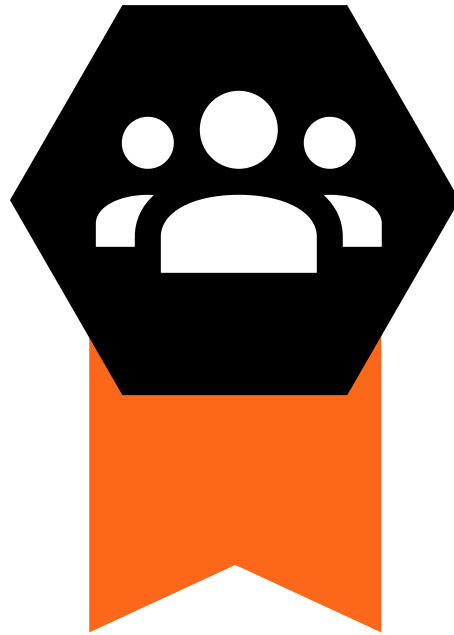




Report Card to the Community

ALEDO INDEPENDENT SCHOOL DISTRICT • 2021-2022





EXCEPTIONAL EXPERIENCES

Students

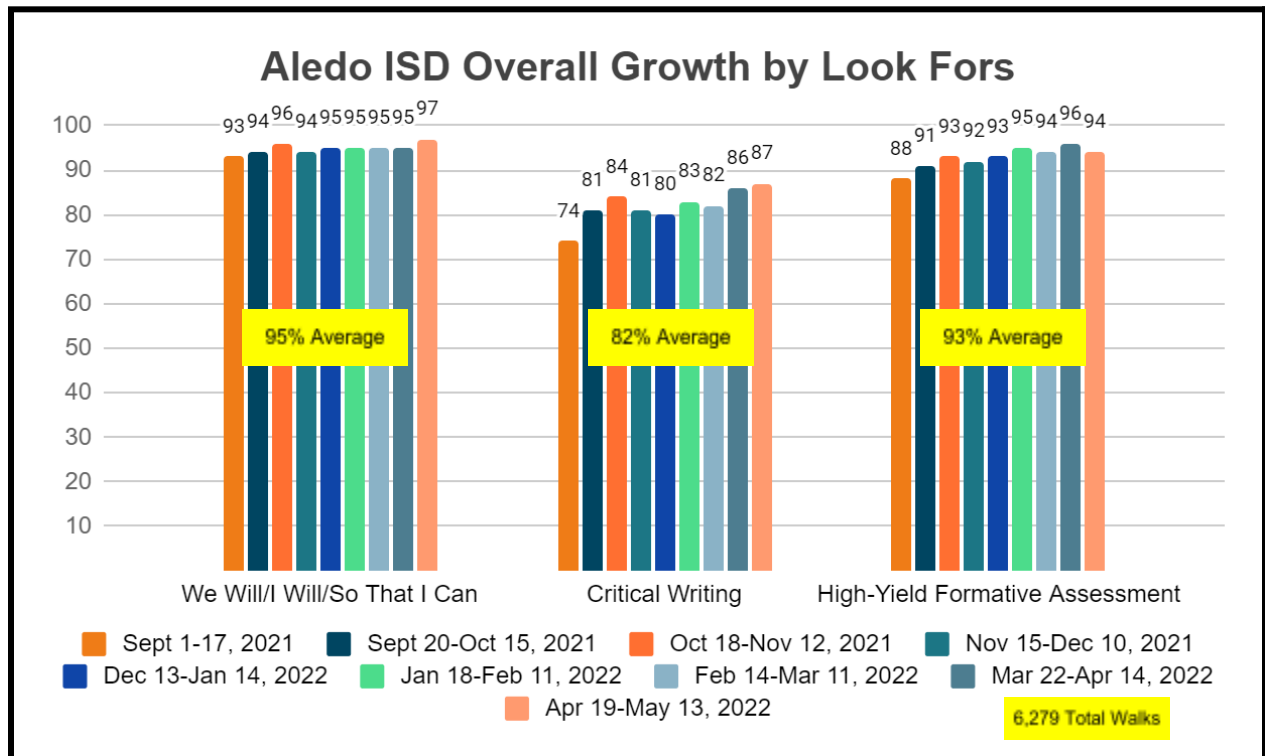


Aledo ISD District Look-For Data

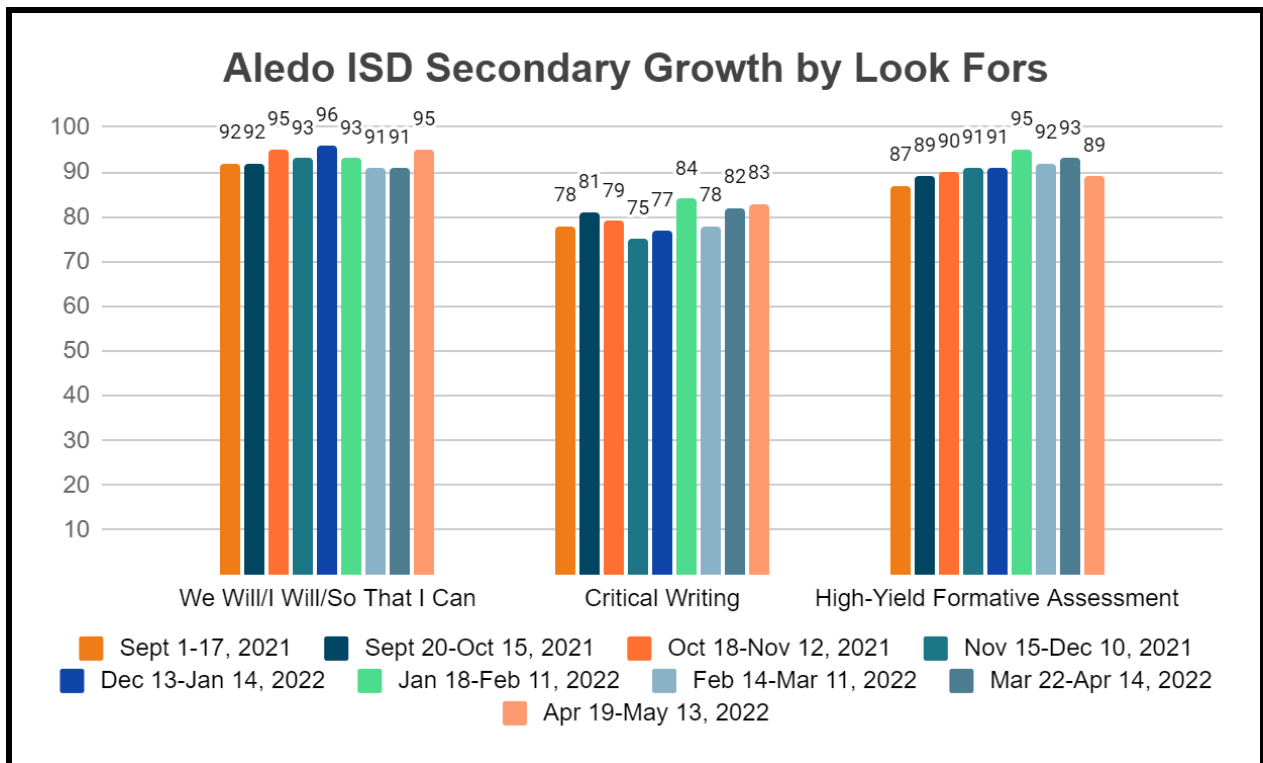
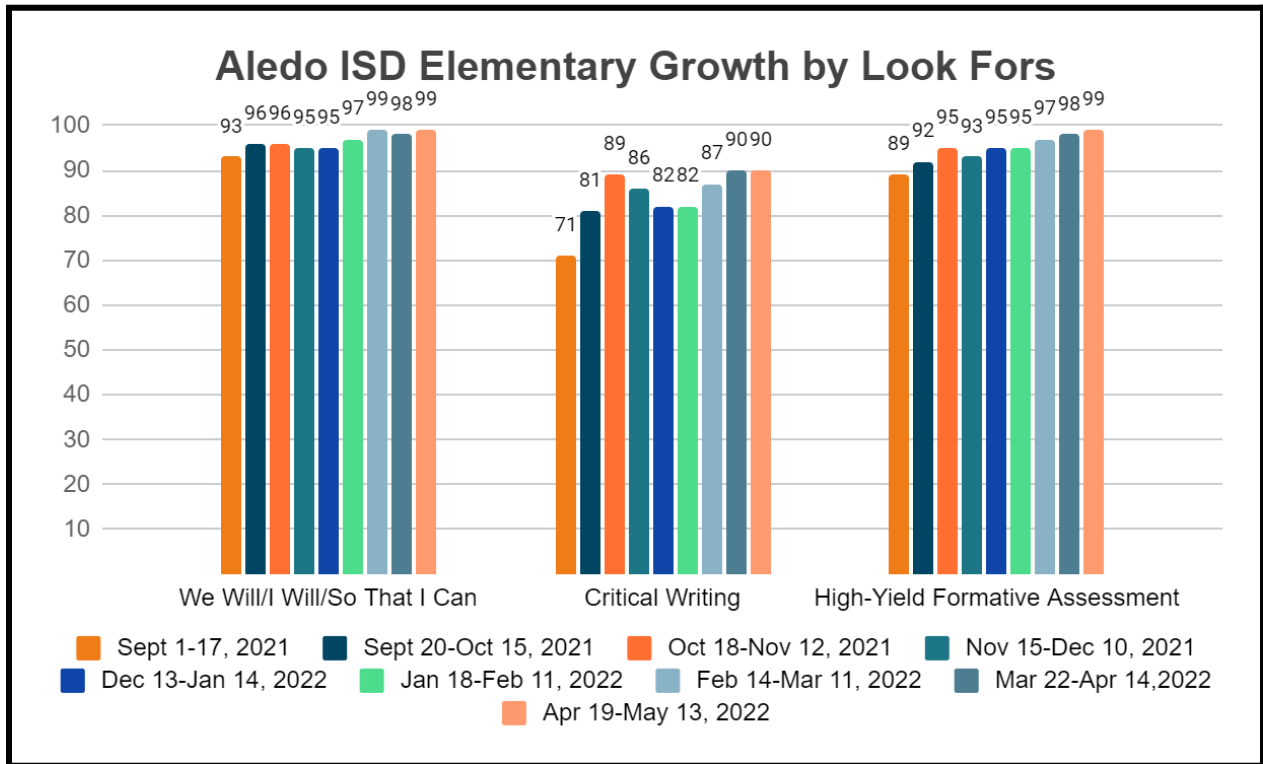
During the 2021-22 school year, Aledo ISD focused on and measured three instructional priorities district-wide. The three instructional priorities that are expected to be implemented with fidelity in each classroom daily include:

- **Evidence of *daily lesson frame***
 - A lesson frame directs students to the primary learning objective in a lesson so that students have clarity around the daily learning expectations. There are three components posted in the lesson frame which include:
 - We Will: Texas Essential Knowledge and Skills that will be covered in the daily lesson.
 - I Will: The student task for the day.
 - So That I Can: How students will apply their learning.
- **Evidence of *daily critical writing***
 - Critical writing is expected daily in all classrooms and is designed for the specific purpose of thinking and making connections.
- **Evidence of *high-yield formative assessment***
 - High-yield formative assessments are student tasks that are designed to provide the teacher with information related to a student’s level of understanding so that instruction can be adjusted as needed.

Below are the monthly district-wide percentages of classrooms that had observable evidence of the lesson frame, critical writing, and high-yield formative assessment during the administrator walk through.



Below are the monthly district-wide percentages of classrooms that had observable evidence of the lesson frame, critical writing, and high-yield formative assessment present during the administrator walk through broken down at the elementary and secondary levels.



Aledo ISD Professional Learning Community

Aledo ISD is a professional learning community (PLC) that is committed to ensuring high-levels of learning for all students. AISD's professional learning community is an ongoing process in which teacher teams work collaboratively in recurring cycles to improve student learning outcomes.

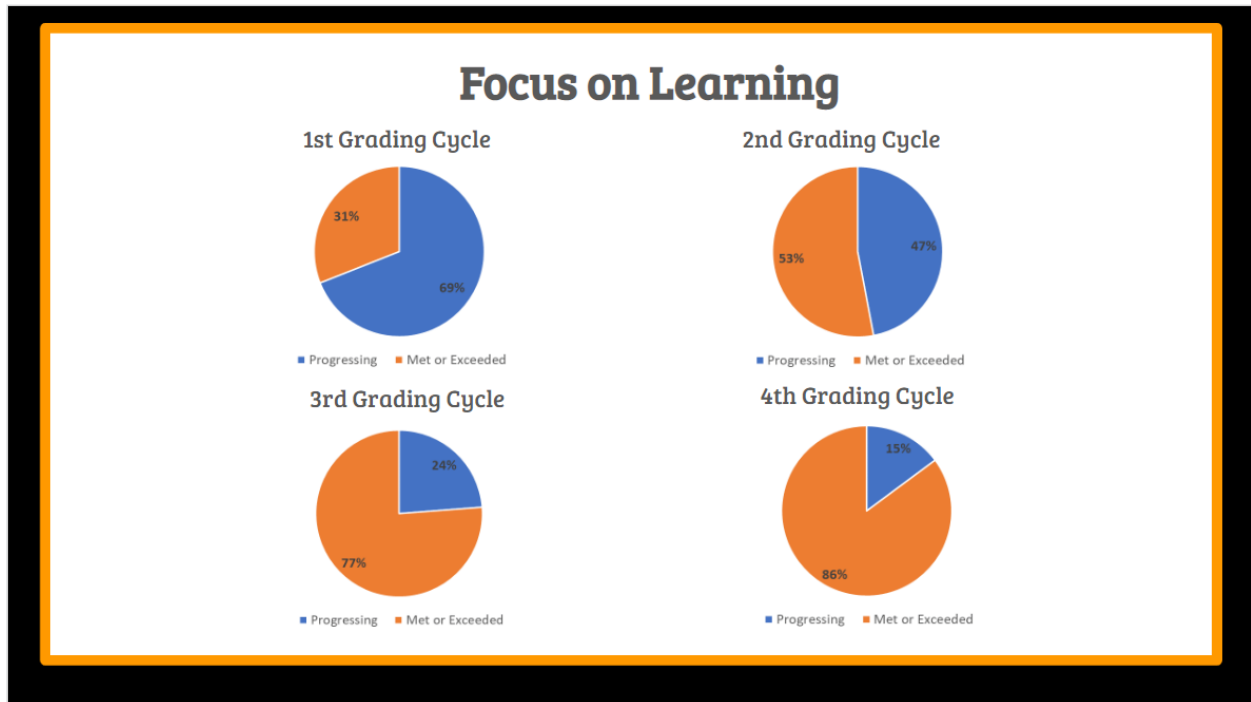
Three big ideas drive the work of the PLC process and include:

- **A focus on learning**
 - Collaborative teacher teams work to clarify what students must learn and how student learning will be monitored. Students are provided with systematic interventions when they struggle and extension when they are proficient.
- **A collaborative culture and collective responsibility**
 - Collaborative teacher teams work together to ensure that all students learn at high levels. A collaborative culture is cultivated through the development of high-performing teams.
- **A results orientation**
 - Effectiveness is based on results rather than intentions. Data and information is used to promote continuous improvement.

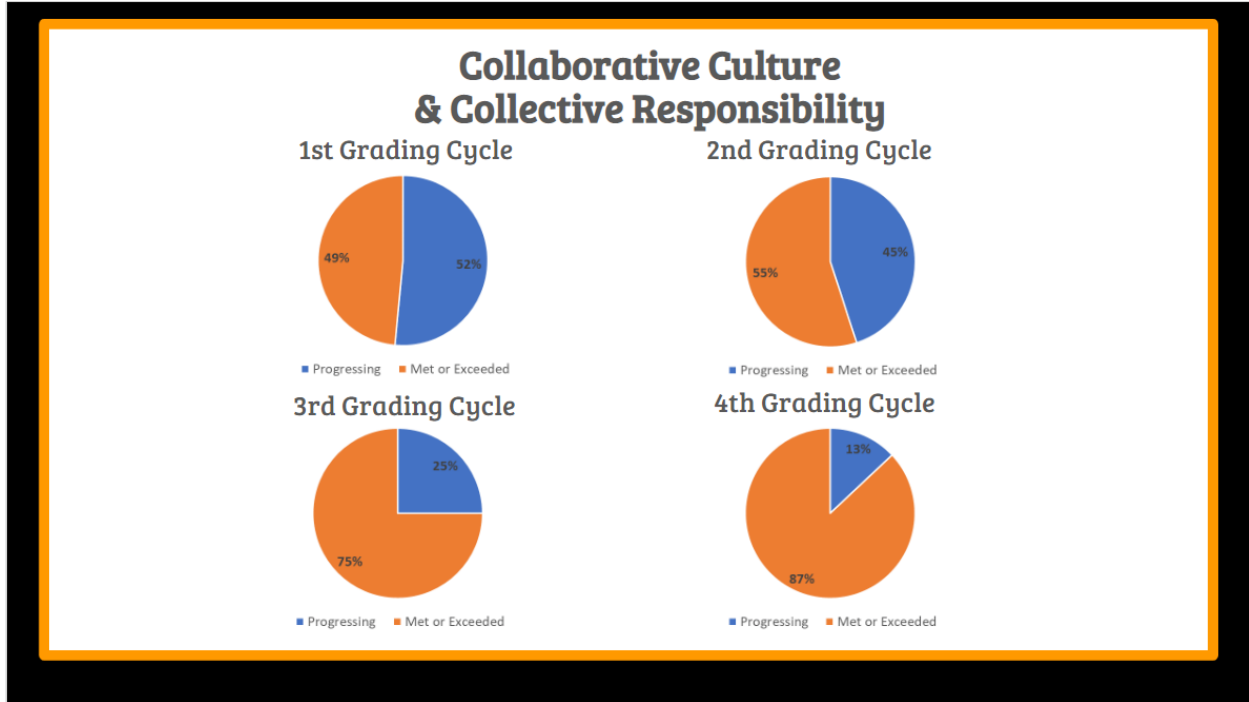
Each grading cycle teacher teams utilize the [Aledo ISD PLC Continuum](#) to reflect on their professional practice and to rate the effectiveness of the collaborative team in relation to the three big ideas of the PLC.

Below are district-wide percentages of collaborative teams that scored at the developed level or higher on the PLC continuums that are focused on the three big ideas of the PLC process for each grading cycle.

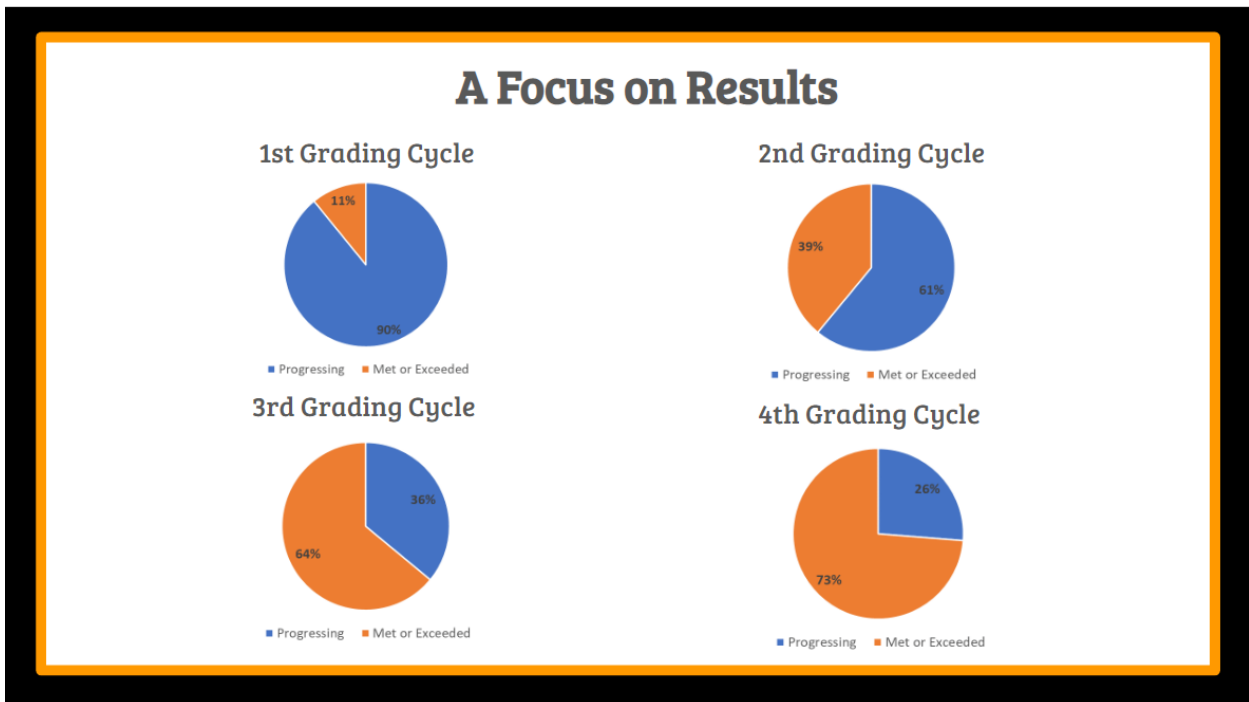
A Focus on Learning



A Focus on Collaborative Culture & Collective Responsibility



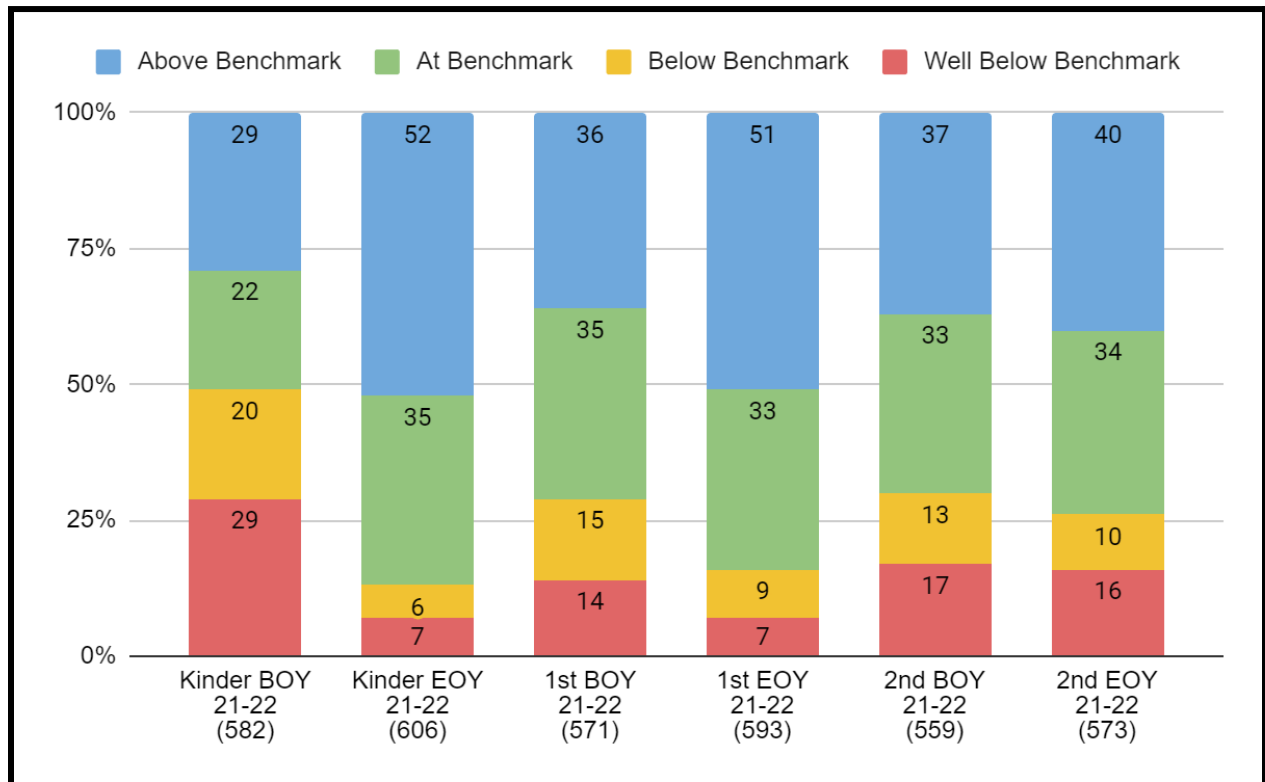
A Focus on Results



mCLASS Texas K-2 Reading Data

mCLASS Texas is a universal screener given to kindergarten, first and second grade students to help determine which students may need targeted intervention in the foundational skills of reading. It includes 5-7 reading subtests ranging from letter naming to basic comprehension that are administered one-on-one by the teacher three times a year. Student scores are evaluated against the grade-level targets for each testing window and categorized as being either above, at, below or well-below benchmark targets. Teachers use this data to plan classroom instruction and targeted intervention.

The overall district data below shows the change in the percentage of students above, at, below or well-below the benchmark targets for each grade level from the beginning of the year (BOY) to the end of the year (EOY) for the 2021-2022 school year.

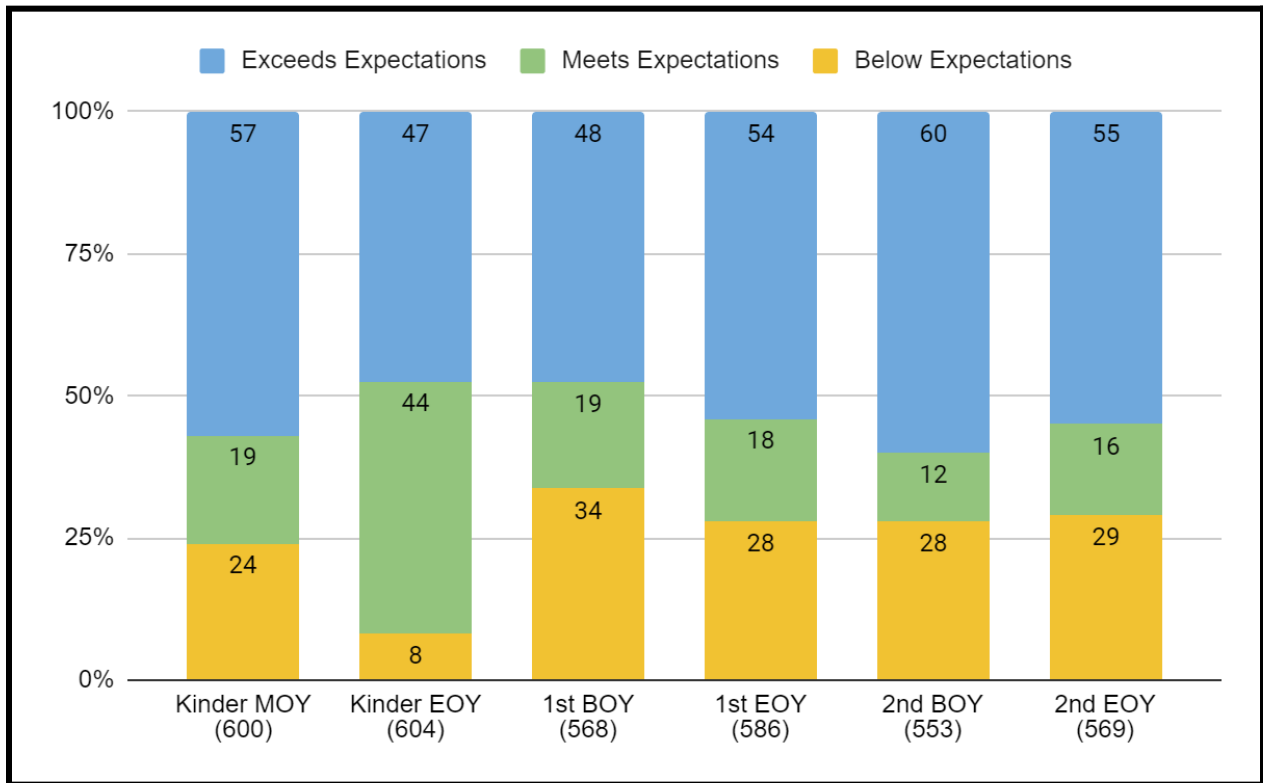


BOY=Beginning of Year
EOY=End of Year

Developmental Reading Assessment K-2 Data

The Developmental Reading Assessment (DRA) is a diagnostic reading assessment that measures fluency, accuracy and comprehension. Students in kindergarten through second grade are assessed one-on-one with the teacher three times a year. Student scores are evaluated against the grade-level targets for each testing window and categorized as being exceeds expectations, meets expectations or below expectations. This assessment establishes each student's independent reading level and equips the teacher with necessary data to design guided reading instruction that will assist the student's progression to the next reading level.

The overall district data below shows the change in the percentage of students scoring exceeds expectations, meets expectations or below expectations on the benchmark targets from the middle of the year to the end of the year for Kindergarten and from the beginning of the year to the end of the year for first and second grade. Kindergarten targets are not set at the beginning of the year due to a lack of exposure to the reading TEKS.



BOY=Beginning of Year
 MOY=Middle of Year
 EOY=End of Year

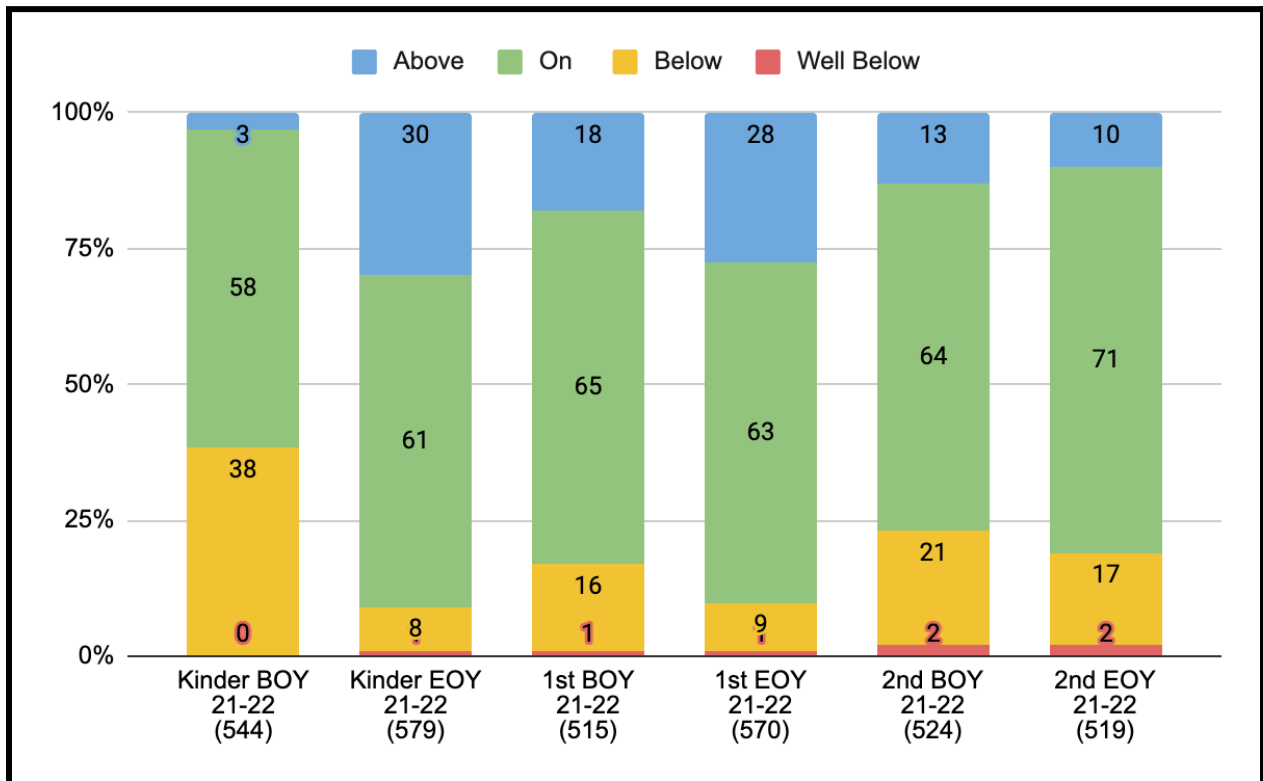
IXL Math Diagnostic K-2 Data

The IXL Math Diagnostic Assessment is a computer-adaptive assessment that provides information about students' math abilities in six strands:

- Numbers & Operations
- Algebra & Algebraic Thinking
- Fractions
- Geometry
- Measurement
- Data, Statistics & Probability

Students in kindergarten through second grade are assessed three times a year. Student scores are evaluated against the grade-level targets for each testing window and categorized as being either above, at, below or well-below benchmark targets. Teachers use this data to plan classroom instruction and targeted intervention.

The overall district data below shows the change in the percentage of students above, at, below or well-below the benchmark targets for each grade level from the beginning of the year (BOY) to the end of the year (EOY) for the 2021-2022 school year.



BOY=Beginning of Year
EOY=End of Year

MAP Growth Data

The MAP Growth Assessment is a computer-adaptive assessment given to third through tenth grade students three times a year. Starting in the 2022-2023 school year, the MAP Growth Assessment will be given to third through eighth grade, Algebra I, English I and English II students at the beginning and middle of the year for all students and for targeted students at the end of the year.

The MAP reading assessment measures student performance in three instructional areas:

- Foundational Language Skills: Vocabulary
- Multiple Genres
- Author's Purpose and Craft

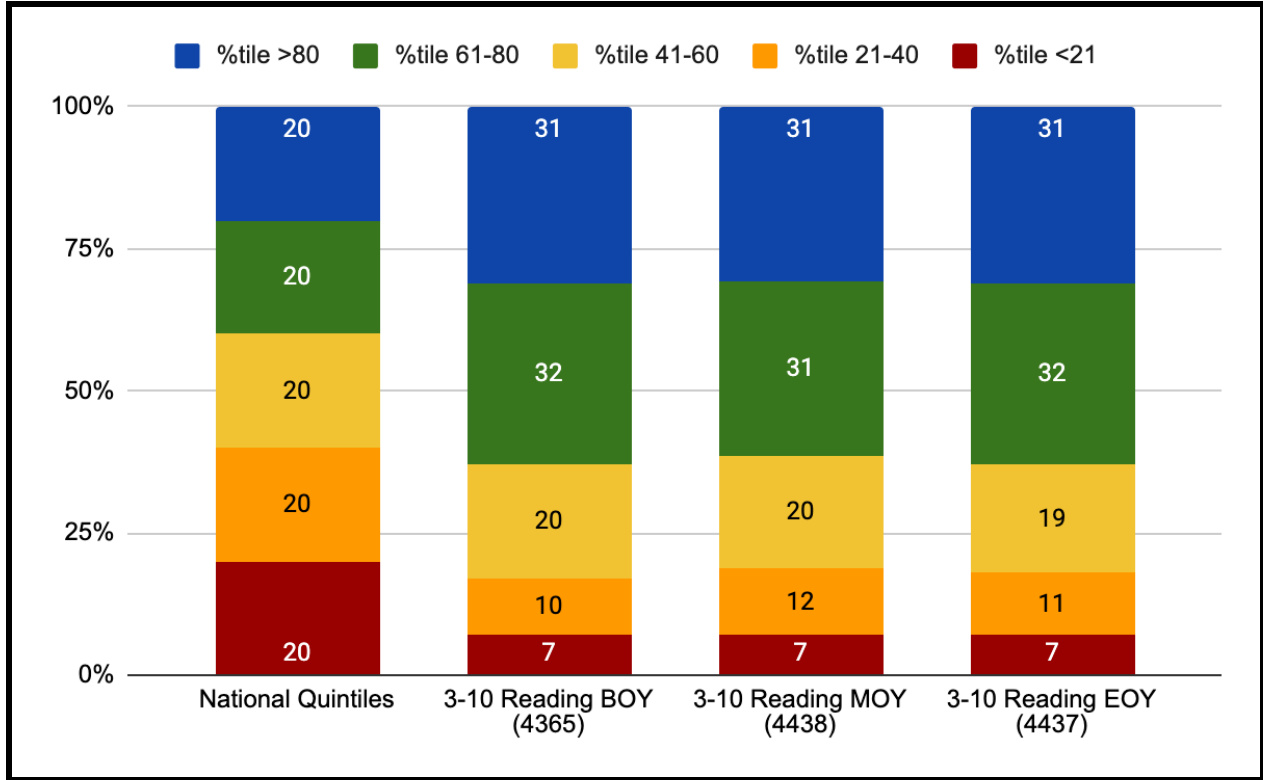
The MAP math assessment measures student performance in four instructional areas:

- Numerical Representations and Relationships
- Computations and Algebraic Relationships
- Geometry and Measurement
- Data Analysis and Monetary Transactions

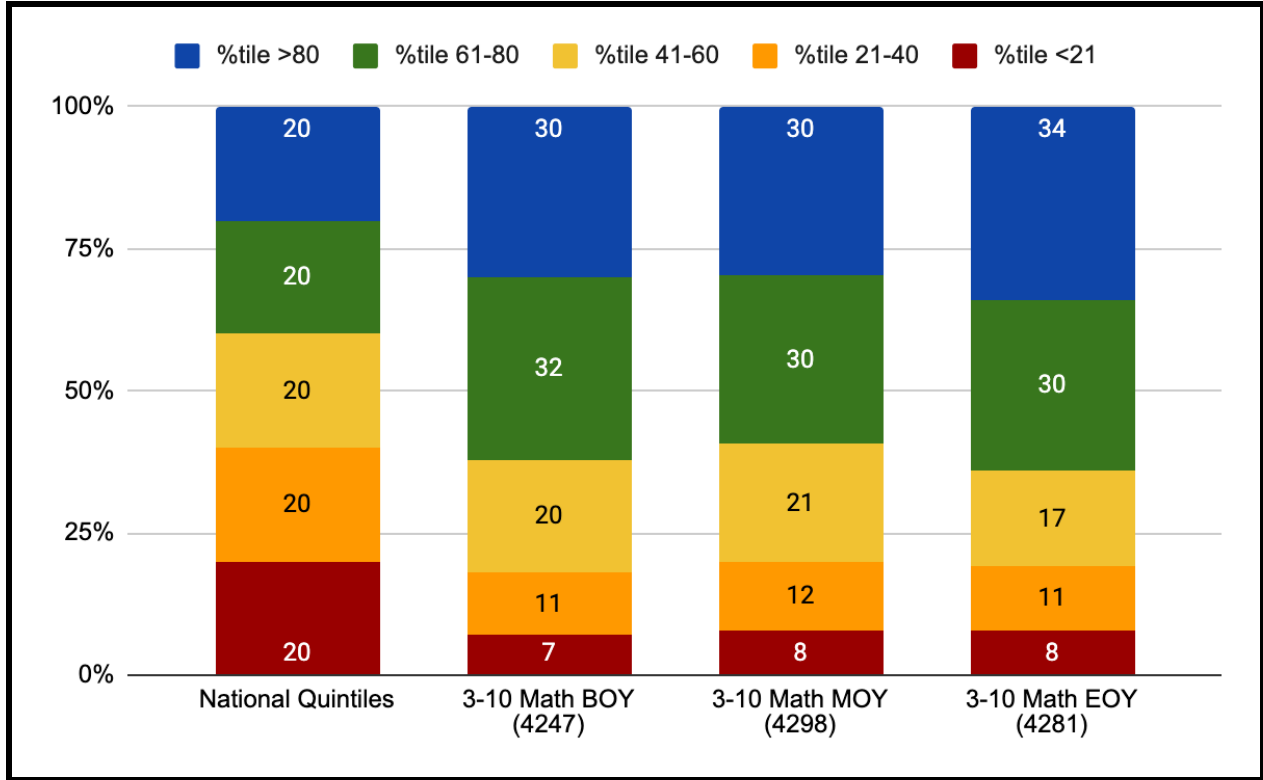
Student scores are evaluated against nationally-normed cut scores and compared to the national quintiles. Teachers use this data, in addition to other data points, to determine which students may need intervention in reading and/or math and to monitor progress throughout the year.

The overall district data below shows the change in the percentage of students falling into each of the national quintiles at the beginning, middle and end of the 2021-2022 school year.

