



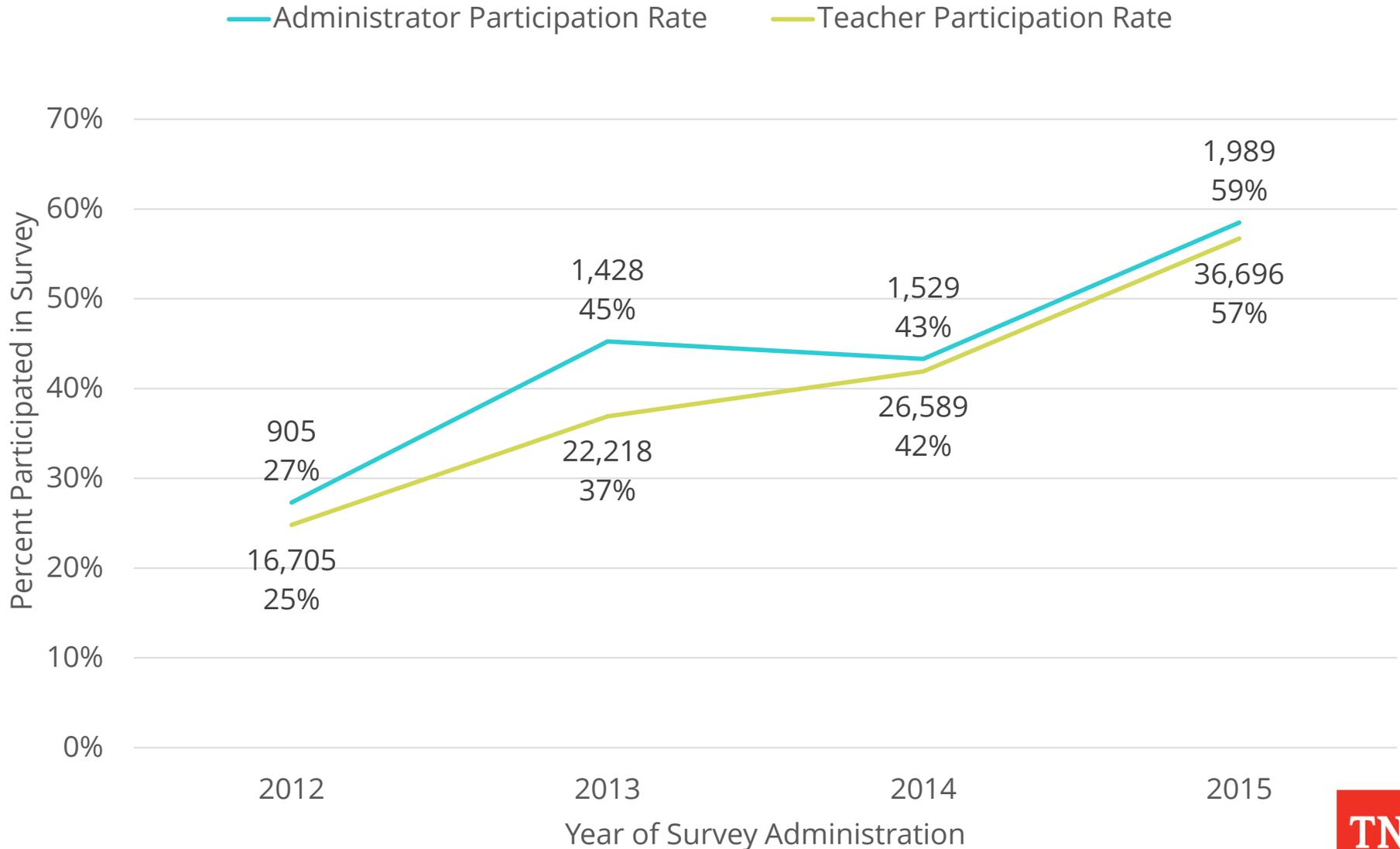
# Tennessee Educator Survey

2015 Survey Results

# The Tennessee Educator Survey is designed to remain consistent for the next several years

- Surveys will be distributed by email to all school-level personnel in mid-April each year.
- Purposes include:
  - State-Level:
    - Research and agenda-setting
    - Progress monitoring
    - Communications and talking points
    - Listening more to educators
  - District/School-Level
    - District and school improvement planning
    - Reducing survey fatigue by streamlining TDOE survey process

