

## 2012 TELL AISD Results for Andrews 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. The purpose of the survey is to support sound educational policies and practices based on the views of teachers, principals, and other educators in our schools. The following report includes survey results for Andrews during the 2010-2011 and 2011-2012 school years.

### Survey Participants

|                                       | Andrews |     |      |     | All Elementary |     |
|---------------------------------------|---------|-----|------|-----|----------------|-----|
|                                       | 2011    |     | 2012 |     | 2012           |     |
|                                       | n       | %   | n    | %   | n              | %   |
| Professional/<br>Administrative Staff | 53      | 91% | 47   | 89% | 3,289          | 88% |
| All Campus Staff                      | 57      | n/a | 62   | n/a | 4,313          | n/a |

Note: Response rates for all campus staff cannot be determined.

### SURVEY RESULTS FOR ANDREWS

For each item in the report below, the number displayed represents the percentage of respondents [who agreed or strongly agreed](#) with the statement. Most items were asked of only professional and administrative campus staff. However some items were asked of all campus staff. Results are reported separately, when available. Arrows indicate statistically meaningful changes.

|                                                       |                        | Andrews |      |        | All Elementary<br>2012 |
|-------------------------------------------------------|------------------------|---------|------|--------|------------------------|
|                                                       |                        | 2011    | 2012 | ↑<br>↓ |                        |
|                                                       |                        |         |      |        |                        |
| Overall, my school is a good place to work and learn. | Professional/<br>Admin | 93%     | 93%  |        | 88%                    |
|                                                       | All Campus Staff       | 92%     | 95%  |        | 90%                    |



TELL  
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Teaching, Empowering, Leading, Learning

### TELL AISD

Since 2004, AISD has studied the relationship of school climate with staff and student outcomes. In 2010, the AISD Office of Educator Quality and Department of Research and Evaluation partnered with the New Teacher Center's (NTC) Teaching and Learning Conditions Initiative to develop a survey designed to measure the elements of teaching and learning conditions most critical to school success. The survey is based on NTC's research in 22,000 schools in 18 states. Respondents are asked for their perceptions on a variety of issues related to student achievement and staff retention, including:

- Time
- Leadership
- Facilities and resources
- Student behavior management
- Community support and involvement
- Professional development
- Instructional practice and support
- New teacher support
- School achievement press
- General School Climate



## Time

|                                                                                                          | Andrews |      | ↑<br>↓ | All<br>Elementary |
|----------------------------------------------------------------------------------------------------------|---------|------|--------|-------------------|
|                                                                                                          | 2011    | 2012 |        | 2012              |
| Class sizes are reasonable such that teachers have the time available to meet the needs of all students. | 47%     | 44%  |        | 45%               |
| Teachers have time available to collaborate with colleagues.                                             | 54%     | 72%  |        | 54%               |
| The non instructional time provided for teachers in my school is sufficient.                             | 36%     | 51%  |        | 41%               |

## Facilities and Resources

|                                                                                                                           | Andrews            |      | ↑<br>↓ | All<br>Elementary |
|---------------------------------------------------------------------------------------------------------------------------|--------------------|------|--------|-------------------|
|                                                                                                                           | 2011               | 2012 |        | 2012              |
| Teachers have sufficient access to appropriate instructional materials.                                                   | 87%                | 79%  |        | 82%               |
| Teachers have sufficient access to instructional technology, including computers, printers, software and Internet access. | 77%                | 79%  |        | 82%               |
| Teachers have sufficient training and support to fully utilize the available instructional technology.                    | 67%                | 64%  |        | 67%               |
| Teachers have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.                 | 62%                | 76%  |        | 82%               |
| Teachers have sufficient access to a broad range of professional support personnel.                                       | 87%                | 89%  |        | 78%               |
| The school environment is clean and well maintained.                                                                      | Professional/Admin | 98%  | 89%    | 92%               |
|                                                                                                                           | All Campus Staff   | 98%  | 90%    | 93%               |
| Teachers have adequate space to work productively.                                                                        |                    | 79%  | 83%    | 84%               |
| The physical environment of classrooms in this school supports teaching and learning.                                     | Professional/Admin | 81%  | 87%    | 89%               |
|                                                                                                                           | All Campus Staff   | 81%  | 89%    | 90%               |
| My school is provided sufficient data and information to make informed decisions.                                         |                    | 96%  | 98%    | 91%               |