MAP Growth Reading 2021-2022



MAP Growth Math 2021-2022



BOY=Beginning of Year

MOY=Middle of Year

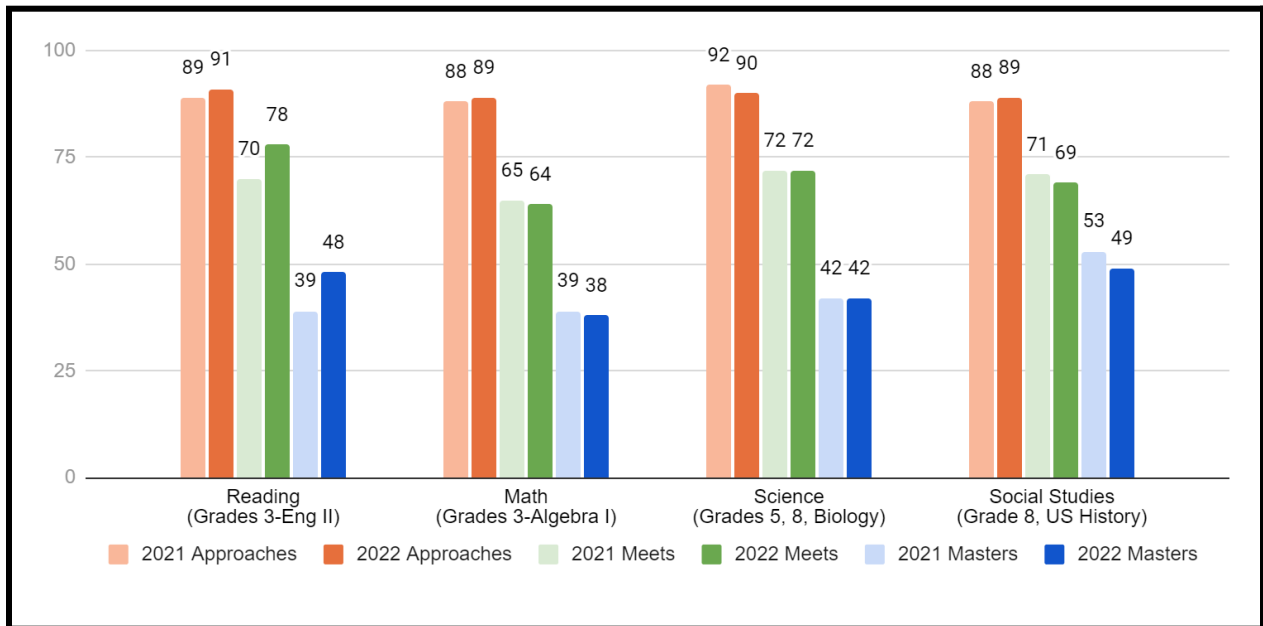
EOY=End of Year

Aledo ISD STAAR Data

State of Texas Assessments of Academic Readiness (STAAR) is the state’s testing program based on state curriculum standards including reading language arts, mathematics, science, and social studies. STAAR tests are designed to measure what students are learning in each grade and whether or not they are ready for the next grade level.

The overall district data below shows the change in the percentage of students at approaches, meets or masters from the spring of 2021 to the spring of 2022 for each of the subject areas.

STAAR Overall District Data



Performance Level Descriptors:

Approaches

Performance in this category indicates that students are likely to succeed in the next grade or course with targeted academic intervention. Students in this category generally demonstrate the ability to apply the assessed knowledge and skills in familiar contexts.

Meets

Performance in this category indicates that students have a high likelihood of success in the next grade or course but may still need some short-term, targeted academic intervention. Students in this category generally demonstrate the ability to think critically and apply the assessed knowledge and skills in familiar contexts.

Masters

Performance in this category indicates that students are expected to succeed in the next grade or course with little or no academic intervention. Students in this category demonstrate the ability to think critically and apply the assessed knowledge and skills in varied contexts, both familiar and unfamiliar.



Aledo ISD

Grades 3-5
Winter 2022




Report created by
Panorama Education



EXCEPTIONAL EXPERIENCES

Students Summary

Topic Description	Results	Benchmark
<p>Sense of Belonging</p> <p>How much students feel that they are valued members of the school community.</p>	<p>63%</p>	 <p>60th - 79th percentile compared to others nationally</p>

466 responses



Students

Sense of Belonging

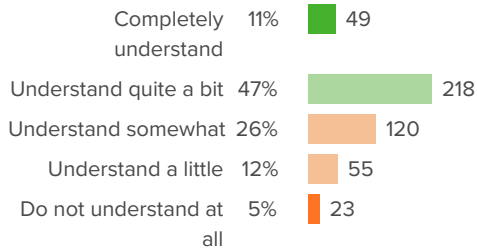
Your average

63%

466 responses

How did people respond?

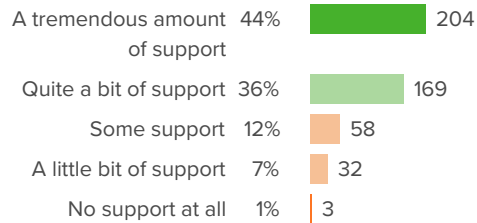
Q.1: How well do people at your school understand you as a person?



▲ 4 from last survey

Favorable: **57%**

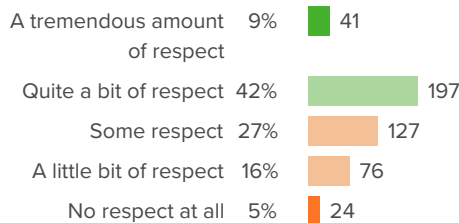
Q.2: How much support do the adults at your school give you?



▲ 2 from last survey

Favorable: **80%**

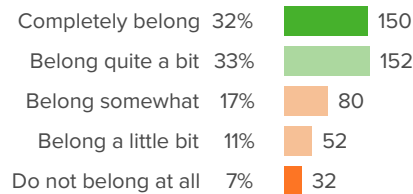
Q.3: How much respect do students at your school show you?



▲ 9 from last survey

Favorable: **51%**

Q.4: Overall, how much do you feel like you belong at your school?



▼ 2 from last survey

Favorable: **65%**



Aledo ISD

Grades 6-12
Winter 2022




Report created by
Panorama Education



EXCEPTIONAL EXPERIENCES

Students Summary

Topic Description	Results	Benchmark
<p>Sense of Belonging</p> <p>How much students feel that they are valued members of the school community.</p>	<p>41%</p>	 <p>0th - 19th percentile compared to others nationally</p>

2,239 responses



Students

Sense of Belonging

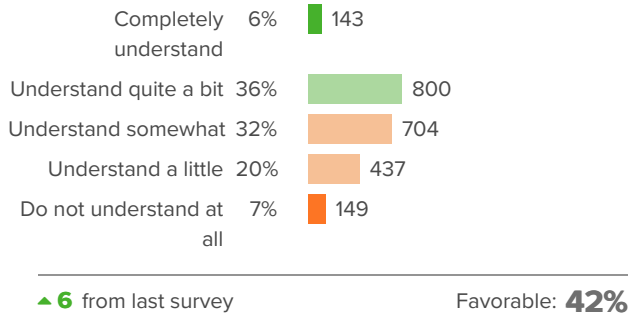
Your average

41%

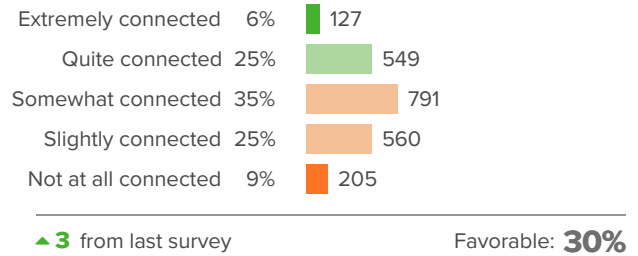
2,239 responses

How did people respond?

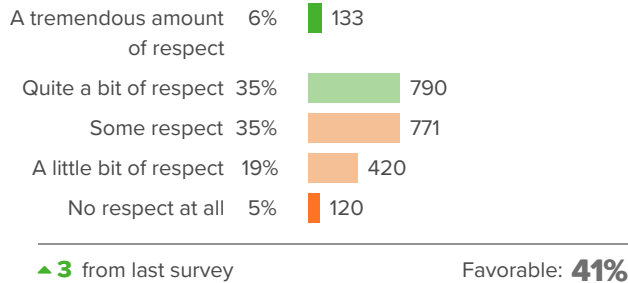
Q.1: How well do people at your school understand you as a person?



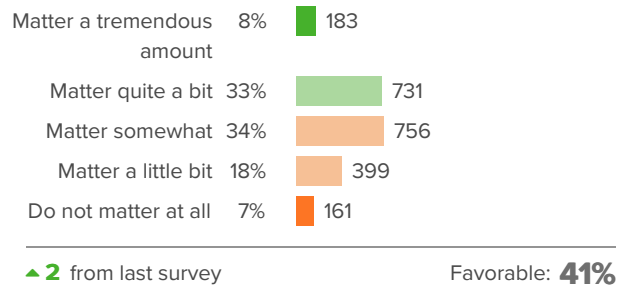
Q.2: How connected do you feel to the adults at your school?



Q.3: How much respect do students in your school show you?

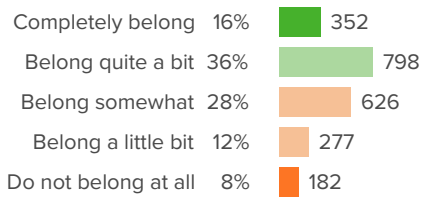


Q.4: How much do you matter to others at this school?





Q.5: Overall, how much do you feel like you belong at your school?



▲ 3 from last survey

Favorable: **51%**



Aledo ISD

Grades 3-5
Winter 2022



Report created by
Panorama Education



EXCEPTIONAL EXPERIENCES

Students Summary

Topic Description	Results	Benchmark
<p>Challenging Feelings</p> <p>How frequently students feel challenging emotions, with higher scores indicating less frequent challenging emotions.</p>	59%	<p>80th - 99th percentile compared to others nationally</p>
<p>Positive Feelings</p> <p>How frequently students feel positive emotions.</p>	68%	<p>40th - 59th percentile compared to others nationally</p>
<p>Social Awareness</p> <p>How well students consider the perspectives of others and empathize with them.</p>	62%	<p>20th - 39th percentile compared to others nationally</p>

495 responses

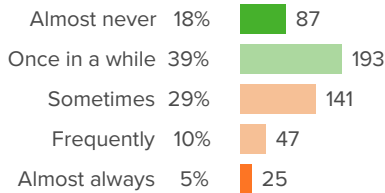
Your average

59%

495 responses

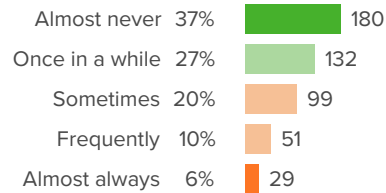
How did people respond?

Q.1: During the past week, how often did you feel mad?



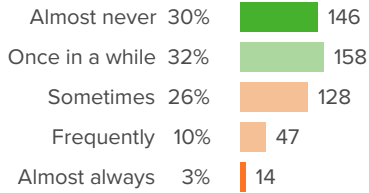
Favorable: **57%**

Q.2: During the past week, how often did you feel lonely?



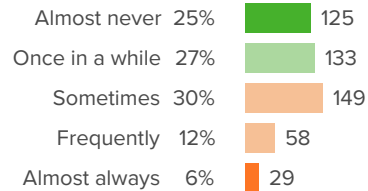
Favorable: **64%**

Q.3: During the past week, how often did you feel sad?



Favorable: **62%**

Q.4: During the past week, how often did you feel worried?



Favorable: **52%**

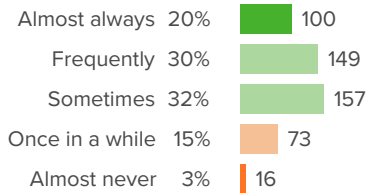
Your average

68%

495 responses

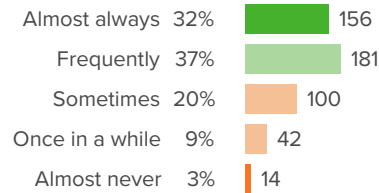
How did people respond?

Q.1: During the past week, how often did you feel excited?



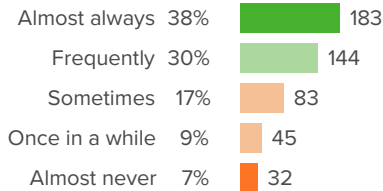
Favorable: **82%**

Q.2: During the past week, how often did you feel happy?



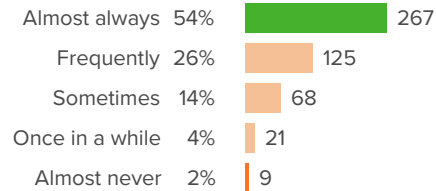
Favorable: **68%**

Q.3: During the past week, how often did you feel loved?



Favorable: **67%**

Q.4: During the past week, how often did you feel safe?



Favorable: **54%**

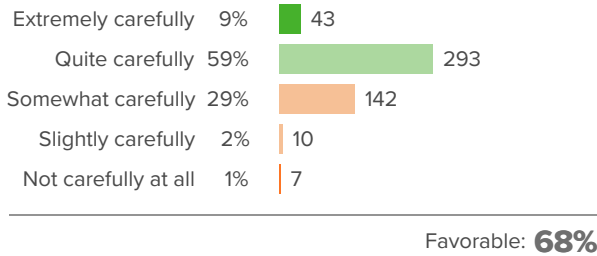
Your average

62%

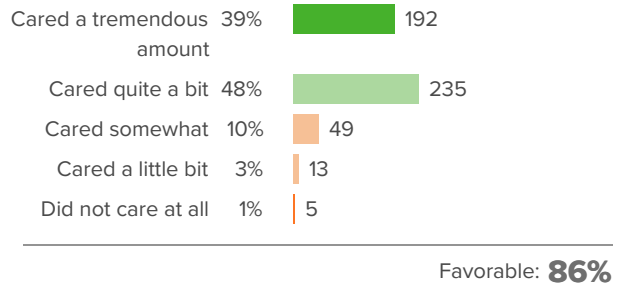
495 responses

How did people respond?

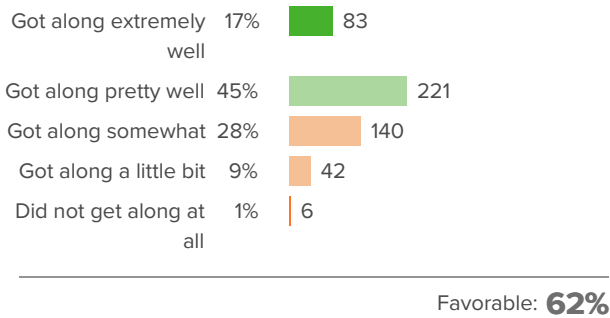
Q.1: During the past 30 days...How carefully did you listen to other people's points of view?



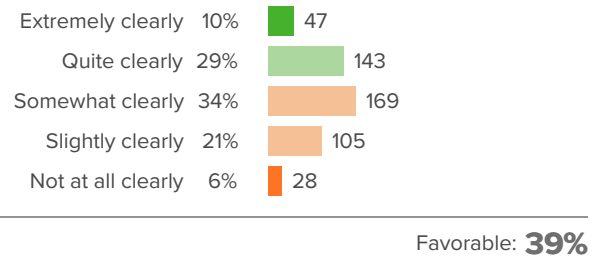
Q.2: During the past 30 days...How much did you care about other people's feelings?



Q.3: During the past 30 days...How well did you get along with students who are different from you?



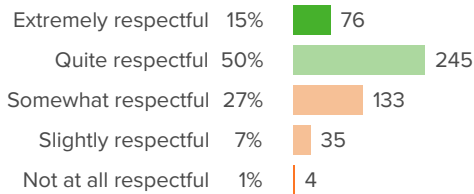
Q.4: During the past 30 days...How clearly were you able to describe your feelings?





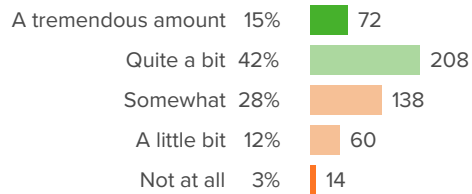
EXCEPTIONAL EXPERIENCES
Students

Q.5: During the past 30 days...When others disagreed with you, how respectful were you of their views?



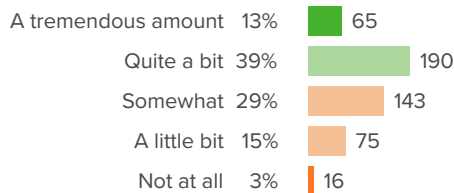
Favorable: **65%**

Q.6: During the past 30 days...To what extent were you able to stand up for yourself without putting others down?



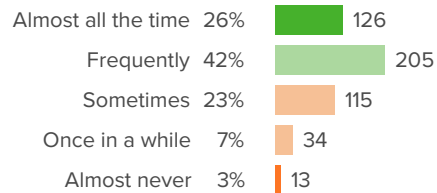
Favorable: **57%**

Q.7: During the past 30 days...To what extent were you able to disagree with others without starting an argument?



Favorable: **52%**

Q.8: During the past 30 days...How often did you compliment others' accomplishments?



Favorable: **67%**



Aledo ISD

Grades 6-12
Winter 2022



Report created by
Panorama Education



EXCEPTIONAL EXPERIENCES

Students Summary

Topic Description	Results	Benchmark
<p>Challenging Feelings</p> <p>How frequently students feel challenging emotions, with higher scores indicating less frequent challenging emotions.</p>	<p>56%</p>	<p>60th - 79th percentile compared to others nationally</p>
<p>Positive Feelings</p> <p>How frequently students feel positive emotions.</p>	<p>62%</p>	<p>80th - 99th percentile compared to others nationally</p>
<p>Social Awareness</p> <p>How well students consider the perspectives of others and empathize with them.</p>	<p>55%</p>	<p>0th - 19th percentile compared to others nationally</p>

2,623 responses

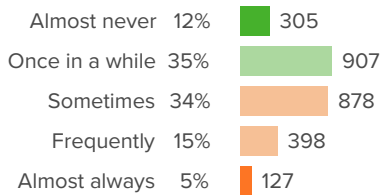
Your average

56%

2,623 responses

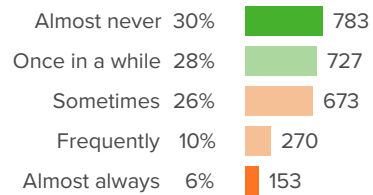
How did people respond?

Q.1: During the past week, how often did you feel angry?



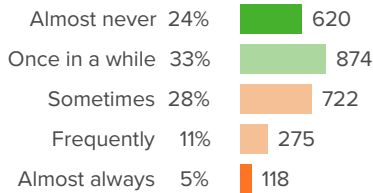
Favorable: **46%**

Q.2: During the past week, how often did you feel lonely?



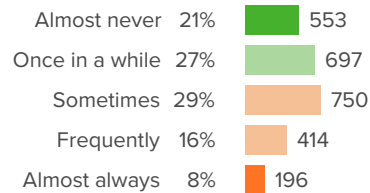
Favorable: **58%**

Q.3: During the past week, how often did you feel sad?



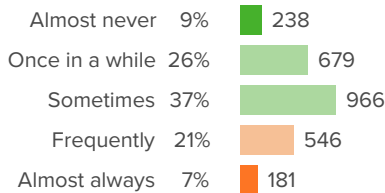
Favorable: **57%**

Q.4: During the past week, how often did you feel worried?



Favorable: **48%**

Q.5: During the past week, how often did you feel frustrated?



Favorable: **72%**

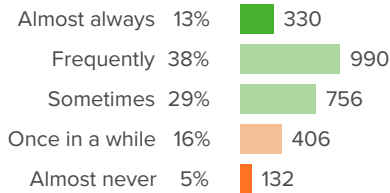
Your average

62%

2,623 responses

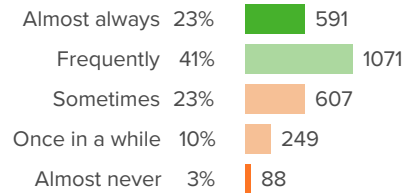
How did people respond?

Q.1: During the past week, how often did you feel excited?



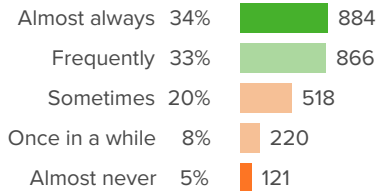
Favorable: **79%**

Q.2: During the past week, how often did you feel happy?



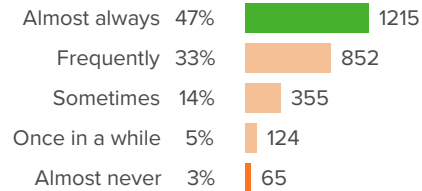
Favorable: **64%**

Q.3: During the past week, how often did you feel loved?



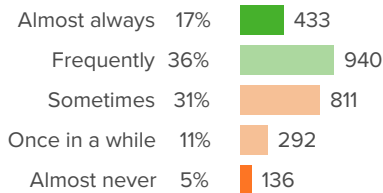
Favorable: **67%**

Q.4: During the past week, how often did you feel safe?



Favorable: **47%**

Q.5: During the past week, how often did you feel hopeful?



Favorable: **53%**



Students
Social Awareness

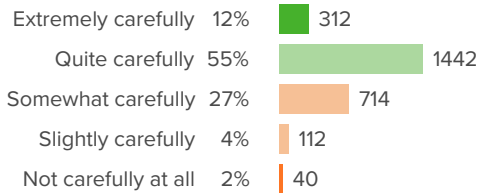
Your average

55%

2,623 responses

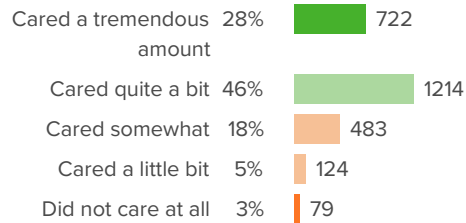
How did people respond?

Q.1: During the past 30 days...How carefully did you listen to other people's points of view?



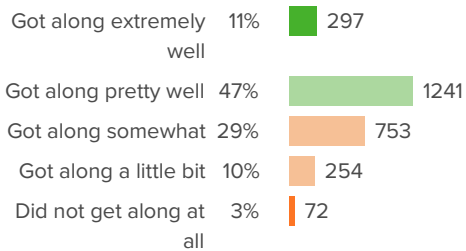
Favorable: **67%**

Q.2: During the past 30 days...How much did you care about other people's feelings?



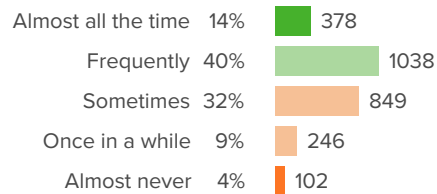
Favorable: **74%**

Q.3: During the past 30 days...How well did you get along with students who are different from you?



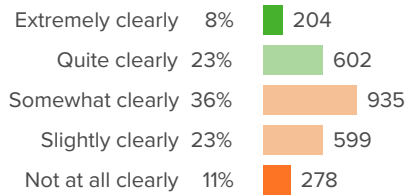
Favorable: **59%**

Q.4: During the past 30 days...How often did you compliment others' accomplishments?



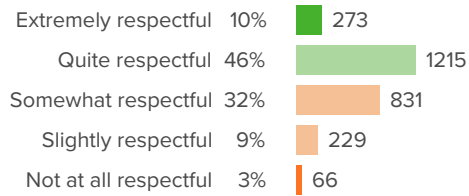
Favorable: **54%**

Q.5: During the past 30 days...How clearly were you able to describe your feelings?



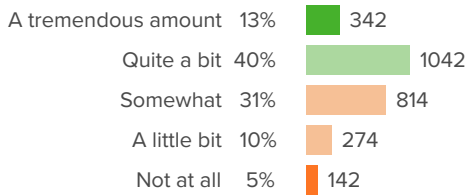
Favorable: **31%**

Q.6: During the past 30 days...When others disagreed with you, how respectful were you of their views?



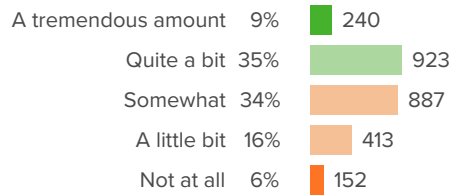
Favorable: **57%**

Q.7: During the past 30 days...To what extent were you able to stand up for yourself without putting others down?



Favorable: **53%**

Q.8: During the past 30 days...To what extent were you able to disagree with others without starting an argument?



Favorable: **44%**



Family Survey Summary Notes

823 responses or 5%- 44% from parents with elementary students
56% from parents with secondary students

In the Barriers to Engagement Category:

This category begins each question with, “How big of a problem is the following issue for becoming involved with your child’s current school...”

- 52% of parents reported that because of their busy schedule it was difficult to be involved.
- 24% of parents reported that the school is not welcoming to parents.
- 9% of parents reported that the school does not communicate well with people of their culture.
- 31% of parents expressed concern that if they raised a concern the adults at school would treat their child differently.

School Climate Category:

- 64% of parents reported that children at their child’s school have quite a bit of respect for the school staff while 66% report the teachers have quite a bit of respect for the children at the school.
- 60% of parents reported administrators at their child’s school create an environment that helps children learn while only 42% of parents agree the classroom lessons at their child’s school are quite motivating.
- 55% of parents report their children enjoy quite a bit to a tremendous amount going to school.

School Fit Category:

- 58% of parents report their child feels quite a bit to a tremendous sense of belonging at their school.
- 64% believe the overall approach to discipline works well for their child.
- 48% reported their child is quite comfortable asking for help from school adults.
- 77% of parents, given their child’s cultural background, believing the school is a good fit for their child.

School Safety Category:

- 36% parents report if a student is bullied at school it is somewhat to extremely difficult for him/her to get help from an adult.
- 39% of parents reported it is somewhat likely to extremely likely someone from the child’s school will bully him/her online.
- 18% of parents report their child feels somewhat unsafe to extremely unsafe at school.



Aledo ISD

Family Survey
Spring 2021-2022







Report created by
Panorama Education



EXCEPTIONAL EXPERIENCES

Students Summary

Topic Description	Results	Benchmark
<p>Barriers to Engagement</p> <p>Factors that can create challenges for families to interact with or become involved with their child's school. Survey-takers responded to the question, "How big of a problem are the following issues for becoming involved with your child's current school?"</p>	<p>78%</p> <p>▼ 3</p> <p>since last survey</p>	 <p>0th - 19th percentile compared to others nationally</p>
<p>School Climate</p> <p>Perceptions of the overall social and learning climate of the school.</p>	<p>58%</p> <p>▼ 7</p> <p>since last survey</p>	 <p>0th - 19th percentile compared to others nationally</p>
<p>School Fit</p> <p>Families' perceptions of how well a school matches their child's developmental needs.</p>	<p>60%</p> <p>▼ 4</p> <p>since last survey</p>	 <p>20th - 39th percentile compared to others nationally</p>
<p>School Safety</p> <p>Perceptions of student physical and psychological safety at school.</p>	<p>66%</p> <p>▼ 8</p> <p>since last survey</p>	 <p>0th - 19th percentile compared to others nationally</p>

823 responses



Students

Barriers to Engagement

Your average

78%

823 responses

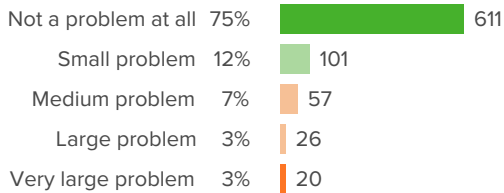
Change

▼ **3**

since last survey

How did people respond?

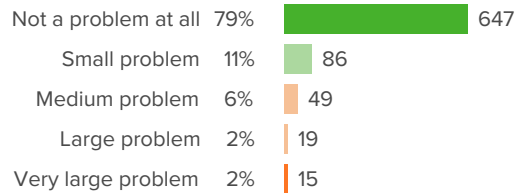
Q.1: How big of a problem is the following issue for becoming involved with your child's current school: **Childcare needs?**



▼ **3** from last survey

Favorable: **87%**

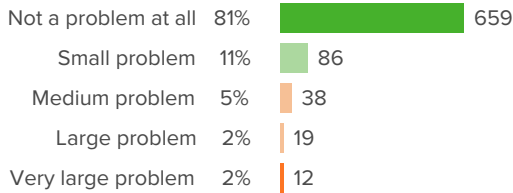
Q.2: How big of a problem is the following issue for becoming involved with your child's current school: **Transportation-related challenges?**



▼ **1** from last survey

Favorable: **90%**

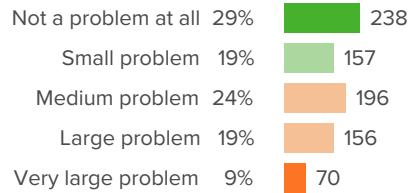
Q.3: How big of a problem is the following issue for becoming involved with your child's current school: **Concerns about getting to the school safely?**



▼ **3** from last survey

Favorable: **92%**

Q.4: How big of a problem is the following issue for becoming involved with your child's current school: **How busy your schedule is?**



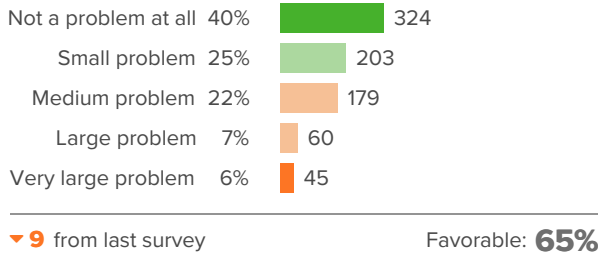
▼ **6** from last survey

Favorable: **48%**

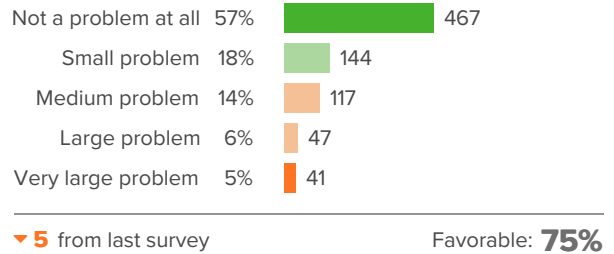


Students

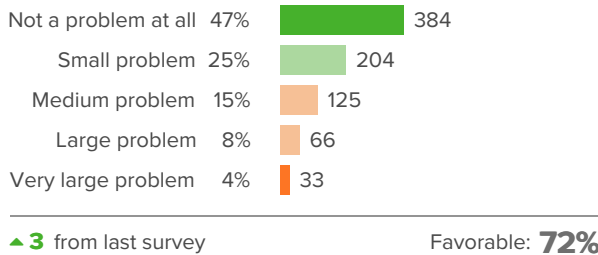
Q.5: How big of a problem is the following issue for becoming involved with your child's current school: School staff seem too busy?



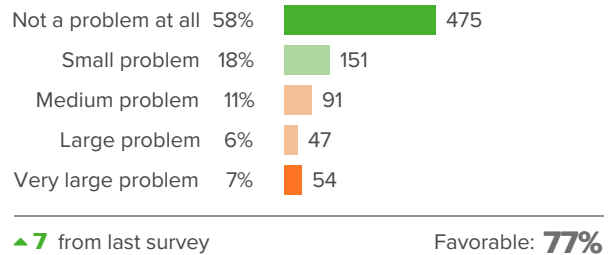
Q.6: How big of a problem is the following issue for becoming involved with your child's current school: You feel unsure about how to communicate with the school?



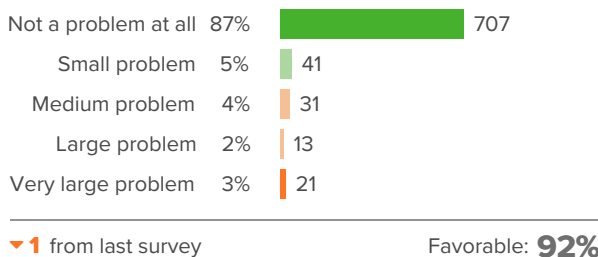
Q.7: How big of a problem is the following issue for becoming involved with your child's current school: The school provides little information about involvement opportunities?



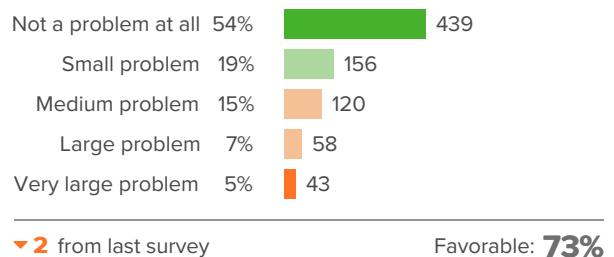
Q.8: How big of a problem is the following issue for becoming involved with your child's current school: The school is not welcoming to parents?



Q.9: How big of a problem is the following issue for becoming involved with your child's current school: The school does not communicate well with people from your culture?

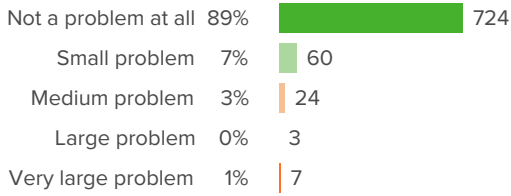


Q.10: How big of a problem is the following issue for becoming involved with your child's current school: You do not feel a sense of belonging with your child's school community?



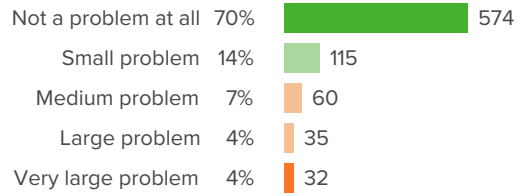


Q.11: How big of a problem is the following issue for becoming involved with your child's current school: Negative memories of your own school experience?



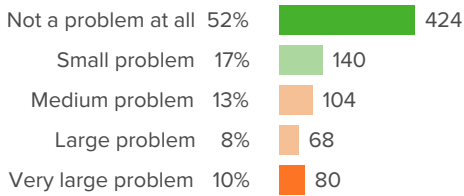
▲ 0 from last survey Favorable: **96%**

Q.12: How big of a problem is the following issue for becoming involved with your child's current school: Your child does not want you to contact the school?



▼ 3 from last survey Favorable: **84%**

Q.13: How big of a problem is the following issue for becoming involved with your child's current school: You worry that adults at the school will treat your child differently if you raise a concern?



▼ 4 from last survey Favorable: **69%**



Students School Climate

Your average

58%

823 responses

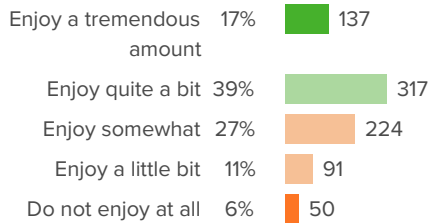
Change

▼ 7

since last survey

How did people respond?

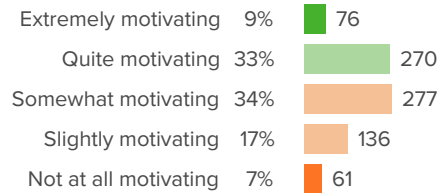
Q.1: To what extent do you think that children enjoy going to your child's school?



▼ 12 from last survey

Favorable: **55%**

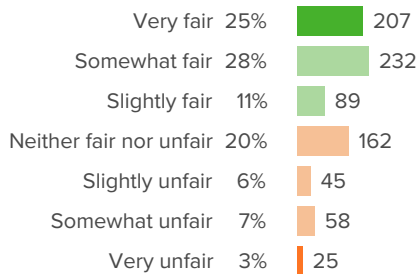
Q.2: How motivating are the classroom lessons at your child's school?



▼ 10 from last survey

Favorable: **42%**

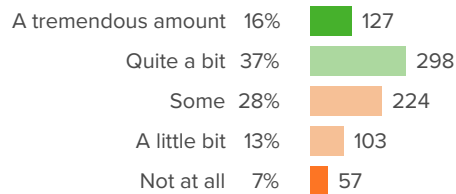
Q.3: How fair or unfair is the school's system of evaluating children?



▼ 3 from last survey

Favorable: **65%**

Q.4: How much does the school value the diversity of children's backgrounds?



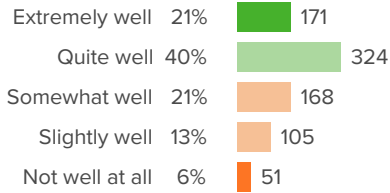
▲ 0 from last survey

Favorable: **53%**



Students

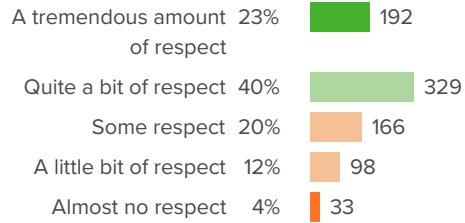
Q.5: How well do administrators at your child's school create a school environment that helps children learn?



▼ 8 from last survey

Favorable: **60%**

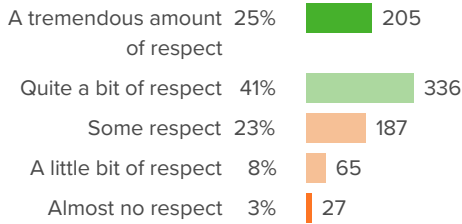
Q.6: Overall, how much respect do you think the children at your child's school have for the staff?



▼ 8 from last survey

Favorable: **64%**

Q.7: Overall, how much respect do you think the teachers at your child's school have for the children?



▼ 7 from last survey

Favorable: **66%**

Your average

60%

823 responses

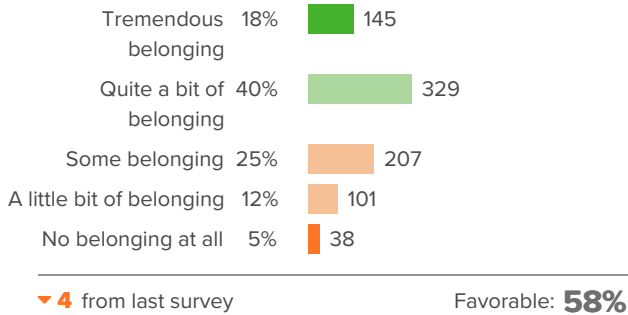
Change

▼ **4**

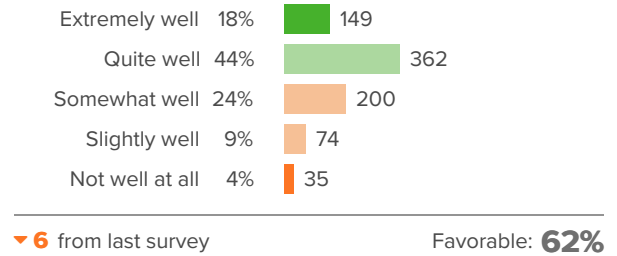
since last survey

How did people respond?

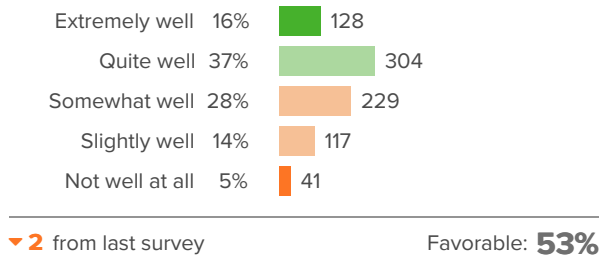
Q.1: How much of a sense of belonging does your child feel at his/her school?



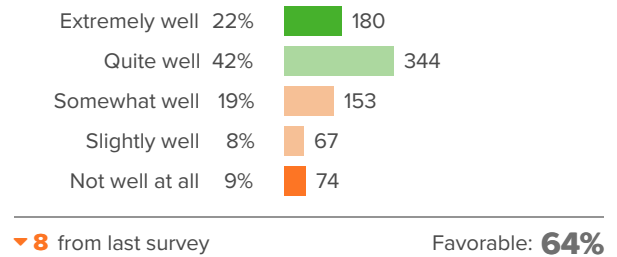
Q.2: How well do you feel your child's school is preparing him/her for his/her next academic year?



Q.3: How well do the activities offered at your child's school match his/her interests?



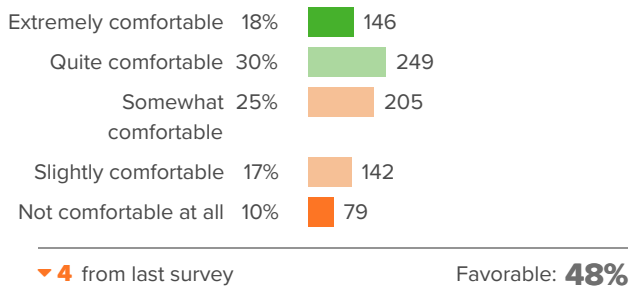
Q.4: At your child's school, how well does the overall approach to discipline work for your child?