# Over 36,000 teachers and almost 2,000 administrators completed this year's survey



# Results are available online in places where participation rates reached at least 50 percent

tdoe.azurewebsites.net

Download Results
About this Survey

**Participant Type**

Teachers
Administrators

View results for all participants

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**District**

Select a district

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**School**

Select a school

## Tennessee Educator Survey

### Results for All Teacher Participants

#### School Climate and Leadership

Please rate how strongly you agree or disagree with the following statements about your school.

■ Strongly Disagree
■ Disagree
■ Agree
■ Strongly Agree

a. The staff feels comfortable raising issues and concerns that are important to them with school leaders.	40%	20%	0	20%	40%
b. There is an atmosphere of trust and mutual respect within this school.	40%	20%	0	20%	40%
c. Most of my colleagues share my beliefs and values about what the central mission of the school should be.	40%	20%	0	20%	40%
d. Teachers are held to high professional standards for delivering instruction.	40%	20%	0	20%	40%
e. Teachers hold students to high academic standards.	40%	20%	0	20%	40%

percentage of respondents

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Please rate how strongly you agree or disagree with each of the following statements concerning this school year (2014-15)?

■ Strongly Disagree
■ Disagree
■ Agree
■ Strongly Agree

a. The teachers at this school like being here; I would describe us as a satisfied group.	80%	60%	40%	20%	0
b. I feel appreciated for the job that I am doing.	80%	60%	40%	20%	0
c. The stress and disappointments involved in teaching at this school aren't worth it.	80%	60%	40%	20%	0

percentage of respondents

**Participation Rate** ?

57%

This percentage refers to the 36,728 teachers who responded to this year's Educator Survey.



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# Highlights of Survey

# Tennessee Teachers Are More Satisfied

- Teachers **feel increasingly satisfied** with working conditions at their schools.
  - Nearly eight out of ten teachers report that teachers in their school are satisfied, like being there, and feel recognized for their work.
  - Staffing data shows that the state's ability to keep the overwhelming majority of teachers in the classroom year to year has remained consistent over time.

# More Teachers Say They Feel Appreciated

- Teachers **feel appreciated** and they **report opportunities for growth** in their roles.
  - Nearly eight out of ten teachers say that they feel appreciated for the job they are doing, a gain of five percentage points from the previous year.
  - Eighty-seven percent of teachers report that teachers in their school are encouraged to participate in school leadership roles, a number that has stayed constant over the past two years.

# Teachers Feel Comfortable Using Test Data

- Teachers feel **increasingly comfortable using data** from student tests to tailor their teaching to student needs.
  - Nearly eight out of ten teachers say that they understand how to use standardized assessment results to improve their teaching and over half believe that these results help them to determine if their students have the skills required to meet state standards.

# Teacher Say Evaluation Improves Instruction

- **More teachers than ever before** say the teacher evaluation system is improving their teaching.
  - Over two-thirds of teachers say the process has helped them improve their teaching, up 14 percentage points since 2014 and 30 percentage points since 2012.



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# Areas of Improvement

# Teachers Are Concerned About Time on Test Prep

- Teachers feel concerned about the **amount of time** and effort they've devoted to testing and test preparation in the past.
  - Six out of ten teachers say they spent too much instructional time helping students prepare for statewide exams and seven out of ten believe that their students spend too much time taking exams.
- *This is being addressed specifically by the **Tennessee Task Force on Student Testing and Assessment**. The task force will release a report in September.*

# While Useful, Evaluation Takes Time

- Although most teachers find evaluation useful, they continue to find the **process cumbersome**.
  - Half of teachers rate the evaluation process as a considerable burden, and a third of teachers feel that the system is unfair.
- *Next year's work focuses on ensuring **fairness** and **transparency** across the transition to a new assessment while allowing greater **district-level autonomy** to determine the model of evaluation that works best at the local level.*

# Teachers Want More Chances to Learn

- Teachers want **more opportunities and more time to learn from each other.**
  - Fewer than four out of ten teachers say they are provided with adequate time for collaboration or access to instructional resources and expertise.
- *The department's efforts in this area aim to ensure that districts are equipped with well-trained **instructional coaches** and that **teacher leaders** are providing **strong feedback** tailored directly to individual needs.*

The logo consists of a red square with the letters 'TN' in white, serif font. Below the square is a thin blue horizontal bar.

