

# **KENTUCKY DEPARTMENT OF EDUCATION**

## **STAFF NOTE**

### **Review Item:**

Update on the Teaching, Empowering, Leading and Learning (TELL) Kentucky Survey Results and Work

### **Rationale:**

To update the board on the work associated with the TELL Kentucky Survey.

### **Applicable Statute or Regulation:**

704 KAR 3.370, 703 KAR 5:180

### **History/Background:**

***Existing Policy:*** The TELL Kentucky Survey is designed to gather a variety of information from teachers, counselors, principals and other administrators who know best the working conditions in their schools. The survey includes questions on the adequacy of facilities and resources; time; empowerment; school leadership; community support; student conduct; professional development; mentoring and induction services; and student learning. The web-based survey is voluntary, anonymous and confidential.

The TELL Kentucky Working Conditions Survey has been administered every two years since 2011, with the most recent year being 2015. The New Teacher Center (NTC), a national organization that specializes in assisting states with improving student learning by accelerating the effectiveness of teachers and school leaders, assisted the Kentucky Department of Education in administering the survey and will continue to provide support in developing resources and tools for local school boards, school councils, districts and schools.

The TELL Kentucky Survey assessed the eight teaching condition areas of Time, Facilities and Resources, Community Support and Involvement, Managing Student Conduct, Teacher Leadership, School Leadership, Professional Development and Instructional Practices and Support. Additionally, questions about induction were asked of novice teachers (those in their first three years in the profession) and principals were surveyed about supports they receive from their school district. Research by the New Teacher Center has demonstrated these conditions are essential elements of student achievement and teacher retention. The survey was customized for the state of Kentucky and included questions specific to school-based decision making councils.

**Summary:** Attached for the board's review is NTC's final report which is titled "Student Achievement and Teacher Retention Analyses" from the 2015 TELL Kentucky Survey, prepared by staff at the New Teacher Center. It summarizes key findings from the analyses of the survey data as related specifically to student achievement and teacher retention. Ms. Ann Maddock of the New Teacher Center will be present at the June meeting to provide highlights from the final report.

Additionally, Ms. Maddock will update the board on the current partnership work between NTC, Boone and Floyd County Public Schools. This partnership is funded by NTC's grant from the Carnegie Corporation, New York and involves using the TELL Survey results to assist school leaders in change management based on their own TELL results. The project began in summer 2015 and will be completed in June 2017.

Since the TELL Kentucky Survey was administered in 2011, the following actions have taken place to support improvement in the state:

- KDE has increased awareness and stressed the importance of the TELL data by adding questions to the Comprehensive District Improvement Planning Process requiring districts to indicate how they are using their TELL data.
- In partnership with the Kentucky Association of School Administrators, districts have been made aware of how TELL data will be used to inform the Principal Professional Growth and Effectiveness System.
- The results of the TELL data were used to inform the Principal Professional Growth and Effectiveness System to ensure monitoring of a two-year Working Conditions Goal through each of the post site-visit conferences.
- Every office within KDE has woven the TELL data into discussions with stakeholder groups and field staff.
- School and district educators are using the TELL data in their network meetings and leadership academies to inform instructional improvement.
- KDE has used TELL data with persistently low-achieving schools for targeted intervention as referenced in 703 KAR 5:180.
- The results of the TELL Kentucky Survey have provided key data points supporting potential policy recommendations and decisions (e.g., professional learning).
- Institutions of Higher Education and the Education Professional Standards Board have worked with faculty to highlight TELL data and the implications for in-service and pre-service teachers.
- The results of the TELL Kentucky Survey have been used to provide data relating to teacher retention and student achievement for Kentucky's Equity Plan through the incorporation of three constructs: Managing Student Conduct, Community Engagement and Support and School Leadership.

**Budget Impact:** The New Teacher Center received \$90,000 during FY2016 to administer the TELL Kentucky Survey. The Tell Kentucky Survey is paid for through federally funded Title II monies.

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A handwritten signature in blue ink that reads "Stephen L. Pruitt". The signature is written in a cursive style with a large, stylized 'S' and 'P'.

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**Commissioner of Education**

**Date:**

June 2016