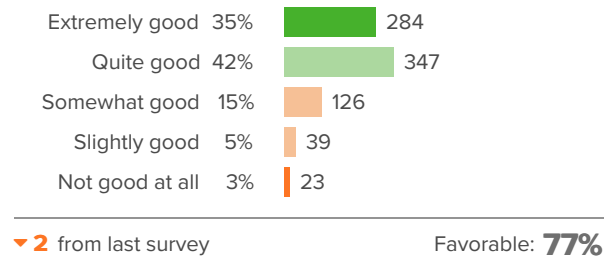


Students

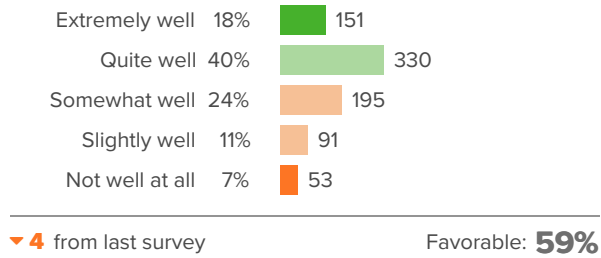
Q.5: How comfortable is your child in asking for help from school adults?



Q.6: Given your child’s cultural background, how good a fit is his/her school?



Q.7: How well do the teaching styles of your child's teachers match your child's learning style?



Your average

66%

823 responses

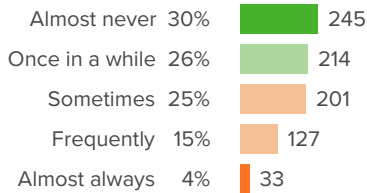
Change

▼ **8**

since last survey

How did people respond?

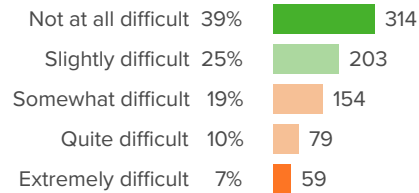
Q.1: How often do you worry about violence at your child's school?



▼ **18** from last survey

Favorable: **56%**

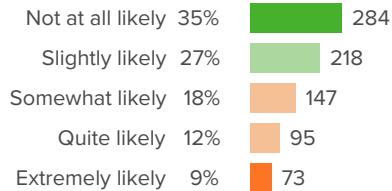
Q.2: If a student is bullied at your child's school, how difficult is it for him/her to get help from an adult?



▼ **6** from last survey

Favorable: **64%**

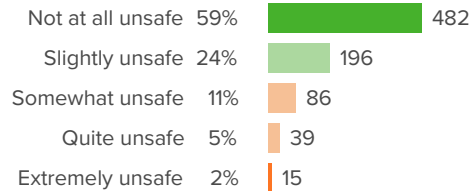
Q.3: How likely is it that someone from your child's school will bully him/her online?



▼ **5** from last survey

Favorable: **61%**

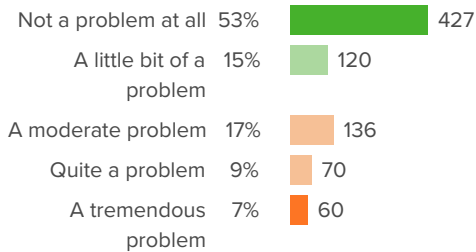
Q.4: Overall, how unsafe does your child feel at school?



▼ **5** from last survey

Favorable: **83%**

Q.5: To what extent are drugs a problem at your child's school?



▼ **6** from last survey

Favorable: **67%**

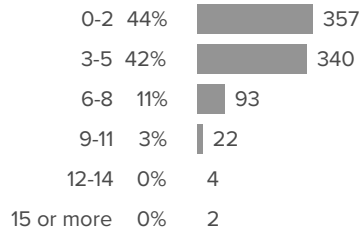


Students

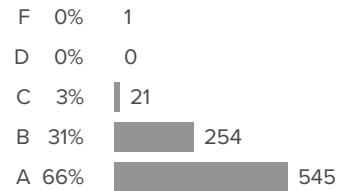
Background Questions

How did people respond?

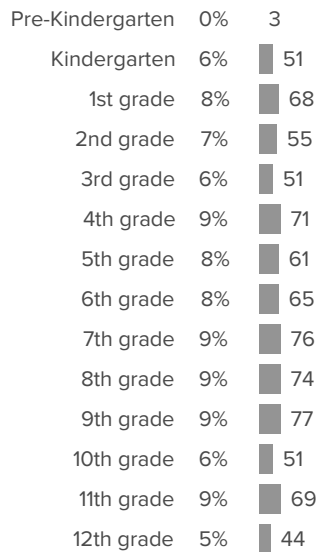
Q.1: In an average day, how many hours of "screen time" (time in front of computers, television, texting, video games, etc.) does your child spend?



Q.2: On average, what grades do you expect your child to earn in school?



Q.3: What grade is your child in?





Aledo ISD

Staff Survey
Spring 2021-2022






Report created by
Panorama Education



EXCEPTIONAL EXPERIENCES

Students Summary

Topic Description	Results	Benchmark
<p>Professional Learning</p> <p>Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.</p>	<p>56%</p> <p>▲2</p> <p>since last survey</p>	 <p>60th - 79th percentile compared to others nationally</p>
<p>School Climate</p> <p>Perceptions of the overall social and learning climate of the school.</p>	<p>65%</p> <p>▲1</p> <p>since last survey</p>	 <p>40th - 59th percentile compared to others nationally</p>
<p>Staff-Leadership Relationships</p> <p>Perceptions of faculty and staff relationships with school leaders.</p>	<p>79%</p> <p>▲7</p> <p>since last survey</p>	 <p>60th - 79th percentile compared to others nationally</p>

70 responses



Students

Professional Learning

Your average

56%

70 responses

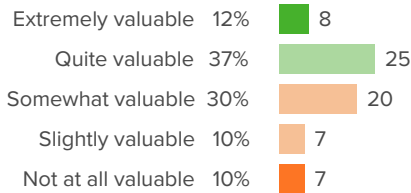
Change

▲ 2

since last survey

How did people respond?

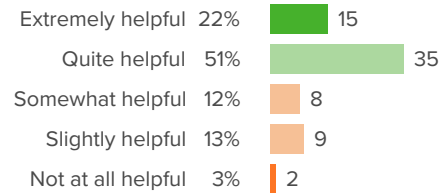
Q.1: At your school, how valuable are the available professional development opportunities?



▼ 1 from last survey

Favorable: **49%**

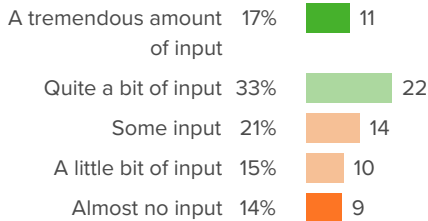
Q.2: How helpful are your colleagues' ideas for improving your work?



▼ 1 from last survey

Favorable: **72%**

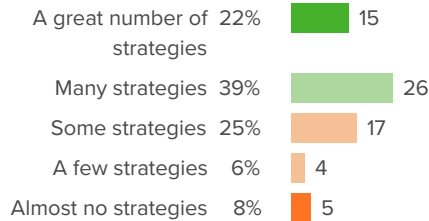
Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 11 from last survey

Favorable: **50%**

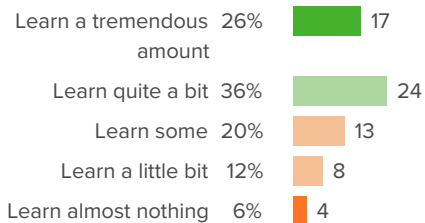
Q.4: Through working at your school, how many new strategies for your job have you learned?



▼ 5 from last survey

Favorable: **61%**

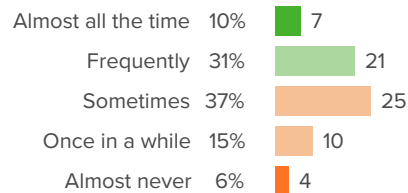
Q.5: Overall, how much do you learn from the leaders at your school?



▲ 2 from last survey

Favorable: **62%**

Q.6: How often do your professional development opportunities help you explore new ideas?

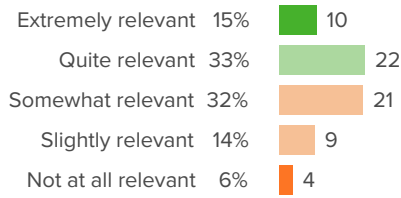


▲ 6 from last survey

Favorable: **42%**



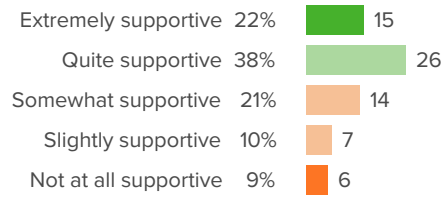
Q.7: How relevant have your professional development opportunities been to your work?



▲ 8 from last survey

Favorable: **48%**

Q.8: Overall, how supportive has the school been of your professional growth?



▼ 5 from last survey

Favorable: **60%**



Students School Climate

Your average

65%

70 responses

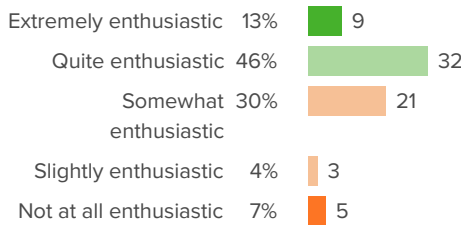
Change

▲ 1

since last survey

How did people respond?

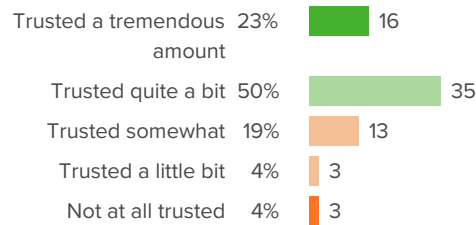
Q.1: On most days, how enthusiastic are the students about being at school?



▲ 6 from last survey

Favorable: **59%**

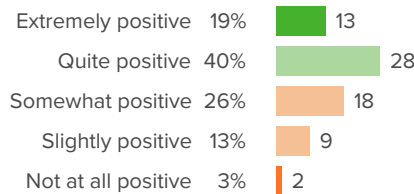
Q.2: To what extent are staff trusted to work in the way they think is best?



▼ 6 from last survey

Favorable: **73%**

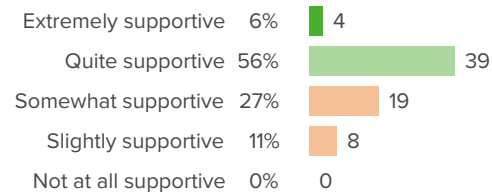
Q.3: How positive are the attitudes of your colleagues?



▲ 0 from last survey

Favorable: **59%**

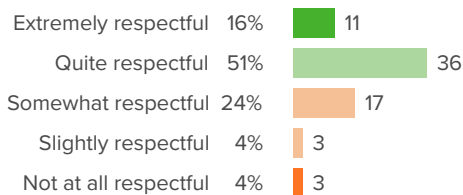
Q.4: How supportive are students in their interactions with each other?



▼ 4 from last survey

Favorable: **61%**

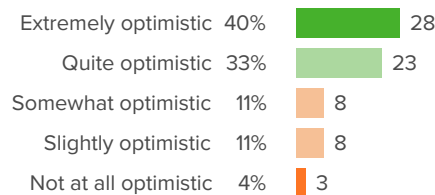
Q.5: How respectful are the relationships between staff and students?



▲ 1 from last survey

Favorable: **67%**

Q.6: How optimistic are you that your school will improve in the future?



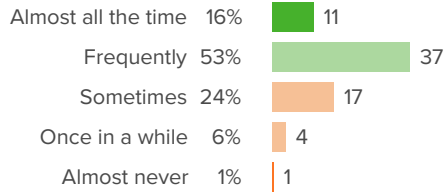
▲ 6 from last survey

Favorable: **73%**



Students

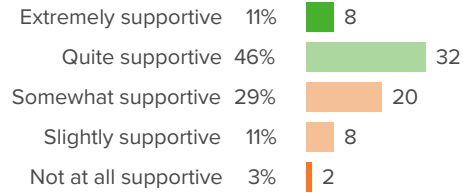
Q.7: How often do you see students helping each other without being prompted?



▲ 6 from last survey

Favorable: **69%**

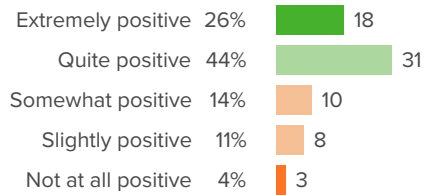
Q.8: When new initiatives are presented at your school, how supportive are your colleagues?



▼ 3 from last survey

Favorable: **57%**

Q.9: Overall, how positive is the working environment at your school?



▲ 2 from last survey

Favorable: **70%**



Students

Staff-Leadership Relationships

Your average

79%

70 responses

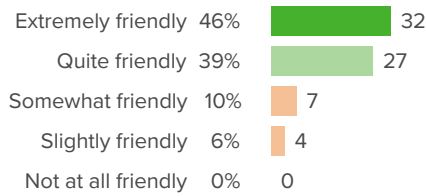
Change

▲ 7

since last survey

How did people respond?

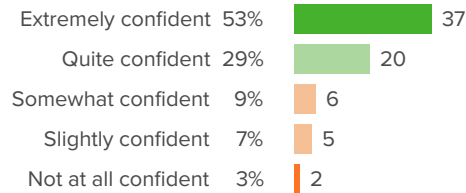
Q.1: How friendly are your school leaders toward you?



▲ 9 from last survey

Favorable: **84%**

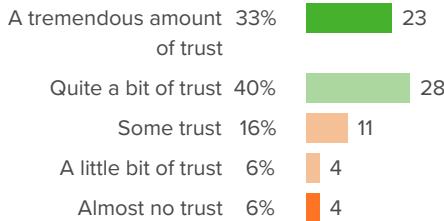
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▲ 3 from last survey

Favorable: **81%**

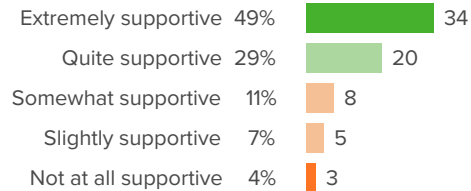
Q.3: How much trust exists between school leaders and staff?



▲ 10 from last survey

Favorable: **73%**

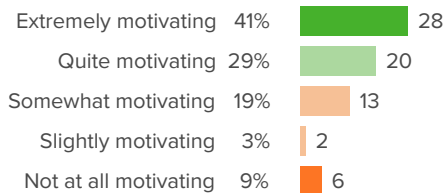
Q.4: When you face challenges at work, how supportive are your school leaders?



▲ 7 from last survey

Favorable: **77%**

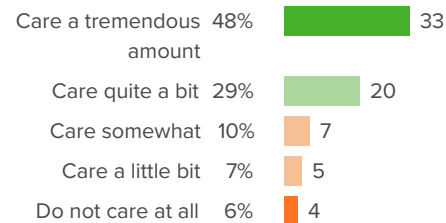
Q.5: At your school, how motivating do you find working with the leadership team?



▲ 8 from last survey

Favorable: **70%**

Q.6: How much do your school leaders care about you as an individual?



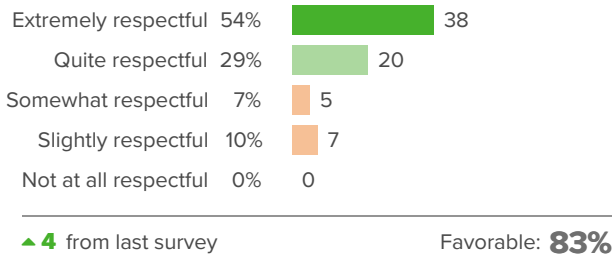
▲ 10 from last survey

Favorable: **77%**

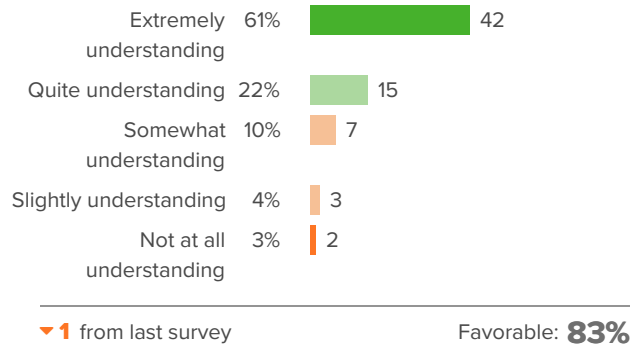


Students

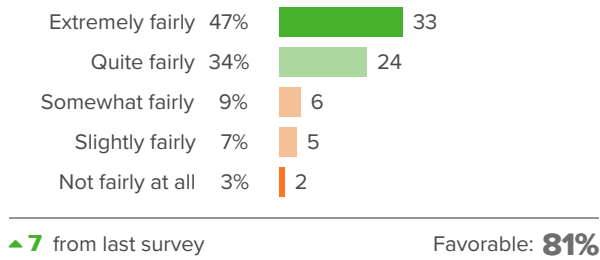
Q.7: How respectful are your school leaders towards you?



Q.8: When challenges arise in your personal life, how understanding are your school leaders?



Q.9: How fairly does the school leadership treat the staff?





Aledo ISD

Teacher Survey
Spring 2021-2022



Report created by
Panorama Education



Students Summary

Topic Description	Results	Benchmark
<p>Faculty Growth Mindset</p> <p>Perceptions of whether teaching can improve over time.</p>	<p>50%</p> <p>▼ 6</p> <p>since last survey</p>	<p>0th - 19th percentile compared to others nationally</p>
<p>Professional Learning</p> <p>Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.</p>	<p>49%</p> <p>0</p> <p>since last survey</p>	<p>40th - 59th percentile compared to others nationally</p>
<p>School Climate</p> <p>Perceptions of the overall social and learning climate of the school.</p>	<p>51%</p> <p>▼ 5</p> <p>since last survey</p>	<p>20th - 39th percentile compared to others nationally</p>
<p>Staff-Leadership Relationships</p> <p>Perceptions of faculty and staff relationships with school leaders.</p>	<p>69%</p> <p>0</p> <p>since last survey</p>	<p>40th - 59th percentile compared to others nationally</p>

200 responses



Students

Faculty Growth Mindset

Your average

50%

200 responses

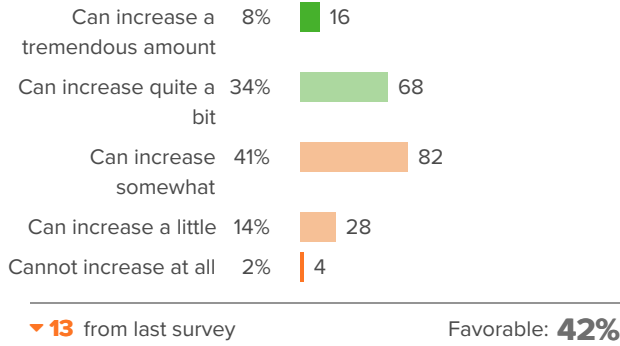
Change

▼ 6

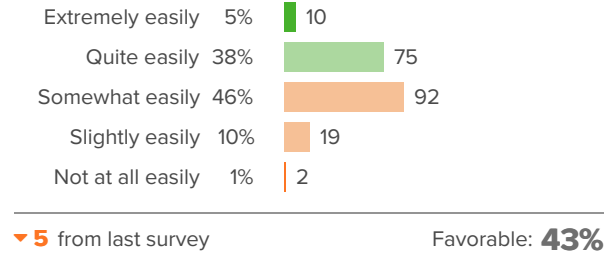
since last survey

How did people respond?

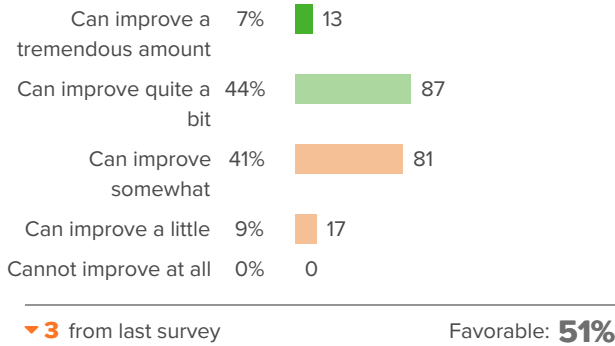
Q.1: To what extent can teachers increase how much their most difficult students learn from them?



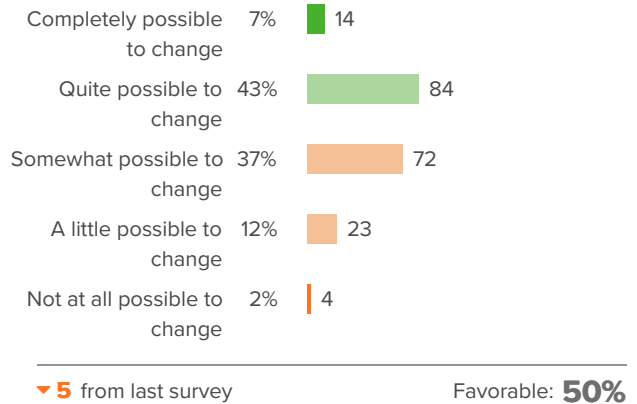
Q.2: How easily can teachers change their teaching style to match the needs of a particular class?



Q.3: To what extent can teachers improve their implementation of different teaching strategies?



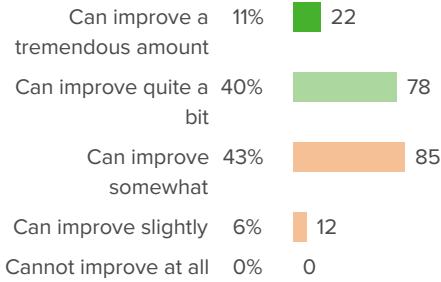
Q.4: How possible is it for teachers to change their ability to work with dissatisfied parents?





Students

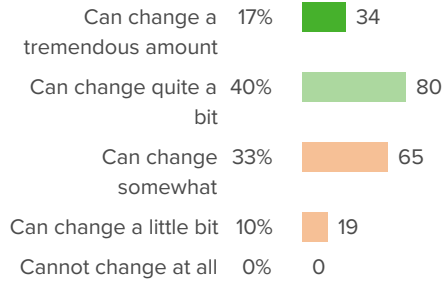
Q.5: How much can teachers improve their classroom management approaches?



▼ 6 from last survey

Favorable: **51%**

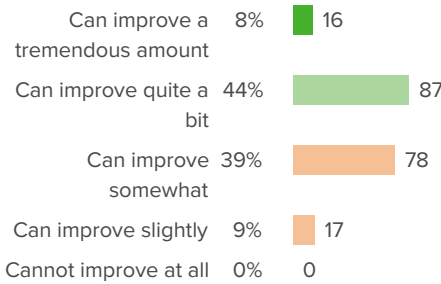
Q.6: To what extent can teachers change their intelligence about the subjects that they teach?



▼ 5 from last survey

Favorable: **58%**

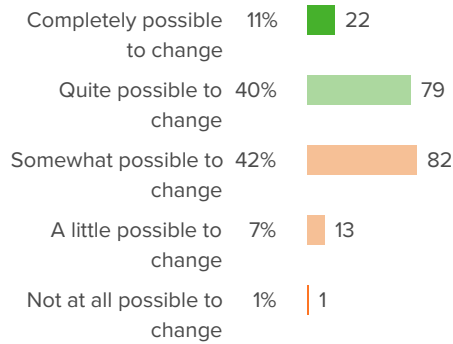
Q.7: Over the course of a school year, to what extent can teachers improve the clarity of their explanations of challenging concepts?



▼ 4 from last survey

Favorable: **52%**

Q.8: How possible is it for teachers to change how well they relate to their most difficult students?



▼ 11 from last survey

Favorable: **51%**

Professional Learning

Your average

49%

200 responses

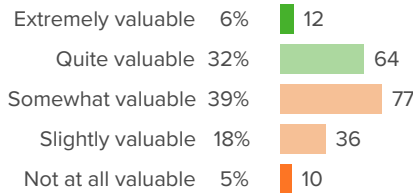
Change

0

since last survey

How did people respond?

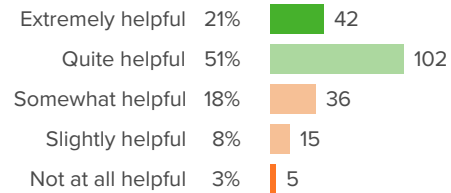
Q.1: At your school, how valuable are the available professional development opportunities?



▼ 2 from last survey

Favorable: **38%**

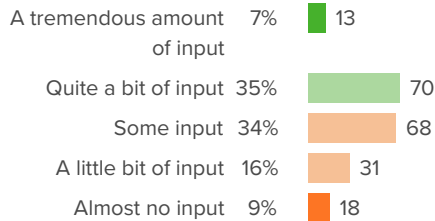
Q.2: How helpful are your colleagues' ideas for improving your teaching?



▲ 3 from last survey

Favorable: **72%**

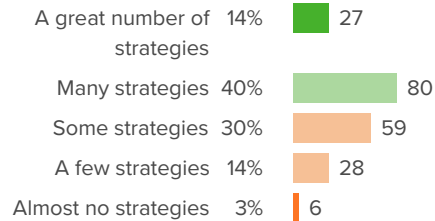
Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 1 from last survey

Favorable: **42%**

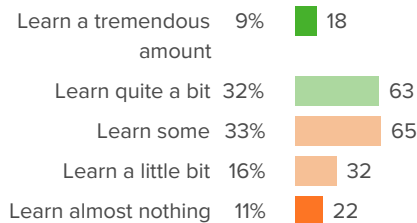
Q.4: Through working at your school, how many new teaching strategies have you learned?



▼ 3 from last survey

Favorable: **54%**

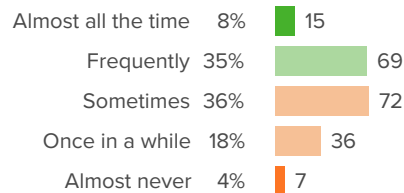
Q.5: Overall, how much do you learn about teaching from the leaders at your school?



▲ 2 from last survey

Favorable: **41%**

Q.6: How often do your professional development opportunities help you explore new ideas?



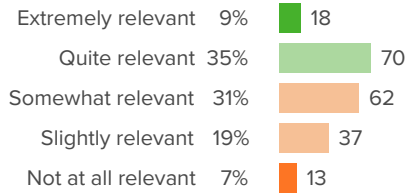
▼ 3 from last survey

Favorable: **42%**



Students

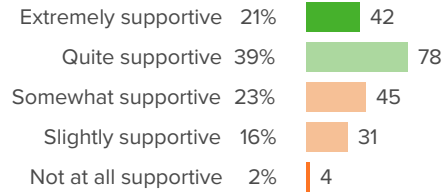
Q.7: How relevant have your professional development opportunities been to the content that you teach?



▲ 6 from last survey

Favorable: **44%**

Q.8: Overall, how supportive has the school been of your growth as a teacher?



▼ 4 from last survey

Favorable: **60%**



EXCEPTIONAL EXPERIENCES

Students School Climate

Your average

51%

200 responses

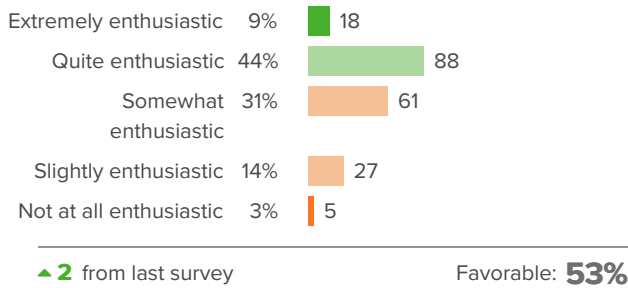
Change

▼ 5

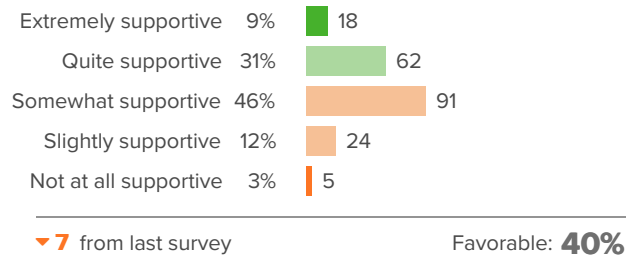
since last survey

How did people respond?

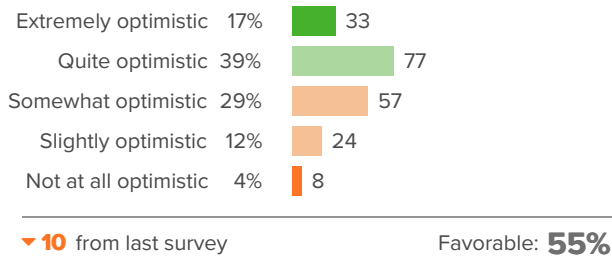
Q.1: On most days, how enthusiastic are the students about being at school?



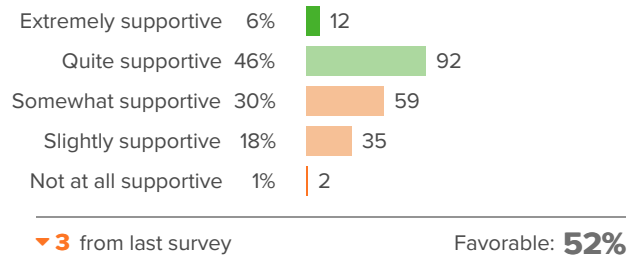
Q.2: When new initiatives to improve teaching are presented at your school, how supportive are your colleagues?



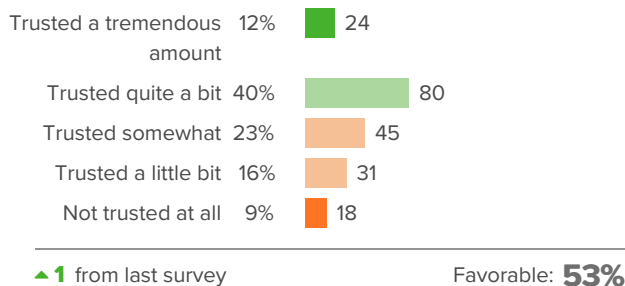
Q.3: How optimistic are you that your school will improve in the future?



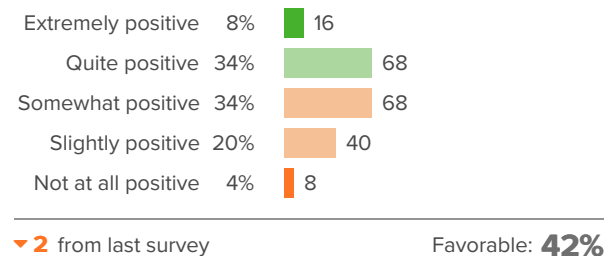
Q.4: How supportive are students in their interactions with each other?



Q.5: To what extent are teachers trusted to teach in the way they think is best?

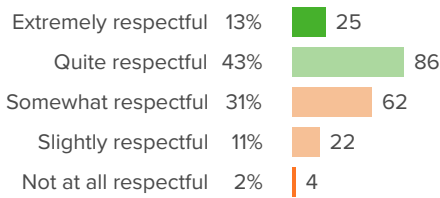


Q.6: How positive are the attitudes of your colleagues?





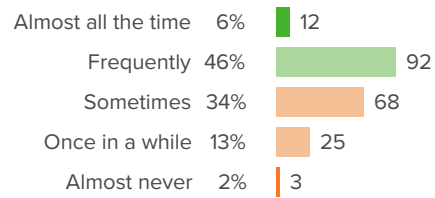
Q.7: How respectful are the relationships between teachers and students?



▼ 16 from last survey

Favorable: **56%**

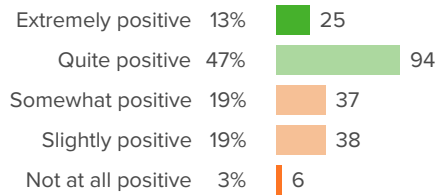
Q.8: How often do you see students helping each other without being prompted?



▼ 11 from last survey

Favorable: **52%**

Q.9: Overall, how positive is the working environment at your school?



▲ 3 from last survey

Favorable: **60%**



Students

Staff-Leadership Relationships

Your average

69%

200 responses

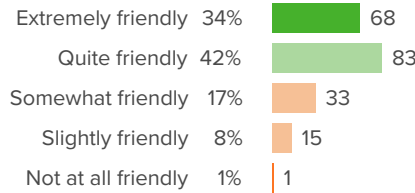
Change

0

since last survey

How did people respond?

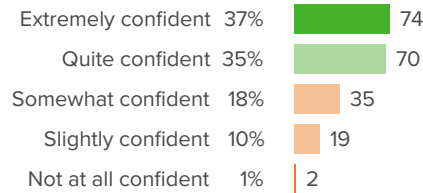
Q.1: How friendly are your school leaders toward you?



▲ 2 from last survey

Favorable: 76%

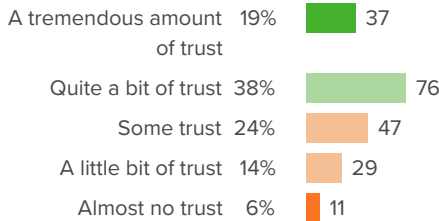
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 1 from last survey

Favorable: 72%

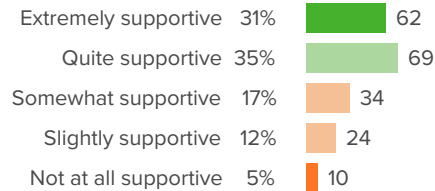
Q.3: How much trust exists between school leaders and faculty?



▲ 0 from last survey

Favorable: 57%

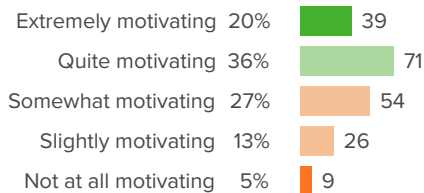
Q.4: When you face challenges at work, how supportive are your school leaders?



▲ 1 from last survey

Favorable: 66%

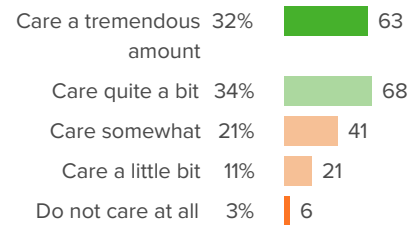
Q.5: At your school, how motivating do you find working with the leadership team?



▲ 0 from last survey

Favorable: 55%

Q.6: How much do your school leaders care about you as an individual?



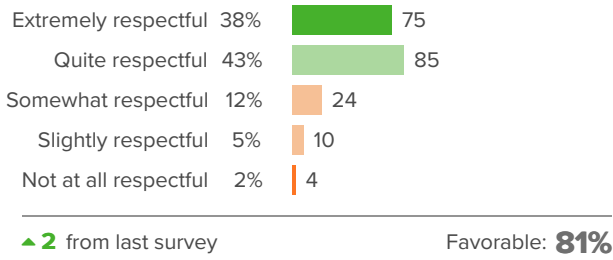
▲ 0 from last survey

Favorable: 66%

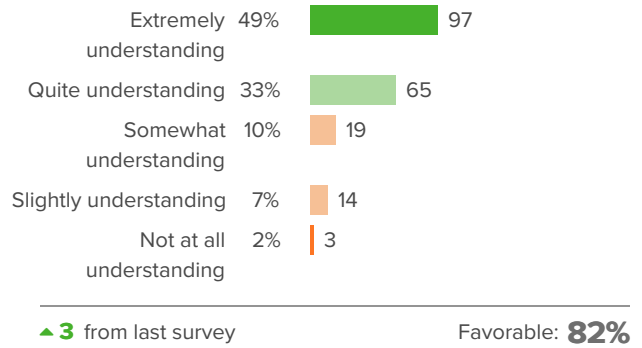


Students

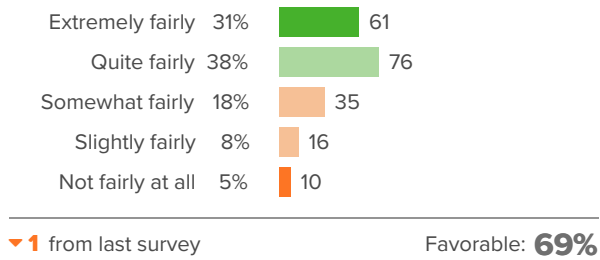
Q.7: How respectful are your school leaders towards you?



Q.8: When challenges arise in your personal life, how understanding are your school leaders?



Q.9: How fairly does the school leadership treat the faculty?





Extracurricular Student Participation

Student involvement in extracurricular participation is key to having students connected with school and peers. Aledo ISD middle and high school campuses offer a variety of extracurricular opportunities, including Academic UIL, Athletics, Band, Cheerleading, Choir, Dance, Debate, Robotics, and Theater. Additionally, the district offers various Career and Technical Student Organizations (CTSOs) which include Future Farmers of America (FFA), Business Professionals of America (BPA), Health Occupations Students of America (HOSA), Law Club, Rocketry, and the Society for Women in Engineering. At Aledo High School and Daniel Ninth Grade, roughly 3 out of 4 students are involved in an extracurricular activity (72% @ AHS; 73% @ DNG)). At Aledo Middle School 162% of students are involved in an extracurricular activity (meaning each student is connected to an average of 1.62 extracurricular activities).

2021-2022 Data:

ACTIVITY	CAMPUS		# PARTICIPANTS
Academic UIL	AHS		16
Academic UIL	DNG		2
Academic UIL	AMS		55
Athletics	AMS		647
Athletics	DNG		264
Athletics	AHS		411
Band	AMS		146
Band	DNG		71
Band	AHS		151
Cheerleading	AMS		30
Cheerleading	DNG		12
Cheerleading	AHS		55
Choir	AMS		69
Choir	DNG		7
Choir	AHS		28
Dance	AMS		61
Dance	DNG		14
Dance	AHS		29
Debate	DNG		11
Debate	AHS		13
Robotics	AMS		15



EXCEPTIONAL EXPERIENCES

Students

Robotics	DNG		6
Robotics	AHS		32
Theater	AMS		149
Theater	DNG		21
Theater	AHS		72
CTSOs			
FFA	Secondary		499
BPA	AHS/DNG		21
HOSA	AHS		200
Law Club	AHS		30
Rocketry	AHS		4
Society for Women in Engineering	AHS		8



Aledo ISD

Grades 3-5
Spring 2021-2022



Report created by
Panorama Education



EXCEPTIONAL EXPERIENCES

Students Summary

Topic Description	Results	Benchmark
<p>School Engagement</p> <p>How attentive and invested students are in school.</p>	<p>49%</p> <p>▼ 5</p> <p>since last survey</p>	<p>40th - 59th percentile compared to others nationally</p>
<p>School Rigorous Expectations</p> <p>How much students feel that their teachers hold them to high expectations around effort, understanding, persistence, and performance in class.</p>	<p>72%</p> <p>▼ 9</p> <p>since last survey</p>	<p>40th - 59th percentile compared to others nationally</p>
<p>School Teacher-Student Relationships</p> <p>How strong the social connection is between teachers and students within and beyond the school.</p>	<p>71%</p> <p>▼ 4</p> <p>since last survey</p>	<p>60th - 79th percentile compared to others nationally</p>

362 responses



EXCEPTIONAL EXPERIENCES

Students

School Engagement

Your average

49%

362 responses

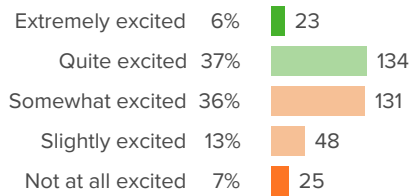
Change

▼ **5**

since last survey

How did people respond?

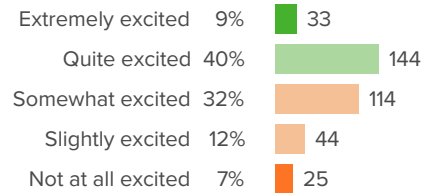
Q.1: How excited are you about going to your classes?



▼ **9** from last survey

Favorable: **43%**

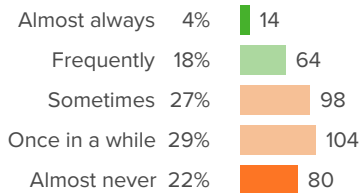
Q.2: In your classes, how excited are you to participate?



