



New
Teacher
Center



January 31, 2014

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New Teacher Center

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About this Meeting:

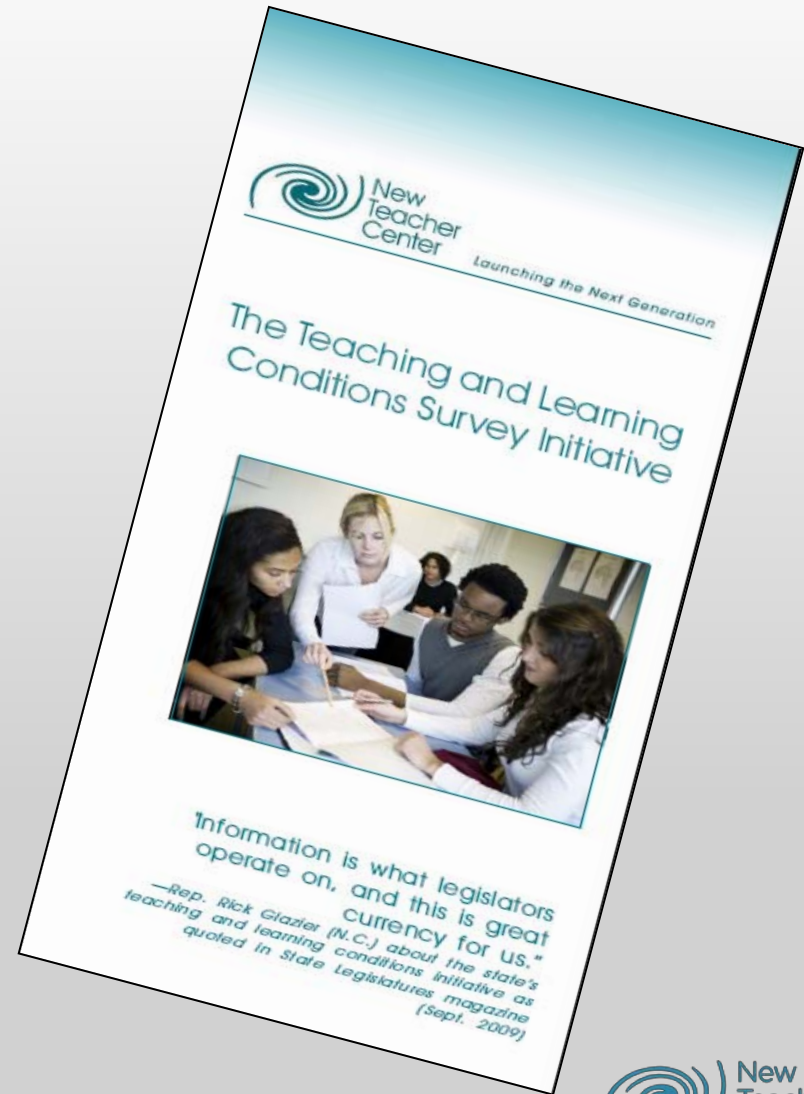
- I. Brief background on NTC's Teaching, Empowering, Leading and learning (TELL) Survey
- II. "TELL Oregon"
 - Details
 - Statement of Partners
 - Use of Data
- III. Discussion, Questions & Answers

