
My principal involves faculty in decisions that directly impact the operations of my school.	*	*	81%	76%
My principal clearly defines expectations for our school.	*	*	86%	89%
My principal provides constructive feedback to teachers toward improving their performance.	*	*	79%	78%
My principal has a clearly defined mission and vision for my school.	*	*	92%	91%
My principal encourages cooperation among faculty and staff toward improving student performance.	*	*	95%	92%
Teachers at this school trust the principal to make sound professional decisions about instruction.	*	*	76%	78%

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

	2011	Travis 2012	2013	ALL HS 2013
The use of time in my school	72%	63%	68%	76%
Facilities and resources	94%	89%	84%	84%
Community support and involvement	91%	83%	82%	89%
Managing student conduct	83%	63%	70%	77%
Teacher leadership	92%	82%	86%	87%
School leadership	92%	78%	84%	84%
Professional development	86%	73%	82%	88%
Instructional practices and support	92%	90%	85%	88%
New teacher support	95%	86%	84%	83%
Achievement Press	*	81%	81%	87%

2013

Teachers are trusted to make sound professional decisions about instruction.

73%

Teachers are relied upon to make decisions about educational issues.

75%

Teachers are encouraged to participate in school leadership roles.

91%

64%

81%

83%

66%

Professional Development

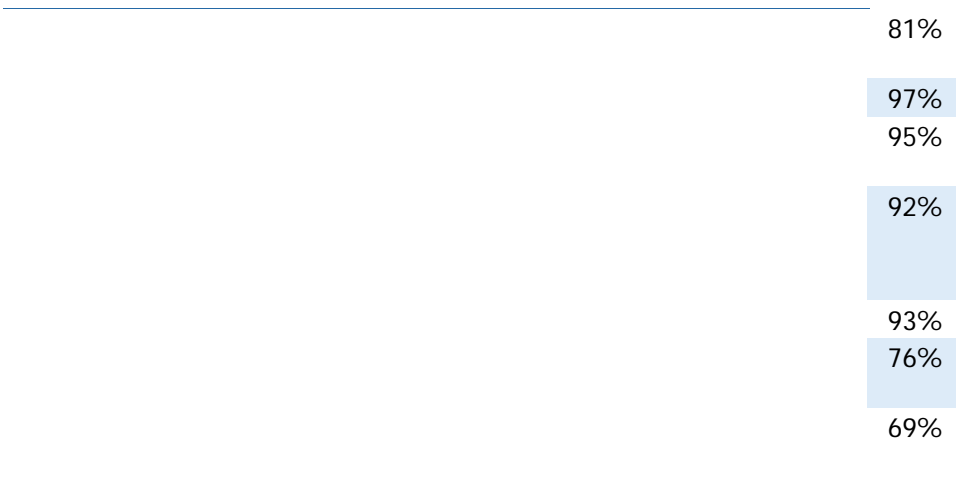
	2011	Travis		ALL HS
		2012	2013	2013
Sufficient resources are available for professional development.	85%	83%	88%	84%
An appropriate amount of time is provided for professional development.	76%	83%	83%	81%
Professional development offerings are data driven.	90%	68%	88%	87%
Professional learning opportunities are aligned with the school's improvement plan.	94%	87%	95%	92%
Professional development is differentiated to meet the needs of individual teachers.	54%	35%	59%	65%
Professional development deepens teachers' content knowledge.	58%	51%	65%	67%
Teachers are encouraged to reflect on their own practice.	85%	87%	88%	91%
Follow up is provided from professional development in this school.	65%	48%	58%	69%
Professional development provides ongoing opportunities for teachers to work with colleagues to refine teaching practices.	78%	67%	76%	80%
Professional development is evaluated and results are communicated to teachers.	51%	40%	51%	64%
Professional development enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	75%	73%	84%	82%
Professional development enhances teachers' abilities to improve student learning.	81%	75%	84%	85%

Campus and District Professional Development

	2013	
	At my campus	In the district
PD is differentiated to meet the needs of individual teachers.	54%	60%
PD deepens teachers' content knowledge.	58%	63%
PD enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	79%	79%
PD enhances teachers' abilities to improve student learning.	79%	81%

Note. These items were new in 2013.

Instructional Practice and Support



Community Support and Engagement

	2011	Travis 2012	2013	ALL HS 2013
Parents/guardians are influential decision makers in this school.	41%		26%	
This school works directly with parents/guardians to improve the educational climate in students' homes.	71%		63%	
This school maintains clear, two-way communication with the community.	78%		78%	
This school does a good job of encouraging parent/guardian involvement.	78%		80%	
Teachers provide parents/guardians with useful information about student learning.	86%		78%	
			50%	
Parents/guardians support teachers, contributing to their success with students.	51%		47%	
Community members support teachers, contributing to their success with students.	63%		63%	
The community we serve is supportive of this school.	60%		65%	

2011	2012	2013	ALL HS 2013
	63%	68%	
	33%	43%	
	66%	80%	
	44%	52%	
	68%	76%	
	60%	50%	
	77%	89%	
	60%	67%	

Achievement Press

The school sets high standards for academic performance.

2011	Travis 2012	2013	ALL HS 2013
85%			