▼ **9** from last survey

Favorable: **49%**

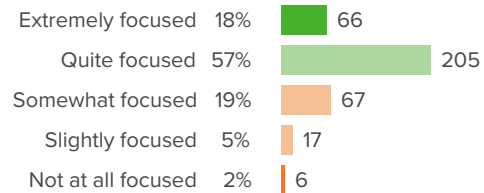
Q.3: When you are not in school, how often do you talk about ideas from your classes?



▲ **0** from last survey

Favorable: **22%**

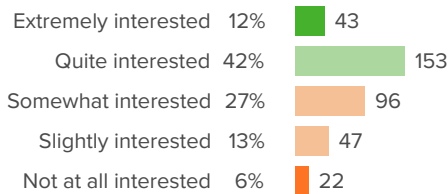
Q.4: How focused are you on the activities in your classes?



▼ **1** from last survey

Favorable: **75%**

Q.5: How interested are you in your classes?



▼ **9** from last survey

Favorable: **54%**



Students

School Rigorous Expectations

Your average

72%

362 responses

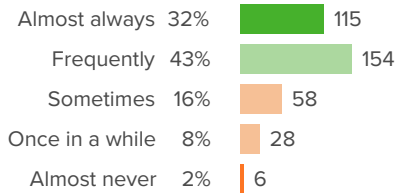
Change

▼ 9

since last survey

How did people respond?

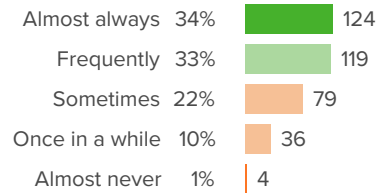
Q.1: How often do your teachers take time to make sure you understand the material?



▼ 5 from last survey

Favorable: **75%**

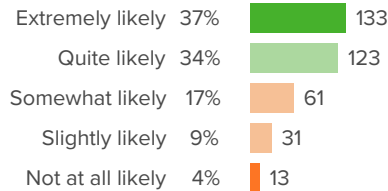
Q.2: How often do your teachers make you explain your answers?



▼ 13 from last survey

Favorable: **67%**

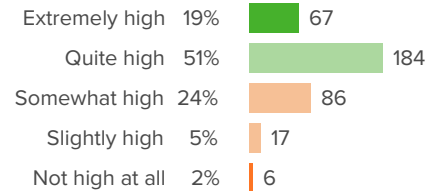
Q.3: When you feel like giving up, how likely is it that your teachers will make you keep trying?



▼ 7 from last survey

Favorable: **71%**

Q.4: Overall, how high are your teachers' expectations of you?



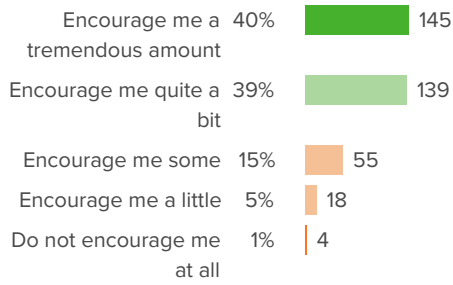
▼ 9 from last survey

Favorable: **70%**



EXCEPTIONAL EXPERIENCES
Students

Q.5: How much do your teachers encourage you to do your best?



▼ 9 from last survey

Favorable: **79%**



Students

School Teacher-Student Relationships

Your average

71%

362 responses

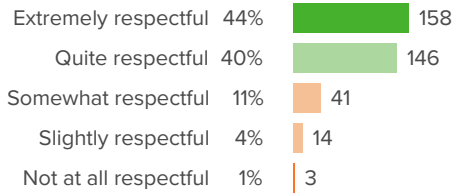
Change

▼ **4**

since last survey

How did people respond?

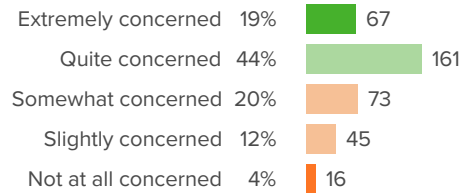
Q.1: How respectful are your teachers towards you?



▼ **7** from last survey

Favorable: **84%**

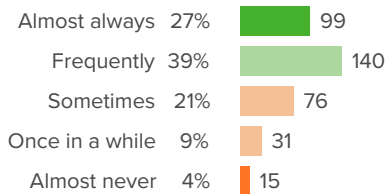
Q.2: If you walked into class upset, how concerned would your teachers be?



▼ **2** from last survey

Favorable: **63%**

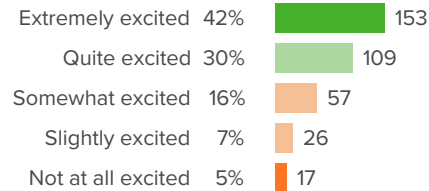
Q.3: When your teachers ask, "How are you?", how often do you feel that your teachers really want to know your answer?



▲ **0** from last survey

Favorable: **66%**

Q.4: How excited would you be to have your teachers again?



▼ **7** from last survey

Favorable: **72%**



Aledo ISD

Grades 6-12
Spring 2021-2022






Report created by
Panorama Education



EXCEPTIONAL EXPERIENCES

Students Summary

Topic Description	Results	Benchmark
<p>School Engagement</p> <p>How attentive and invested students are in school.</p>	<p>24%</p> <p>▲ 3</p> <p>since last survey</p>	 <p>0th - 19th percentile compared to others nationally</p>
<p>School Rigorous Expectations</p> <p>How much students feel that their teachers hold them to high expectations around effort, understanding, persistence, and performance in class.</p>	<p>58%</p> <p>▲ 4</p> <p>since last survey</p>	 <p>0th - 19th percentile compared to others nationally</p>
<p>School Teacher-Student Relationships</p> <p>How strong the social connection is between teachers and students within and beyond the school.</p>	<p>48%</p> <p>▲ 2</p> <p>since last survey</p>	 <p>0th - 19th percentile compared to others nationally</p>

1,736 responses



Students

School Engagement

Your average

24%

1,736 responses

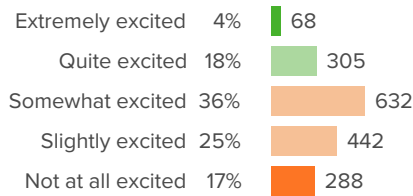
Change

▲ 3

since last survey

How did people respond?

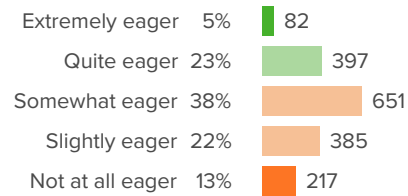
Q.1: How excited are you about going to your classes?



▲ 4 from last survey

Favorable: **21%**

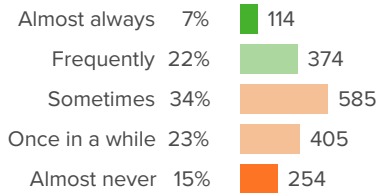
Q.2: In your classes, how eager are you to participate?



▲ 4 from last survey

Favorable: **28%**

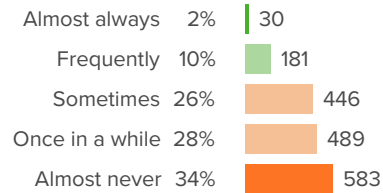
Q.3: How often do you get so focused on activities in your classes that you lose track of time?



▲ 1 from last survey

Favorable: **28%**

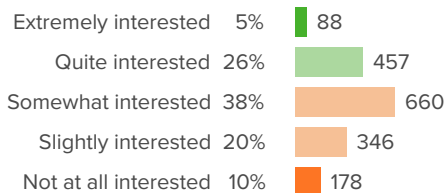
Q.4: When you are not in school, how often do you talk about ideas from your classes?



▲ 2 from last survey

Favorable: **12%**

Q.5: Overall, how interested are you in your classes?



▲ 3 from last survey

Favorable: **32%**



Students

School Rigorous Expectations

Your average

58%

1,736 responses

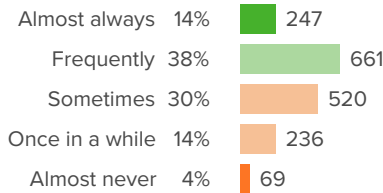
Change

▲ 4

since last survey

How did people respond?

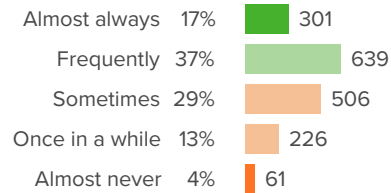
Q.1: How often do your teachers take time to make sure you understand the material?



▲ 5 from last survey

Favorable: **52%**

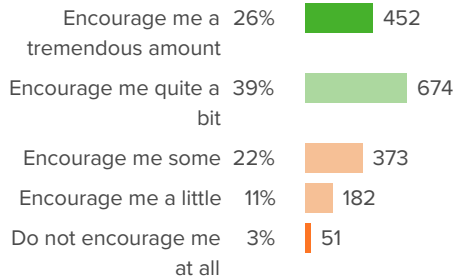
Q.2: How often do your teachers make you explain your answers?



▲ 4 from last survey

Favorable: **54%**

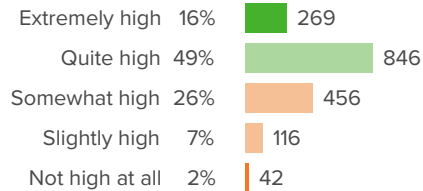
Q.3: How much do your teachers encourage you to do your best?



▲ 3 from last survey

Favorable: **65%**

Q.4: Overall, how high are your teachers' expectations of you?

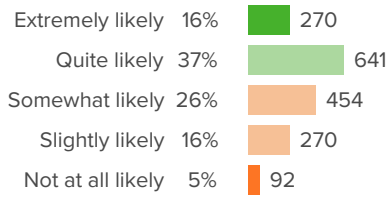


▲ 5 from last survey

Favorable: **64%**



Q.5: When you feel like giving up on a difficult task, how likely is it that your teachers will make you keep trying?



▲ 1 from last survey

Favorable: **53%**



Students

School Teacher-Student Relationships

Your average

48%

1,736 responses

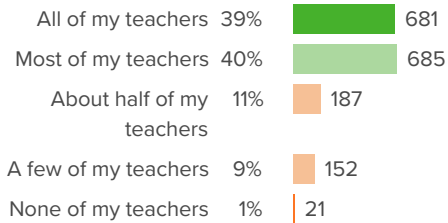
Change

▲ 2

since last survey

How did people respond?

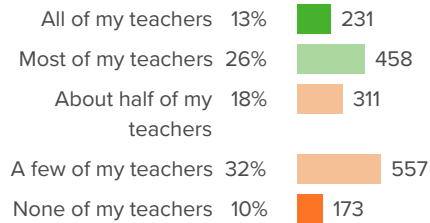
Q.1: How many of your teachers are respectful towards you?



▼ 2 from last survey

Favorable: **79%**

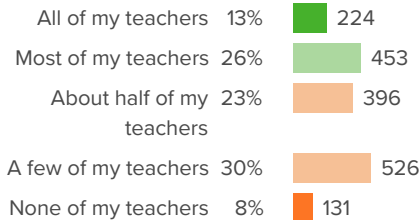
Q.2: If you walked into class upset, how many of your teachers would be concerned?



▲ 0 from last survey

Favorable: **40%**

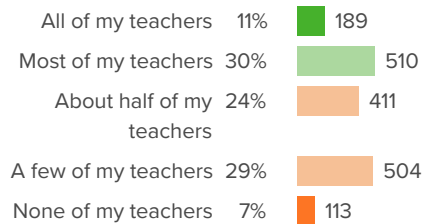
Q.3: If you came back to visit class three years from now, how many of your teachers would be excited to see you?



▲ 3 from last survey

Favorable: **39%**

Q.4: When your teachers ask how you are doing, how many of them are really interested in your answer?

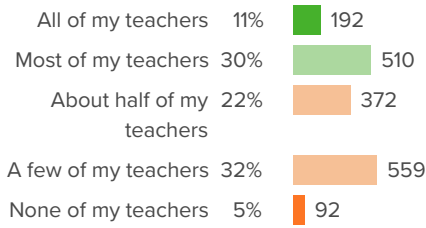


▲ 4 from last survey

Favorable: **40%**



Q.5: How many of your teachers would you be excited to have again in the future?



▲ 5 from last survey

Favorable: **41%**



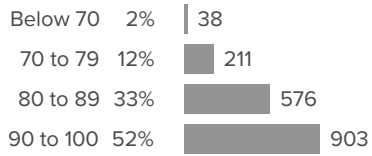
EXCEPTIONAL EXPERIENCES

Students

6-12 Free Response

How did people respond? _____

Q.1: What kind of grades do you usually get in your classes this year?





Aledo ISD

Family Survey
Spring 2021-2022







Report created by
Panorama Education



EXCEPTIONAL EXPERIENCES

Students Summary

Topic Description	Results	Benchmark
<p>Barriers to Engagement</p> <p>Factors that can create challenges for families to interact with or become involved with their child's school. Survey-takers responded to the question, "How big of a problem are the following issues for becoming involved with your child's current school?"</p>	<p>78%</p> <p>▼ 3</p> <p>since last survey</p>	 <p>0th - 19th percentile compared to others nationally</p>
<p>School Climate</p> <p>Perceptions of the overall social and learning climate of the school.</p>	<p>58%</p> <p>▼ 7</p> <p>since last survey</p>	 <p>0th - 19th percentile compared to others nationally</p>
<p>School Fit</p> <p>Families' perceptions of how well a school matches their child's developmental needs.</p>	<p>60%</p> <p>▼ 4</p> <p>since last survey</p>	 <p>20th - 39th percentile compared to others nationally</p>
<p>School Safety</p> <p>Perceptions of student physical and psychological safety at school.</p>	<p>66%</p> <p>▼ 8</p> <p>since last survey</p>	 <p>0th - 19th percentile compared to others nationally</p>

823 responses



Students

Barriers to Engagement

Your average

78%

823 responses

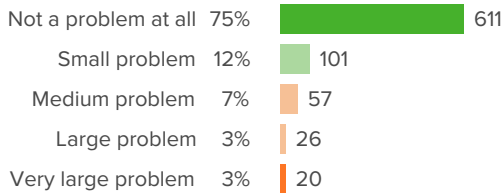
Change

▼ **3**

since last survey

How did people respond?

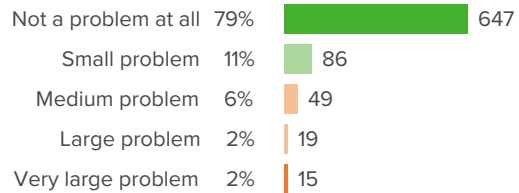
Q.1: How big of a problem is the following issue for becoming involved with your child's current school: **Childcare needs?**



▼ **3** from last survey

Favorable: **87%**

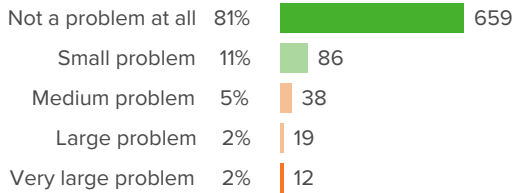
Q.2: How big of a problem is the following issue for becoming involved with your child's current school: **Transportation-related challenges?**



▼ **1** from last survey

Favorable: **90%**

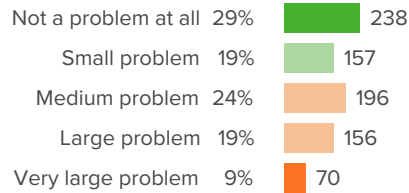
Q.3: How big of a problem is the following issue for becoming involved with your child's current school: **Concerns about getting to the school safely?**



▼ **3** from last survey

Favorable: **92%**

Q.4: How big of a problem is the following issue for becoming involved with your child's current school: **How busy your schedule is?**



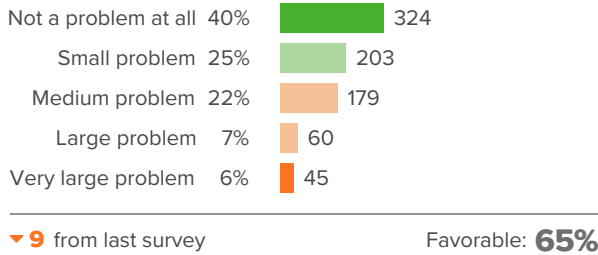
▼ **6** from last survey

Favorable: **48%**

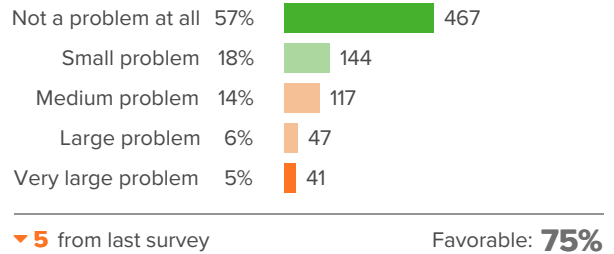


Students

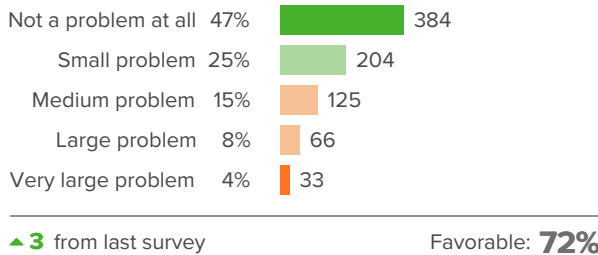
Q.5: How big of a problem is the following issue for becoming involved with your child's current school: School staff seem too busy?



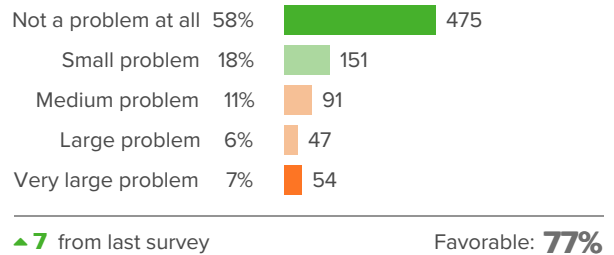
Q.6: How big of a problem is the following issue for becoming involved with your child's current school: You feel unsure about how to communicate with the school?



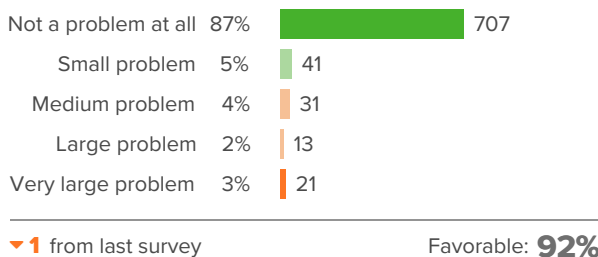
Q.7: How big of a problem is the following issue for becoming involved with your child's current school: The school provides little information about involvement opportunities?



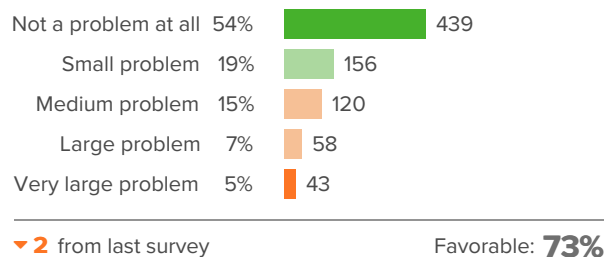
Q.8: How big of a problem is the following issue for becoming involved with your child's current school: The school is not welcoming to parents?



Q.9: How big of a problem is the following issue for becoming involved with your child's current school: The school does not communicate well with people from your culture?

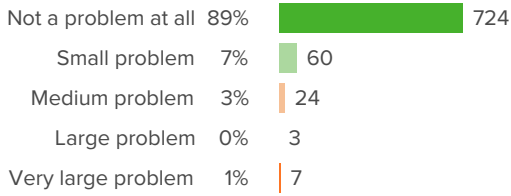


Q.10: How big of a problem is the following issue for becoming involved with your child's current school: You do not feel a sense of belonging with your child's school community?



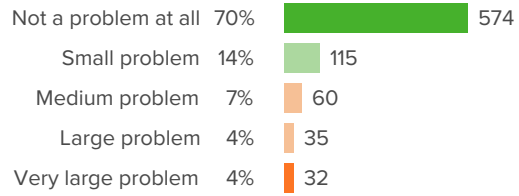


Q.11: How big of a problem is the following issue for becoming involved with your child's current school: Negative memories of your own school experience?



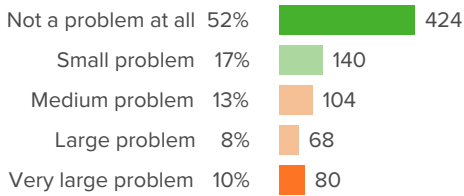
▲ 0 from last survey Favorable: **96%**

Q.12: How big of a problem is the following issue for becoming involved with your child's current school: Your child does not want you to contact the school?



▼ 3 from last survey Favorable: **84%**

Q.13: How big of a problem is the following issue for becoming involved with your child's current school: You worry that adults at the school will treat your child differently if you raise a concern?



▼ 4 from last survey Favorable: **69%**



Students School Climate

Your average

58%

823 responses

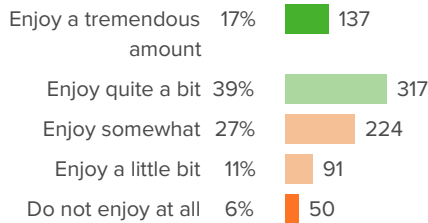
Change

▼ 7

since last survey

How did people respond?

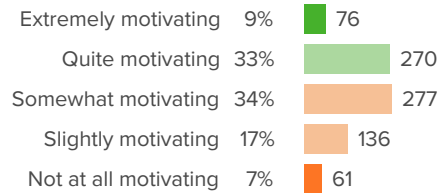
Q.1: To what extent do you think that children enjoy going to your child's school?



▼ 12 from last survey

Favorable: **55%**

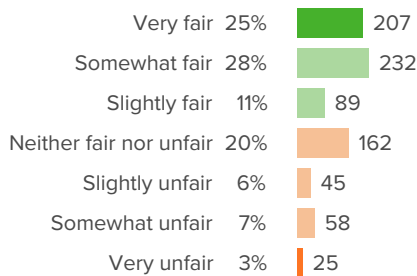
Q.2: How motivating are the classroom lessons at your child's school?



▼ 10 from last survey

Favorable: **42%**

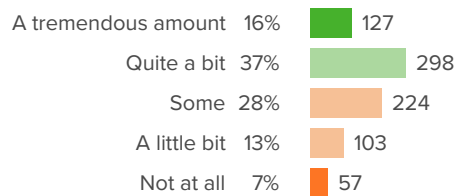
Q.3: How fair or unfair is the school's system of evaluating children?



▼ 3 from last survey

Favorable: **65%**

Q.4: How much does the school value the diversity of children's backgrounds?



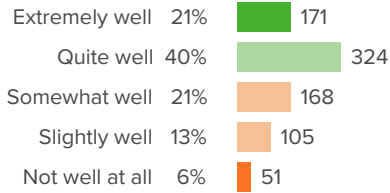
▲ 0 from last survey

Favorable: **53%**



Students

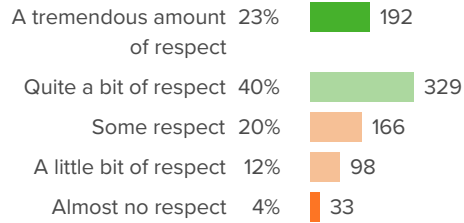
Q.5: How well do administrators at your child's school create a school environment that helps children learn?



▼ 8 from last survey

Favorable: **60%**

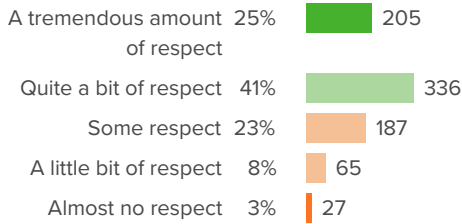
Q.6: Overall, how much respect do you think the children at your child's school have for the staff?



▼ 8 from last survey

Favorable: **64%**

Q.7: Overall, how much respect do you think the teachers at your child's school have for the children?



▼ 7 from last survey

Favorable: **66%**

Your average

60%

823 responses

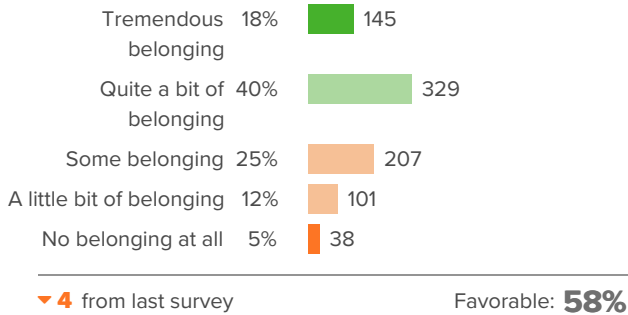
Change

▼ **4**

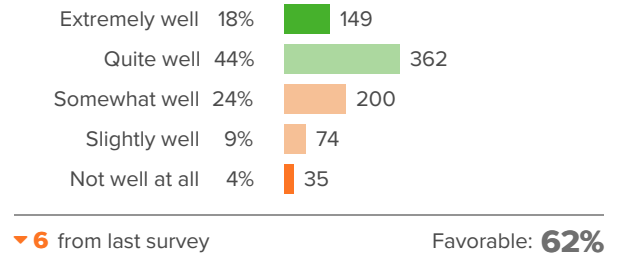
since last survey

How did people respond?

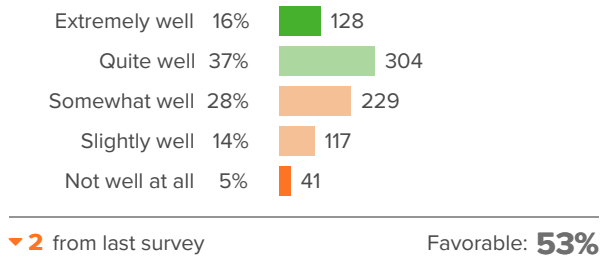
Q.1: How much of a sense of belonging does your child feel at his/her school?



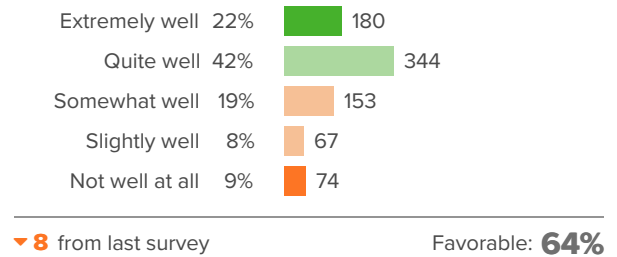
Q.2: How well do you feel your child's school is preparing him/her for his/her next academic year?



Q.3: How well do the activities offered at your child's school match his/her interests?



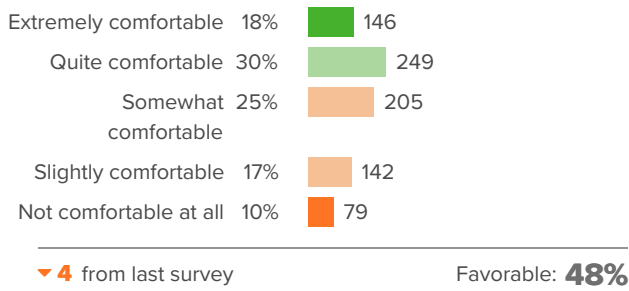
Q.4: At your child's school, how well does the overall approach to discipline work for your child?



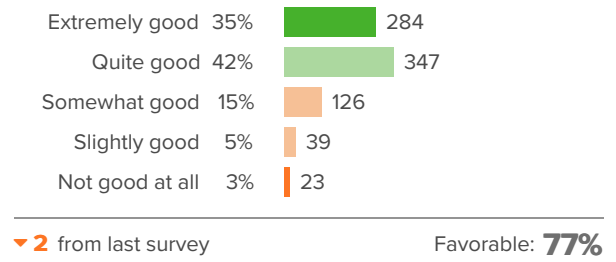


Students

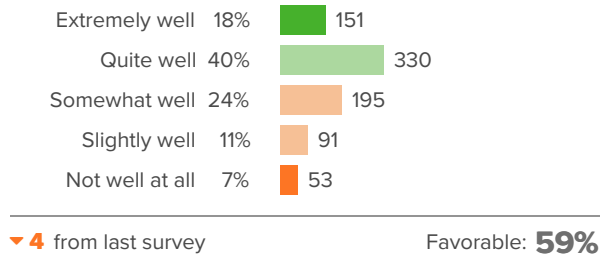
Q.5: How comfortable is your child in asking for help from school adults?



Q.6: Given your child's cultural background, how good a fit is his/her school?



Q.7: How well do the teaching styles of your child's teachers match your child's learning style?



Your average

66%

823 responses

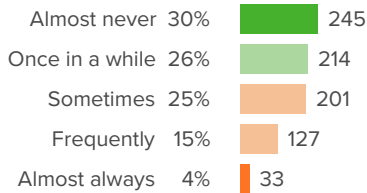
Change

▼ **8**

since last survey

How did people respond?

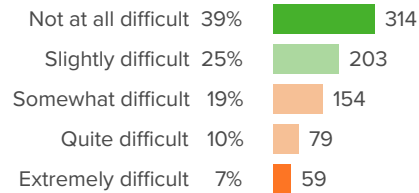
Q.1: How often do you worry about violence at your child's school?



▼ **18** from last survey

Favorable: **56%**

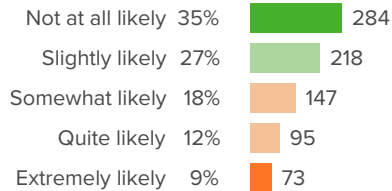
Q.2: If a student is bullied at your child's school, how difficult is it for him/her to get help from an adult?



▼ **6** from last survey

Favorable: **64%**

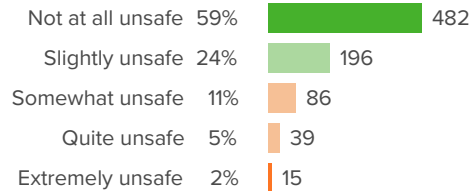
Q.3: How likely is it that someone from your child's school will bully him/her online?



▼ **5** from last survey

Favorable: **61%**

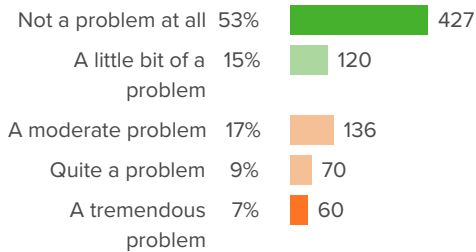
Q.4: Overall, how unsafe does your child feel at school?



▼ **5** from last survey

Favorable: **83%**

Q.5: To what extent are drugs a problem at your child's school?



▼ **6** from last survey

Favorable: **67%**

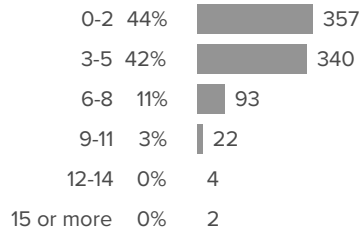


Students

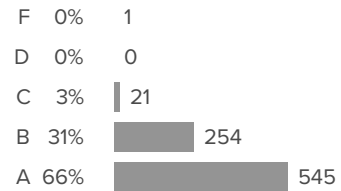
Background Questions

How did people respond?

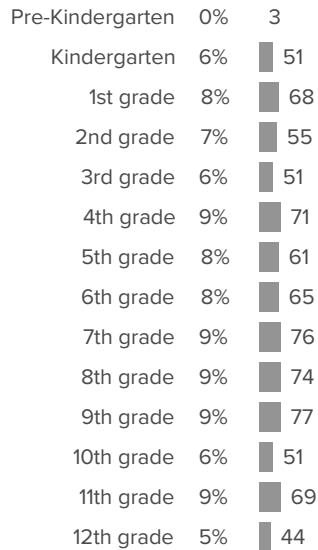
Q.1: In an average day, how many hours of "screen time" (time in front of computers, television, texting, video games, etc.) does your child spend?



Q.2: On average, what grades do you expect your child to earn in school?



Q.3: What grade is your child in?





Aledo ISD

Staff Survey
Spring 2021-2022






Report created by
Panorama Education



EXCEPTIONAL EXPERIENCES

Students Summary

Topic Description	Results	Benchmark
<p>Professional Learning</p> <p>Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.</p>	<p>56%</p> <p>▲2</p> <p>since last survey</p>	 <p>60th - 79th percentile compared to others nationally</p>
<p>School Climate</p> <p>Perceptions of the overall social and learning climate of the school.</p>	<p>65%</p> <p>▲1</p> <p>since last survey</p>	 <p>40th - 59th percentile compared to others nationally</p>
<p>Staff-Leadership Relationships</p> <p>Perceptions of faculty and staff relationships with school leaders.</p>	<p>79%</p> <p>▲7</p> <p>since last survey</p>	 <p>60th - 79th percentile compared to others nationally</p>

70 responses



Students

Professional Learning

Your average

56%

70 responses

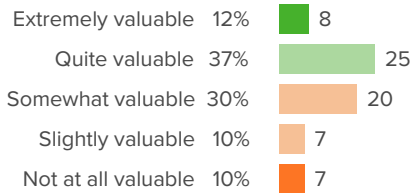
Change

▲ 2

since last survey

How did people respond?

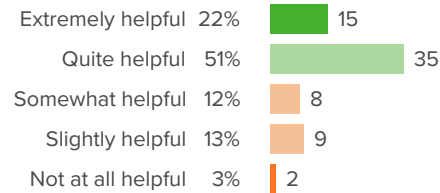
Q.1: At your school, how valuable are the available professional development opportunities?



▼ 1 from last survey

Favorable: **49%**

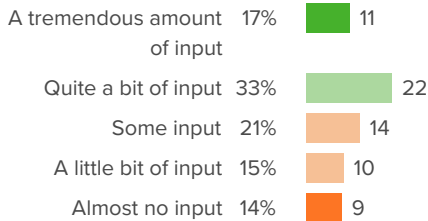
Q.2: How helpful are your colleagues' ideas for improving your work?



▼ 1 from last survey

Favorable: **72%**

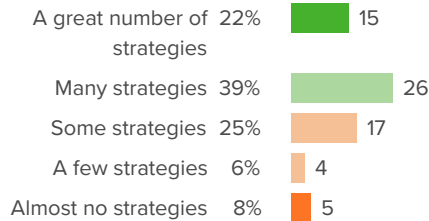
Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 11 from last survey

Favorable: **50%**

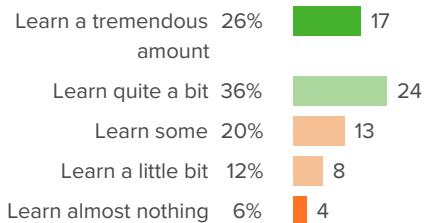
Q.4: Through working at your school, how many new strategies for your job have you learned?



▼ 5 from last survey

Favorable: **61%**

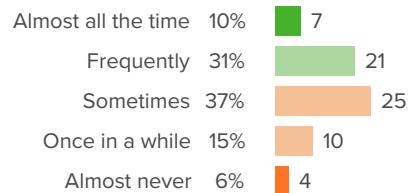
Q.5: Overall, how much do you learn from the leaders at your school?



▲ 2 from last survey

Favorable: **62%**

Q.6: How often do your professional development opportunities help you explore new ideas?

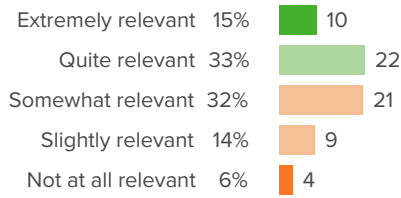


▲ 6 from last survey

Favorable: **42%**



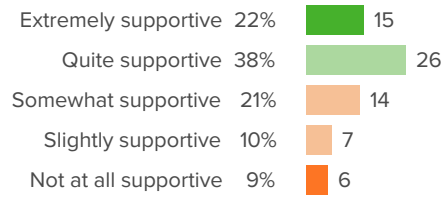
Q.7: How relevant have your professional development opportunities been to your work?



▲ 8 from last survey

Favorable: **48%**

Q.8: Overall, how supportive has the school been of your professional growth?



▼ 5 from last survey

Favorable: **60%**



Students School Climate

Your average

65%

70 responses

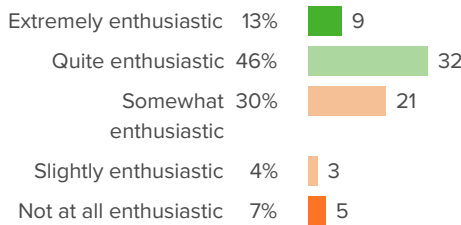
Change

▲ 1

since last survey

How did people respond?

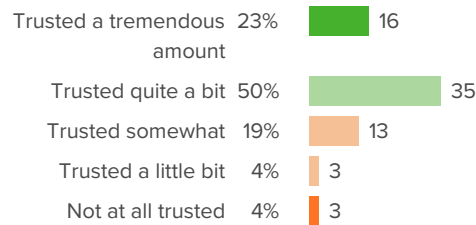
Q.1: On most days, how enthusiastic are the students about being at school?



▲ 6 from last survey

Favorable: **59%**

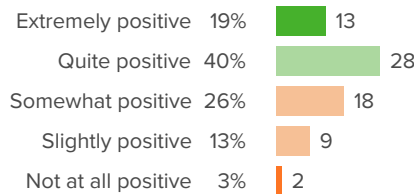
Q.2: To what extent are staff trusted to work in the way they think is best?



▼ 6 from last survey

Favorable: **73%**

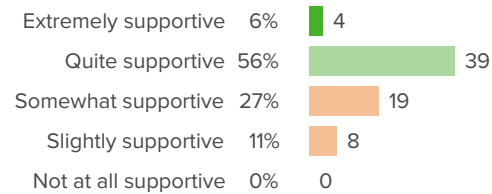
Q.3: How positive are the attitudes of your colleagues?



▲ 0 from last survey

Favorable: **59%**

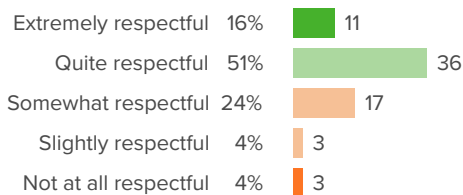
Q.4: How supportive are students in their interactions with each other?



▼ 4 from last survey

Favorable: **61%**

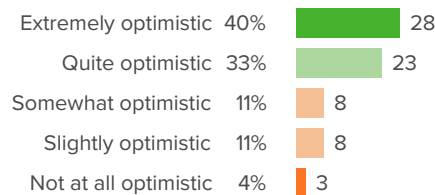
Q.5: How respectful are the relationships between staff and students?



▲ 1 from last survey

Favorable: **67%**

Q.6: How optimistic are you that your school will improve in the future?



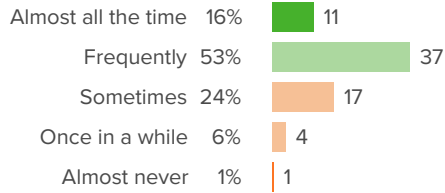
▲ 6 from last survey

Favorable: **73%**



Students

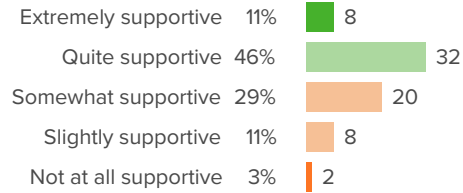
Q.7: How often do you see students helping each other without being prompted?



▲ 6 from last survey

Favorable: **69%**

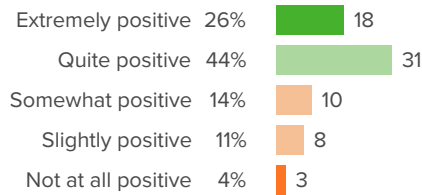
Q.8: When new initiatives are presented at your school, how supportive are your colleagues?



▼ 3 from last survey

Favorable: **57%**

Q.9: Overall, how positive is the working environment at your school?