I. Brief Update of TELL Initiative

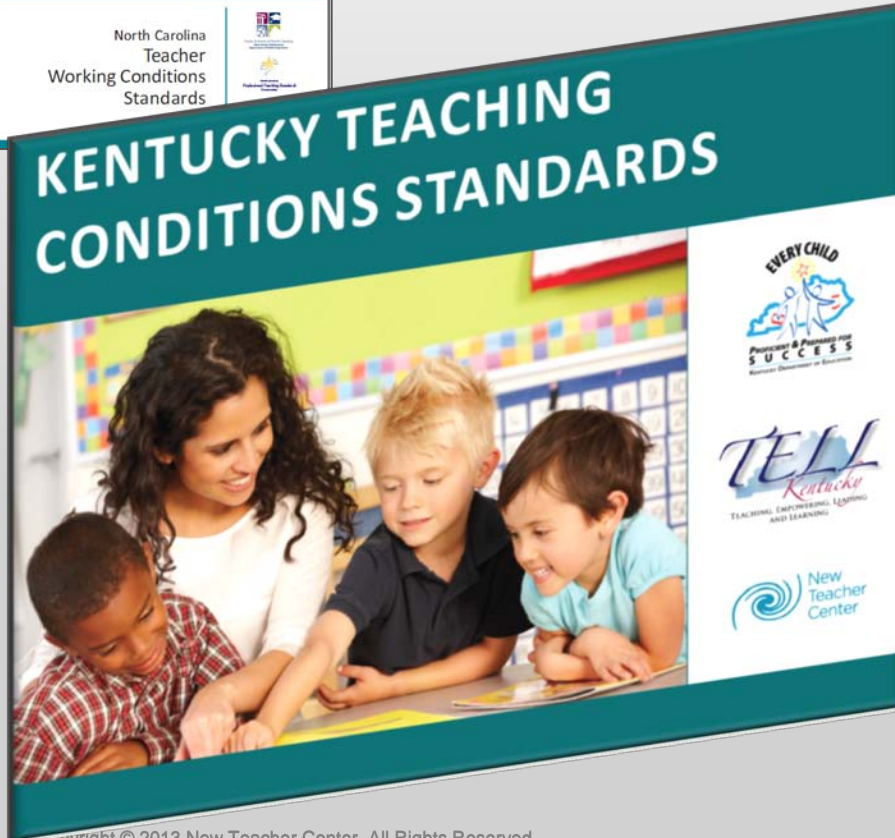
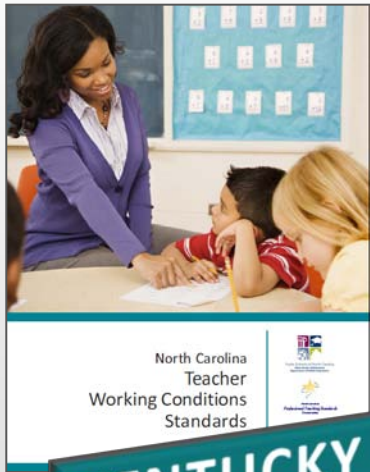
Teaching Conditions Are Student Learning Conditions

History and Evolution of the Survey

- **Anonymous Survey first issued in North Carolina** to assess presence of state working conditions standards.
- **NTC has conducted multiple iterations in other states**, providing cross-state comparisons and experience in understanding and improving working conditions.



Teaching Conditions Survey: Areas Assessed Aligned with Standards and Continuum



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

TELL Clients

Since 2008, TELL has received more than 1 million surveys and provided almost 26,000 school reports in 18 states and numerous districts across the U.S. **NTC will survey over 750,000 educators in 2014.**

Repeat clients form a strong foundation for policy development using the TELL data for school improvement.

Survey Year	TELL Client	Total Educators	Respondents	Response Rate	Schools with Data
2013	Vermont	12,337	6,699	54.74%	225
2013	Tennessee	74,676	61,341	82.14%	1627
2013	Ohio	134,230	21,057	15.69%	382
2013	Pittsburgh	2,351	1,958	83.96%	56
2013	Maryland	86,440	50,272	58.16%	1050
2013	Kentucky	50,496	43,759	86.66%	1245
2013	Delaware	10,392	6,153	59.21%	173
2013	Hillsborough County	15,777	10,408	65.97%	208
2013	Colorado	60,891	33,200	54.52%	1083
2013	Indiana (TIF Participants)	1,791	1,544	86.21%	47
2012	RI/NY (Innovation districts)	5,467	2,923	53.47%	127
2012	Pittsburgh	2,676	2,515	93.98%	63
2012	Ohio (Priority Schools R=7)	912	620	67.98%	17
2012	North Carolina	116,025	100,042	86.22%	2,589
2012	Metro Nashville	6,236	4,389	70.38%	138
2012	Massachusetts	80,906	42,404	52.41%	1,077
2012	Indiana (TIF Participants)	1,694	1,412	82.91%	45
2012	Fairfax County, VA	15,471	12,406	80.19%	200
2011	Tennessee	74,614	57,391	76.92%	1,500
2011	Pittsburgh	2,900	2,699	93.07%	66
2011	Oakland, CA	2,258	1,380	61.12%	76
2011	Maryland	88,488	45,901	51.87%	869
2011	Kentucky	52,349	42,025	80.28%	1,100
2011	Colorado	62,984	29,466	46.78%	850
2011	Austin, TX	9,492	8,289	87.33%	236
2010	North Carolina	119,038	105,688	88.79%	2,500
2010	Gates MET Initiative	35,000	12,798	36.57%	250
2010	Fairfax County, VA	14,362	10,761	74.93%	200
2009	Vermont	9,535	4,221	44.27%	166
2009	Maryland	70,021	43,400	61.98%	1,000
2009	Colorado	64,494	23,108	35.83%	624
2008	West Virginia	22,699	9,842	43.36%	400
2008	North Carolina	120,159	104,249	86.76%	2,300
2008	Massachusetts	85,702	39,811	46.45%	1,200
2008	Maine	19,167	5,136	26.80%	150
2008	Kansas	39,231	16,656	42.46%	700
2008	Illinois	9,207	2,977	32.33%	100
2008	Fairfax County, VA	14,976	8,642	57.71%	200
2008	Alabama	59,792	28,188	47.14%	1,000
	TOTAL (2008- 2013)	1,655,236	1,005,730	60.76%	25,839

