



TELL SURVEY

The TELL Survey is being used at the state level to learn more about both teachers' and administrators' perceptions regarding key areas of work such as mentoring and professional development. The results were analyzed at the state and local level. There are some new questions that are being developed to be tested in the 2016 survey, particularly around the culture of schools for teachers, especially those who are culturally and linguistically diverse.

As a partner in this work, the OEA developed a very useful Toolkit to help both teachers and administrators facilitate discussions and to plan using the results

There is a strong commitment to continue the TELL survey as it provides a valuable vehicle for educator voice to be part of the state's policy direction and we know it is critical to internal discussions within school and districts as they continue to seek ways to support educators. Administration and messaging of the TELL survey is now the responsibility of the Chief Education Office and they are committed to its continuation and use.

A variety of partners such as COSA, OEA, OSBA, and Chalkboard are engaged. The state already publishes the resulting TELL survey data by school, district, and state level at the OregonTELL website.

<http://www.telloregon.org/> and will do so again for any school with over 50% participation in 2016.

Why the TELL Deep Dive work matters:

- New research demonstrates that several aspects of the teaching environment—in particular, school level student conduct management, manageable demands on time, ample professional autonomy and effective professional development—are significant predictors of student perception of support and rigor and ultimately value added student learning gains (Ferguson and Hirsch, 2014).
- Researchers from Harvard and Duke have each found that schools with positive work environments have greater student academic growth and overall achievement (Johnson, Kraft and Papay, 2011; Ladd, 2009).
- The Teaching, Empowering, Leading, and Learning (TELL) Survey has provided teachers the opportunity to share their assessment of the teaching and learning conditions of the schools where they work in service of students. Teaching conditions are students' learning conditions. With that in mind the core goals of the TELL Deep Dive Study Teams at each of our four participating sites will be to use the TELL survey results to identify an area of focus for school improvement and then to explore change management strategies to orchestrate impactful change at the school site.

District Goal: All students will show continuous progress toward their personal learning goals, developed in collaboration with teachers and parents, and will be prepared for post-secondary education and career success.

The Beaverton School District recognizes the diversity and worth of all individuals and groups. It is the policy of the Beaverton School District that there will be no discrimination or harassment of individuals or groups based on race, color, religion, gender, sexual orientation, gender identity, gender expression, national origin, marital status, age, veterans' status, genetic information or disability in any educational programs, activities or employment.

BSD Schools Involved:

- Five Oaks Middle School
- Meadow Park Middle School
- Mountain View Middle School
- Stoller Middle School

What it means for our schools:

- Training Opportunity on Effective Change Management
 - Can be applied to any improvement effort
- Collaborative Opportunity to Share Leadership on School Improvement Planning
- Learn from other schools within your district
- Individualized coaching to support specific school needs throughout the year.
- Extra data point of TELL data in between the state-wide surveys

Outcomes for 2015-2016:

- Develop and implement an action plan for improving teaching and learning conditions at a particular school site based on recent TELL Survey data
- Distribute the ownership for the improvement of teaching and learning conditions among teachers, administrators and the principal
- Strengthen participants' understanding and application of change theory

Deep Dive Study Teams:

- Teams will be a representative leadership team of professionals who bring a commitment to examine the TELL data to isolate a critical growth area for the school and who work in partnership with the school community to craft and implement a change management plan designed to improve the working and learning culture of the school.
 - Principals
 - Assistant Principals
 - Five teacher volunteers

Plans for 2015-2016:

- Teachers at the participating schools completed the TELL Survey the week of Sept. 21-15, 2015 to establish baseline data and analyze changes from the 2014 survey.
- Training sessions with all four participating schools and the New Teacher Center staff are scheduled for October 5, November 9, January 25, and April 18
- Coaching sessions with each participating school and the New Teacher Center staff are scheduled for October 14-15, December 7-8, March 30-31