## School Leadership

|                                                                                   |                    | Andrews |      | ↑<br>↓ | All<br>Elementary |
|-----------------------------------------------------------------------------------|--------------------|---------|------|--------|-------------------|
|                                                                                   |                    | 2011    | 2012 |        | 2012              |
| The faculty and leadership have a shared vision.                                  |                    | 83%     | 87%  |        | 82%               |
| There is an atmosphere of trust and mutual respect.                               | Professional/Admin | 85%     | 83%  |        | 73%               |
|                                                                                   | All Campus Staff   | 86%     | 80%  |        | 77%               |
| Teachers feel comfortable raising issues and concerns that are important to them. |                    | 76%     | 74%  |        | 70%               |
| The school leadership consistently supports teachers.                             |                    | 83%     | 80%  |        | 74%               |
| Teachers are held to high professional standards for delivering instruction.      |                    | 92%     | 96%  |        | 93%               |
| The school leadership facilitates using data to improve student learning.         |                    | 98%     | 98%  |        | 95%               |
| Teacher performance is assessed objectively.                                      |                    | 96%     | 95%  |        | 84%               |
| Teachers receive feedback that can help them improve teaching.                    |                    | 88%     | 91%  |        | 81%               |
| The procedures for teacher evaluation are consistent.                             |                    | 89%     | 93%  |        | 82%               |
| School leadership effectively communicates policy.                                | Professional/Admin | 90%     | 98%  |        | 83%               |
|                                                                                   | All Campus Staff   | 91%     | 96%  |        | 84%               |
| The faculty are recognized for accomplishments.                                   |                    | 87%     | 84%  |        | 79%               |

|                                                                                   |  | Andrews |      | ↑<br>↓ | All<br>Elementary |
|-----------------------------------------------------------------------------------|--|---------|------|--------|-------------------|
|                                                                                   |  | 2011    | 2012 |        | 2012              |
| The school leadership makes a sustained effort to address teacher concerns about: |  |         |      |        |                   |
| The use of time in my school                                                      |  | 73%     | 80%  |        | 76%               |
| Facilities and resources                                                          |  | 96%     | 91%  |        | 89%               |
| Community support and involvement                                                 |  | 94%     | 93%  |        | 88%               |
| Managing student conduct                                                          |  | 79%     | 76%  |        | 77%               |
| Teacher leadership                                                                |  | 90%     | 91%  |        | 86%               |
| School leadership                                                                 |  | 84%     | 89%  |        | 85%               |
| Professional development                                                          |  | 90%     | 98%  |        | 89%               |
| Instructional practices and support                                               |  | 90%     | 93%  |        | 88%               |
| New teacher support                                                               |  | 84%     | 95%  |        | 85%               |

## Teacher Leadership

|                                                                                    | Andrews |      | ↑<br>↓ | All<br>Elementary |
|------------------------------------------------------------------------------------|---------|------|--------|-------------------|
|                                                                                    | 2011    | 2012 |        | 2012              |
| Teachers are recognized as educational experts.                                    | 82%     | 84%  |        | 82%               |
| Teachers are trusted to make sound professional decisions about instruction.       | 87%     | 80%  |        | 80%               |
| Teachers are relied upon to make decisions about educational issues.               | 90%     | 91%  |        | 83%               |
| Teachers are encouraged to participate in school leadership roles.                 | 96%     | 93%  |        | 88%               |
| The faculty has an effective process for making group decisions to solve problems. | 90%     | 77%  |        | 75%               |
| In this school we take steps to solve problems.                                    | 100%    | 85%  | ↓      | 82%               |
| Teachers are effective leaders in this school.                                     | 96%     | 87%  |        | 87%               |
| Teachers have an appropriate level of influence on decision making in this school. | n/a     | 80%  |        | 74%               |