What Have We Learned?



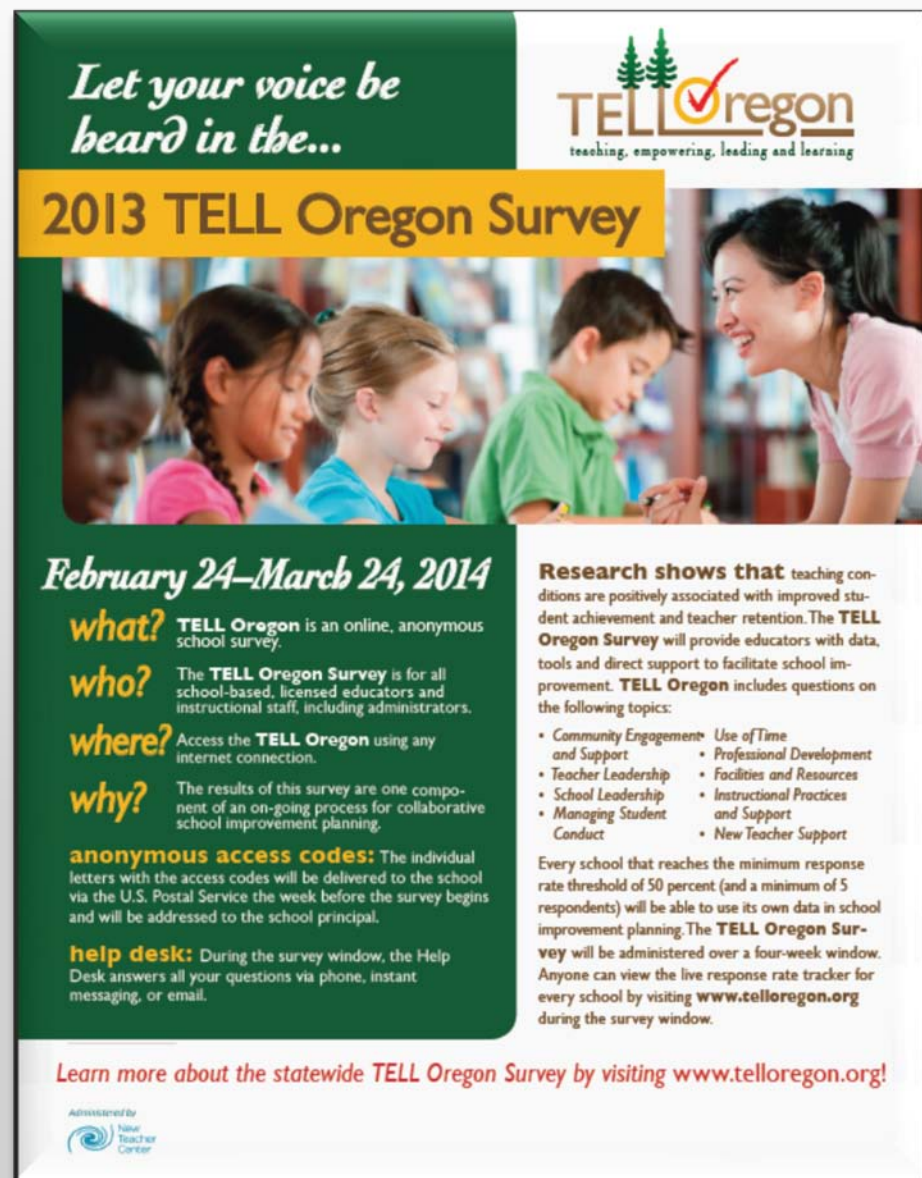
1. Connection to Student Achievement
2. Connection to Keeping Effective Teachers
3. Where You Sit Shapes How You See Things

II. TELL Oregon

What is “TELL Oregon” ?

