

# Teaching, Empowering, Leading, and Learning (TELL) AISD Survey

Executive Summary, Spring 2021

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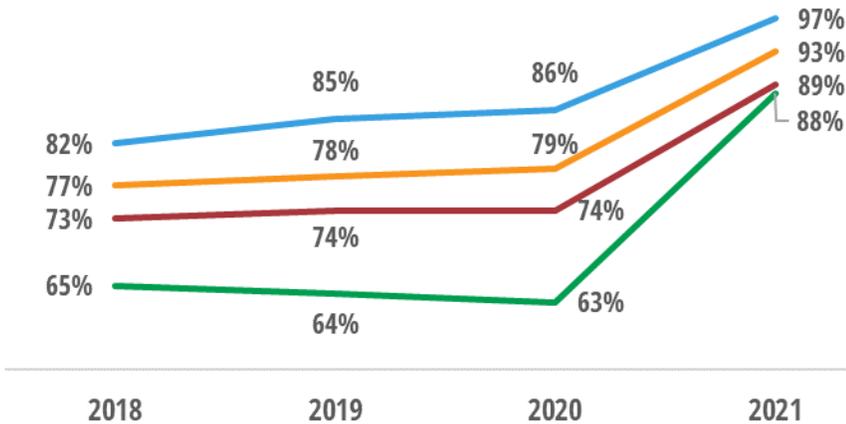
## Key Findings

Overall, the district's TELL Survey results have remained relatively consistent across school years. In 2021, Austin Independent School District (AISD) staff responded most favorably to questions related to Student Conduct (93%), Community Support and Engagement (93%), School Leadership (92%), Principal Leadership (91%), Teacher Leadership (91%), and Facilities and Resources (91%). All measured areas of campus culture and climate saw increases in positive perceptions in 2021 aside from two areas: District Vision and District Leadership.

One TELL Survey item is included in the 2020-2021 AISD Strategic Plan scorecard: students at this school follow the rules of conduct. Results for this item are displayed in Figure 1.

Figure 1

In 2020–2021, 97% of staff at elementary schools strongly agreed or agreed that their students followed the rules of conduct. These ratings were higher than those of middle schools, high schools, and the district overall.



Source. TELL AISD Survey 2020–2021

Note.  $n = 3,310$  for elementary, 1,190 for middle, 1,314 for high schools, and 5,964 for the district overall. The increase in agreement in 2021 may be partially due to the remote learning instructional model engaged in by most students.

## TELL Survey Uses and Reliability

Results from the TELL AISD Survey are used in a variety of ways throughout the district. Most notably, TELL AISD Survey items are used:

- In the district's strategic scorecard for progress monitoring (e.g., "Students at this school follow rules of conduct").

## About the Survey

The purpose of the TELL AISD survey is to measure aspects of school climate including general climate, district vision, leadership, teacher data use, instructional practice, professional development opportunities, community support and engagement, achievement press, student conduct, and facilities and resources. The survey is administered annually to all campus-based staff employed half-time or more. The TELL AISD survey was distributed to staff through their AISD emails. Data collected through the TELL AISD survey are used to monitor working conditions by school level and campus, in the district strategic plan scorecard, and as an outcome measure for many district programs and initiatives.

In 2020-2021, 76% of staff responded to the survey, which was only slightly less than the response rate in the previous year (79%). In a year with many challenges due to the winter storms in February 2021 and the ongoing COVID-19 pandemic, this response rate was very high.

2021 respondents included:  
5,667 teachers or professionals  
266 administrators  
613 classified staff

- In campus improvement plans (CIPs). Campuses are required to include district scorecard TELL AISD Survey items in their CIPs if they did not meet the target, and most other campuses use a variety of other TELL AISD Survey items in their CIPs every year that are related to areas in which they would like to improve or progress monitor.
- By principals and the leadership development department for inclusion in campus administrator performance reviews (CAPR).
- By associate superintendents and campus leadership for decision-making and to keep a pulse on the culture and climate of campuses.

Items from the TELL AISD Survey are also used to determine the effectiveness of many district initiatives and programs. For example:

- Six items related to customer service from the TELL AISD Survey are included on the CARES eCST dashboard for progress monitoring of the customer service initiative by CARES leadership and by campus administrators.
- SEL program staff utilize data from the district’s staff climate survey to evaluate the impact of the professional learning they provide to school staff. Recent research indicates that teachers who are more likely to agree that staff at their school are effectively trained to promote students’ SEL skill development also report more favorable ratings of school climate and culture. Furthermore, teachers who are more likely to agree that their administrators support their personal growth in SEL also report a more favorable school climate and culture.
- Five items are used by the Cultural Proficiency and Inclusiveness (CP&I) staff in the Education Innovation Research (EIR) grant, which aims to implement culturally responsive restorative practices.

The TELL AISD Survey also undergoes routine statistical analyses to ensure that the survey is measuring what it is intended to measure. The most recent statistical testing, factor analysis, was done in 2018-2019, and survey changes were implemented based on those analyses in 2019-2020. Those analyses showed that the survey was reliable, with a reliability well above minimum thresholds (according to Cronbach’s alpha). Those analyses also allowed for improvements to be made to the survey, including removing items that did not appear to accurately measure campus climate and culture. For more information on these statistical analyses, please see the [full report](#).

Comprehensive TELL Survey results for multiple school years can be accessed by (a) going to <https://www.austinisd.org/dre>, (b) selecting “Interactive reports,” and (c) selecting “AISD TELL Survey Dashboard” from the Interactive reports list in the upper left-hand corner of the page.

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