▲ 2 from last survey

Favorable: **70%**



Students

Staff-Leadership Relationships

Your average

79%

70 responses

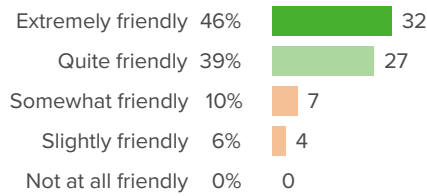
Change

▲ 7

since last survey

How did people respond?

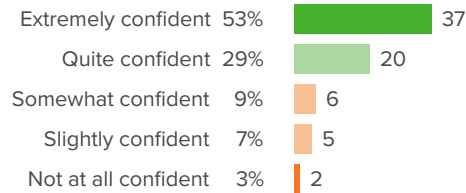
Q.1: How friendly are your school leaders toward you?



▲ 9 from last survey

Favorable: **84%**

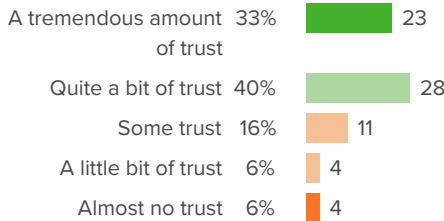
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▲ 3 from last survey

Favorable: **81%**

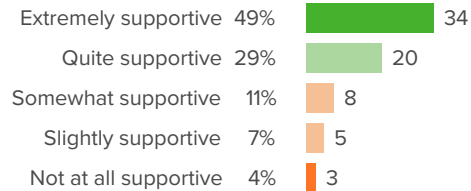
Q.3: How much trust exists between school leaders and staff?



▲ 10 from last survey

Favorable: **73%**

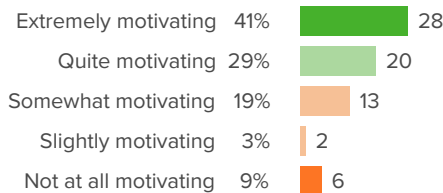
Q.4: When you face challenges at work, how supportive are your school leaders?



▲ 7 from last survey

Favorable: **77%**

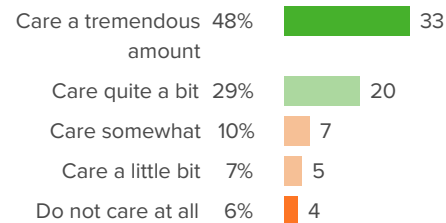
Q.5: At your school, how motivating do you find working with the leadership team?



▲ 8 from last survey

Favorable: **70%**

Q.6: How much do your school leaders care about you as an individual?



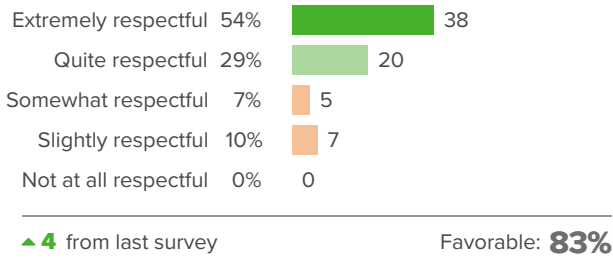
▲ 10 from last survey

Favorable: **77%**

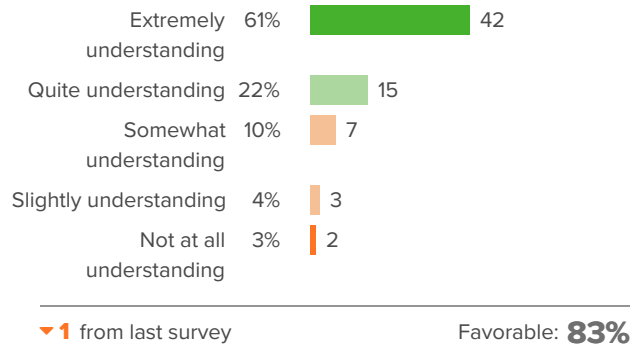


Students

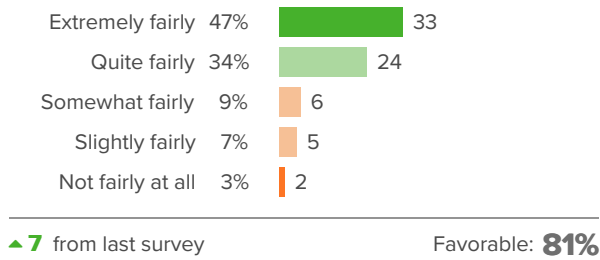
Q.7: How respectful are your school leaders towards you?



Q.8: When challenges arise in your personal life, how understanding are your school leaders?



Q.9: How fairly does the school leadership treat the staff?





Aledo ISD

Teacher Survey
Spring 2021-2022



Report created by
Panorama Education



EXCEPTIONAL EXPERIENCES

Students Summary

Topic Description	Results	Benchmark
<p>Faculty Growth Mindset</p> <p>Perceptions of whether teaching can improve over time.</p>	<p>50%</p> <p>▼ 6 since last survey</p>	<p>0th - 19th percentile compared to others nationally</p>
<p>Professional Learning</p> <p>Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.</p>	<p>49%</p> <p>0 since last survey</p>	<p>40th - 59th percentile compared to others nationally</p>
<p>School Climate</p> <p>Perceptions of the overall social and learning climate of the school.</p>	<p>51%</p> <p>▼ 5 since last survey</p>	<p>20th - 39th percentile compared to others nationally</p>
<p>Staff-Leadership Relationships</p> <p>Perceptions of faculty and staff relationships with school leaders.</p>	<p>69%</p> <p>0 since last survey</p>	<p>40th - 59th percentile compared to others nationally</p>

200 responses



Students

Faculty Growth Mindset

Your average

50%

200 responses

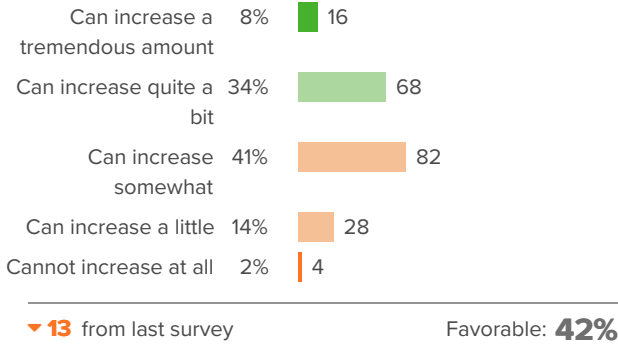
Change

▼ **6**

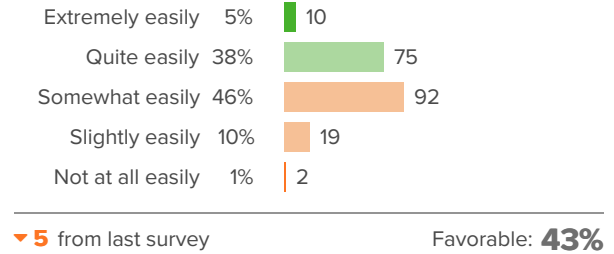
since last survey

How did people respond?

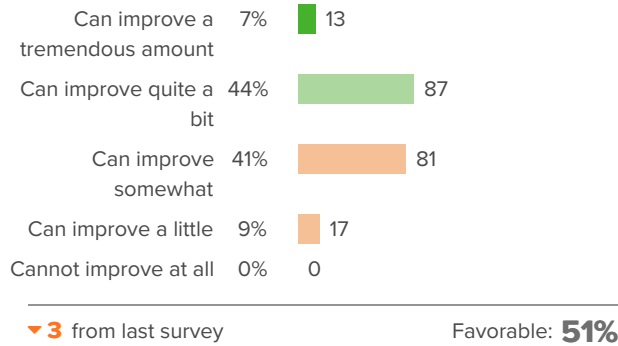
Q.1: To what extent can teachers increase how much their most difficult students learn from them?



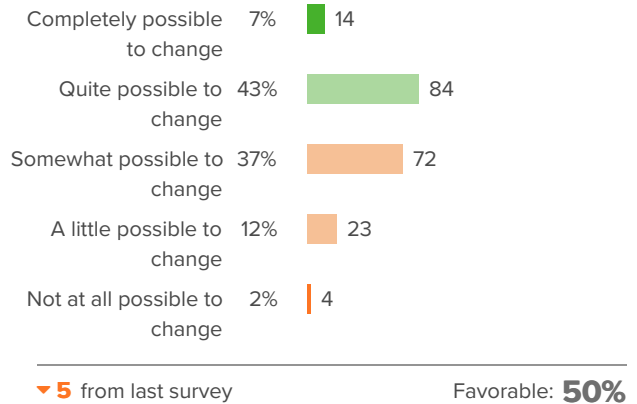
Q.2: How easily can teachers change their teaching style to match the needs of a particular class?



Q.3: To what extent can teachers improve their implementation of different teaching strategies?

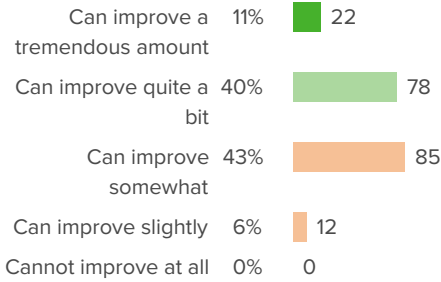


Q.4: How possible is it for teachers to change their ability to work with dissatisfied parents?





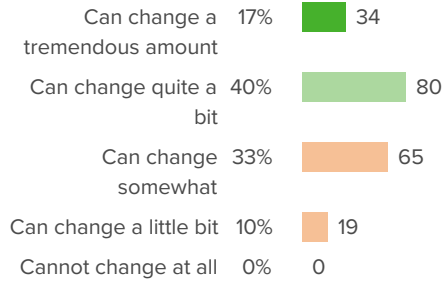
Q.5: How much can teachers improve their classroom management approaches?



▼ 6 from last survey

Favorable: **51%**

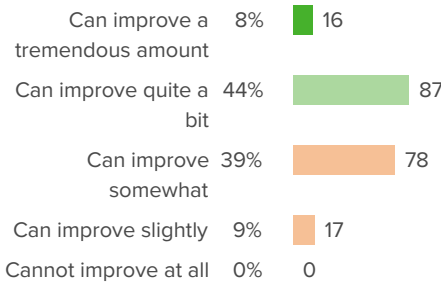
Q.6: To what extent can teachers change their intelligence about the subjects that they teach?



▼ 5 from last survey

Favorable: **58%**

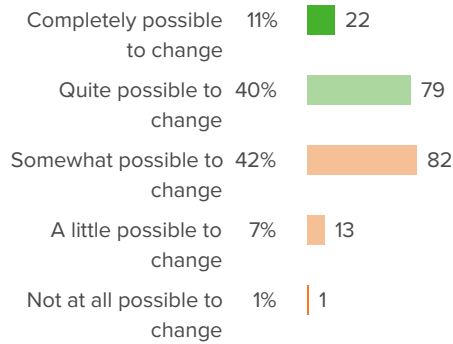
Q.7: Over the course of a school year, to what extent can teachers improve the clarity of their explanations of challenging concepts?



▼ 4 from last survey

Favorable: **52%**

Q.8: How possible is it for teachers to change how well they relate to their most difficult students?



▼ 11 from last survey

Favorable: **51%**

Professional Learning

Your average

49%

200 responses

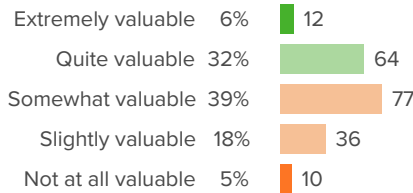
Change

0

since last survey

How did people respond?

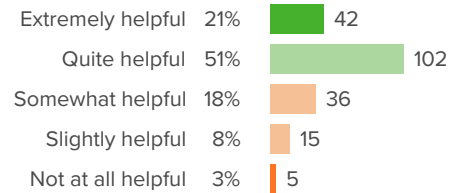
Q.1: At your school, how valuable are the available professional development opportunities?



▼ 2 from last survey

Favorable: **38%**

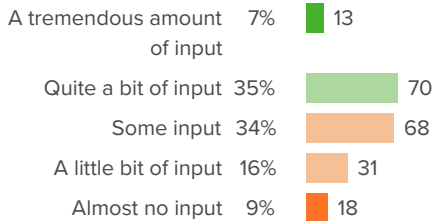
Q.2: How helpful are your colleagues' ideas for improving your teaching?



▲ 3 from last survey

Favorable: **72%**

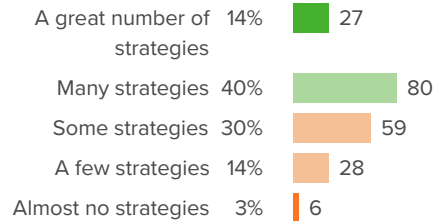
Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 1 from last survey

Favorable: **42%**

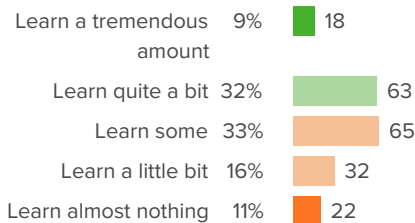
Q.4: Through working at your school, how many new teaching strategies have you learned?



▼ 3 from last survey

Favorable: **54%**

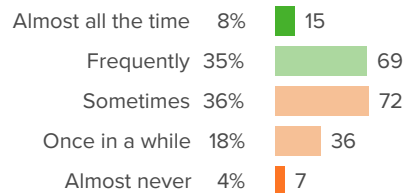
Q.5: Overall, how much do you learn about teaching from the leaders at your school?



▲ 2 from last survey

Favorable: **41%**

Q.6: How often do your professional development opportunities help you explore new ideas?



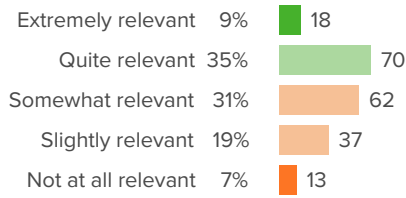
▼ 3 from last survey

Favorable: **42%**



Students

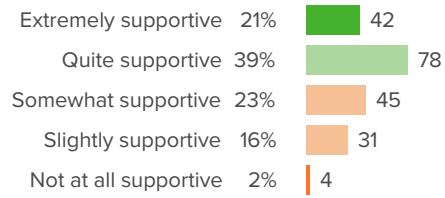
Q.7: How relevant have your professional development opportunities been to the content that you teach?



▲ 6 from last survey

Favorable: **44%**

Q.8: Overall, how supportive has the school been of your growth as a teacher?



▼ 4 from last survey

Favorable: **60%**



EXCEPTIONAL EXPERIENCES

Students School Climate

Your average

51%

200 responses

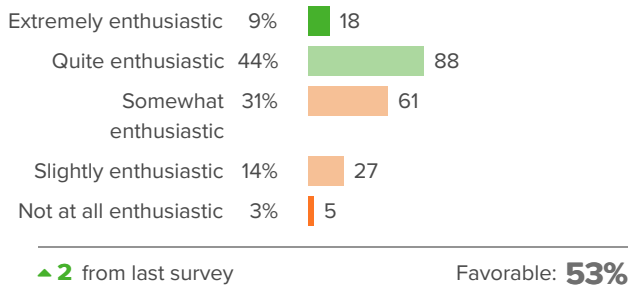
Change

▼ 5

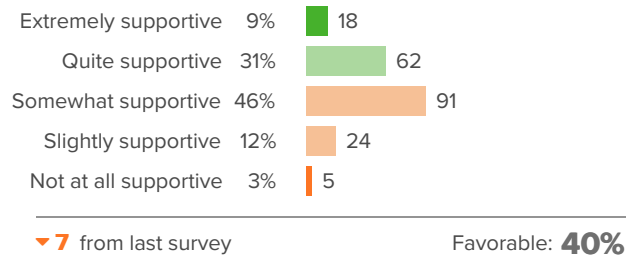
since last survey

How did people respond?

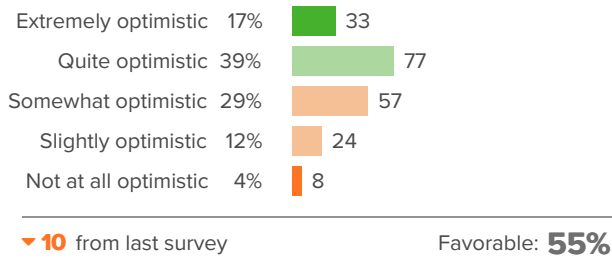
Q.1: On most days, how enthusiastic are the students about being at school?



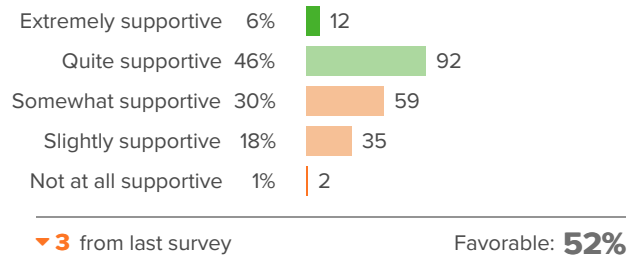
Q.2: When new initiatives to improve teaching are presented at your school, how supportive are your colleagues?



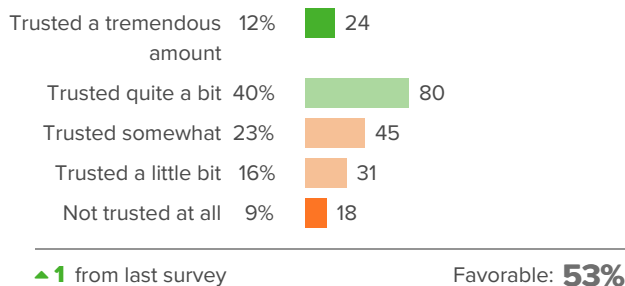
Q.3: How optimistic are you that your school will improve in the future?



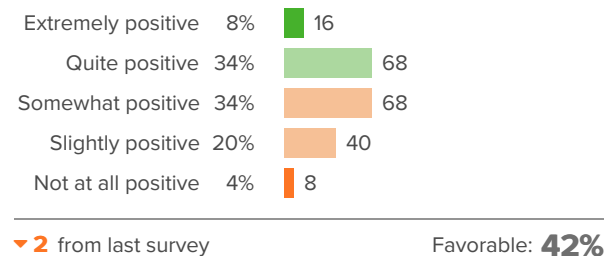
Q.4: How supportive are students in their interactions with each other?



Q.5: To what extent are teachers trusted to teach in the way they think is best?

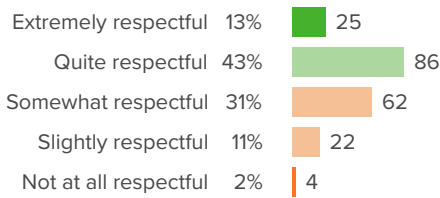


Q.6: How positive are the attitudes of your colleagues?





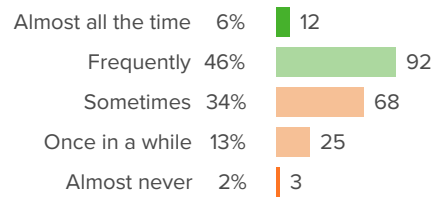
Q.7: How respectful are the relationships between teachers and students?



▼ 16 from last survey

Favorable: **56%**

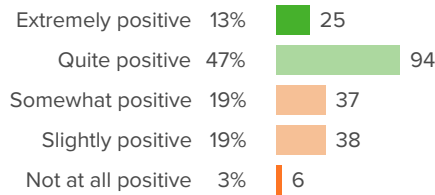
Q.8: How often do you see students helping each other without being prompted?



▼ 11 from last survey

Favorable: **52%**

Q.9: Overall, how positive is the working environment at your school?



▲ 3 from last survey

Favorable: **60%**



Students

Staff-Leadership Relationships

Your average

69%

200 responses

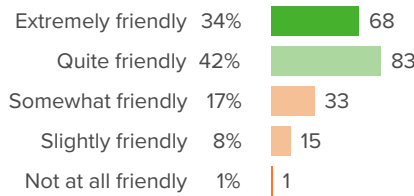
Change

0

since last survey

How did people respond?

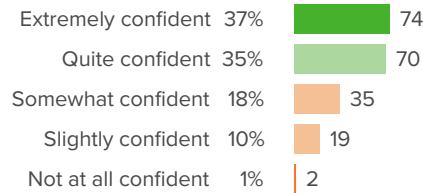
Q.1: How friendly are your school leaders toward you?



▲ 2 from last survey

Favorable: **76%**

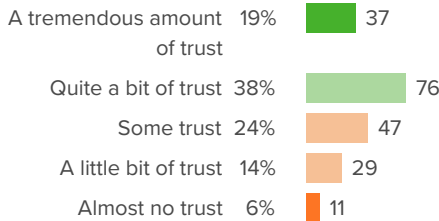
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 1 from last survey

Favorable: **72%**

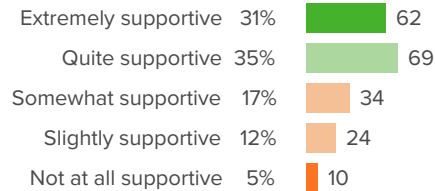
Q.3: How much trust exists between school leaders and faculty?



▲ 0 from last survey

Favorable: **57%**

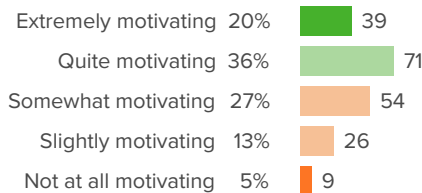
Q.4: When you face challenges at work, how supportive are your school leaders?



▲ 1 from last survey

Favorable: **66%**

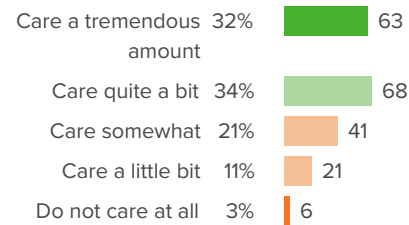
Q.5: At your school, how motivating do you find working with the leadership team?



▲ 0 from last survey

Favorable: **55%**

Q.6: How much do your school leaders care about you as an individual?

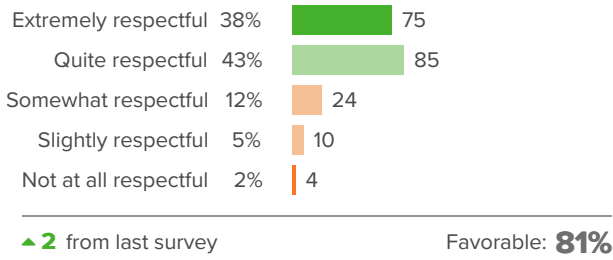


▲ 0 from last survey

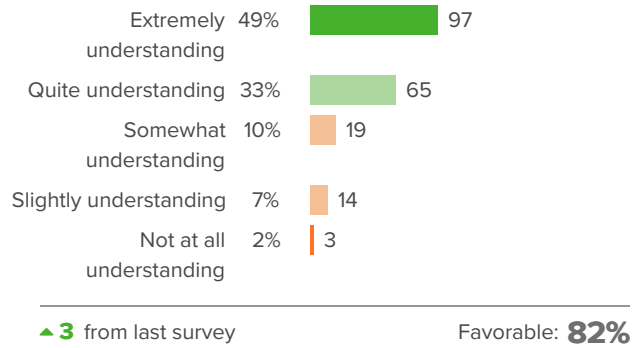
Favorable: **66%**



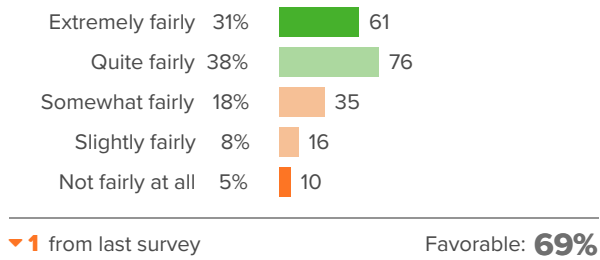
Q.7: How respectful are your school leaders towards you?



Q.8: When challenges arise in your personal life, how understanding are your school leaders?



Q.9: How fairly does the school leadership treat the faculty?





Child Nutrition Student Survey Data

The Aledo ISD Child Nutrition Department conducted 1382 student surveys from November 2021 through May 2022. Students rated each campus cafeteria on three items using a scale of 1 to 4 with 4 being the highest score. The student feedback scores were:

- How the Food Tastes: 3.32
- How the Food Looks: 3.08
- Cafeteria Staff Customer Service: 3.69

AVERAGE: 3.36 or 84% OVERALL APPROVAL RATING BY STUDENTS

Child Nutrition Parent Survey

The Aledo ISD Child Nutrition Department conducted 395 parent surveys in May 2022. Parents rated the cafeteria services on five items using a scale of 1 to 4 with 4 being the highest score.

The parent feedback scores were:

- How the Food Tastes/Nutritional Value: 2.8
- Nutritional Value of School Food: 2.7
- Cafeteria Staff Customer Service: 3.4
- Nutritional Education: 2.6
- Information being readily available on the AISD Child Nutrition Program: 3.0

AVERAGE: 2.90 or 73% OVERALL APPROVAL RATING BY PARENTS

COMBINED APPROVAL RATING – STUDENTS AND PARENTS: 78.5%



Transportation Parent Survey

The survey was available to parents on the AISD website between April 28, 2022, and May 31, 2022, with 424 surveys submitted.

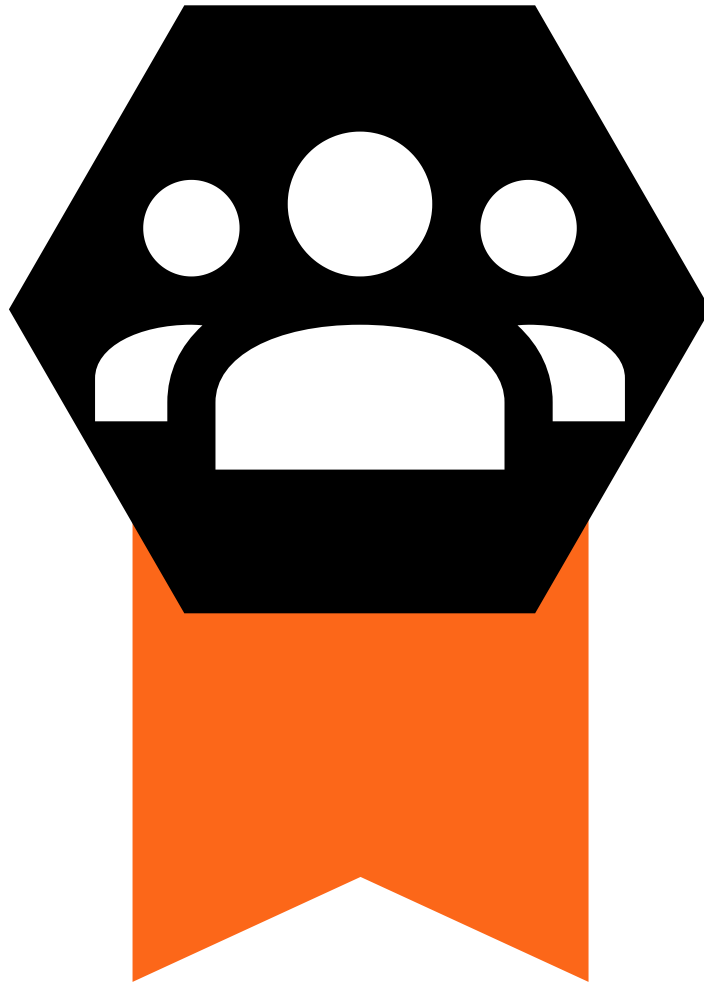
The questions and responses are below:

- Based on your knowledge/understanding and what your child shares with you, what is your level of agreement with the following statements related to transportation?
 - My child's bus driver maintains order on the bus and ensures all students are following the bus rules.
 - Agree-231 Neutral-32 Disagree-41
 - My child's bus driver operates his/her bus in a safe manner.
 - Agree-269 Neutral-20 Disagree – 15
 - My child's bus driver presents a positive attitude.
 - Agree-235 Neutral- 15 Disagree – 28
 - My child's bus is normally on time for pickup/drop off based on the times provided to me by the Transportation department.
 - Agree - 241 Neutral-29 Disagree-34
- If you have had transportation issues with your student, have they been addressed by the driver?
 - Yes - 43 No Issues-232 No-29



EXCEPTIONAL EXPERIENCES

Staff








Aledo ISD

Staff Survey
Spring 2021-2022



Report created by
Panorama Education

Topic Description	Results	Benchmark
<p>Professional Learning</p> <p>Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.</p>	<p>56%</p> <p>▲2 since last survey</p>	 <p>60th - 79th percentile compared to others nationally</p>
<p>School Climate</p> <p>Perceptions of the overall social and learning climate of the school.</p>	<p>65%</p> <p>▲1 since last survey</p>	 <p>40th - 59th percentile compared to others nationally</p>
<p>Staff-Leadership Relationships</p> <p>Perceptions of faculty and staff relationships with school leaders.</p>	<p>79%</p> <p>▲7 since last survey</p>	 <p>60th - 79th percentile compared to others nationally</p>

70 responses

Professional Learning

Your average

56%

70 responses

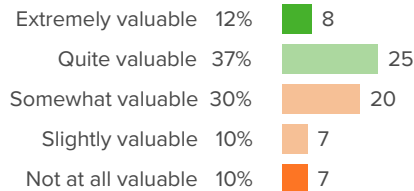
Change

▲ 2

since last survey

How did people respond?

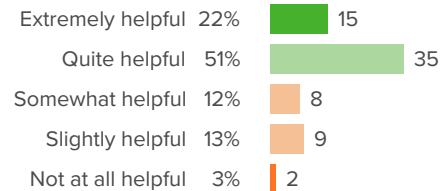
Q.1: At your school, how valuable are the available professional development opportunities?



▼ 1 from last survey

Favorable: **49%**

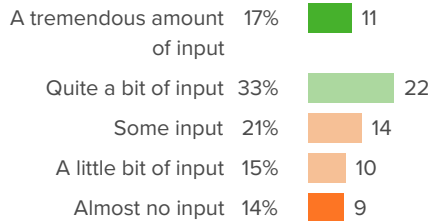
Q.2: How helpful are your colleagues' ideas for improving your work?



▼ 1 from last survey

Favorable: **72%**

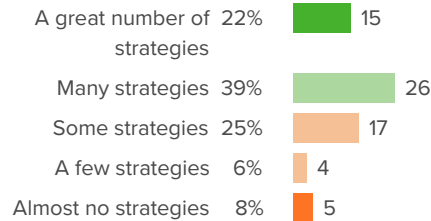
Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 11 from last survey

Favorable: **50%**

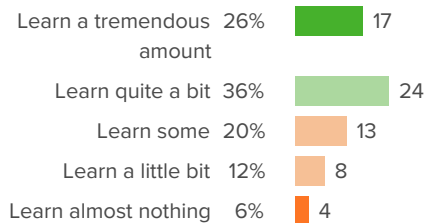
Q.4: Through working at your school, how many new strategies for your job have you learned?



▼ 5 from last survey

Favorable: **61%**

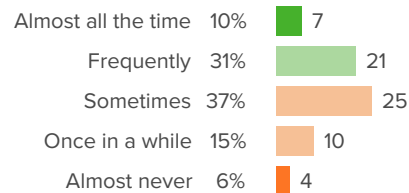
Q.5: Overall, how much do you learn from the leaders at your school?



▲ 2 from last survey

Favorable: **62%**

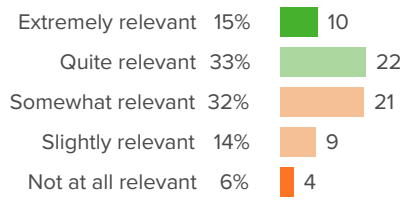
Q.6: How often do your professional development opportunities help you explore new ideas?



▲ 6 from last survey

Favorable: **42%**

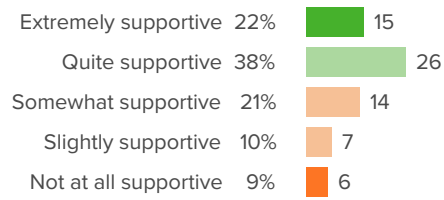
Q.7: How relevant have your professional development opportunities been to your work?



▲ 8 from last survey

Favorable: **48%**

Q.8: Overall, how supportive has the school been of your professional growth?



▼ 5 from last survey

Favorable: **60%**

Your average

65%

70 responses

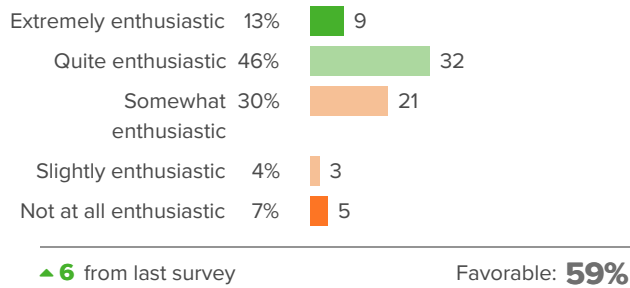
Change

▲ 1

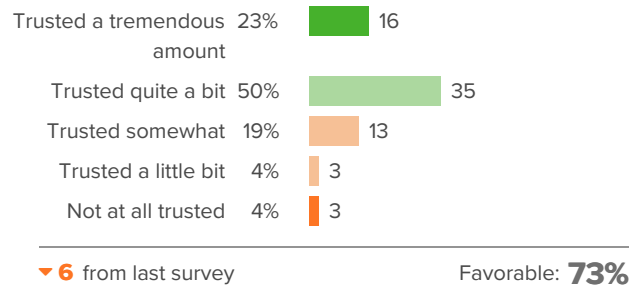
since last survey

How did people respond?

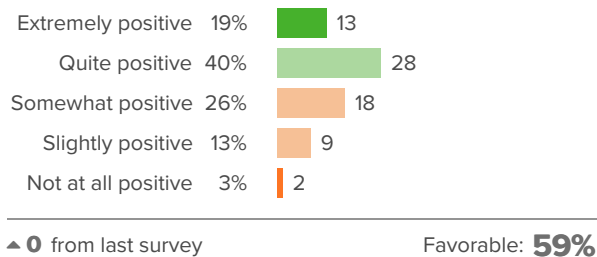
Q.1: On most days, how enthusiastic are the students about being at school?



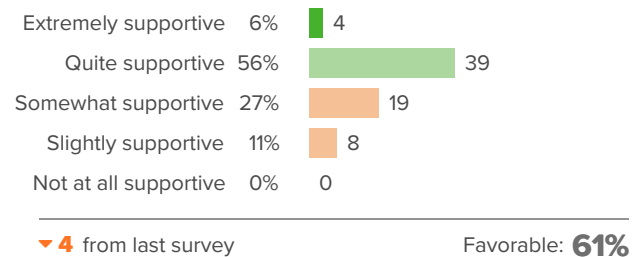
Q.2: To what extent are staff trusted to work in the way they think is best?



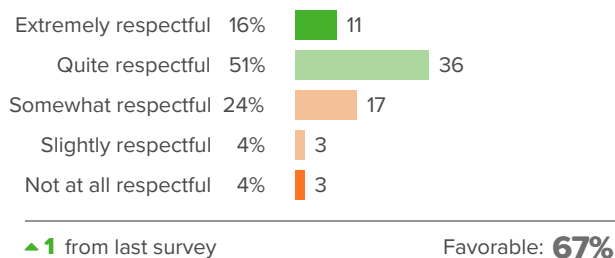
Q.3: How positive are the attitudes of your colleagues?



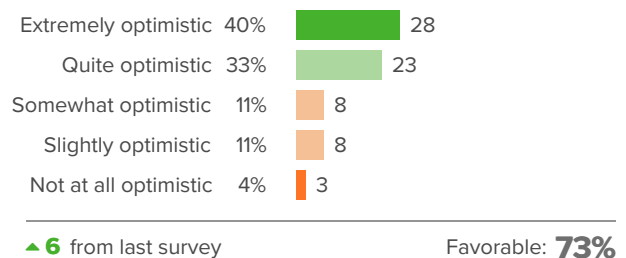
Q.4: How supportive are students in their interactions with each other?



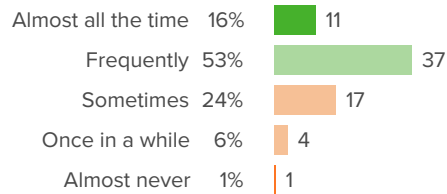
Q.5: How respectful are the relationships between staff and students?



Q.6: How optimistic are you that your school will improve in the future?

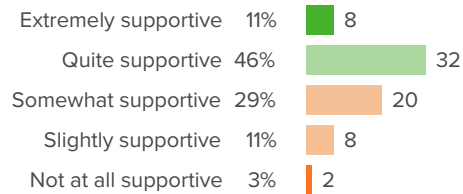


Q.7: How often do you see students helping each other without being prompted?



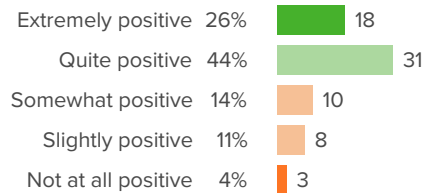
▲ **6** from last survey Favorable: **69%**

Q.8: When new initiatives are presented at your school, how supportive are your colleagues?



▼ **3** from last survey Favorable: **57%**

Q.9: Overall, how positive is the working environment at your school?



▲ **2** from last survey Favorable: **70%**

Staff-Leadership Relationships

Your average

79%

70 responses

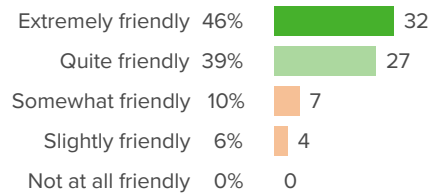
Change

▲ 7

since last survey

How did people respond?

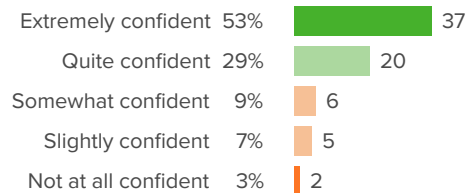
Q.1: How friendly are your school leaders toward you?



▲ 9 from last survey

Favorable: **84%**

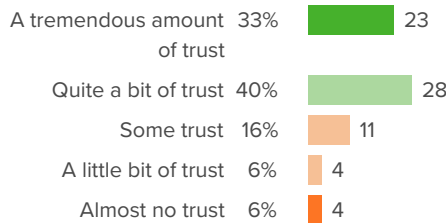
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▲ 3 from last survey

Favorable: **81%**

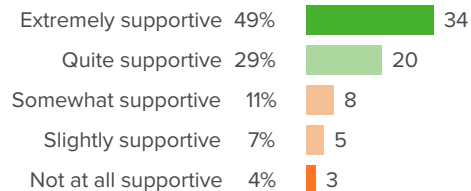
Q.3: How much trust exists between school leaders and staff?



▲ 10 from last survey

Favorable: **73%**

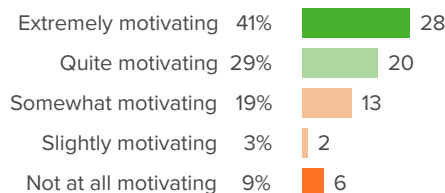
Q.4: When you face challenges at work, how supportive are your school leaders?



▲ 7 from last survey

Favorable: **77%**

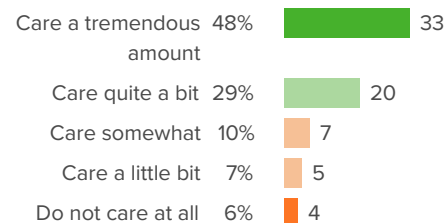
Q.5: At your school, how motivating do you find working with the leadership team?



▲ 8 from last survey

Favorable: **70%**

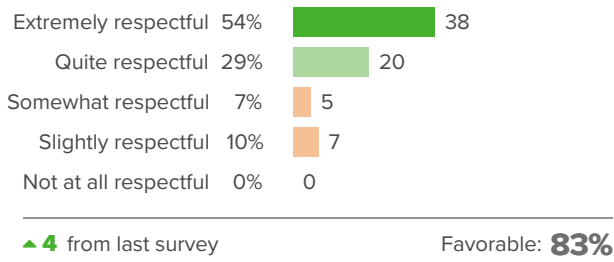
Q.6: How much do your school leaders care about you as an individual?



