

KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Review Item:

2017 Teaching, Empowering, Leading and Learning (TELL) Kentucky Survey Results

Rationale:

To update the board on the administration and results of the 2017 TELL Kentucky Survey.

Applicable Statute or Regulation:

703 KAR 5:180

History/Background:

Existing Policy: The TELL Kentucky survey is designed to gather input from teachers, counselors, principals and other administrators who know best the working conditions in Kentucky's schools. First administered in Kentucky in 2011, the biennial survey includes items related to the following constructs:

- Community Engagement and Support
- Teacher Leadership
- School Leadership
- Managing Student Conduct
- Use of Time
- Professional Development
- Facilities and Resources
- Instructional Practices and Support
- New Teacher Support

The web-based survey is voluntary, anonymous and confidential. By surveying every school-based certified educator, valuable information about educators' perceptions of teaching and learning conditions can be compiled and analyzed at the school, district and state levels.

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 (KDE) in administering the survey and will continue to provide support, resources and tools co-developed with KDE and the TELL Steering Committee members for use by local school boards, school councils, districts and schools.

In addition to items about teaching conditions, additional 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. The survey was customized for the state of Kentucky and reviewed by the TELL Kentucky Steering Committee member organizations.

Summary: In 2017, the TELL Kentucky survey underwent revision and review by KDE and the TELL Steering Committee members to ensure that the survey is customized to reflect Kentucky's current initiatives and needs. In addition to the items included in the 2015 survey, six new items were added to reflect Kentucky's focus on teacher induction and support for those who are early in their career, to provide teacher leadership and equitable access. Additionally, an intentional adjustment was made to the survey format so that TELL Kentucky results from early career teachers could be aggregated and reported for comparison with the New Teacher Survey administered by the Education Professional Standards Board to first-year teachers participating in the Kentucky Teacher Internship Program (KTIP).

Early in 2017, communications began about the upcoming TELL Kentucky survey through the KDE and TELL Kentucky Steering Committee members. A new [TELL Kentucky informational video](#) was created and updates were made to KDE's [TELL Kentucky webpage](#) and NTC's [TELL Kentucky website](#). In late February, anonymous access codes for taking the TELL Kentucky survey were delivered to educators in Kentucky schools by local representatives of the Kentucky Education Association. On March 1, 2017, the TELL Kentucky survey kickoff event was held at Clear Creek Elementary School in Shelby County. Commissioner Stephen Pruitt, Shelby County Public Schools Superintendent James Neihof and Clear Creek Elementary Principal Kim Wilhoite hosted the event; members of the TELL Kentucky Steering Committee were also in attendance. The survey was open from March 1-31, 2017, and NTC provided a 24-hour help desk during the survey window which successfully resolved 2,784 tickets, mostly related to technical issues, such as logging in to take the survey and questions related to access codes.

During the 2017 survey window, 41,502 of 45,633 educators in Kentucky responded to the TELL Kentucky survey. The state's overall response rate was 90.95%, up from 89.2% in 2015, which was the previous NTC record response rate for a state-wide administration of the TELL survey. During the survey window, weekly prize drawings were held for schools with 100% response rates. Prizes were provided by KEA and other TELL Kentucky Steering Committee member organizations, including the Jefferson County Teachers Association (JCTA), Kentucky School Boards Association (KSBA), Kentucky Association of School Administrators (KASA) and Kentucky Association of School Superintendents (KASS); no local, state or federal funds for prizes were contributed from the KDE. Winner's Circle schools will be identified by NTC and recognized at the Continuous Improvement Summit in the fall of 2017. A link to the [2015 Winner's Circle](#) is provided.

The preliminary TELL Kentucky results were embargo-released to the KBE and Kentucky school superintendents from May 8-12, 2017; results were released for public access on May 15, 2017. A post-survey webinar was conducted by Dawn Shepherd of NTC on May 25, 2017, and is archived and available to the public at www.TellKentucky.org. Attached for the board's review is NTC's "Preliminary Report on TELL Kentucky 2017," prepared by staff at the New Teacher Center. Ms. Dawn Shepherd, Program Director of NTC's TELL initiative, will be present at the August meeting of the Kentucky Board of Education (KBE) to provide highlights from the report.

In addition, NTC will continue to provide analysis, training and assistance related to the TELL Kentucky survey, including: updated training guides for school, district and state use; analysis and outcome reports of survey data (teaching conditions, student achievement, retention); two policy briefs related to equity; data dashboards for all Kentucky districts; training for schools and districts, the KDE and District 180 staff to promote best practice use and application of TELL Kentucky results; and a longitudinal report analyzing 2011-2017 TELL Kentucky results.

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 including questions in the Comprehensive District Improvement Planning (CDIP) process to assist districts in analysis and decision-making related to their TELL data.
- Principals use TELL Kentucky results to improve working conditions in their schools.
- Offices within KDE use the TELL data to inform internal planning and support among shareholder groups and field staff.
- School and district educators use 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 (EPSB) have worked with faculty to highlight TELL Kentucky results and the implications for pre-service, early career and in-service teachers.
- Teachers, principals and district administrators use TELL Kentucky data to design and develop distributed leadership models and professional learning opportunities to improve working conditions.
- KDE has used TELL Kentucky survey results to develop and monitor Kentucky's Equitable Access to Effective Educators Plan through the incorporation of three constructs: Managing Student Conduct, Community Engagement and Support, and School Leadership.

- Kentucky's partner organizations, specifically the TELL Kentucky Steering Committee members, collaborate to improve working conditions, teacher retention and student success.

Budget Impact: The NTC received \$200,000 (\$175,000 from KDE and \$25,000 in-kind contribution from the National Educators Association) in FY2017 to administer the TELL Kentucky Survey. The TELL Kentucky Survey is paid for through federally funded Title II monies.

Contact Person:

Amanda Ellis, Associate Commissioner
Office of Teaching and Learning
(502) 564-9850
Amanda.Ellis@education.ky.gov

Dawn Shephard, Program Director
New Teacher Center
(919) 536-6618
dshephard@newteachercenter.org



Commissioner of Education

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