TELL Oregon is an anonymous statewide survey of licensed school-based educators to assess teaching conditions at the school, district and state level.

The state’s education leaders want to ensure that every educator has the supportive environment necessary to help students achieve at the highest levels!



The poster features a green header with the slogan "Let your voice be heard in the..." and the TELL Oregon logo, which includes two stylized trees and a checkmark. Below the header is a yellow banner with the text "2013 TELL Oregon Survey". The central image shows a teacher smiling and interacting with a group of diverse students in a classroom. The bottom section of the poster is divided into two columns of text, providing details about the survey dates, questions, and access codes.

Let your voice be heard in the...

TELL Oregon
teaching, empowering, leading and learning

2013 TELL Oregon Survey

February 24–March 24, 2014

what? TELL Oregon is an online, anonymous school survey.

who? The TELL Oregon Survey is for all school-based, licensed educators and instructional staff, including administrators.

where? Access the TELL Oregon using any internet connection.

why? The results of this survey are one component of an on-going process for collaborative school improvement planning.

anonymous access codes: The individual letters with the access codes will be delivered to the school via the U.S. Postal Service the week before the survey begins and will be addressed to the school principal.

help desk: During the survey window, the Help Desk answers all your questions via phone, instant messaging, or email.

Research shows that teaching conditions are positively associated with improved student achievement and teacher retention. The TELL Oregon Survey will provide educators with data, tools and direct support to facilitate school improvement. TELL Oregon includes questions on the following topics:

- 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

Every school that reaches the minimum response rate threshold of 50 percent (and a minimum of 5 respondents) will be able to use its own data in school improvement planning. The TELL Oregon Survey will be administered over a four-week window. Anyone can view the live response rate tracker for every school by visiting www.telloregon.org during the survey window.

Learn more about the statewide TELL Oregon Survey by visiting www.telloregon.org!

Administered by
New Teacher Center

What is the purpose of the 2014 TELL Oregon Survey?

The 2014 TELL Oregon Survey is a statewide opportunity for all licensed school-based educators to provide input on teaching conditions such as:

- Time during the day for collaborative instructional planning
- School and teacher leadership
- Facilities and resources
- Professional development
- And other supports needed for educators to do their jobs well.

The main intent is to provide additional data for school and district improvements. Results are also expected to inform state level policy.

Who are the Partners supporting TELL Oregon?



Statement of Partners

There is a Statement of Partners which represents a coalition of diverse stakeholders and policy makers across the state.

These Partners share a clear understanding of the purpose of the survey and how the results will be disseminated and used.

Visit www.telloregon.org to view partner statement.



Oregon Teaching and Learning Conditions Survey Statement of Coalition Partners

We, the Partners of TELL Oregon, have a shared mission to ensure that every Oregon educator and every student has a great school in which to teach and learn.

We are joining Deputy Superintendent of Education Rob Saxton to guide and promote TELL Oregon to gather information from educators to strengthen our schools.

What is TELL Oregon?

TELL Oregon stands for Teaching, Empowering, Leading and Learning, and its purpose is to create positive teaching and learning conditions in all Oregon schools.

TELL Oregon is an anonymous survey to better understand the conditions in our schools. Through a comprehensive survey, information will be gathered from every school in the state. Participation is critical to the success of the initiative.

Why is Shared-Participation in TELL Oregon Important?

Research from across the country has demonstrated that positive teaching and learning conditions are essential for student success and teacher retention. By documenting and analyzing how teachers, principals, and other licensed educators view their teaching and learning conditions, educators, stakeholders and policymakers can make evidence-based decisions on policies and practices that will improve student achievement.