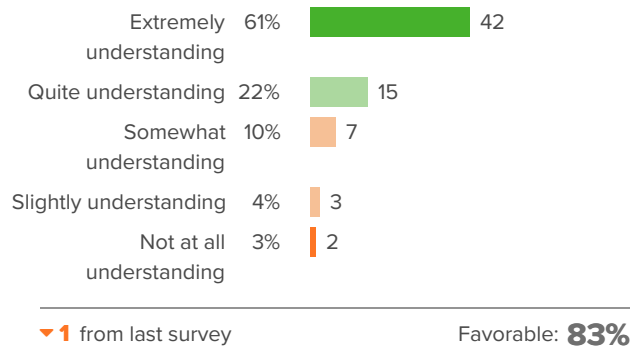
▲ 10 from last survey

Favorable: **77%**

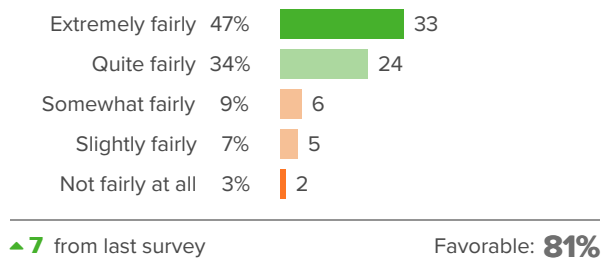
Q.7: How respectful are your school leaders towards you?



Q.8: When challenges arise in your personal life, how understanding are your school leaders?



Q.9: How fairly does the school leadership treat the staff?









Aledo ISD

Teacher Survey
Spring 2021-2022



Report created by
Panorama Education

Topic Description	Results	Benchmark
<p>Faculty Growth Mindset Perceptions of whether teaching can improve over time.</p>	<p>50% ▼ 6 since last survey</p>	 <p>0th - 19th percentile compared to others nationally</p>
<p>Professional Learning Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.</p>	<p>49% 0 since last survey</p>	 <p>40th - 59th percentile compared to others nationally</p>
<p>School Climate Perceptions of the overall social and learning climate of the school.</p>	<p>51% ▼ 5 since last survey</p>	 <p>20th - 39th percentile compared to others nationally</p>
<p>Staff-Leadership Relationships Perceptions of faculty and staff relationships with school leaders.</p>	<p>69% 0 since last survey</p>	 <p>40th - 59th percentile compared to others nationally</p>

200 responses

Faculty Growth Mindset

Your average

50%

200 responses

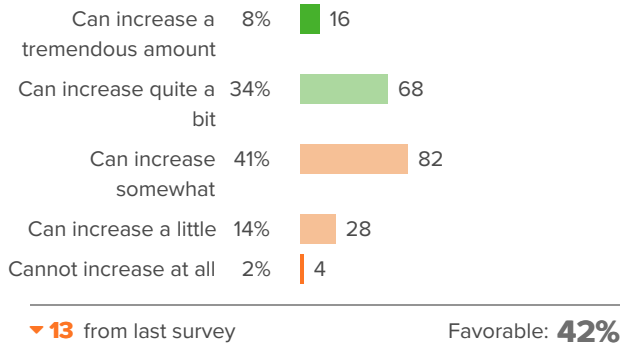
Change

▼ **6**

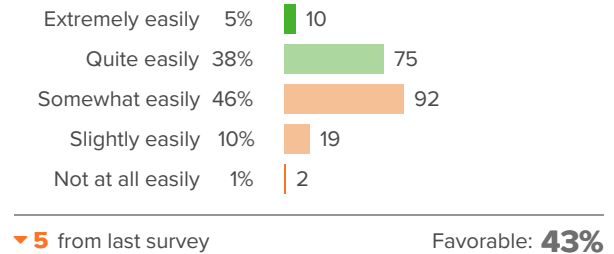
since last survey

How did people respond?

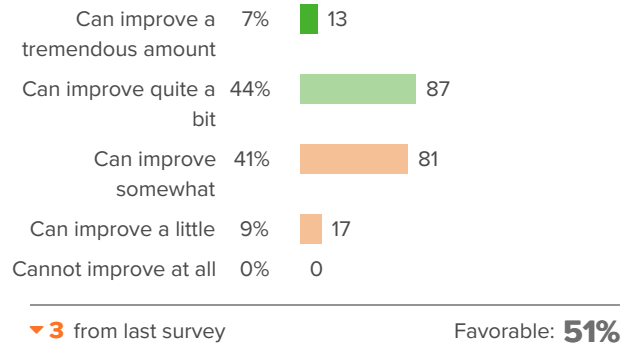
Q.1: To what extent can teachers increase how much their most difficult students learn from them?



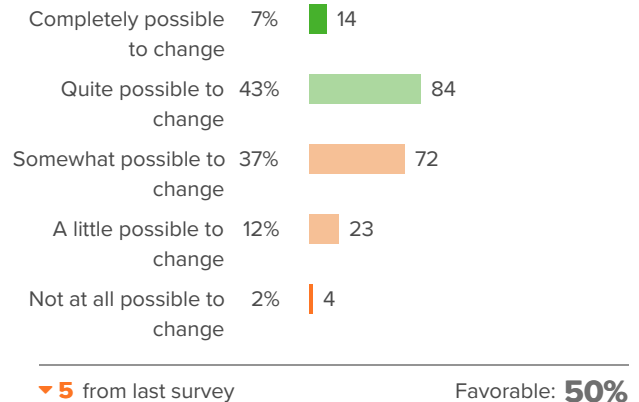
Q.2: How easily can teachers change their teaching style to match the needs of a particular class?



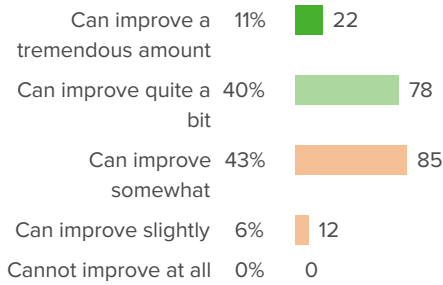
Q.3: To what extent can teachers improve their implementation of different teaching strategies?



Q.4: How possible is it for teachers to change their ability to work with dissatisfied parents?

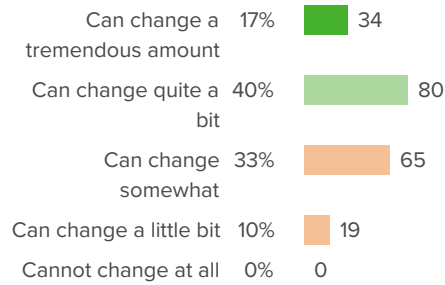


Q.5: How much can teachers improve their classroom management approaches?



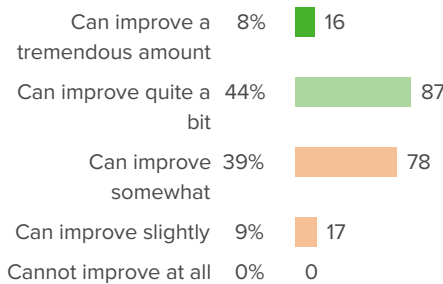
▼ 6 from last survey Favorable: **51%**

Q.6: To what extent can teachers change their intelligence about the subjects that they teach?



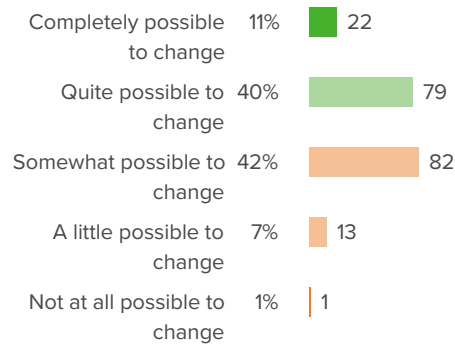
▼ 5 from last survey Favorable: **58%**

Q.7: Over the course of a school year, to what extent can teachers improve the clarity of their explanations of challenging concepts?



▼ 4 from last survey Favorable: **52%**

Q.8: How possible is it for teachers to change how well they relate to their most difficult students?



▼ 11 from last survey Favorable: **51%**

Professional Learning

Your average

49%

200 responses

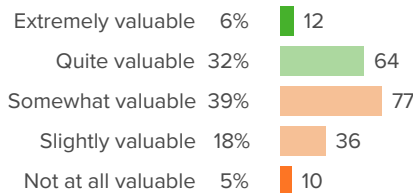
Change

0

since last survey

How did people respond?

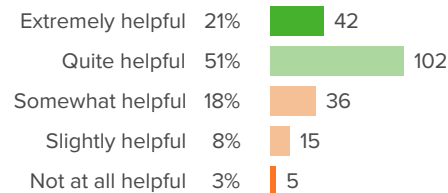
Q.1: At your school, how valuable are the available professional development opportunities?



▼ 2 from last survey

Favorable: **38%**

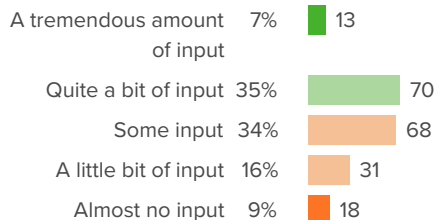
Q.2: How helpful are your colleagues' ideas for improving your teaching?



▲ 3 from last survey

Favorable: **72%**

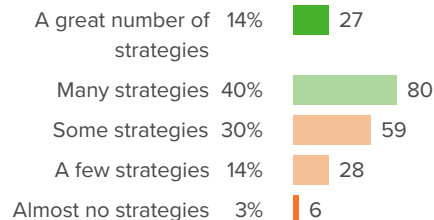
Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 1 from last survey

Favorable: **42%**

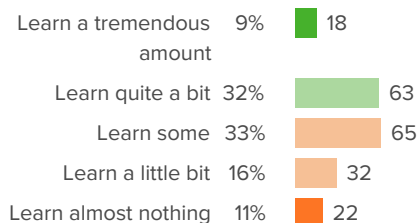
Q.4: Through working at your school, how many new teaching strategies have you learned?



▼ 3 from last survey

Favorable: **54%**

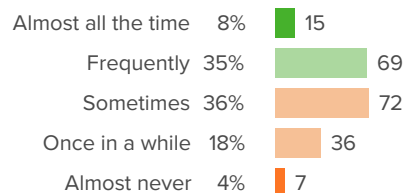
Q.5: Overall, how much do you learn about teaching from the leaders at your school?



▲ 2 from last survey

Favorable: **41%**

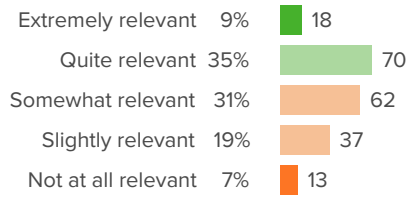
Q.6: How often do your professional development opportunities help you explore new ideas?



▼ 3 from last survey

Favorable: **42%**

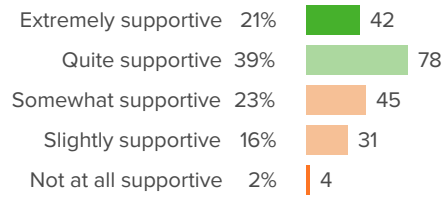
Q.7: How relevant have your professional development opportunities been to the content that you teach?



▲ 6 from last survey

Favorable: **44%**

Q.8: Overall, how supportive has the school been of your growth as a teacher?



▼ 4 from last survey

Favorable: **60%**

Your average

51%

200 responses

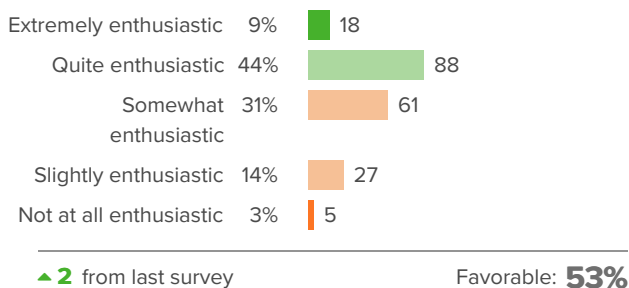
Change

▼ **5**

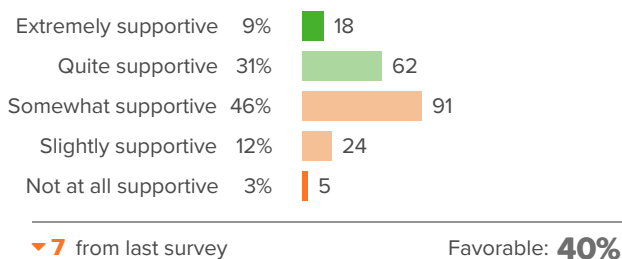
since last survey

How did people respond?

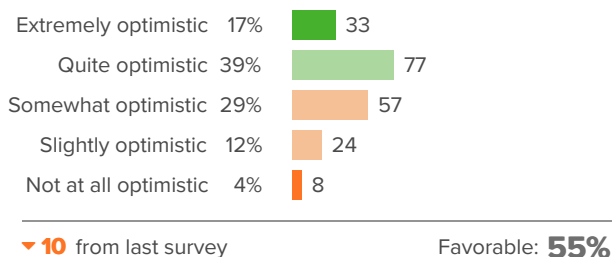
Q.1: On most days, how enthusiastic are the students about being at school?



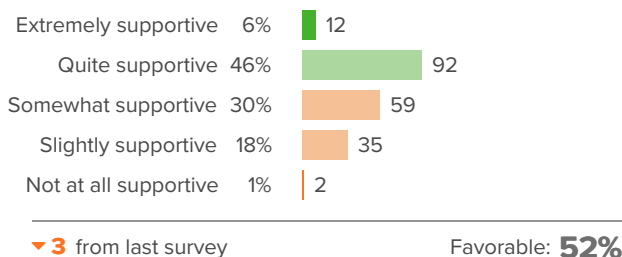
Q.2: When new initiatives to improve teaching are presented at your school, how supportive are your colleagues?



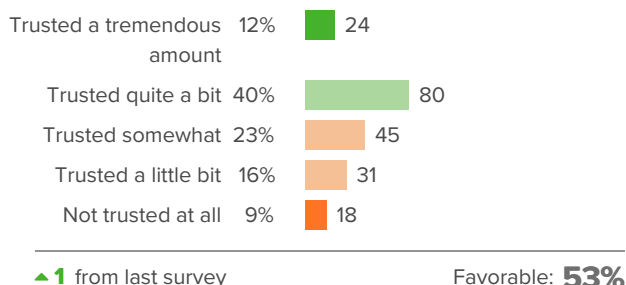
Q.3: How optimistic are you that your school will improve in the future?



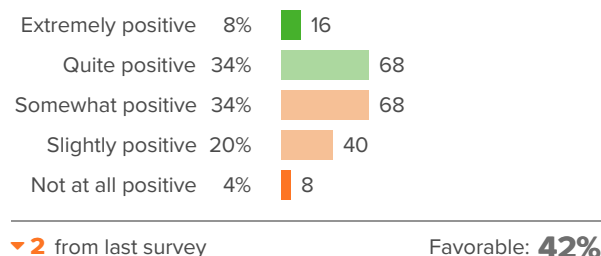
Q.4: How supportive are students in their interactions with each other?



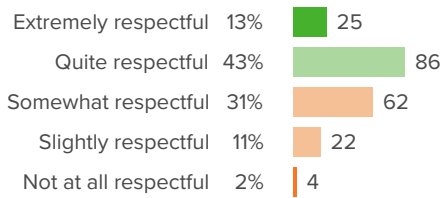
Q.5: To what extent are teachers trusted to teach in the way they think is best?



Q.6: How positive are the attitudes of your colleagues?

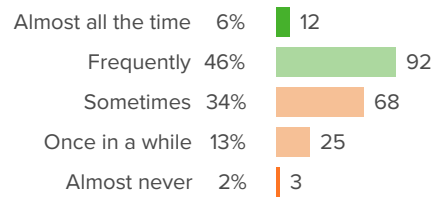


Q.7: How respectful are the relationships between teachers and students?



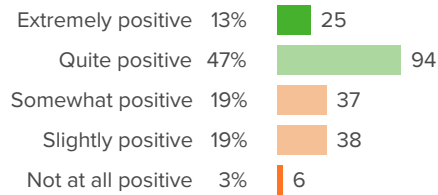
▼ **16** from last survey Favorable: **56%**

Q.8: How often do you see students helping each other without being prompted?



▼ **11** from last survey Favorable: **52%**

Q.9: Overall, how positive is the working environment at your school?



▲ **3** from last survey Favorable: **60%**

Staff-Leadership Relationships

Your average

69%

200 responses

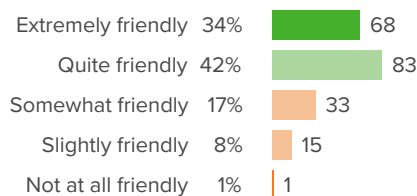
Change

0

since last survey

How did people respond?

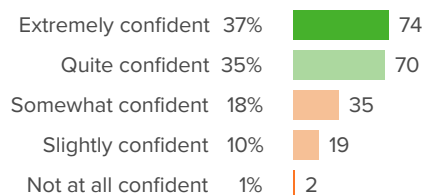
Q.1: How friendly are your school leaders toward you?



▲ 2 from last survey

Favorable: **76%**

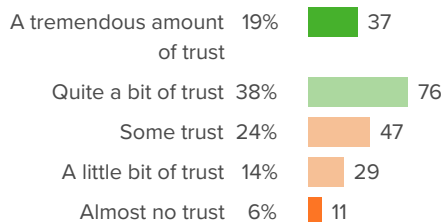
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 1 from last survey

Favorable: **72%**

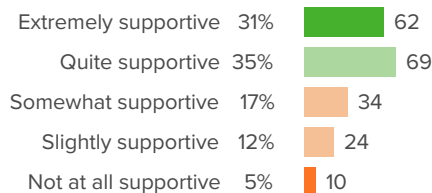
Q.3: How much trust exists between school leaders and faculty?



▲ 0 from last survey

Favorable: **57%**

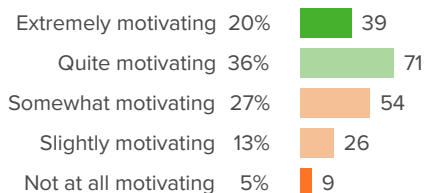
Q.4: When you face challenges at work, how supportive are your school leaders?



▲ 1 from last survey

Favorable: **66%**

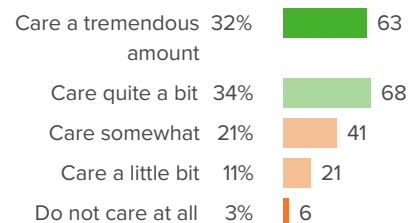
Q.5: At your school, how motivating do you find working with the leadership team?



▲ 0 from last survey

Favorable: **55%**

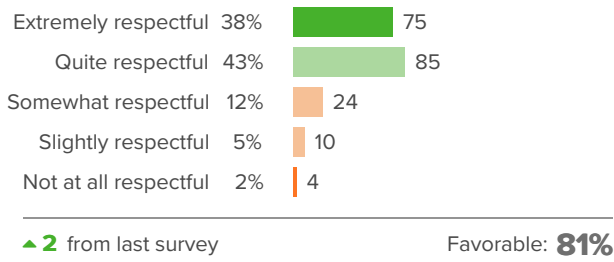
Q.6: How much do your school leaders care about you as an individual?



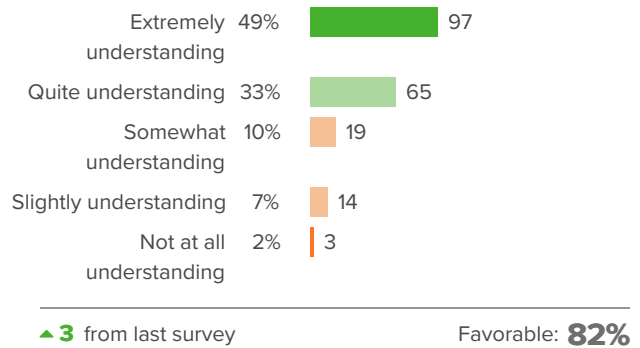
▲ 0 from last survey

Favorable: **66%**

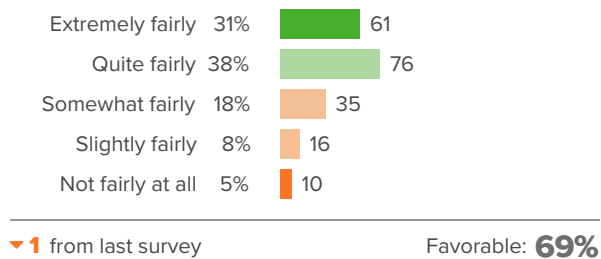
Q.7: How respectful are your school leaders towards you?



Q.8: When challenges arise in your personal life, how understanding are your school leaders?



Q.9: How fairly does the school leadership treat the faculty?





EXCEPTIONAL EXPERIENCES

Staff

Aledo ISD recognizes our wonderful staff in a variety of ways, we have teacher and staff member of the month programs on our campuses, there are also programs where students nominate staff, this year we had over 100 campus staff recognized. Our Circle of Greatness (COG) program was started in the 2019-2020 school year, this year alone this program recognized over 400 staff members with top overall COG category awards given out at our convocation. Our Marva Collins award is an annual event and recognizes top staff members in each category. Our talented team members have been recognized for excellence at various state and national associations through awards, recognitions and as expert presenters.

2021-2021 District Employee Recognition Programs – 593 Recipients

Anniversary
Recognitions
58

58 of our staff members celebrated their 5 through 20 year work anniversaries

National/State
Association
Award
Recognitions
5

5 of our staff members were celebrated as the best among their region/state peers

Expert
Presenters in
their Field
8

This year we celebrated 8 of our staff members who presented at state or industry associations or conventions

Individual
Campus or
Department
Awards
108

108 staff members were recognized throughout the year across the District

Marva Collins
Winners
13

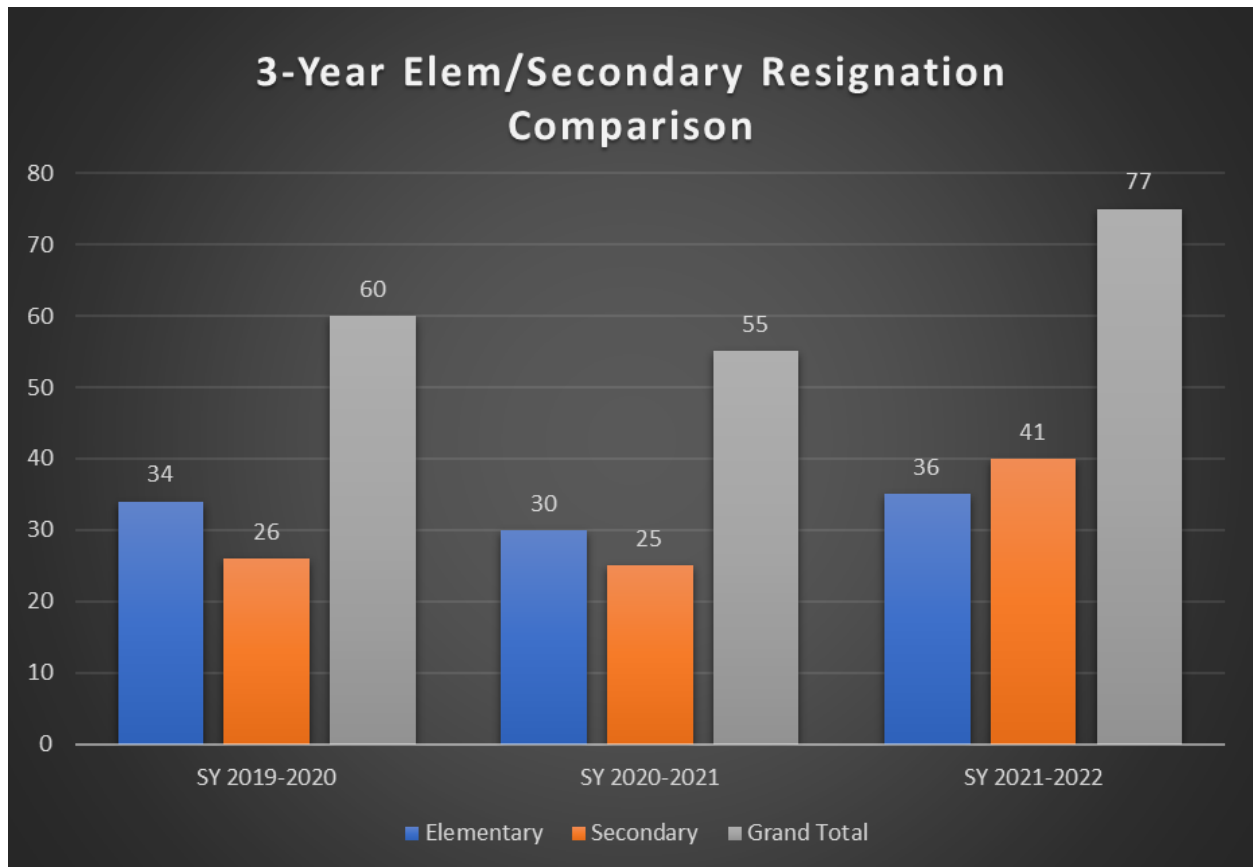
There were 13 of our staff members who were honored in the spring for their outstanding achievements

Circle of
Greatness
Winners
401

There were 401 of our staff members who were recognized by their peers, students or community members for their show of greatness

Multi-Year Teacher Resignation Elementary, Secondary and Totals

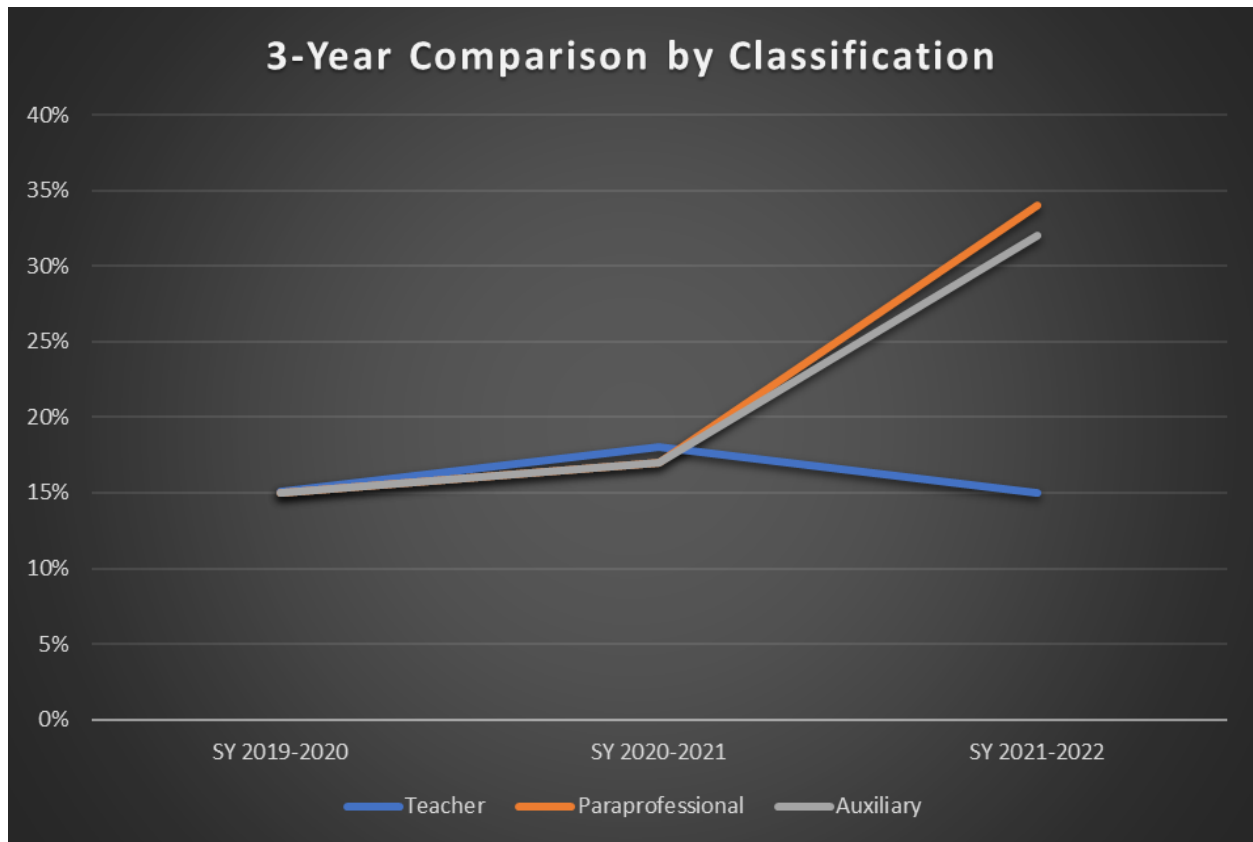
	Elementary Teachers	Secondary Teachers	Grand Total
SY 2019-2020	34	26	60
SY 2020-2021	30	25	55
SY 2021-2022	36	41	77





Mult-Year Turnover Comparison By Group Teacher, Paraprofessional and Auxiliary

	SY 2019-2020	SY 2020-2021	SY 2021-2022
Teacher/Librarian	15%	18%	15%
Paraprofessional	15%	17%	34%
Auxiliary	15%	17%	32%



Aledo ISD Professional Learning Opportunities

Aledo ISD is committed to ensuring that all educators have ongoing opportunities for professional learning and growth. Aledo ISD offers a variety of professional learning opportunities for staff to obtain their Continuing Professional Education (CPE) credit hours that are required for all Texas educators.

Aledo ISD designs relevant professional learning sessions throughout the school year to ensure that educators are equipped with current, research-based best instructional practices.

AISD Professional Learning Opportunities Offered During the 2021-22 School Year Include:

- **New Teacher Academy:** All new to Aledo ISD teachers are required to attend a three day new teacher academy that takes place prior to the start of the school year. During the New Teacher Academy, new educators have the opportunity to meet, collaborate and network with other AISD staff members while learning about AISD's instructional priorities and resources.
- **All Staff Professional Learning Days:** Professional learning opportunities are embedded throughout the school year in the district calendar. During the 2021-22 school year, 7 days were designated as professional learning days for staff.
- **Just In-Time Training Sessions:** Throughout the school year, Just In-Time Training opportunities are provided to staff based on current instructional needs. The district Just In-Time Trainings are short, timely, optional training sessions that are offered virtually, before or after school and are designed to provide in the moment professional learning to support teacher's current needs.
- **Empower 2022 Summer Professional Learning Academy:** Each school year, Aledo ISD offers professional learning opportunities during the summer for teachers so that teachers can continue growing in their practice year round. During the 2021-22 school year, Aledo ISD offered a two day professional learning academy that was open to Aledo ISD educators and educators from surrounding districts. 117 professional learning sessions were offered and teachers were able to choose the sessions that were most meaningful and relevant for them.

2021-2022 PL Hours for Community Report Card

Professional Learning	Professional Learning Hours Offered
New Teacher Academy	18
All Staff Professional Learning	42
Just in Time Training Sessions	23
Empower 2022	184.5
21-22 Total PL Hours Offered	267.50



Aledo ISD Pay System Review

Zachary Hobbs, TASB HR Services

April 19, 2022



This information is provided for educational purposes only to facilitate a general understanding of the law or other regulatory matter. This information is neither an exhaustive treatment on the subject nor is this intended to substitute for the advice of an attorney or other professional advisor. Consult with your attorney or professional advisor to apply these principles to specific fact situations



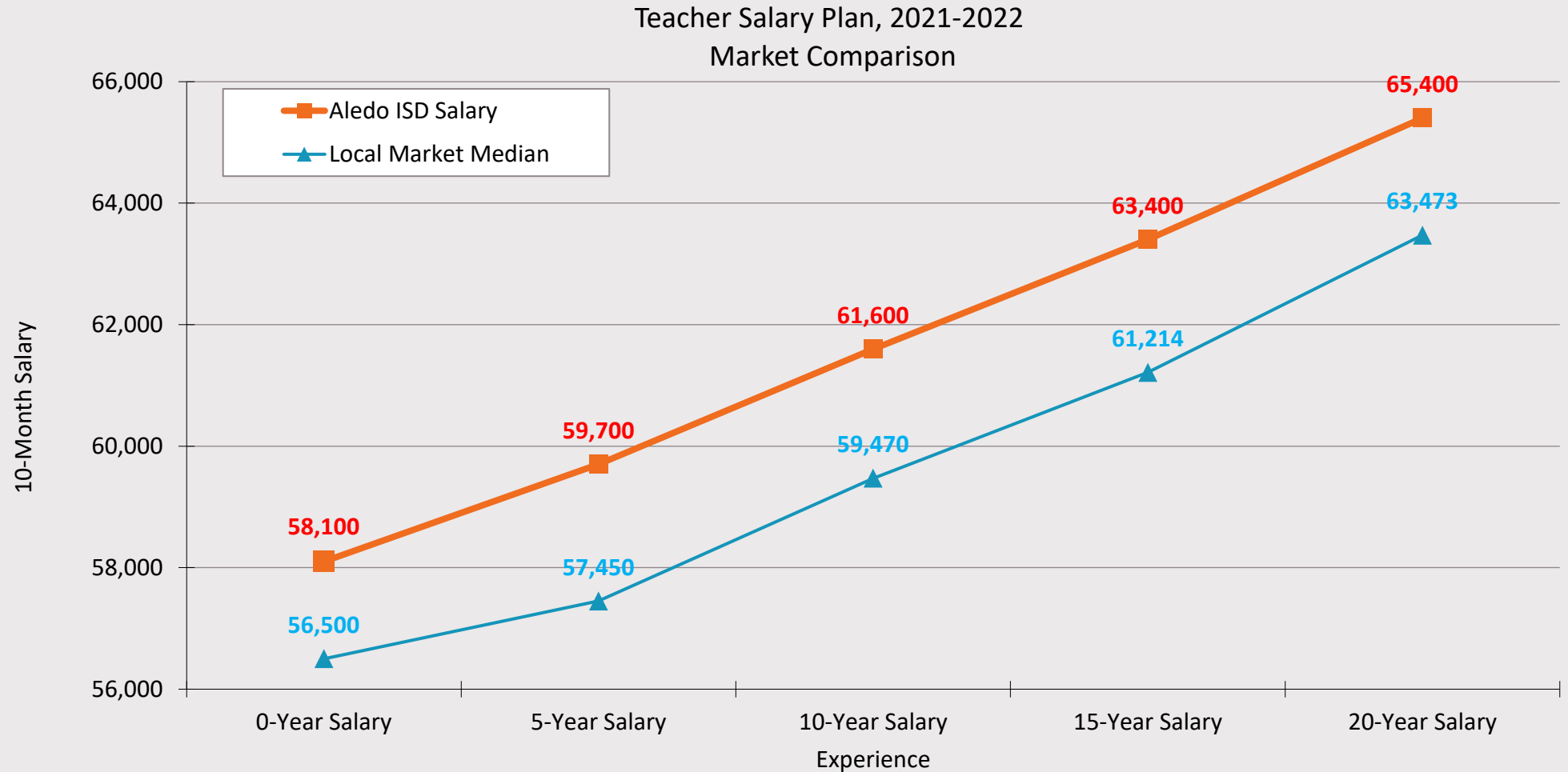
Market Districts

District	Enrollment	Teachers	Exempt and Nonexempt
Aledo ISD	6,679		
Azle ISD	6,855	X	X
Burleson ISD	12,425	X	
Carroll ISD	8,371	X	X
Castleberry ISD	3,616	X	X
Cleburne ISD	7,086	X	X
Eagle Mountain-Saginaw ISD	21,155	X	X*
Fort Worth ISD	72,257	X	X*
Granbury ISD	7,447	X	X
Joshua ISD	5,472	X	X
Keller ISD	34,279	X	X*
Northwest ISD	27,448	X	X*
Weatherford ISD	8,047	X	X
White Settlement ISD	7,024	X	X

* Directors and above may be excluded from comparison due to size of district.