## Professional Development

|                                                                                                                                       | Andrews |      | ↑<br>↓ | All<br>Elementary |
|---------------------------------------------------------------------------------------------------------------------------------------|---------|------|--------|-------------------|
|                                                                                                                                       | 2011    | 2012 |        | 2012              |
| Sufficient resources are available for professional development in my school.                                                         | 78%     | 76%  |        | 81%               |
| An appropriate amount of time is provided for professional development.                                                               | 75%     | 78%  |        | 79%               |
| Professional development offerings are data driven.                                                                                   | 87%     | 90%  |        | 87%               |
| Professional learning opportunities are aligned with the school's improvement plan.                                                   | 93%     | 95%  |        | 90%               |
| Professional development is differentiated to meet the needs of individual teachers.                                                  | 67%     | 71%  |        | 66%               |
| Professional development deepens teachers' content knowledge.                                                                         | 82%     | 81%  |        | 81%               |
| Teachers are encouraged to reflect on their own practice.                                                                             | 90%     | 93%  |        | 89%               |
| Follow up is provided from professional development in this school.                                                                   | 71%     | 77%  |        | 70%               |
| Professional development provides ongoing opportunities for teachers to work with colleagues to refine teaching practices.            | 75%     | 78%  |        | 79%               |
| Professional development is evaluated and results are communicated to teachers.                                                       | 64%     | 63%  |        | 62%               |
| Professional development enhances teachers' abilities to implement instructional strategies that meet diverse student learning needs. | 94%     | 91%  |        | 85%               |
| Professional development enhances teachers' abilities to improve student learning.                                                    | 94%     | 91%  |        | 88%               |

## Instructional Practice and Support

|                                                                                                                                                             | Andrews |      | ↑<br>↓ | All Elementary |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|------|--------|----------------|
|                                                                                                                                                             | 2011    | 2012 |        | 2012           |
| State and local assessment data are available in time to impact instructional practices.                                                                    | 98%     | 93%  |        | 90%            |
| Teachers in this school use assessment data to inform their instruction.                                                                                    | 100%    | 100% |        | 98%            |
| Teachers work in professional learning communities to develop and align instructional practices.                                                            | 98%     | 98%  |        | 93%            |
| Provided supports (i.e., instructional coaching, professional learning communities, etc.) translate to improvements in instructional practices by teachers. | 96%     | 96%  |        | 89%            |
| Teachers are encouraged to try new things to improve instruction.                                                                                           | 96%     | 98%  |        | 88%            |
| Teachers at my school are assigned classes that maximize their likelihood of success with students.                                                         | 76%     | 83%  |        | 72%            |
| Teachers have autonomy to make decisions about instructional delivery (i.e., pacing, materials and pedagogy).                                               | 83%     | 81%  |        | 69%            |

## Community Support and Engagement

|                                                                                                          |                    | Andrews |      | ↑<br>↓ | All Elementary |
|----------------------------------------------------------------------------------------------------------|--------------------|---------|------|--------|----------------|
|                                                                                                          |                    | 2011    | 2012 |        | 2012           |
| Parents/guardians are influential decision makers in this school.                                        | Professional/Admin | 44%     | 62%  | ↑      | 65%            |
|                                                                                                          | All Campus Staff   | 45%     | 70%  | ↑      | 70%            |
| This school works directly with parents/guardians to improve the educational climate in students' homes. | Professional/Admin | 74%     | 82%  |        | 81%            |
|                                                                                                          | All Campus Staff   | 76%     | 86%  |        | 84%            |
| This school maintains clear, two-way communication with the community.                                   | Professional/Admin | 98%     | 88%  |        | 87%            |
|                                                                                                          | All Campus Staff   | 98%     | 89%  |        | 89%            |
| This school does a good job of encouraging parent/guardian involvement.                                  | Professional/Admin | 89%     | 86%  |        | 87%            |
|                                                                                                          | All Campus Staff   | 89%     | 89%  |        | 89%            |
| Teachers provide parents/guardians with useful information about student learning.                       | Professional/Admin | 100%    | 100% |        | 95%            |
|                                                                                                          | All Campus Staff   | 100%    | 100% |        | 95%            |
| Parents/guardians know what is going on in this school.                                                  | Professional/Admin | 83%     | 83%  |        | 85%            |
|                                                                                                          | All Campus Staff   | 85%     | 87%  |        | 86%            |
| Parents/guardians support teachers, contributing to their success with students.                         | Professional/Admin | 50%     | 60%  |        | 77%            |
|                                                                                                          | All Campus Staff   | 51%     | 67%  |        | 79%            |
| Community members support teachers, contributing to their success with students.                         | Professional/Admin | 60%     | 76%  |        | 84%            |
|                                                                                                          | All Campus Staff   | 63%     | 81%  | ↑      | 85%            |
| The community we serve is supportive of this school.                                                     | Professional/Admin | 70%     | 64%  |        | 85%            |
|                                                                                                          | All Campus Staff   | 73%     | 73%  |        | 87%            |