Surveying every school-based certified educator provides valuable information about educators' perceptions of teaching and learning conditions that can be compiled and analyzed at the school, district, and state levels.

Our Shared Commitment

We, the TELL Oregon Partners, believe that for the initiative to be a success, the survey must be designed, disseminated and utilized through a partnership of educators, stakeholders and policymakers.

We are committed to:

- **Assuring the anonymity of all survey respondents.** The survey will be anonymous and confidential for all educators. The data are only as helpful as educators are willing to share essential information about their schools.
- **Supporting and promoting the survey, including communicating with educators the purpose and importance of the initiative and encouraging survey participation.**
- **Conveying that the purpose of the survey is to improve schools, not to evaluate personnel.** Teaching and learning conditions result from building cultures decision-making and professional leadership over time. The conditions are bigger than any one person, and it will take everyone in a school working together to improve them.
- **Monitoring and proactively promoting the appropriate use of data locally among constituent members.** The appropriate use of data is described in two documents found under the links section of www.TellOregon.org: 1) Using the Results, and 2) Data Dos and Don'ts. All parties using the results are expected to follow these guidelines. If data are used inappropriately or violations of the intent of the survey initiative are found, partners will collectively work to address the situation.



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When first participating in this type of survey it is natural for school administrators to experience some angst about the results, public perception, etc.

- The TELL Survey is about school level results, not any individual.
- The TELL Oregon Partners (see Statement) believe in the value of gathering this data, have set the minimum response rate threshold of 50% to help protect administrators, have expressed their desire to continue gathering the data in the future, and will work collectively to help communicate the purposes of the data for school improvement planning.
- NTC will provide post-survey webinars to share some strategies other states have used when first looking at results to help focus talking points for superintendents and administrators.
- Listen to what other leaders are saying (TELL Kentucky Video).

The basics of the survey

- **TELL Oregon is an anonymous**, online survey of every licensed school-based educator in the state.
- The survey will be live from **Feb. 24-March 24, 2014.**
- **Educators can access the survey via any Internet location**, using an individual, anonymous access code.
- **Anyone can view the response rate** at any school during the survey window to make sure every school reaches the minimum response rate needed for data (50%).
- **Results** will be available for schools reaching the 50% minimum response rate and minimum of 5 educators.

How do teachers and administrators complete the survey?

Via a letter sent to Principals, school-based educators will receive an anonymous access code. Then, visit www.telloregon.org to take the survey!

- ✓ **24 hours/day**
- ✓ **Use any Internet location**
- ✓ **View the survey questions**
- ✓ **Read about the research**
- ✓ **Take the survey!**

The screenshot shows the homepage of the TELL Oregon 2014 website. The top navigation bar includes links for Home, News, About, FAQ, Resources, and Tools. The main header features the title "TELL Oregon 2014" and the tagline "Teaching, Empowering, Leading and Learning". A prominent blue box on the right contains the text "Teaching conditions are student learning conditions!". Below the header, there is a news section titled "Oregon Education Leaders Announce Upcoming Teaching and Learning Conditions Survey" with a link to the press release. The "About TELL Oregon" section describes the survey as an anonymous statewide survey of licensed school-based educators. On the right side, the survey dates are listed as February 24-March 24, 2014, and there is a call to action for state and district leaders to register for a pre-survey webinar on February 12 at 3PM PT. The TELL Oregon logo is also visible.

TELL Oregon 2014 Home News About FAQ Resources Tools

TELL Oregon 2014

Teaching, Empowering,
Leading and Learning

Teaching conditions are
**student learning
conditions!**

★ Oregon Education Leaders Announce Upcoming Teaching and Learning Conditions Survey *ODE, OEA, and COSA say TELL Survey will inform education policy decisions. [Click here to read the Press Release](#)*

About TELL Oregon

The Teaching, Empowering, Leading and Learning (TELL) Oregon survey is an **anonymous** statewide survey of licensed school-based educators to assess teaching conditions at the school, district and state level. **It will be administered February 24-March 24, 2014.** School-based licensed educators will be able to complete the survey **anytime** during the four-week window, 24 hours a day, from **any Internet location** using the anonymous access code provided.

Survey Dates: February 24-
March 24, 2014

State & District Leaders:
[Register for the Pre-Survey Webinar Feb. 12 at 3PM PT](#)

TELL Oregon
teaching, empowering, leading and learning

How will educators receive their anonymous access codes?