Teachers – Market Graph





Teachers – Market Salaries

	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years	Average Salary
Aledo ISD Salary	\$58,100	\$59,700	\$61,600	\$63,400	\$65,400	\$62,000
Local Market Median	\$56,500	\$57,450	\$59,470	\$61,214	\$63,473	\$60,373
% Difference from Market	103%	104%	104%	104%	103%	103%
Difference from Market	\$1,600	\$2,250	\$2,130	\$2,186	\$1,927	\$1,627



Other Pay Groups – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Central Administration (local)	95%	95%	--	16
Central Administration (statewide)	104%	104%	--	16
Campus Administration	100%	103%	--	7
Professional	102%	103%	--	19
Clerical/Paraprofessional	103%	103%	103%	22
Auxiliary	104%	102%	104%	15



Specific Jobs - Market Salaries

Job Title	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market
Teacher Aide	101%	106%	105%
Special Education Aide	113%	120%	111%
Special Education Aide, Special Needs	113%	121%	119%
Child Nutrition Specialist	109%	120%	114%
Bus Driver	110%	111%	117%



UNITED EDUCATORS ASSOCIATION

4900 SE Loop 820, Suite 200
Fort Worth, TX 76140

2918 W. Park Row Drive
Arlington, TX 76013

9500 Ray White Rd., Suite 222
Keller, TX 76244

(817) 572-1082
(972) 291-7514

Comparison of Teacher Salaries in the Dallas/Fort Worth Metroplex School Year 2021 - 2022 | BA / BS Degree

YEAR	0	YEAR	5	YEAR	10	YEAR	15	YEAR	20	YEAR	25	YEAR	30							
1	Everman	60008	1	Everman	61880	1	Irving	64678	1	Arlington	65900	1	Arlington	68400	1	Arlington	70400	1	HEB	74528
2	HEB	58500	2	Dallas	61200	2	Everman	64064	2	Everman	65832	2	Everman	68120	2	Irving	70298	2	Ft Worth	74485
3	Arlington	58400	3	HEB	61058	3	Arlington	63400	3	Irving	65698	3	Ft Worth	67664	3	HEB	70224	3	Irving	74348
4	Mansfield	58300	4	Ft Worth	60927	4	Dallas	63400	4	Ft Worth	65477	4	Irving	67348	4	Everman	70200	4	Everman	73632
5	Aledo	58100	5	Arlington	60900	5	HEB	63033	5	Grand Prairie	64902	5	HEB	67336	5	Ft Worth	69825	5	Arlington	73400
6	Ft Worth	58000	6	Irving	60448	6	Ft Worth	62980	6	Frisco	64650	6	Grand Prairie	66906	6	Frisco	68850	6	Mansfield	72296
7	Joshua	57959	7	Castleberry	60075	7	Grand Prairie	62635	7	HEB	64581	7	Frisco	66850	7	Alvarado	68836	7	Keller	71995
8	Castleberry	57900	8	Mansfield	59735	8	Castleberry	62169	8	McKinney	64200	8	McKinney	66700	8	Grand Prairie	68722	8	Alvarado	71807
9	McKinney	57800	9	Aledo	59700	9	Frisco	62000	9	Keller	63991	9	Keller	66030	9	Kennedale	68059	9	Azle	71717
10	Lake Worth	57500	10	Crowley	59590	10	Kennedale	61733	10	Kennedale	63730	10	Kennedale	65781	10	Keller	67736	10	Kennedale	71531
11	Grand Prairie	57250	11	McKinney	59300	11	McKinney	61700	11	Lewisville	63634	11	Aledo	65400	11	Mansfield	67391	11	Crowley	71348
12	EMS	57120	12	Frisco	59250	12	Aledo	61600	12	Aledo	63400	12	Castleberry	65169	12	Crowley	67281	12	EMS	71305
13	Crowley	57090	13	Grand Prairie	59109	13	Keller	61596	13	Castleberry	63169	13	Lewisville	64994	13	EMS	67194	13	Grand Prairie	71222
14	CFB	57050	14	Lake Worth	59000	14	Lewisville	61484	14	Lake Worth	63150	14	Lake Worth	64750	14	Castleberry	67119	14	Castleberry	71143
15	Birdville	57000	15	Lewisville	58948	15	Mansfield	61456	15	Mansfield	63061	15	Mansfield	64491	15	Aledo	66900	15	Joshua	71043
16	Lewisville	56925	16	Keller	58915	16	Allen	61206	16	Denton	62810	16	EMS	64380	16	McKinney	66700	16	Lewisville	70333
17	Burleson	56800	17	Joshua	58759	17	Lake Worth	61150	17	Allen	62766	17	Crowley	64355	17	Lewisville	66557	17	Northwest	70100
17	Keller	56800	18	Allen	58652	18	Crowley	61066	18	EMS	62500	18	Allen	64354	18	Birdville	66511	18	Birdville	69813
19	Irving	56727	19	EMS	58400	19	Denton	60810	19	Crowley	62221	19	Denton	64310	19	Lake Worth	66370	19	Aledo	69625
20	Little Elm	56525	20	Garland	58121	20	Joshua	60485	20	Joshua	62085	20	Alvarado	64168	20	Northwest	66350	20	Burleson	69584
21	Coppell	56500	21	Birdville	58106	21	EMS	60400	21	Birdville	61911	21	Birdville	64011	21	Allen	66287	21	Cleburne	69421
21	Dallas	56500	22	Denton	58050	22	Grapevine	60146	22	Garland	61734	22	Little Elm	63971	22	Burleson	66128	22	Grapevine	69280
21	Frisco	56500	23	CFB	57985	23	Garland	60058	23	CFB	61725	23	Burleson	63752	23	Little Elm	65928	23	Carroll	69193
21	Northwest	56500	24	Carroll	57805	24	Birdville	60031	24	Grapevine	61676	24	Grapevine	63646	24	Denton	65810	24	Allen	68988
25	Denton	56400	25	Little Elm	57668	25	CFB	59855	25	Carroll	61595	25	Carroll	63606	25	Carroll	65632	25	Frisco	68850
26	Garland	56325	26	Kennedale	57500	26	Burleson	59540	26	Little Elm	61448	26	CFB	63595	26	CFB	65465	26	Weatherford	67599
27	Carroll	56100	27	Northwest	57450	27	Carroll	59470	27	Burleson	61214	27	Joshua	63473	27	White Sett	65250	27	Granbury	67477
28	Allen	56000	28	Burleson	57298	28	Little Elm	59233	28	Northwest	60700	28	Garland	63428	28	Grapevine	65146	28	CFB	67335
28	Kennedale	56000	29	Grapevine	57250	29	Weatherford	59009	29	Weatherford	60409	29	Northwest	62700	29	Cleburne	65097	29	Midlothian	67100
28	Plano	56000	30	Cleburne	56936	30	Northwest	58950	30	Cleburne	60236	30	Cleburne	62497	30	Joshua	64976	30	Glen Rose	67021
31	Grapevine	55600	31	Richardson	56375	31	Cleburne	58436	31	Midlothian	60000	31	White Sett	62450	31	Garland	64929	31	White Sett	66800
32	Cleburne	55000	32	Azle	56228	32	Azle	58137	32	Azle	59410	32	Weatherford	62249	32	Azle	64715	32	McKinney	66700
32	Richardson	55000	33	Midlothian	56000	33	Midlothian	58000	33	Richardson	59125	33	Azle	62169	33	Weatherford	64569	33	Lake Worth	66370
34	White Sett	54600	34	White Sett	55900	34	Richardson	57750	34	Alvarado	58970	34	Midlothian	62000	34	Midlothian	64410	34	Little Elm	65928
35	Azle	54100	35	Weatherford	55178	35	White Sett	57150	35	White Sett	58700	35	Richardson	60500	35	Glen Rose	63863	35	Denton	65810
36	Midlothian	53900	36	Glen Rose	54150	36	Granbury	56861	36	Granbury	58186	36	Glen Rose	60476	36	Granbury	63119	36	DeSoto	65218
37	Duncanville	53000	37	Duncanville	54000	37	Glen Rose	55900	37	Glen Rose	57765	37	Granbury	59460	37	Venus	62061	37	Garland	64929
38	Weatherford	52900	38	DeSoto	53550	38	Duncanville	55500	38	Duncanville	57100	38	Duncanville	59200	38	Duncanville	61800	38	Duncanville	64800
39	Alvarado	52000	39	Alvarado	53090	39	DeSoto	55350	39	DeSoto	57050	39	Grandview	59110	39	Richardson	61775	39	Grandview	64160
39	DeSoto	52000	40	Granbury	52900	40	Alvarado	54833	40	Grandview	55820	40	Venus	58988	40	Grandview	61660	40	Ponder	63400
41	Glen Rose	51750	41	Ponder	46700	41	Grandview	51460	41	Venus	54919	41	DeSoto	58550	41	DeSoto	61434	41	Venus	63373
42	Granbury	50200	42	Venus	46684	42	Venus	50688	42	Ponder	54300	42	Ponder	58300	42	Ponder	60900	42	Rio Vista	62330
43	Ponder	44000	43	Grandview	45710	43	Godley	50600	43	Rio Vista	54220	43	Rio Vista	57330	43	Rio Vista	59830	43	Richardson	61775
44	Venus	42500	44	Godley	45586	44	Ponder	50300	44	Godley	53910	44	Godley	56940	44	Keene	59250	44	Keene	61750
45	Godley	42000	45	Keene	45250	45	Rio Vista	50100	45	Keene	52750	45	Keene	56500	45	Godley	58570	45	Tolar	60743
46	Grandview	41590	46	Rio Vista	43500	46	Keene	49000	46	Tolar	52264	46	Tolar	55758	46	Tolar	58478	46	Godley	59575
47	Rio Vista	40500	47	Tolar	39500	47	Tolar	47654	47	Coppell	**	47	Coppell	**	47	Coppell	**	47	Coppell	**
48	Keene	40000	48	Coppell	**	48	Coppell	**	48	Dallas	**	48	Dallas	**	48	Dallas	**	48	Dallas	**
49	Tolar	37000	49	Plano	**	49	Plano	**	49	Plano	**	49	Plano	**	49	Plano	**	49	Plano	**

Why Does UEA Publish This Salary Comparison?

For the past 28 years, UEA has published a comparison of teachers' salaries from area school districts. It allows teachers the opportunity to see how their district compares to others. It also proves to be a valuable tool that superintendents, administrators, and school boards use in determining salaries. Just like our regular newsletter, this will be distributed to over 90,000 school employees.

Note: This comparison is for base salaries only. It does not include stipends of any kind.

***Coppell ISD and Plano ISD pay teachers on a salary range and Dallas ISD pays under a pay-for-performance scheme. Exact salaries cannot be determined.*



The United Educators Association is an independent association representing more than 26,000 North Texas public school employees. We work to improve salaries, benefits and working conditions for all public school employees.



UNITED EDUCATORS ASSOCIATION

4900 SE Loop 820, Suite 200
Fort Worth, TX 76140

2918 W. Park Row Drive
Arlington, TX 76013

9500 Ray White Rd., Suite 222
Keller, TX 76244

(817) 572-1082
(972) 291-7514

Comparison of Teacher Salaries in the Dallas/Fort Worth Metroplex School Year 2021 - 2022 | MA / MS Degree

YEAR	0	YEAR	5	YEAR	10	YEAR	15	YEAR	20	YEAR	25	YEAR	30				
1	Everman	61008	1	HEB	63299	1	Irving	66188	1	Arlington	67400	1	Irving	72308	1	Irving	76858
2	HEB	60500	2	Everman	62880	2	HEB	65914	2	Irving	67208	2	HEB	72224	2	HEB	76625
3	Mansfield	60462	3	Arlington	62400	3	Everman	65064	3	Everman	66832	3	Irving	69358	3	Arlington	71900
4	Arlington	59900	4	Mansfield	61993	4	Arlington	64900	4	HEB	66739	4	Everman	69120	4	Ft Worth	71407
5	Aledo	59100	5	Irving	61982	5	Ft Worth	64022	5	Ft Worth	66672	5	Ft Worth	68985	5	Everman	71200
6	Ft Worth	59000	6	Ft Worth	61957	6	Mansfield	63725	6	Grand Prairie	65902	6	McKinney	68200	6	Frisco	69850
7	Joshua	58959	7	Dallas	61200	7	Grand Prairie	63635	7	McKinney	65700	7	Grand Prairie	67906	7	Alvarado	69836
8	Castleberry	58900	8	Crowley	61190	8	Dallas	63400	8	Frisco	65650	8	Frisco	67850	8	Grand Prairie	69722
9	CFB	58850	9	Castleberry	61075	9	McKinney	63200	9	Mansfield	65330	9	Keller	67030	9	Mansfield	69660
10	Crowley	58690	10	McKinney	60800	10	Castleberry	63169	10	Keller	64991	10	Kennedale	66781	10	Kennedale	69059
11	EMS	58620	11	Aledo	60700	11	Frisco	63000	11	Kennedale	64730	11	Mansfield	66760	11	Crowley	68881
12	Birdville	58500	12	Frisco	60250	12	Kennedale	62733	12	Lewisville	64634	12	Aledo	66400	12	Keller	68736
12	Lake Worth	58500	13	Grand Prairie	60109	13	Crowley	62666	13	Denton	64560	13	Castleberry	66169	13	EMS	68694
12	Northwest	58500	14	Lake Worth	60000	14	Aledo	62600	14	Aledo	64400	14	Denton	66060	14	Northwest	68350
15	Burleson	58300	15	Lewisville	59948	15	Keller	62596	15	Castleberry	64169	15	Lewisville	65994	15	McKinney	68200
15	McKinney	58300	16	Keller	59915	16	Denton	62560	16	Lake Worth	64150	16	Crowley	65955	16	Castleberry	68119
17	Grand Prairie	58250	17	EMS	59900	17	Lewisville	62484	17	EMS	64000	17	EMS	65880	17	Birdville	68011
18	Irving	58227	18	Denton	59800	18	Allen	62306	18	Allen	63866	18	Lake Worth	65750	18	Aledo	67900
19	Denton	58150	19	CFB	59785	19	Lake Worth	62150	19	Crowley	63821	19	Birdville	65511	19	Burleson	67628
20	Little Elm	58025	20	Joshua	59759	20	EMS	61900	20	CFB	63525	20	Little Elm	65471	20	Denton	67560
21	Plano	58000	21	Allen	59752	21	CFB	61655	21	Birdville	63411	21	Allen	65454	21	Lewisville	67557
22	Lewisville	57925	22	Birdville	59606	22	Birdville	61531	22	Joshua	63085	22	CFB	65395	22	Little Elm	67428
23	Keller	57800	23	Northwest	59450	23	Joshua	61485	23	Garland	63034	23	Burleson	65252	23	Allen	67387
24	Coppell	57700	24	Garland	59421	24	Garland	61358	24	Little Elm	62948	24	Alvarado	65168	24	Lake Worth	67370
25	Garland	57625	25	Little Elm	59168	25	Grapevine	61146	25	Burleson	62714	25	Garland	64728	25	CFB	67265
26	Frisco	57500	26	Carroll	58805	26	Burleson	61040	26	Northwest	62700	26	Northwest	64700	26	White Sett	67250
27	Allen	57100	27	Burleson	58798	27	Northwest	60950	27	Grapevine	62676	27	Grapevine	64646	27	Carroll	66632
27	Carroll	57100	28	Grapevine	58520	28	Little Elm	60733	28	Carroll	62595	28	Carroll	64606	28	Cleburne	66597
29	Kennedale	57000	29	Kennedale	58500	29	Carroll	60470	29	Cleburne	61736	29	Joshua	64473	29	Garland	66229
30	Grapevine	56600	30	Cleburne	58436	30	Weatherford	60009	30	Weatherford	61409	30	White Sett	64450	30	Grapevine	66146
30	White Sett	56600	31	White Sett	57900	31	Cleburne	59936	31	Midlothian	61000	31	Cleburne	63997	31	Joshua	65976
32	Cleburne	56500	32	Azle	57228	32	White Sett	59150	32	White Sett	60700	32	Weatherford	63249	32	Azle	65715
32	Dallas	56500	33	Midlothian	57000	33	Azle	59137	33	Azle	60410	33	Azle	63169	33	Weatherford	65569
34	Azle	55100	34	Richardson	56375	34	Granbury	59021	34	Granbury	60346	34	Midlothian	63000	34	Midlothian	65410
35	Richardson	55000	35	Weatherford	56178	35	Midlothian	59000	35	Alvarado	59970	35	Granbury	61620	35	Granbury	65279
36	Midlothian	54900	36	Glen Rose	55150	36	Richardson	57750	36	Richardson	59125	36	Glen Rose	61476	36	Glen Rose	64863
37	Duncanville	54000	37	Granbury	55060	37	Glen Rose	56900	37	Glen Rose	58765	37	Richardson	60500	37	Venus	63061
38	Weatherford	53900	38	Duncanville	55000	38	Duncanville	56500	38	Duncanville	58100	38	Duncanville	60200	38	Duncanville	62800
39	Alvarado	53000	39	DeSoto	54550	39	DeSoto	56350	39	DeSoto	58050	39	Grandview	60110	39	Grandview	62660
39	DeSoto	53000	40	Alvarado	54090	40	Alvarado	55833	40	Grandview	56820	40	Venus	59988	40	DeSoto	62434
41	Glen Rose	52750	41	Venus	47684	41	Grandview	52460	41	Venus	55919	41	DeSoto	59550	41	Richardson	61775
42	Granbury	52360	42	Ponder	47200	42	Venus	51688	42	Rio Vista	55220	42	Ponder	58800	42	Ponder	61400
43	Ponder	44500	43	Grandview	46710	43	Godley	51600	43	Godley	54910	43	Rio Vista	58330	43	Rio Vista	60830
44	Venus	43500	44	Godley	46586	44	Rio Vista	51100	44	Ponder	54800	44	Godley	57940	44	Tolar	59678
45	Godley	43000	45	Keene	45250	45	Ponder	50800	45	Tolar	53464	45	Tolar	56958	45	Godley	59570
46	Grandview	42590	46	Rio Vista	44500	46	Keene	49000	46	Keene	52750	46	Keene	56500	46	Keene	59250
47	Rio Vista	41500	47	Tolar	40700	47	Tolar	48854	47	Coppell	**	47	Coppell	**	47	Coppell	**
48	Keene	40000	48	Coppell	**	48	Coppell	**	48	Dallas	**	48	Dallas	**	48	Dallas	**
49	Tolar	38200	49	Plano	**	49	Plano	**	49	Plano	**	49	Plano	**	49	Plano	**

Why Does UEA Publish This Salary Comparison?

For the past 28 years, UEA has published a comparison of teachers' salaries from area school districts. It allows teachers the opportunity to see how their district compares to others. It also proves to be a valuable tool that superintendents, administrators, and school boards use in determining salaries. Just like our regular newsletter, this will be distributed to over 90,000 school employees.

Note: This comparison is for base salaries only. It does not include stipends of any kind.

***Coppell ISD and Plano ISD pay teachers on a salary range and Dallas ISD pays under a pay-for-performance scheme. Exact salaries cannot be determined.*



The United Educators Association is an independent association representing more than 26,000 North Texas public school employees. We work to improve salaries, benefits and working conditions for all public school employees.



ALEDO INDEPENDENT SCHOOL DISTRICT · 2021-2022

Report Card to the Community

EXCEPTIONAL EXPERIENCES

Community





Aledo ISD Fiscal Responsibility

School FIRST Rating

- In 2001, the Texas Legislature directed the Commissioner of Education, in consultation with the Comptroller of Public Accounts, to develop and implement a financial accountability rating system for school districts in Texas. This financial accountability rating system is officially referred to as School FIRST (Financial Integrity Rating System of Texas).
- The primary goal of School FIRST is to achieve quality performance in the management of school districts' financial resources, a goal made more significant due to the complexity of accounting associated with Texas' school finance system.
- School FIRST holds school districts accountable for the quality of their financial management practices. The rating system also discloses the quality of local management and decision-making processes that impact the allocation of financial resources in Texas public schools.
- The School FIRST accountability rating system assigns one of four financial accountability ratings to Texas school districts, with the highest being A -Superior Achievement, followed by B - Above Standard Achievement, C – Meets Standard Achievement, and F - Substandard Achievement.
- The 2020-2021 School FIRST rating is based on an analysis of staff and student data reported for the 2019-2020 school year and audited budgetary and actual financial data for the 2020 fiscal year ending August 31, 2020.
- After receiving official notification of the District's School FIRST rating from TEA, each school district is required to announce and hold a public meeting to explain the District's rating and the District's performance under each of the twenty (20) indicators.
- The Aledo ISD received the highest School FIRST rating of A - Superior Achievement for 2020-2021.
- The District has received the highest rating for the prior eighteen years as well.
- For 2020-2021, the District received a score of 96. A score of 70 must be received to pass, with a score of 100 being the maximum that may be obtained.

Annual Financial Audit

- Pursuant to Education Code 44.008(a), (b), the District's fiscal accounts are required to be audited annually at District expense by a Texas certified or public accountant holding a permit from the State Board of Public Accountancy.



- The annual audit must be completed following the close of each fiscal year and must meet at least the minimum requirements and be in the format prescribed by the State Board of Education, subject to review and comment by the State Auditor.
- A copy of the annual audit report must be filed with the Texas Education Agency not later than the 150th day after the end of the fiscal year for which the audit was made.
- The District's annual financial audit for the year ended August 31, 2021 was completed by the District's auditing firm, Pattillo, Brown & Hill, LLP.
- The District was pleased to note the annual financial audit report contains an unqualified or "clean" auditor's opinion and no management letter items were noted by the audit firm.
- The District has received "clean" annual financial audits for over two decades.

Budget Year-End Results

- As noted in the District's 2021-2022 audit report, the General Fund completed the 2021-2022 fiscal year with a \$2,430,602 deficit (expenditures were greater than revenues).
- This year-end budget deficit was primarily attributable to the following:
 - During the June 21, 2021, board meeting, the Board of Trustees approved the turf conversions and replacements for Aledo High School and Daniel Ninth Grade campus fields. All of these projects were not completed by the end of the 2020-2021 fiscal year ending August 31, 2021. The General Fund's accounting records reflected \$2,759,263 of payments for contractor services that were made during the 2021-2022 fiscal year for the completion of these projects, that is the track surface replacement at Bearcat Stadium and completion of the Aledo High School baseball and softball fields turf conversions. The total cost of these projects did not change, the District just reported the cost in two (2) budget years based on when the work was completed.

Bond Ratings

- The District has received an AA bond credit rating from both S&P Global Ratings and FitchRatings.
- These bond credit ratings are very good for a district with the budget and student enrollment of the Aledo ISD.
- FitchRatings stated in their December 15, 2020 rating report "the AA rating reflects the district's sound economic underpinnings supported by its location



near the Dallas-Fort Worth metroplex and the highest gap-closing capacity from a combination of adequate spending flexibility and robust reserves.”

Comptroller Transparency Star

- Since October 2019, the District has maintained the Comptroller’s Transparency Star for Traditional Finances.
- This designation signifies the District’s efforts to provide robust information regarding the District’s financial operation on the District’s web site.



Aledo ISD Community Engagement 2021-2022

During the 2021-2022 school year, the Aledo ISD used Facebook, Twitter, Instagram, the Bearcat Blast e-newsletter, the Aledo ISD app and the Aledo ISD website to reach parents, students and community members.

The following are the metrics for Facebook reach from June 1, 2021 through June 1, 2022:

Facebook Page Reach	372,522
Facebook Page Visits	69,053
Facebook Page Likes	1,384
Facebook Posts	498
Average Reach	5,246.24
Average Likes and Reactions	180.53
Average Link Clicks	388.68
Average Comments	26.31
Average Shares	9.04

The Facebook posts with the highest reach were:

Post Subject	Post Date	Reach
1. Ladycats Softball State Bound	5-27-22	49,628
2. Bearcat Regiment Area Champs	10-23-21	30,012
3. Football 100-straight district wins	10-15-21	27,513
4. Baseball pink out for Noah game	5-19-22	25,476

The following are the metrics for Twitter impressions from July 2021 through June 2022:

Twitter	Tweets	Tweet Impressions	Profile Visits	Mentions	New Followers
July 2021	25	77000	4234	86	28
August 2021	39	94800	7263	199	32
September 2021	41	99200	8502	188	33
October 2021	47	98600	6238	131	27
November 2021	38	105000	14300	251	35
December 2021	21	51300	3424	84	9
January 2022	23	37100	4535	93	10
February 2022	32	62300	11900	152	65



March 2022	28	40700	6268	87	20
April 2022	48	49300	7429	135	20
May 2022	47	106000	11000	219	34
June 2022	25	35900	7175	218	12
	414	857200	92268	1843	325

The Tweets with the highest reach were:

Subject	Impressions
1. Ladycats State Bound	21,300 impressions
2. Football season ending	15,500 impressions
3. Football 100th straight district win	14,800 impressions
4. College board indigenous scholars	12,300 impressions
5. Aledo wrestling/Bohnen	9,763 impressions

Aledo ISD had 39 editions of Bearcat Blast during the 2021-2022 school year with 489,701 total views or an average of 12,556 views per edition.

Bearcat Blast 2021-2022 School Year	
Date issue	Views
August 12, 2021	19,081
August 19, 2021	16,245
August 27, 2021	14,460
September 2, 2021	12,089
September 10, 2021	17,581
September 17, 2021	14,631
September 28, 2021	12,779
October 7, 2021	13,362
October 14, 2021	11,469
October 21, 2021	15,789
October 28, 2021	11,541
November 4, 2021	11,942
November 12, 2021	12,000



November 18, 2021	10,943
December 2, 2021	12,146
December 9, 2021	11,606
December 15, 2021	11,347
January 7, 2022	11,509
January 13, 2022	11,891
January 20, 2022	11,040
January 27, 2022	12,299
February 3, 2022	12,044



Aledo ISD 21-22 Parent Volunteer and Mentoring Hours

In October of 2021, Aledo ISD started asking parents and other volunteers to start logging their hours through the AISD Volunteer Portal. The following are the volunteer hours logged per campus from October 2021 through May 2022:

Building Name	Total Time
Not Specified	03:00
Aledo High School	21:51
Aledo Middle School	90:43
Annetta Elementary	2837:31
Coder Elementary School	1614:54
Daniel Ninth Grade Campus	14:01
McAnally Intermediate School	878:27
McCall Elementary School	2064:15
Stuard Elementary School	1741:19
Vandagriff Elementary School	2779:10
Walsh Elementary	915:50



Aledo ISD




Grades 3-5
Spring 2021-2022



Report created by
Panorama Education



Summary

Topic Description	Results	Benchmark
<p>School Engagement</p> <p>How attentive and invested students are in school.</p>	<p>49%</p> <p>▼ 5</p> <p>since last survey</p>	 <p>40th - 59th percentile compared to others nationally</p>
<p>School Rigorous Expectations</p> <p>How much students feel that their teachers hold them to high expectations around effort, understanding, persistence, and performance in class.</p>	<p>72%</p> <p>▼ 9</p> <p>since last survey</p>	 <p>40th - 59th percentile compared to others nationally</p>
<p>School Teacher-Student Relationships</p> <p>How strong the social connection is between teachers and students within and beyond the school.</p>	<p>71%</p> <p>▼ 4</p> <p>since last survey</p>	 <p>60th - 79th percentile compared to others nationally</p>

362 responses



EXCEPTIONAL EXPERIENCES

Community

School Engagement

Your average

49%

362 responses

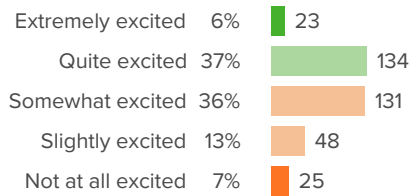
Change

▼ 5

since last survey

How did people respond?

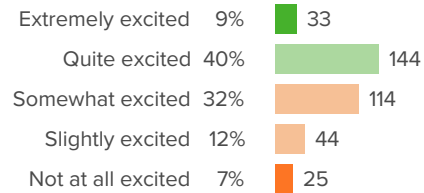
Q.1: How excited are you about going to your classes?



▼ 9 from last survey

Favorable: **43%**

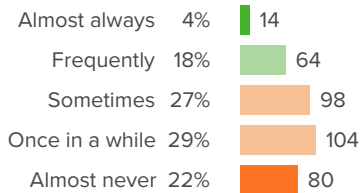
Q.2: In your classes, how excited are you to participate?



▼ 9 from last survey

Favorable: **49%**

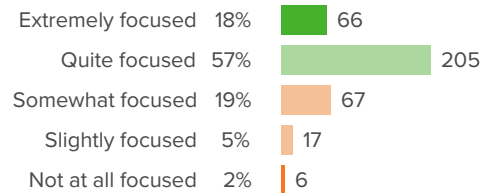
Q.3: When you are not in school, how often do you talk about ideas from your classes?



▲ 0 from last survey

Favorable: **22%**

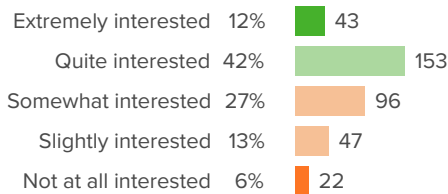
Q.4: How focused are you on the activities in your classes?



▼ 1 from last survey

Favorable: **75%**

Q.5: How interested are you in your classes?



▼ 9 from last survey

Favorable: **54%**

School Rigorous Expectations

Your average

72%

362 responses

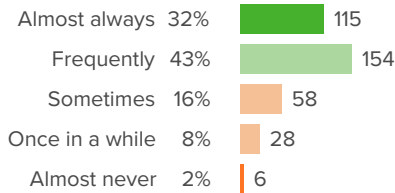
Change

▼ **9**

since last survey

How did people respond?

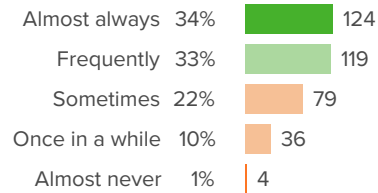
Q.1: How often do your teachers take time to make sure you understand the material?



▼ **5** from last survey

Favorable: **75%**

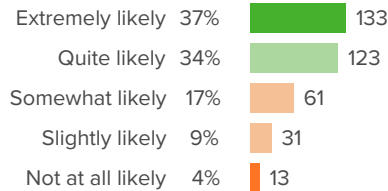
Q.2: How often do your teachers make you explain your answers?



▼ **13** from last survey

Favorable: **67%**

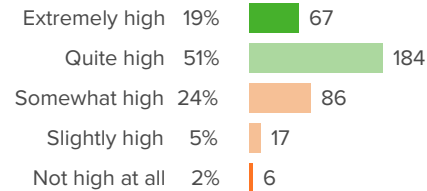
Q.3: When you feel like giving up, how likely is it that your teachers will make you keep trying?



▼ **7** from last survey

Favorable: **71%**

Q.4: Overall, how high are your teachers' expectations of you?

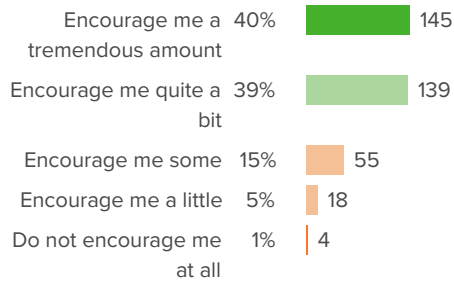


▼ **9** from last survey

Favorable: **70%**



Q.5: How much do your teachers encourage you to do your best?



▼ 9 from last survey

Favorable: **79%**

School Teacher-Student Relationships

Your average

71%

362 responses

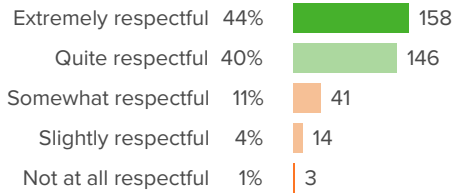
Change

▼ **4**

since last survey

How did people respond?

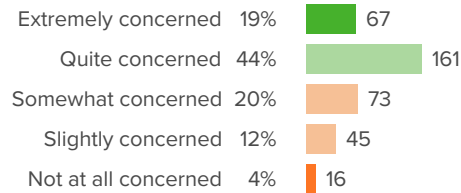
Q.1: How respectful are your teachers towards you?



▼ **7** from last survey

Favorable: **84%**

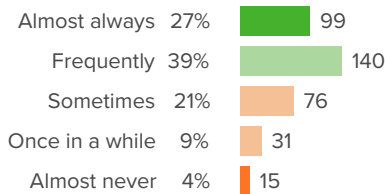
Q.2: If you walked into class upset, how concerned would your teachers be?



▼ **2** from last survey

Favorable: **63%**

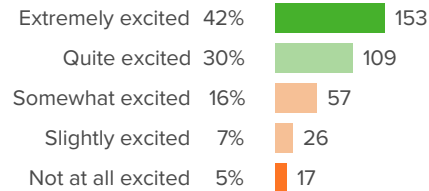
Q.3: When your teachers ask, "How are you?", how often do you feel that your teachers really want to know your answer?



▲ **0** from last survey

Favorable: **66%**

Q.4: How excited would you be to have your teachers again?



▼ **7** from last survey

Favorable: **72%**



Aledo ISD

Grades 6-12
Spring 2021-2022






Report created by
Panorama Education



EXCEPTIONAL EXPERIENCES

Community

Summary

Topic Description	Results	Benchmark
<p>School Engagement</p> <p>How attentive and invested students are in school.</p>	<p>24%</p> <p>▲ 3</p> <p>since last survey</p>	 <p>0th - 19th percentile compared to others nationally</p>
<p>School Rigorous Expectations</p> <p>How much students feel that their teachers hold them to high expectations around effort, understanding, persistence, and performance in class.</p>	<p>58%</p> <p>▲ 4</p> <p>since last survey</p>	 <p>0th - 19th percentile compared to others nationally</p>
<p>School Teacher-Student Relationships</p> <p>How strong the social connection is between teachers and students within and beyond the school.</p>	<p>48%</p> <p>▲ 2</p> <p>since last survey</p>	 <p>0th - 19th percentile compared to others nationally</p>

1,736 responses

School Engagement

Your average

24%

1,736 responses

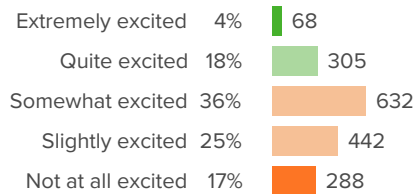
Change

▲ 3

since last survey

How did people respond?

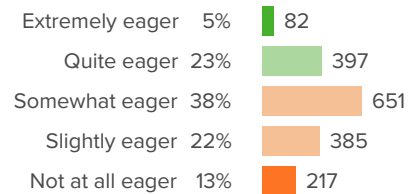
Q.1: How excited are you about going to your classes?



▲ 4 from last survey

Favorable: **21%**

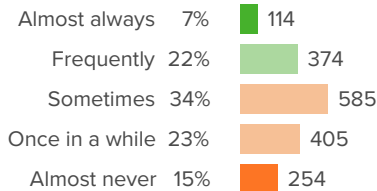
Q.2: In your classes, how eager are you to participate?



▲ 4 from last survey

Favorable: **28%**

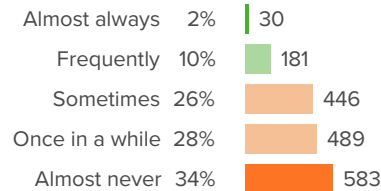
Q.3: How often do you get so focused on activities in your classes that you lose track of time?



▲ 1 from last survey

Favorable: **28%**

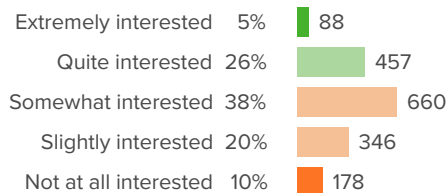
Q.4: When you are not in school, how often do you talk about ideas from your classes?



▲ 2 from last survey

Favorable: **12%**

Q.5: Overall, how interested are you in your classes?



▲ 3 from last survey

Favorable: **32%**

School Rigorous Expectations

Your average

58%

1,736 responses

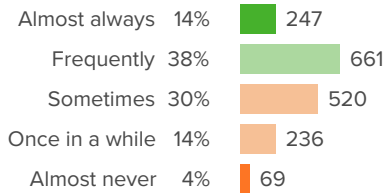
Change

▲ 4

since last survey

How did people respond?

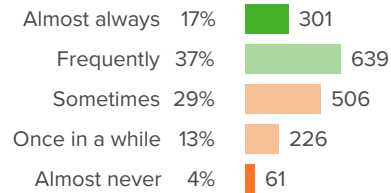
Q.1: How often do your teachers take time to make sure you understand the material?



▲ 5 from last survey

Favorable: **52%**

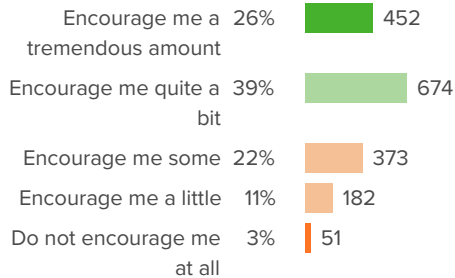
Q.2: How often do your teachers make you explain your answers?



▲ 4 from last survey

Favorable: **54%**

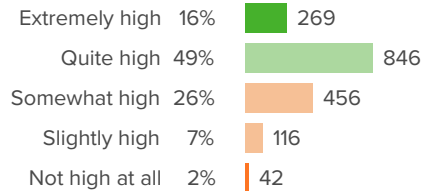
Q.3: How much do your teachers encourage you to do your best?



▲ 3 from last survey

Favorable: **65%**

Q.4: Overall, how high are your teachers' expectations of you?



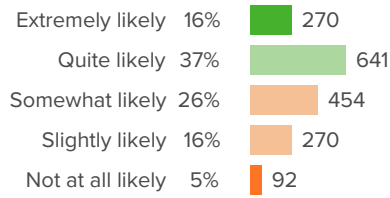
▲ 5 from last survey

Favorable: **64%**



EXCEPTIONAL EXPERIENCES
Community

Q.5: When you feel like giving up on a difficult task, how likely is it that your teachers will make you keep trying?



▲ 1 from last survey

Favorable: **53%**



School Teacher-Student Relationships

Your average

48%

1,736 responses

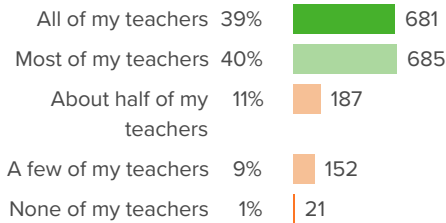
Change

▲ 2

since last survey

How did people respond?

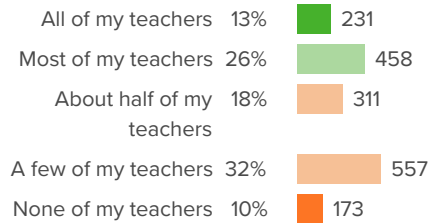
Q.1: How many of your teachers are respectful towards you?



▼ 2 from last survey

Favorable: **79%**

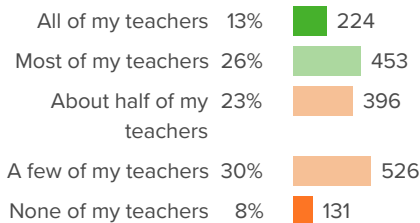
Q.2: If you walked into class upset, how many of your teachers would be concerned?



▲ 0 from last survey

Favorable: **40%**

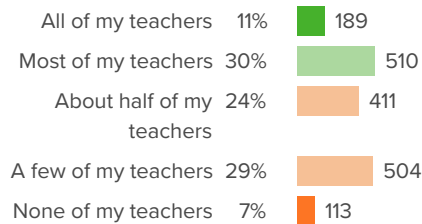
Q.3: If you came back to visit class three years from now, how many of your teachers would be excited to see you?



▲ 3 from last survey

Favorable: **39%**

Q.4: When your teachers ask how you are doing, how many of them are really interested in your answer?

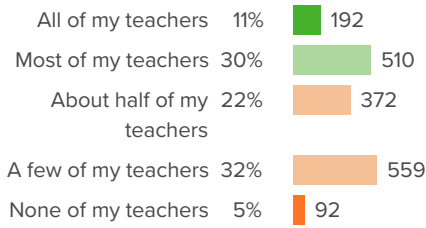


▲ 4 from last survey

Favorable: **40%**



Q.5: How many of your teachers would you be excited to have again in the future?



▲ 5 from last survey

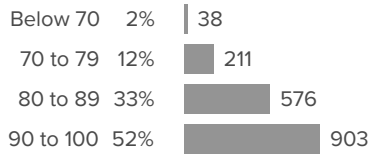
Favorable: **41%**



6-12 Free Response

How did people respond? _____

Q.1: What kind of grades do you usually get in your classes this year?





Aledo ISD

Family Survey
Spring 2021-2022







Report created by
Panorama Education



EXCEPTIONAL EXPERIENCES

Community

Summary

Topic Description	Results	Benchmark
<p>Barriers to Engagement</p> <p>Factors that can create challenges for families to interact with or become involved with their child's school. Survey-takers responded to the question, "How big of a problem are the following issues for becoming involved with your child's current school?"</p>	<p>78%</p> <p>▼ 3</p> <p>since last survey</p>	 <p>0th - 19th percentile compared to others nationally</p>
<p>School Climate</p> <p>Perceptions of the overall social and learning climate of the school.</p>	<p>58%</p> <p>▼ 7</p> <p>since last survey</p>	 <p>0th - 19th percentile compared to others nationally</p>
<p>School Fit</p> <p>Families' perceptions of how well a school matches their child's developmental needs.</p>	<p>60%</p> <p>▼ 4</p> <p>since last survey</p>	 <p>20th - 39th percentile compared to others nationally</p>
<p>School Safety</p> <p>Perceptions of student physical and psychological safety at school.</p>	<p>66%</p> <p>▼ 8</p> <p>since last survey</p>	 <p>0th - 19th percentile compared to others nationally</p>

823 responses

Barriers to Engagement

Your average

78%

823 responses

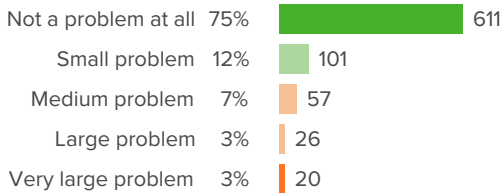
Change

▼ **3**

since last survey

How did people respond?

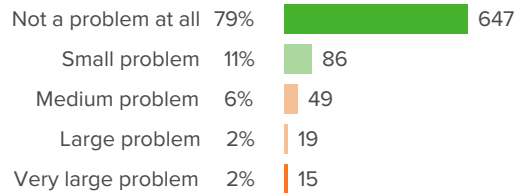
Q.1: How big of a problem is the following issue for becoming involved with your child's current school: **Childcare needs?**



▼ **3** from last survey

Favorable: **87%**

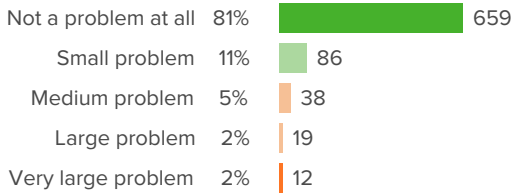
Q.2: How big of a problem is the following issue for becoming involved with your child's current school: **Transportation-related challenges?**



▼ **1** from last survey

Favorable: **90%**

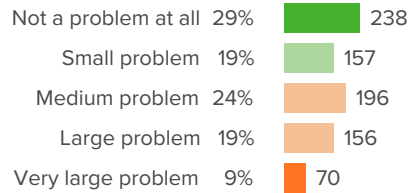
Q.3: How big of a problem is the following issue for becoming involved with your child's current school: **Concerns about getting to the school safely?**



▼ **3** from last survey

Favorable: **92%**

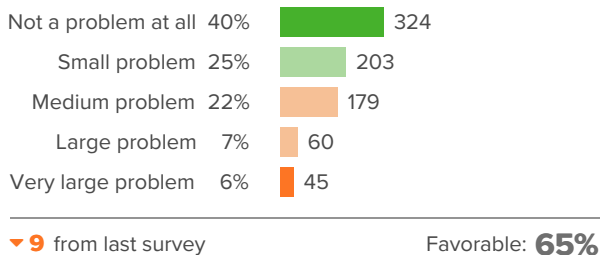
Q.4: How big of a problem is the following issue for becoming involved with your child's current school: **How busy your schedule is?**



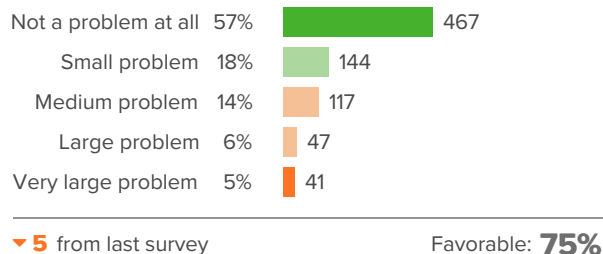
▼ **6** from last survey

Favorable: **48%**

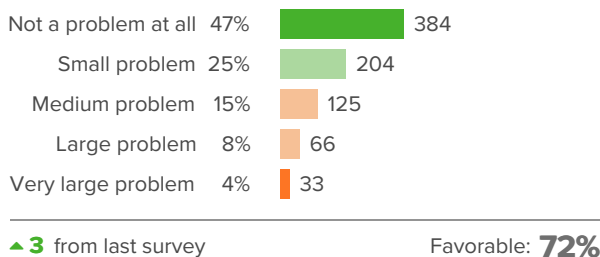
Q.5: How big of a problem is the following issue for becoming involved with your child's current school: School staff seem too busy?



