



"The Illinois Teaching, Leading and Learning Conditions Survey provides teachers with an opportunity to make sure our voices are heard about issues that influence the quality of our teaching and our students' success."

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Highlights

Overall:

- Teacher working conditions are student learning conditions.
- This issue is about children, not adults. The conditions of work that teachers face on a regular basis has a direct impact on how effective they will be in helping all students learn.
- If we can gather information about educational working conditions and use that data for school improvement planning, our effectiveness in recruiting teachers to teach and work in our school systems will be much easier as we will be addressing the most important reasons teachers cite for leaving.

Teachers:

- This initiative is about hearing from those who know best about what is happening in schools – classroom teachers. This on-line survey will seek teacher input around the following **5 critical issues that have an impact on whether teachers stay in schools and how well students learn**
 - **Time**
 - **Facilities and Resources**
 - **Empowerment**
 - **Leadership and**
 - **Professional Development**
- This survey **provides teachers and other certified staff with the opportunity—privately and anonymously—to be heard** on issues critical to their well-being, satisfaction and ultimately, success with students.
- This **survey allows teachers and other certified staff with the opportunity to have a voice** on critical aspects of school design and climate. Educators can provide input in a safe and anonymous way on issues critical to their success that can make a difference.



- This survey can be taken online on **April 21 – May 16, 2008**. CEC will work with interested District and Union Leadership to sign-up school districts for this pilot survey.

Principals:

- Teacher **working conditions are residual and cumulative**. They result from cultures, decisions and personalities that occur long before principals reach the building. They are bigger than any one of us and it will take all of us in a school to work together to improve them
- Illinois-TeLLS data is not about accountability or being punitive. It is about having **systematic data on what teachers and other certified staff experience every day** that can drive conversations within our schools about improving teaching and learning conditions that impact both children and adults.
- Illinois-TeLLS provides you with data from your teachers and other certified staff about their perceptions of issues that we know from research is directly related to student learning. **Illinois TeLLS will provide you with data from both your school and district level**. This is a unique opportunity to assist you in assessing school climate and potential reforms using perceptual data from the teachers in your school and district.

Superintendents, Teacher Unions and School Boards:

- While there is plenty of data to support that working conditions matter, what is unique about this initiative is that **it provides data on the specific concerns of educators across your district**, more effectively informing local reform strategies.
- This initiative will provide you school-by-school data that can help you make more informed decisions about issues critical to school success and teacher retention. **The survey provides unique data about what educators think to be coupled with other measures of accountability to give the fullest picture** of issues that research shows matter tremendously to both teachers and students.
- This data is not about accountability, it is about improvement. It is about incorporating the voices of those closest to the daily life of children into school and district policies and practices on issues that research show matter to school success.

State Policymakers:

- This data provides the state with information from Illinois educators about issues of crucial importance to keeping teachers and improving student learning. **It is specific to our state and our educators and can be used to assess the impact of current policies** and consider new directions and reforms based on



the perceptions of those who are the closest and matter most to the success of students – classroom teachers.

- **This data has led to changes where this surveys has been conducted,** providing accountability for individual principals and principal preparation programs as well as more training to ensure that school leaders can create the type of learning conditions where teachers and children will thrive.



Business

- Any business knows that the conditions in which employees work drive their satisfaction and productivity. Yet, while businesses assess and focus on employee satisfaction, many schools often ignore them – isolating teachers in classrooms with closed doors, denying them basic materials to do their jobs, inundating them with non-essential duties, providing them with little input into the design and organization of schools, and offering little opportunity for career advancement and growth.
- Businesses with problems in keeping employees spend thousands of dollars assessing the root cause to ensure they are keeping their best and brightest. This survey provides schools with similar data. Armed with this information, principals, union leaders, superintendents and school boards can make the changes necessary to keep our best, most accomplished teachers in the classroom.