The Principal in each school will receive a packet of letters the week of **Feb. 17th**. **There will be a Letter of Instruction included.** The administrator and OEA leader in each school are asked to:

- ✓ Set up a faculty meeting to take place on **Feb or before Feb. 24th**.
- ✓ Share key talking points about the TELL Oregon Survey.
- ✓ Disseminate the letters randomly. *Teachers can switch their letters once received with other licensed educators based in their same school.*
- ✓ Meet personally with anyone not in attendance to explain the process.





www.telloregon.org
helpdesk@telloregon.org
1-800-310-2964 (7:30 am-4:30 pm M-F)

February 2014

Dear Oregon Educator:

Research shows the close connection between teaching conditions and student learning. That is why we want to hear directly from you about the conditions in your school and the supports you need as an educator to ensure success for each and every student.

On behalf of the TELL Partners, we are pleased to offer the first statewide TELL Oregon Survey, an anonymous, web-based survey for educators to voice your perceptions of the teaching and learning conditions in your school. The intent of this work is to provide schools, districts and policy makers with data that can be used to inform school improvement efforts. The survey is called TELL Oregon not just because we want to hear from you, but because the survey is about Teaching, Empowering, Leading and Learning.

You and your colleagues will be asked questions about the allocation of your time; facilities and resources; student learning; community engagement; empowerment; school leadership; professional development; and mentoring. The survey will be available online at www.telloregon.org for every school-based licensed educator (teachers, principals and assistant principals, and others) to access starting Feb. 24th and ending March 24th. Your voice in this important survey is critical and will take approximately 20-30 minutes to complete.

<<District Name>>
<<School Name>>
Your Confidential Access Code is
<<300950008>>


Using your confidential access code, you may complete the survey from any internet location from February 24-March 24, 2014 at www.telloregon.org


The survey is completely **voluntary, confidential and anonymous!** Your access code (listed in the gray box) ensures that each educator takes the survey only once and that we correctly identify your school. It cannot be used to identify you as an individual.


If you have questions or concerns, please contact the survey help desk at helpdesk@telloregon.org OR call toll-free at (1-800-310-2964) Monday through Friday between 7:30 am and 4:30 pm local time.

Please encourage your colleagues to participate in the survey. You can track the response rate (not answers) in your school in real time on the survey website. The data generated will be provided to each Oregon school for use in improvement planning processes. Individual school results will be available and posted online if at least 50% of licensed personnel and at least five respondents in the building participate in the survey.

Your voice is essential. TELL Oregon and we will listen. Thank you for your time and for all that you do, every day, to help the students of Oregon.


Rob Saxton
Deputy Superintendent of Public Instruction


Hanna Vaandering
President,
Oregon Education Association


Craig Hawkins
Executive Director,
Confederation of Oregon School Administrators

Your individual,
anonymous
access code!



Who to call if need help, lose an access code or didn't receive an access code?

There will be a toll-free **Help Desk 1-800-310-2964** available 7:30 AM-4:30 PM in your time zone Monday through Friday during the survey window.

Help Desk can also be accessed at any time through Email (helpdesk@telloregon.org) by accessing the website (www.telloregon.org).

Anyone (principals or teachers) not receiving codes should contact the Help Desk at 1-800-310-2964 during the survey window.



How do we know when a school reaches the minimum 50% response rate needed for school-level data?

The screenshot shows the TELL Oregon 2014 website. At the top, there is a navigation bar with links for Home, News, About, FAQ, Resources, and Tools. The main header area has a green background with the text 'TELL Oregon 2014' and 'Teaching, Empowering, Leading and Learning'. Below this are three buttons: 'Take The Survey!', 'Need Help?', and 'Response Rate'. A large yellow arrow points from the 'Response Rate' button towards the right. To the right of the arrow is a white box with a green border containing the text: 'TELL Oregon! Does your school have the positive teaching conditions research shows are important to student success?'. Below the header, there is a news section titled 'Oregon Education Leaders Announce Upcoming Teaching and Learning Conditions Survey' with a link to a press release. To the right of the news section is a sidebar with the TELL Oregon logo, survey dates (February 24-March 24, 2014), and information for state and district leaders to register for a pre-survey webinar on February 12 at 3PM PT.



