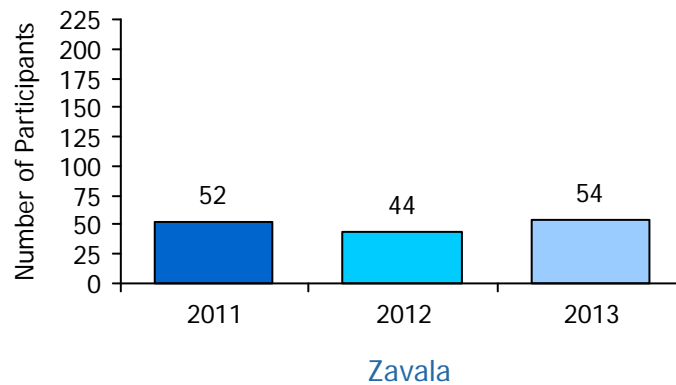


TELL AISD Staff Working Conditions Survey: Results for 2011-2013

Zavala 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.

Figure 1. TELL AISD Participants Spring 2011 to Spring 2013

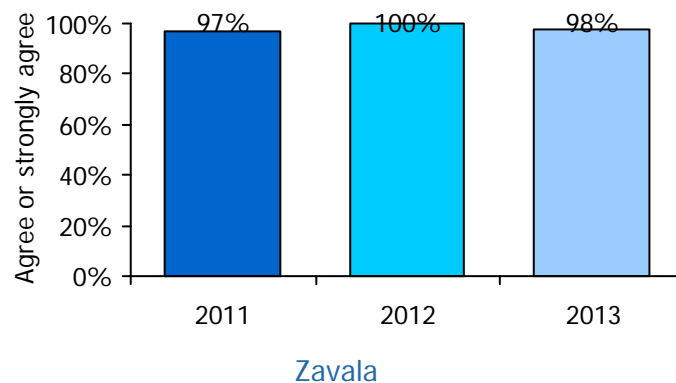


Survey Results

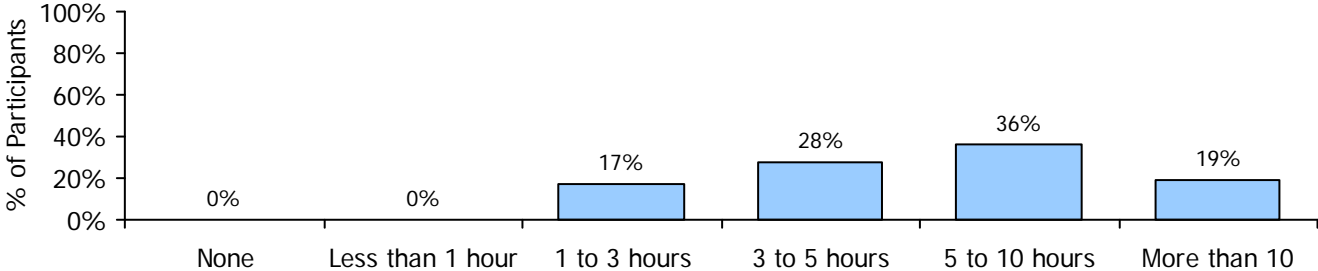
For each item in this report, the number displayed represents the percentage of respondents who agreed or strongly agreed with the statement. Arrows indicate statistically meaningful changes from one year to the next, computed based on both the percent agreement from year to year and the number of respondents. Longitudinal data and average 2013 results for all schools at your level also are provided where available.

Overall

Figure 2. "Overall, my school is a good place to work and learn."



Use of Time



	Zavala		EL
	2011	2012	2013
	47%	48%	83%
	62%	72%	69%
	43%	65%	60%
			56%
			59%
			46%

Facilities and Resources

	Zavala			ALL EL
	2011	2012	2013	2013
Teachers have sufficient access to appropriate instructional materials.	89%	85%	89%	84%
Teachers have sufficient access to instructional technology, including computers, printers, software and Internet access.	91%	89%	91%	83%
Teachers have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.	80%	96%	94%	82%
Teachers have sufficient training and support to fully utilize the available instructional technology.	69%	57%	71%	70%
Teachers have sufficient access to a broad range of professional support personnel.	97%	85%	89%	80%
The physical environment of classrooms in this school supports teaching and learning. +	94%	97%	96%	93%
The school environment is clean and well maintained. +	96%	98%	96%	94%
Teachers have adequate space to work productively.	91%	96%	89%	85%

Note. + Includes responses from teaching and nonteaching staff.

	2011	2012	2013	ALL EL 2013
The faculty and leadership have a shared vision.	94%	93%	94%	
Teachers feel comfortable raising issues and concerns that are	91%	89%	89%	
	91%	93%	89%	
	94%	100%	100%	
	94%	96%	100%	
	93%	92%	100%	
	97%	80%	88%	
	94%	96%	97%	
	94%	93%	94%	
	94%	87%	94%	
	94%	97%	96%	
	*	*	94%	
	*	*	97%	
	*	*	94%	
	*	*	94%	
	*	*	94%	
	*	*	91%	

Professional Development

	2011	Zavala 2012	2013	ALL EL 2013
Sufficient resources are available for professional development.	94%	100%	91%	
An appropriate amount of time is provided for professional development.	91%	96%	86%	
Professional development offerings are data driven.	88%	95%	97%	
Professional learning opportunities are aligned with the school's improvement plan.	93%	100%	94%	
Professional development is differentiated to meet the needs of individual teachers.	75%	82%	86%	
Professional development deepens teachers' content knowledge.	85%	77%	91%	
Teachers are encouraged to reflect on their own practice.	94%	75%	94%	
Follow up is provided from professional development in this school.	71%	57%	82%	
Professional development provides ongoing opportunities for teachers to work with colleagues to refine teaching practices.	84%	81%	82%	
Professional development is evaluated and results are communicated to teachers.	55%	52%	72%	
Professional development enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs.	87%	92%	97%	
Professional development enhances teachers' abilities to improve student learning.	94%	96%	97%	

PD is differentiated

Community Support and Engagement

	2011	Zavala 2012	2013	ALL EL 2013
			51%	
			79%	
			78%	
			83%	
			95%	
			74%	
			74%	
			87%	
The community we serve is supportive of this school.	91%		86%	

	2011	2012	2013	ALL EL 2013
		95%	92%	
		93%	79%	
		95%	94%	
		100%	91%	
		97%	94%	
		97%	98%	
		100%	98%	
		97%	94%	

Achievement Press

	2011	Zavala 2012	2013	ALL EL 2013
The school sets high standards for academic performance.	94%			
Teachers in this school believe that their students have the ability to achieve academically.	94%			
Parents exert pressure to maintain high standards.	52%			
Achievement is recognized and acknowledged by the school.	98%			
Parents press for school improvement.	56%			
Students in this school can achieve the goals that have been set for them.	92%			
Students respect others who get good grades.	86%			