## Managing Student Conduct

|                                                                                      |                    | Andrews |      | ↑<br>↓ | All<br>Elementary |
|--------------------------------------------------------------------------------------|--------------------|---------|------|--------|-------------------|
|                                                                                      |                    | 2011    | 2012 |        | 2012              |
| Students at this school understand expectations for their conduct.                   | Professional/Admin | 92%     | 98%  |        | 90%               |
|                                                                                      | All Campus Staff   | 93%     | 98%  |        | 91%               |
| Students at this school follow rules of conduct.                                     | Professional/Admin | 77%     | 80%  |        | 80%               |
|                                                                                      | All Campus Staff   | 79%     | 85%  |        | 80%               |
| Policies and procedures about student conduct are clearly understood by the faculty. | Professional/Admin | 87%     | 96%  |        | 87%               |
|                                                                                      | All Campus Staff   | 88%     | 95%  |        | 89%               |
| Administrators consistently enforce rules for student conduct.                       | Professional/Admin | 74%     | 84%  |        | 77%               |
|                                                                                      | All Campus Staff   | 76%     | 88%  |        | 80%               |
| Administrators support teachers' efforts to maintain discipline in the classroom.    | Professional/Admin | 83%     | 87%  |        | 81%               |
|                                                                                      | All Campus Staff   | 84%     | 88%  |        | 84%               |
| Teachers consistently enforce rules for student conduct.                             | Professional/Admin | 90%     | 96%  |        | 90%               |
|                                                                                      | All Campus Staff   | 91%     | 96%  |        | 91%               |
| The faculty work in a school environment that is safe.                               | Professional/Admin | 98%     | 98%  |        | 93%               |
|                                                                                      | All Campus Staff   | 98%     | 98%  |        | 94%               |
| Non-teaching staff consistently enforce rules for student conduct.                   | Professional/Admin | 82%     | 93%  |        | 88%               |
|                                                                                      | All Campus Staff   | 83%     | 94%  |        | 90%               |

The following tables present results for **all campus staff**.

### General School Climate

|                                                                      | Andrews |      |        | All Elementary |
|----------------------------------------------------------------------|---------|------|--------|----------------|
|                                                                      | 2011    | 2012 | ↑<br>↓ | 2012           |
| All campus staff are friendly to each other.                         | 80%     | 81%  |        | 81%            |
| All campus staff exhibit pride in their affiliation with the school. | 85%     | 84%  |        | 85%            |
| All campus staff are willing to go out of their way to help.         | 77%     | 86%  |        | 80%            |
| All campus staff accomplish their jobs with enthusiasm.              | 64%     | 71%  |        | 75%            |
| All campus staff are committed to their jobs.                        | 75%     | 84%  |        | 84%            |
| The goals of my school are made clear.                               | 96%     | 93%  |        | 90%            |

### Achievement Press

|                                                                                               | Andrews |      |        | All Elementary |
|-----------------------------------------------------------------------------------------------|---------|------|--------|----------------|
|                                                                                               | 2011    | 2012 | ↑<br>↓ | 2012           |
| The school sets high standards for academic performance.                                      | 100%    | 98%  |        | 96%            |
| Teachers in this school believe that their students have the ability to achieve academically. | 100%    | 93%  | ↓      | 95%            |
| Parents exert pressure to maintain high standards.                                            | 43%     | 49%  |        | 62%            |
| Academic achievement is recognized and acknowledged by the school.                            | 100%    | 97%  |        | 92%            |
| Parents press for school improvement.                                                         | 45%     | 47%  |        | 63%            |
| Students in this school can achieve the goals that have been set for them.                    | 98%     | 95%  |        | 94%            |
| Students respect others who get good grades.                                                  | 92%     | 96%  |        | 89%            |
| Students seek extra work so they can get good grades.                                         | 43%     | 67%  | ↑      | 59%            |
| Students try hard to improve on previous work.                                                | 61%     | 85%  | ↑      | 79%            |
| The learning environment is orderly and serious.                                              | 95%     | 95%  |        | 90%            |

For more information about interpreting and using your TELL AISD data for school improvement--including data use guides, construct worksheets, and other school improvement planning tools--please visit: [http://stafftellaaisd.org/Using\\_Your\\_Data](http://stafftellaaisd.org/Using_Your_Data)

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