How can Superintendents easily track all of their schools in a district?

TELL Oregon 2014 Home News About FAQ Resources Tools

TELL Oregon 2014

Teaching, Empowering,
Leading and Learning

TELL Oregon!
Does your school have the
positive teaching conditions
research shows are important to
student success?

Take The Survey! Need Help? **Response Rate**

Response rate!

Oregon Education Leaders Announce Upcoming Teaching and Learning Conditions Survey ODE, OEA, and COSA say TELL Survey will inform education policy decisions. [Click here to read the Press Release.](#)

About TELL Oregon

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Research from around the country shows that teaching conditions are positively associated with improved student achievement and

TELL Oregon
teaching, empowering, leading and learning

Survey Dates: February 24-
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Two ways:

1. Use the **Response Rate** button on the www.telloregon.org website. This will provide a listing of each school in the district.
2. Use the link provided by **NTC** which will give you an **excel file** download, thus allowing you to sort your schools as you wish.

Who can participate in the survey?

- ✓ All licensed school-based educators (teachers, administrators, media coordinators, counselors, etc.) in the state
- ✓ Itinerant teachers should complete a survey for their home-based school but may also complete a survey for any other school in which they work
- ✓ Licensed school-based part-time teachers can participate

Are central office licensed personnel included?

No. Only school-based licensed educators.

Do administrators receive separate codes?

No. There are no distinct access codes for administrators or teachers. All anonymous access codes will be in the packet of letters sent to the school representative.

And once the survey window
closes.....

When and how to access results

All data will be available on the www.telloregon.org website approximately 5 weeks after the close of the survey window.

- Results show answers to every question by school* and district
- Results can be downloaded in Excel format
- There will be an embargo period for district and school leaders to review their results before public access

There will be Guides posted on www.telloregon.org for Districts and Schools on how to use the data for school improvement planning.

State results (connections to student achievement, years experience of teachers, principal results, etc.) will be analyzed and reported in Fall 2014.

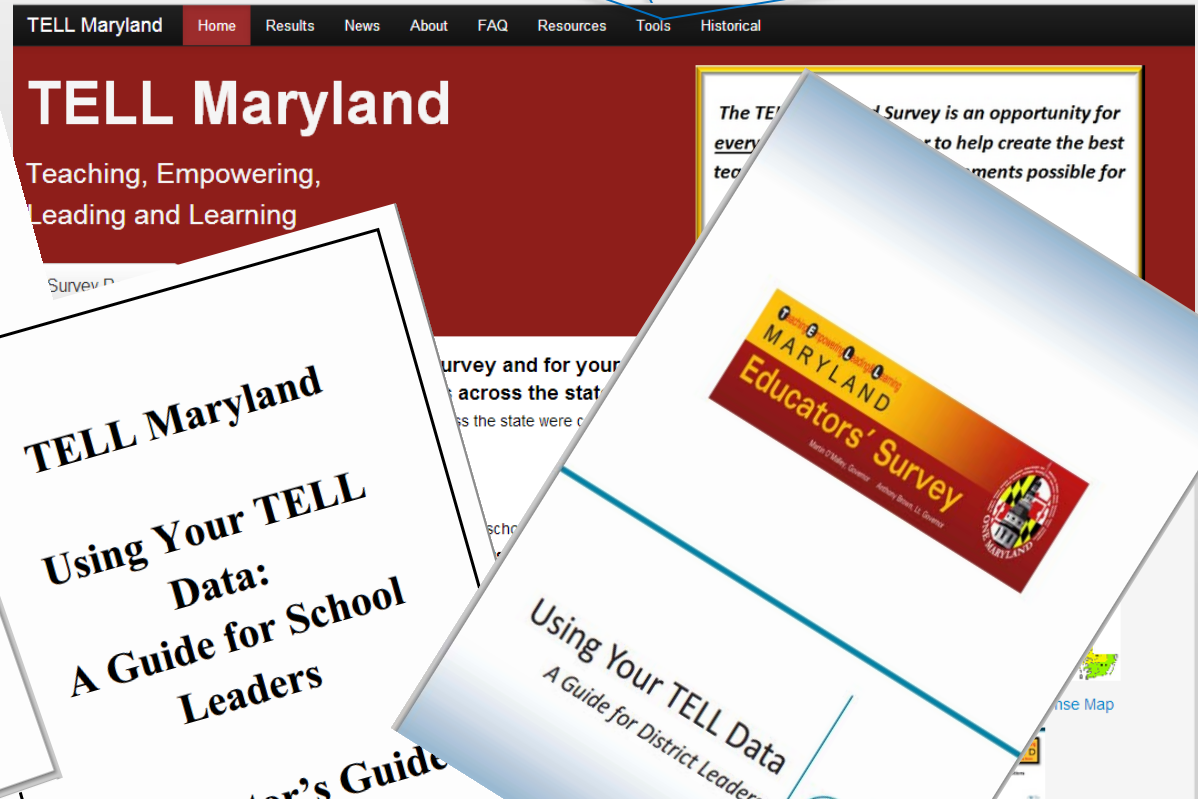
*Results for schools reaching the minimum threshold for response.