**TN**

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# Using Data at the District Level

# In most districts, the survey points to a few areas that offer potential quick wins for district staff

[Download Results](#) [About this Survey](#)

## Participant Type

Teachers

Administrators

View results for all participants

## District

Greene County

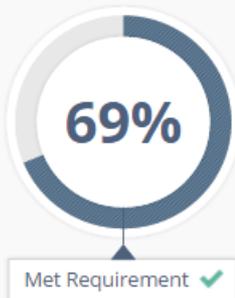
## School Not available for Administrator

Select a school

## Survey Topics

- [School Climate](#)
- [Roles and Responsibilities](#)
- [School Practices](#)**
- [Administrator Evaluation](#)
- [State Initiatives](#)

## Participation Rate ?

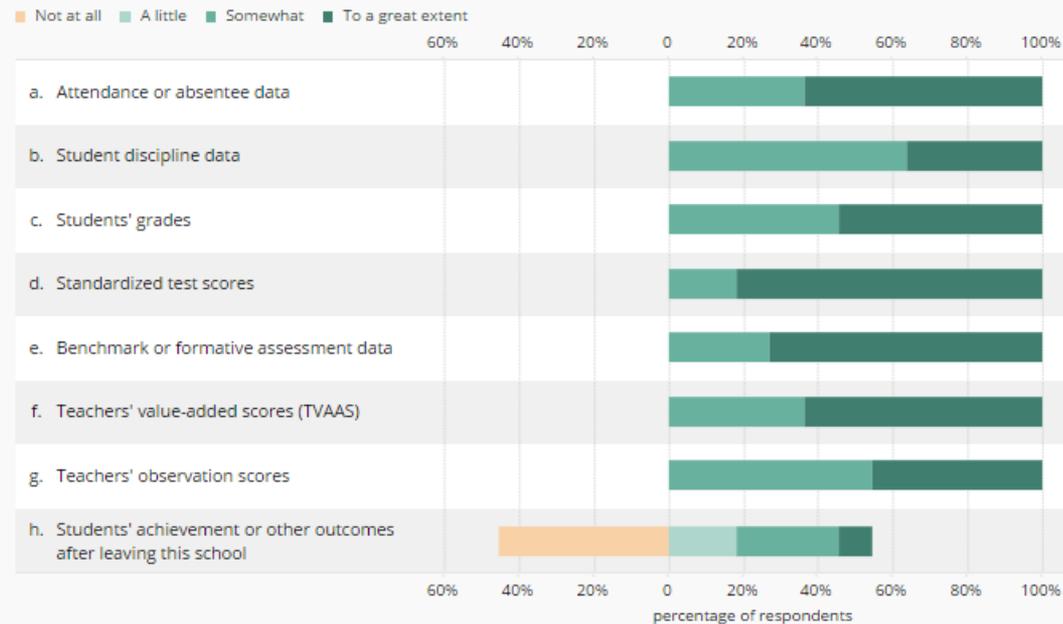


# Tennessee Educator Survey

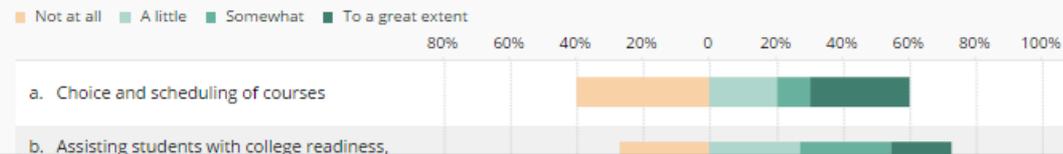
## Results for Administrators in Greene County

### School Practices

To what extent do you use the following types of data to track your school's performance over time?



To what extent did your school's counseling staff spend their time delivering the following services to students?



