

Date: 5/20/16

For ACTION \_\_\_\_\_  
For INFORMATION   X  

Board Agenda: Yes \_\_\_\_\_  
No   X  

**FROM:** Gerald R. Mann, Jr., Executive Director of Secondary Instruction  
Lisa Piehota, Ed. D., Executive Director of Elementary Instruction

**THROUGH:** Alvin L. Crawley, Ed.D., Superintendent of Schools

**TO:** The Honorable Karen Graf, Chair, and Members of the Alexandria  
City School Board

**TOPIC:** TELL Survey Results

**BACKGROUND:** In 2014, in collaboration with National Education Association (NEA) and our local partner Education Association of Alexandria (EAA), ACPS engaged the New Teacher Center to conduct a survey for the division, the TELL Survey, Teaching, Empowering, Leading, and Learning survey. The survey is a statistically valid and reliable instrument to assess whether educators have working conditions in their school that support effective teaching. The survey measures 8 constructs; use of time, facilities and resources, community and involvement, managing student conduct, teacher leadership, school leadership, professional development, instructional practices and support.

**SUMMARY:** In 2016, ACPS administered the TELL survey for the second time. ACPS had 1,052 respondents, with an overall response rate of 74%. ACPS saw an increase in all 8 constructs on the survey.

The following are key takeaways from the constructs:

**Use of time**

- Lowest construct, but also greatest improvement (+14%) compared to 2014
- Indicated as one of the most important constructs for willingness to continue teaching at current school

**Teacher Leadership**

- Improved 10 percentage points compared to 2014

**School Leadership**

- Indicated as the most important construct for willingness to continue teaching at current school

**Community Support and Involvement**

- Highest rated construct overall

**IMPACT:** The TELL Survey results will be used in variety ways in the school division during the 2016/2017 school year.

- Principals will have individual meeting with Executive Directors to discuss the results of the survey
- Principals will share the results with their faculty and the Parent Teacher Association (PTA) to discuss strengths and areas of focus
- Principals will be required to have a TELL survey goal as part of School Education Plans for SY 16-17
- Tell survey results will be tied to Key Performance Indicators (KPIs) in the ACPS 2020 strategic plan

**RECOMMENDATION:** The superintendent recommends that the Board review the TELL Survey results for 2016.

**CONTACT PERSON:** Gerald R. Mann, Jr., Executive Director of Secondary Instruction  
Lisa Piehota, Executive Director of Elementary Instruction

**ATTACHMENTS:** 1. TELL Survey comparison data for each school and the division  
2. TELL Survey comparison data for 2016 and 2014