Webinars and Tools will be available for district and school leaders!

Data Use Guide

School Guide for Using TELL Data

District Guide for Using TELL Data



Using Your TELL Maryland Survey Results

Data Use Guide

2013 TELL Maryland Survey Individual Item Prompts

Managing Student Conduct



TELL Maryland Using Your TELL Data: A Guide for School Leaders

Facilitator's Guide

Using Your TELL Data A Guide for District Leaders

April 2013



“We actually did a great big chart with all 155 of our schools and their TELL results. And you can clearly tell by a glance where the issues are or where you may need to provide additional support or ask questions.”



“...in low performing schools that stability is even more important. You can actually see schools change. As the working conditions improve, the achievement will improve.”

"One good example of statewide use of the TELL results and policy is technology. Because of that we now have technology as one of our three KBE budget needs for 2013. That would not have come about if not for the TELL survey."



"We no longer have isolated incidents of people saying this is what we need. We now can go to the legislature to say 'this is one of our statewide needs.

I think it has brought objectivity to needs of our teachers in Kentucky."

Tabs for News,
Tools, Resources,
Research etc.

News

Background

Register for
webinars

Flyer & Talking
Points

FAQs

Materials to
Schools

TELL Oregon 2014 Home News About FAQ Resources Tools

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Leading and Learning

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Oregon Education Leaders Announce Upcoming Teaching and Learning Conditions Survey

ODE, OEA, and COSA say TELL Survey will inform education policy decisions. [Click here to read the Press Release.](#)

About TELL Oregon

The Teaching, Empowering, Leading and Learning (TELL) Oregon survey is an anonymous statewide survey of licensed school-based educators to assess teaching conditions at the school, district and state level. It will be administered February 24-March 24, 2014. School-based licensed educators will be able to complete the survey anytime during the four-week window, 24 hours a day, from any internet location using the anonymous access code provided.

Research from around the country shows that teaching conditions are positively associated with improved student achievement and teacher retention. The TELL Oregon results will provide educators with data, tools and direct support to facilitate school improvement. TELL Oregon includes questions on the following topics:

- 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

During the survey window, anyone can view the [live response rate](#) tracker for every school by visiting this website. Please check this website frequently in the coming weeks for more detailed information about TELL Oregon!

About the New Teacher Center

The New Teacher Center (NTC) works collaboratively with a variety of stakeholder groups representing teachers, superintendents, community and business to conduct the survey. NTC is a nonpartisan group with a mission to support the development of an effective, dedicated and inspired teaching force. NTC also has vast experience conducting similar surveys across the country. For more information about NTC's work across the country with TELL surveys, please [click here](#).

Survey Dates: February 24-March 24, 2014

State & District Leaders:
Register for the Pre-Survey Webinar Feb. 12 at 3PM PT

Save the Date Flyer!

Frequently Asked Questions

Letter to Educators

Instruction Letter to Principals

In Summary

- ❖ TELL Oregon is a validated survey of teaching conditions (not a satisfaction survey, or a climate survey) that has been used across the nation; it is a whole population survey.
- ❖ TELL Oregon questions have been shown in other states to be connected to student achievement (“teaching conditions are student learning conditions”) and teacher retention. Data has been integrated extensively in school and district improvement plans.
- ❖ Everything the TELL Partners have worked on is available at **www.telloregon.org** and can be easily viewed and downloaded.

III. Open Discussion and Q&A

CONTACT INFORMATION

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