# Comparison between schools within the same district are also informative

View results for all participants

**District**

*Knox County*

**School**

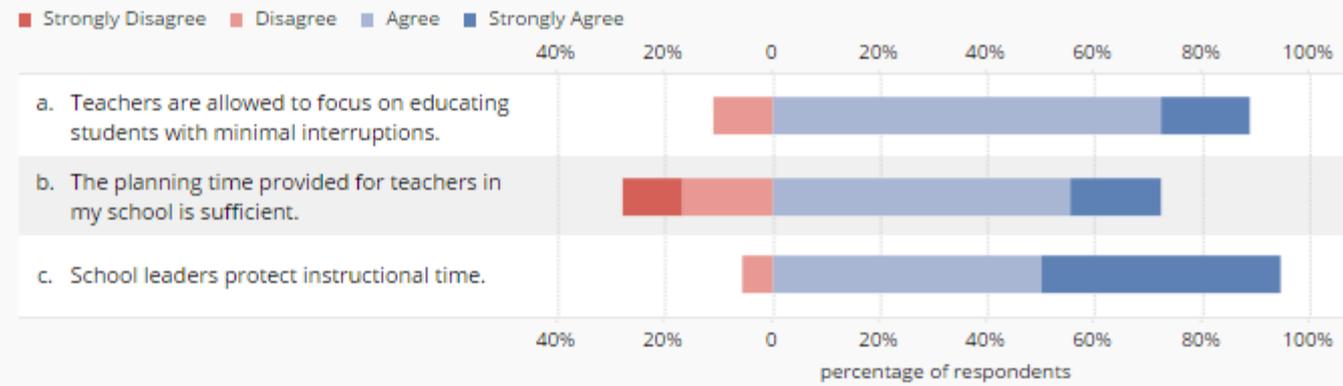
*Bonny Kate Elementary School*

**Survey Topics**

- School Climate and Leadership**
- Instructional Practice

## School Climate and Leadership

Please rate how strongly you agree or disagree with the following statements about the use of time in your school.



View results for all participants

**District**

*Knox County*

**School**

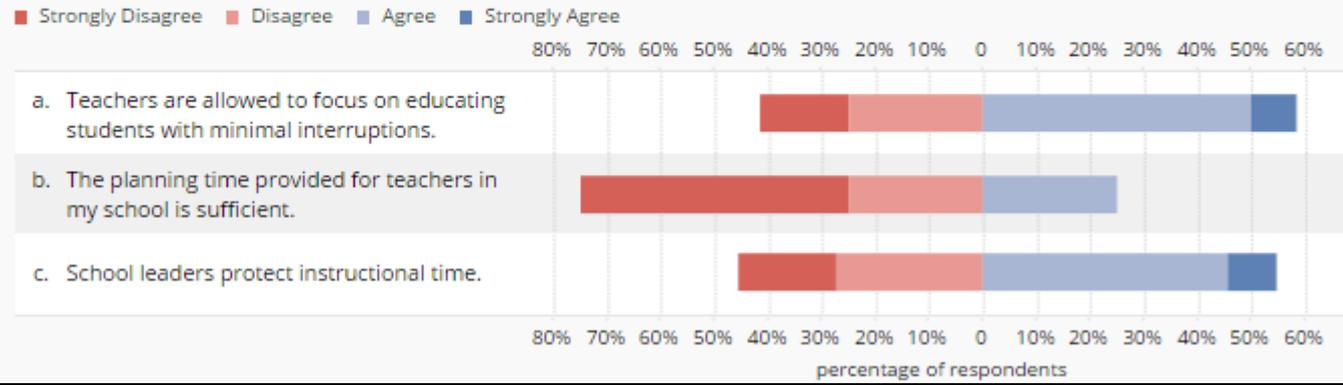
*Bearden Elementary School*

**Survey Topics**

- School Climate and Leadership**

## School Climate and Leadership

Please rate how strongly you agree or disagree with the following statements about the use of time in your school.



- How can we ensure that we continue to see high participation rates?
- How can we get your insight on other survey questions that we should be asking?
- What else can we do to make this most useful for your district?

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Questions?