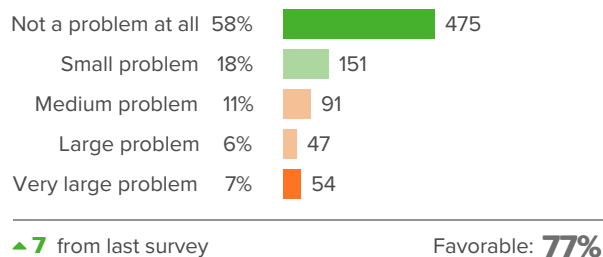
Q.6: How big of a problem is the following issue for becoming involved with your child's current school: You feel unsure about how to communicate with the school?



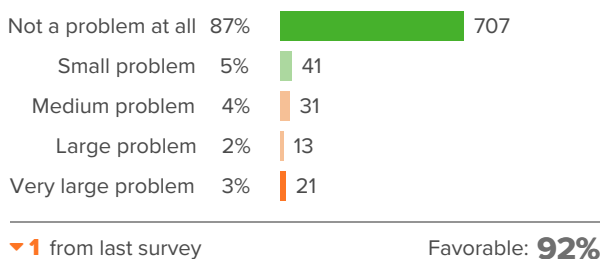
Q.7: How big of a problem is the following issue for becoming involved with your child's current school: The school provides little information about involvement opportunities?



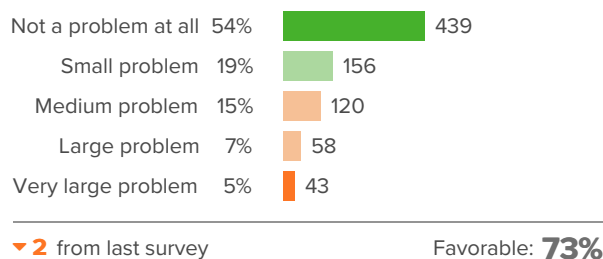
Q.8: How big of a problem is the following issue for becoming involved with your child's current school: The school is not welcoming to parents?



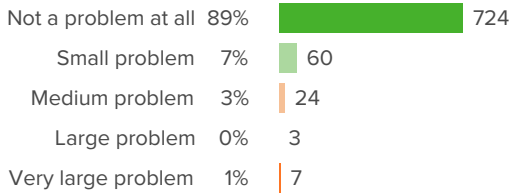
Q.9: How big of a problem is the following issue for becoming involved with your child's current school: The school does not communicate well with people from your culture?



Q.10: How big of a problem is the following issue for becoming involved with your child's current school: You do not feel a sense of belonging with your child's school community?

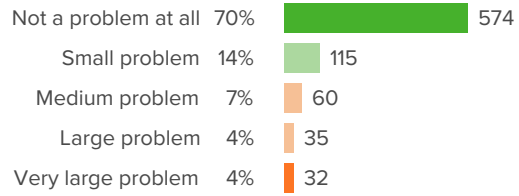


Q.11: How big of a problem is the following issue for becoming involved with your child's current school: Negative memories of your own school experience?



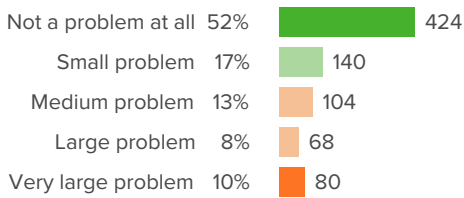
▲ 0 from last survey Favorable: **96%**

Q.12: How big of a problem is the following issue for becoming involved with your child's current school: Your child does not want you to contact the school?



▼ 3 from last survey Favorable: **84%**

Q.13: How big of a problem is the following issue for becoming involved with your child's current school: You worry that adults at the school will treat your child differently if you raise a concern?



▼ 4 from last survey Favorable: **69%**

Your average

58%

823 responses

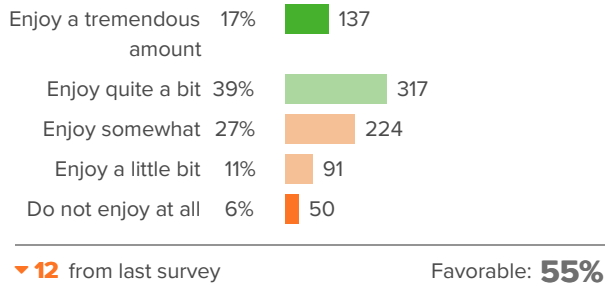
Change

▼ **7**

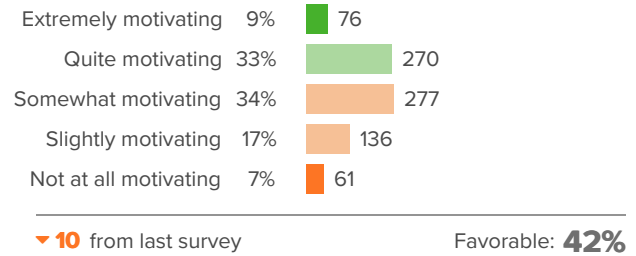
since last survey

How did people respond?

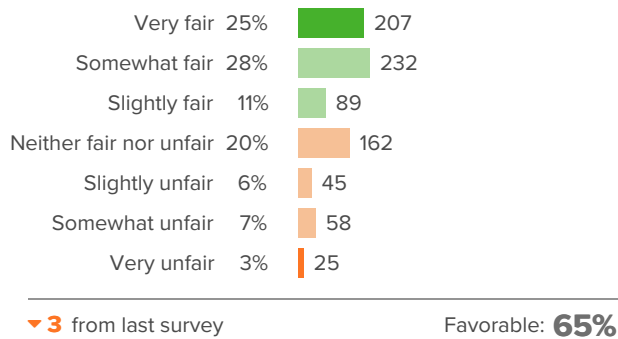
Q.1: To what extent do you think that children enjoy going to your child's school?



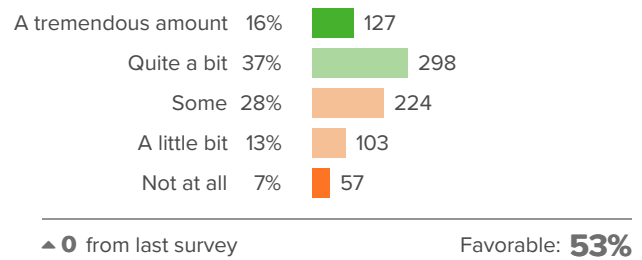
Q.2: How motivating are the classroom lessons at your child's school?



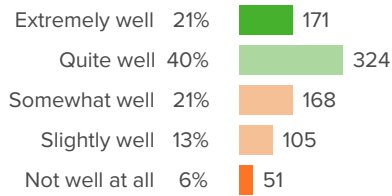
Q.3: How fair or unfair is the school's system of evaluating children?



Q.4: How much does the school value the diversity of children's backgrounds?

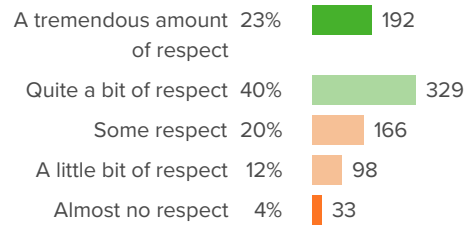


Q.5: How well do administrators at your child's school create a school environment that helps children learn?



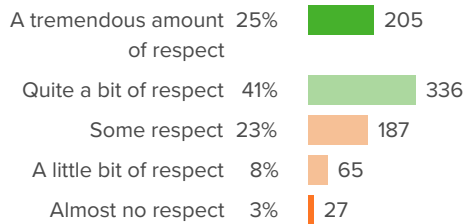
▼ **8** from last survey Favorable: **60%**

Q.6: Overall, how much respect do you think the children at your child's school have for the staff?



▼ **8** from last survey Favorable: **64%**

Q.7: Overall, how much respect do you think the teachers at your child's school have for the children?



▼ **7** from last survey Favorable: **66%**

Your average

60%

823 responses

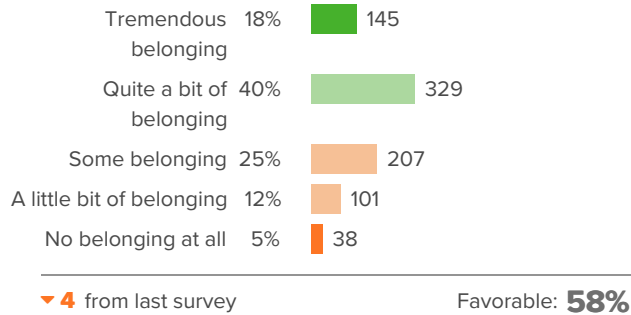
Change

▼ **4**

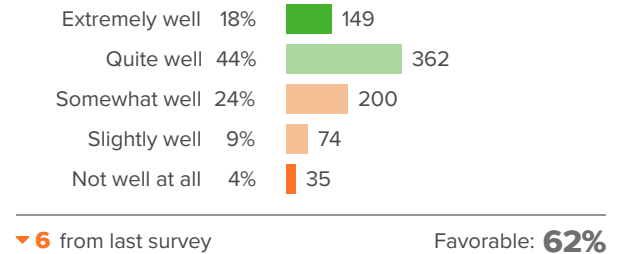
since last survey

How did people respond?

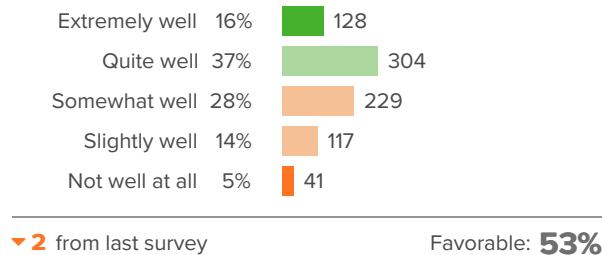
Q.1: How much of a sense of belonging does your child feel at his/her school?



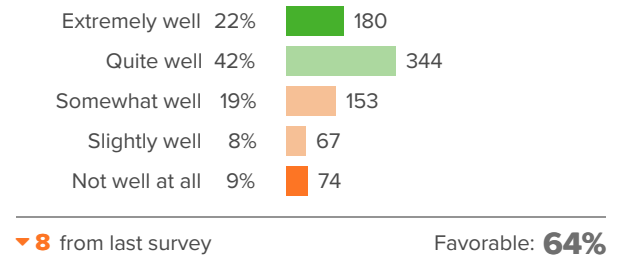
Q.2: How well do you feel your child's school is preparing him/her for his/her next academic year?



Q.3: How well do the activities offered at your child's school match his/her interests?

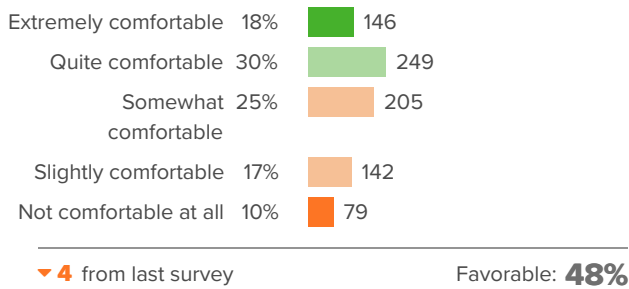


Q.4: At your child's school, how well does the overall approach to discipline work for your child?

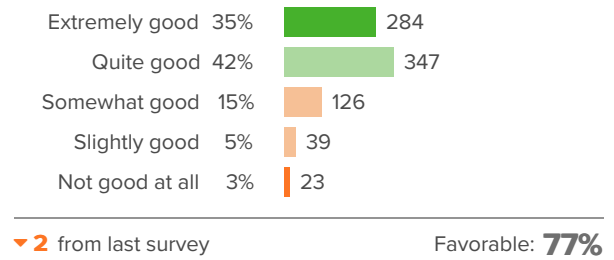




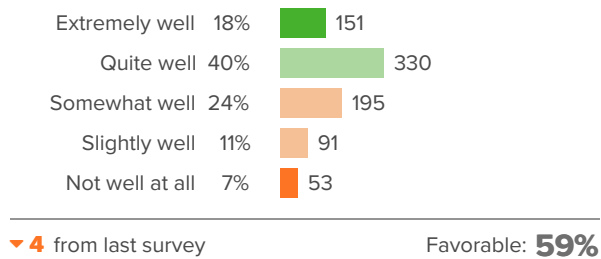
Q.5: How comfortable is your child in asking for help from school adults?



Q.6: Given your child’s cultural background, how good a fit is his/her school?



Q.7: How well do the teaching styles of your child's teachers match your child's learning style?



Your average

66%

823 responses

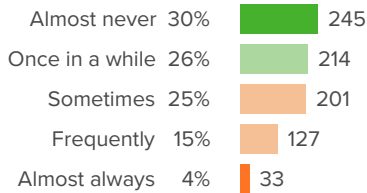
Change

▼ **8**

since last survey

How did people respond?

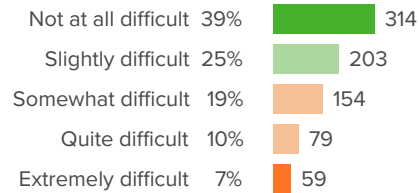
Q.1: How often do you worry about violence at your child's school?



▼ **18** from last survey

Favorable: **56%**

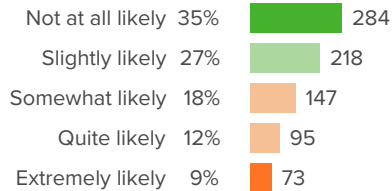
Q.2: If a student is bullied at your child's school, how difficult is it for him/her to get help from an adult?



▼ **6** from last survey

Favorable: **64%**

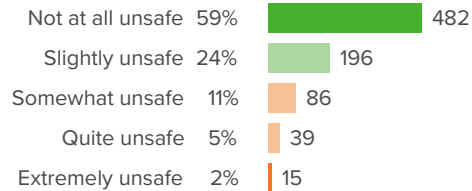
Q.3: How likely is it that someone from your child's school will bully him/her online?



▼ **5** from last survey

Favorable: **61%**

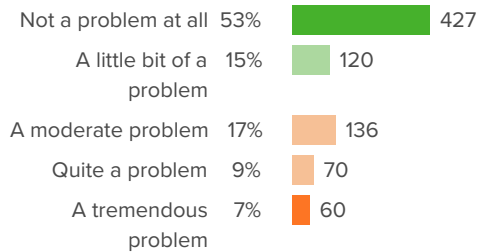
Q.4: Overall, how unsafe does your child feel at school?



▼ **5** from last survey

Favorable: **83%**

Q.5: To what extent are drugs a problem at your child's school?



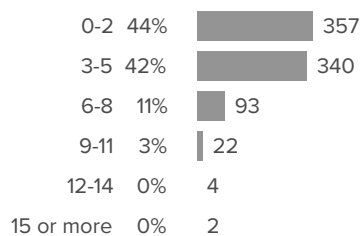
▼ **6** from last survey

Favorable: **67%**

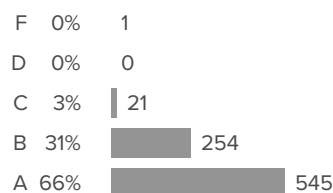
Background Questions

How did people respond?

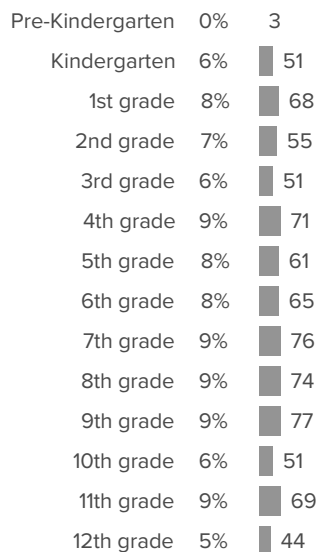
Q.1: In an average day, how many hours of "screen time" (time in front of computers, television, texting, video games, etc.) does your child spend?



Q.2: On average, what grades do you expect your child to earn in school?



Q.3: What grade is your child in?





Aledo ISD

Staff Survey
Spring 2021-2022






Report created by
Panorama Education



EXCEPTIONAL EXPERIENCES

Community

Summary

Topic Description	Results	Benchmark
<p>Professional Learning</p> <p>Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.</p>	<p>56%</p> <p>▲2</p> <p>since last survey</p>	 <p>60th - 79th percentile compared to others nationally</p>
<p>School Climate</p> <p>Perceptions of the overall social and learning climate of the school.</p>	<p>65%</p> <p>▲1</p> <p>since last survey</p>	 <p>40th - 59th percentile compared to others nationally</p>
<p>Staff-Leadership Relationships</p> <p>Perceptions of faculty and staff relationships with school leaders.</p>	<p>79%</p> <p>▲7</p> <p>since last survey</p>	 <p>60th - 79th percentile compared to others nationally</p>

70 responses



Professional Learning

Your average

56%

70 responses

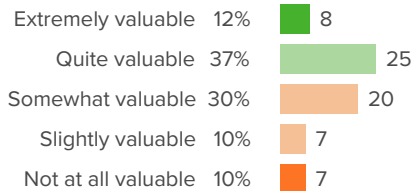
Change

▲ 2

since last survey

How did people respond?

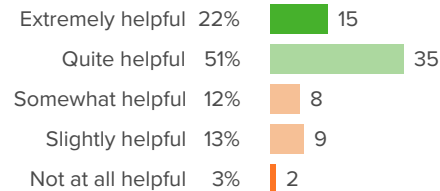
Q.1: At your school, how valuable are the available professional development opportunities?



▼ 1 from last survey

Favorable: **49%**

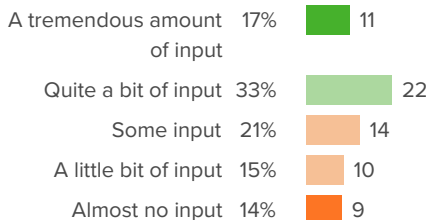
Q.2: How helpful are your colleagues' ideas for improving your work?



▼ 1 from last survey

Favorable: **72%**

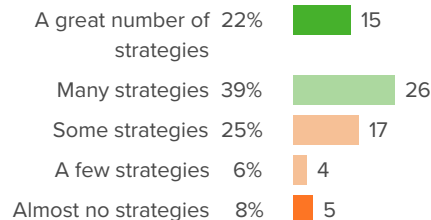
Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 11 from last survey

Favorable: **50%**

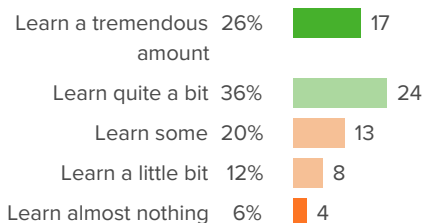
Q.4: Through working at your school, how many new strategies for your job have you learned?



▼ 5 from last survey

Favorable: **61%**

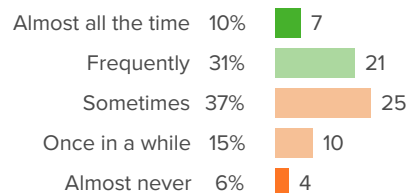
Q.5: Overall, how much do you learn from the leaders at your school?



▲ 2 from last survey

Favorable: **62%**

Q.6: How often do your professional development opportunities help you explore new ideas?

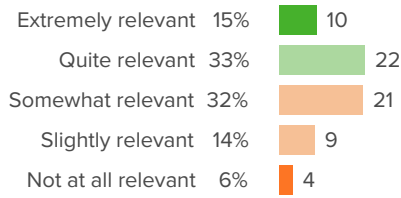


▲ 6 from last survey

Favorable: **42%**



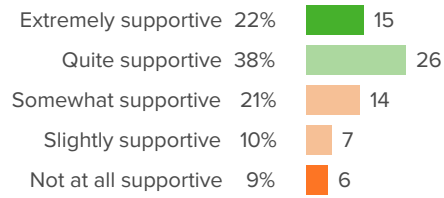
Q.7: How relevant have your professional development opportunities been to your work?



▲ 8 from last survey

Favorable: **48%**

Q.8: Overall, how supportive has the school been of your professional growth?



▼ 5 from last survey

Favorable: **60%**

Your average

65%

70 responses

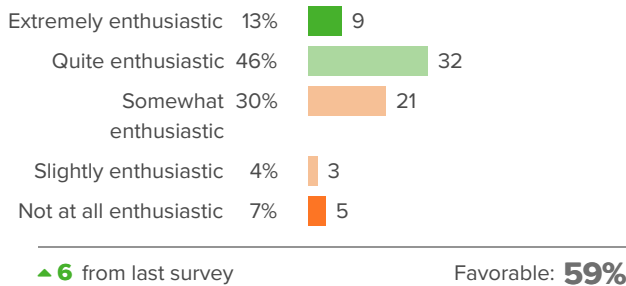
Change

▲ 1

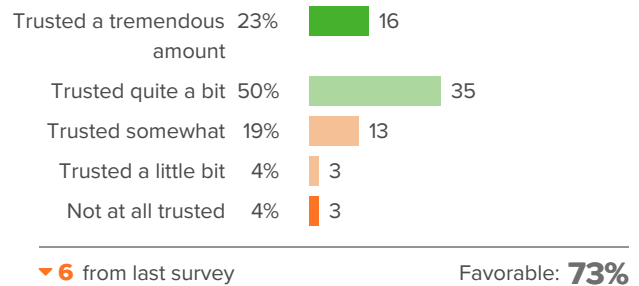
since last survey

How did people respond?

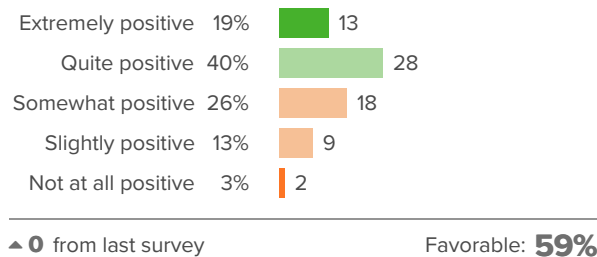
Q.1: On most days, how enthusiastic are the students about being at school?



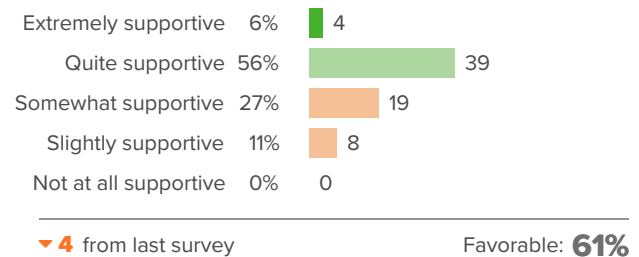
Q.2: To what extent are staff trusted to work in the way they think is best?



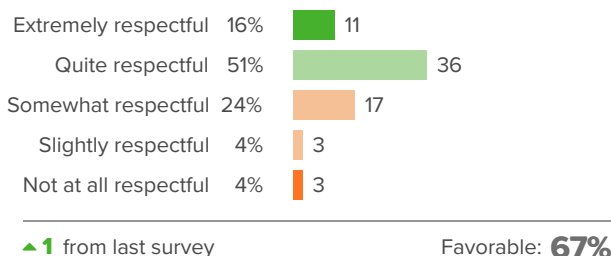
Q.3: How positive are the attitudes of your colleagues?



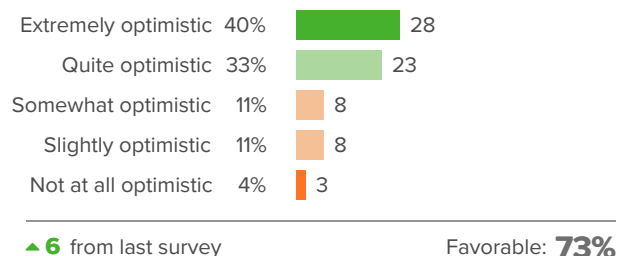
Q.4: How supportive are students in their interactions with each other?



Q.5: How respectful are the relationships between staff and students?

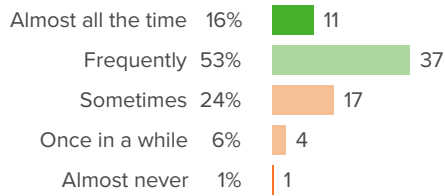


Q.6: How optimistic are you that your school will improve in the future?



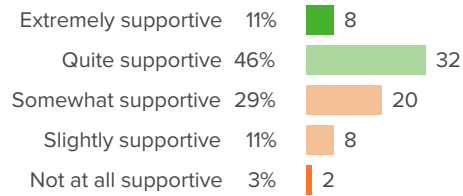


Q.7: How often do you see students helping each other without being prompted?



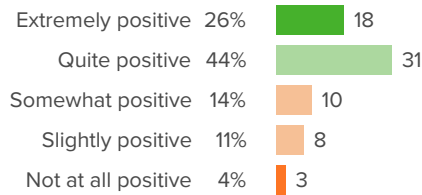
▲ **6** from last survey Favorable: **69%**

Q.8: When new initiatives are presented at your school, how supportive are your colleagues?



▼ **3** from last survey Favorable: **57%**

Q.9: Overall, how positive is the working environment at your school?



▲ **2** from last survey Favorable: **70%**

Staff-Leadership Relationships

Your average

79%

70 responses

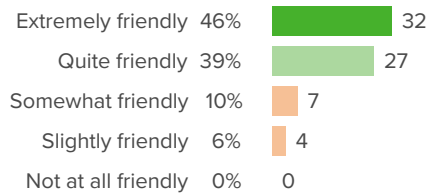
Change

▲ 7

since last survey

How did people respond?

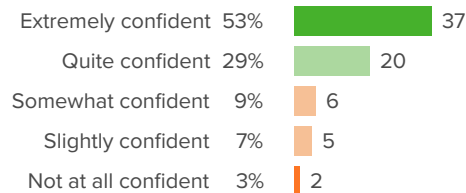
Q.1: How friendly are your school leaders toward you?



▲ 9 from last survey

Favorable: **84%**

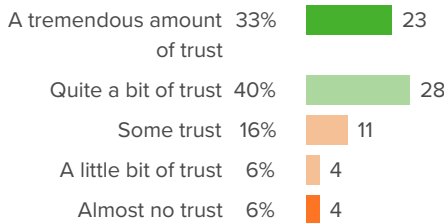
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▲ 3 from last survey

Favorable: **81%**

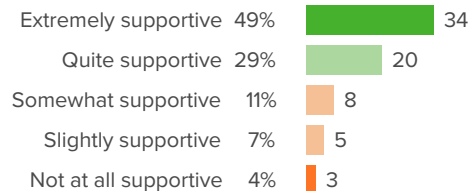
Q.3: How much trust exists between school leaders and staff?



▲ 10 from last survey

Favorable: **73%**

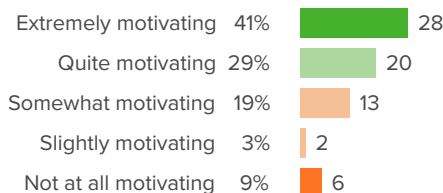
Q.4: When you face challenges at work, how supportive are your school leaders?



▲ 7 from last survey

Favorable: **77%**

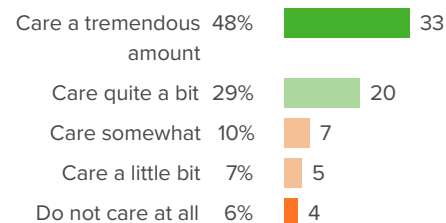
Q.5: At your school, how motivating do you find working with the leadership team?



▲ 8 from last survey

Favorable: **70%**

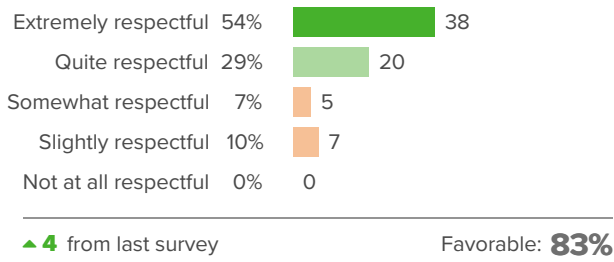
Q.6: How much do your school leaders care about you as an individual?



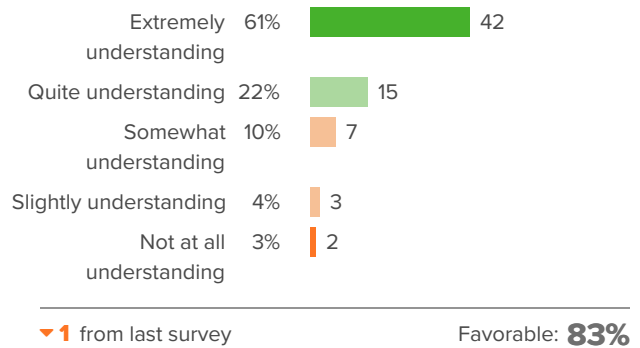
▲ 10 from last survey

Favorable: **77%**

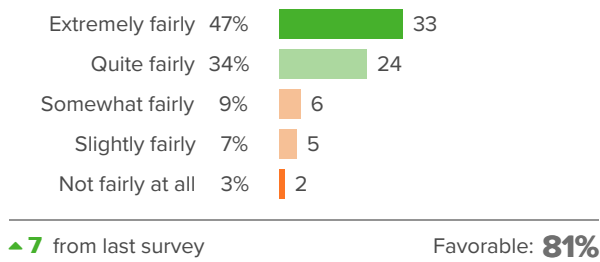
Q.7: How respectful are your school leaders towards you?



Q.8: When challenges arise in your personal life, how understanding are your school leaders?



Q.9: How fairly does the school leadership treat the staff?





Aledo ISD





Teacher Survey
Spring 2021-2022



Report created by
Panorama Education



EXCEPTIONAL EXPERIENCES
Community
Summary

Topic Description	Results	Benchmark
<p>Faculty Growth Mindset</p> <p>Perceptions of whether teaching can improve over time.</p>	<p>50%</p> <p>▼ 6</p> <p>since last survey</p>	 <p>0th - 19th percentile compared to others nationally</p>
<p>Professional Learning</p> <p>Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.</p>	<p>49%</p> <p>0</p> <p>since last survey</p>	 <p>40th - 59th percentile compared to others nationally</p>
<p>School Climate</p> <p>Perceptions of the overall social and learning climate of the school.</p>	<p>51%</p> <p>▼ 5</p> <p>since last survey</p>	 <p>20th - 39th percentile compared to others nationally</p>
<p>Staff-Leadership Relationships</p> <p>Perceptions of faculty and staff relationships with school leaders.</p>	<p>69%</p> <p>0</p> <p>since last survey</p>	 <p>40th - 59th percentile compared to others nationally</p>

200 responses



Faculty Growth Mindset

Your average

50%

200 responses

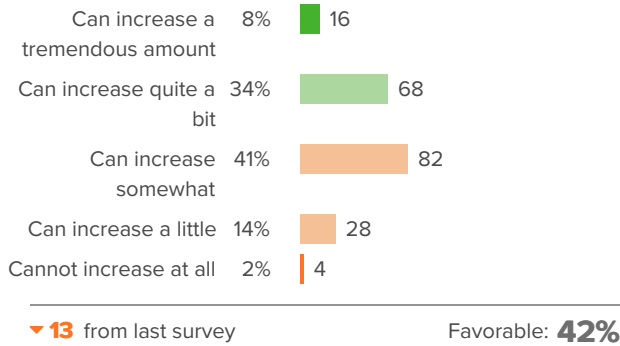
Change

▼ **6**

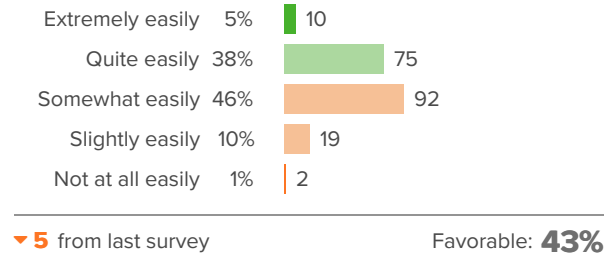
since last survey

How did people respond?

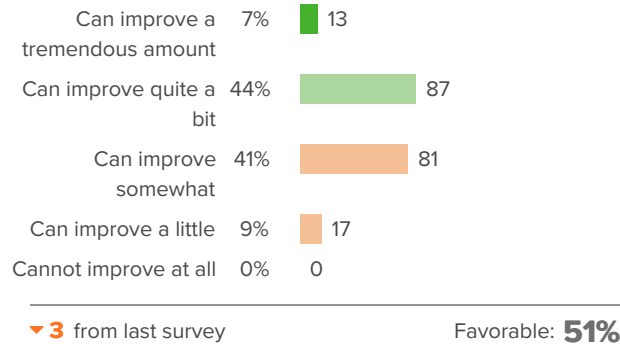
Q.1: To what extent can teachers increase how much their most difficult students learn from them?



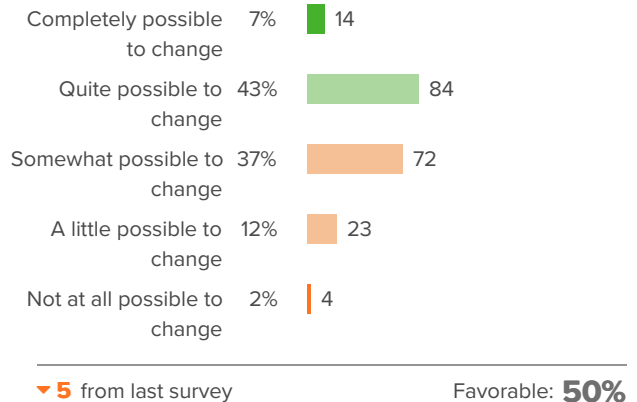
Q.2: How easily can teachers change their teaching style to match the needs of a particular class?



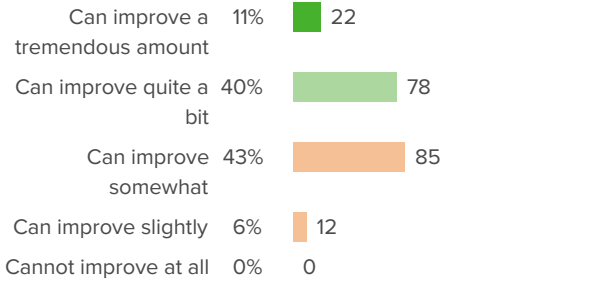
Q.3: To what extent can teachers improve their implementation of different teaching strategies?



Q.4: How possible is it for teachers to change their ability to work with dissatisfied parents?

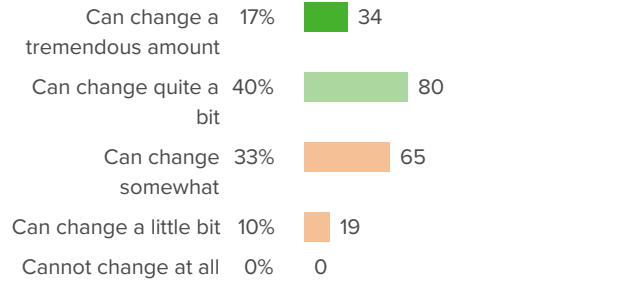


Q.5: How much can teachers improve their classroom management approaches?



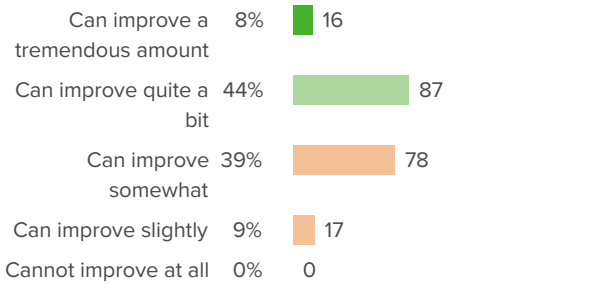
▼ 6 from last survey Favorable: **51%**

Q.6: To what extent can teachers change their intelligence about the subjects that they teach?



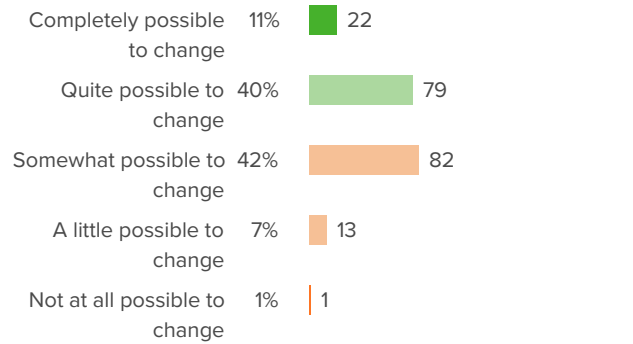
▼ 5 from last survey Favorable: **58%**

Q.7: Over the course of a school year, to what extent can teachers improve the clarity of their explanations of challenging concepts?



▼ 4 from last survey Favorable: **52%**

Q.8: How possible is it for teachers to change how well they relate to their most difficult students?



▼ 11 from last survey Favorable: **51%**



Professional Learning

Your average

49%

200 responses

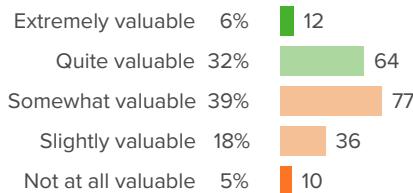
Change

0

since last survey

How did people respond?

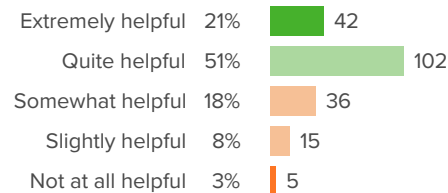
Q.1: At your school, how valuable are the available professional development opportunities?



▼ 2 from last survey

Favorable: **38%**

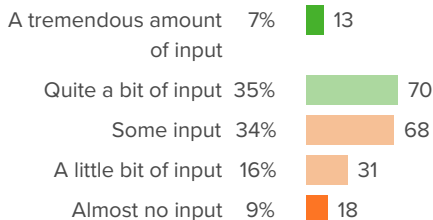
Q.2: How helpful are your colleagues' ideas for improving your teaching?



▲ 3 from last survey

Favorable: **72%**

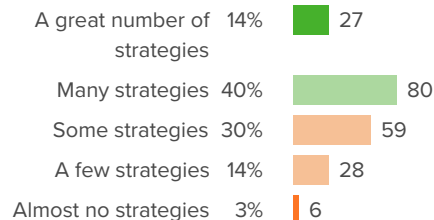
Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 1 from last survey

Favorable: **42%**

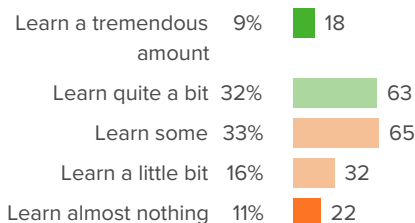
Q.4: Through working at your school, how many new teaching strategies have you learned?



▼ 3 from last survey

Favorable: **54%**

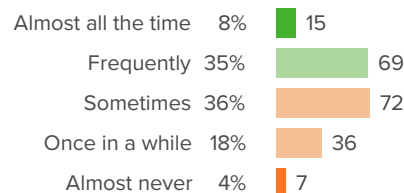
Q.5: Overall, how much do you learn about teaching from the leaders at your school?



▲ 2 from last survey

Favorable: **41%**

Q.6: How often do your professional development opportunities help you explore new ideas?



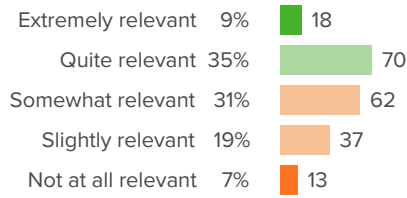
▼ 3 from last survey

Favorable: **42%**



EXCEPTIONAL EXPERIENCES
Community

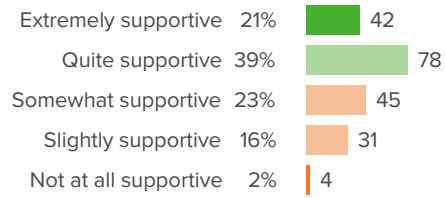
Q.7: How relevant have your professional development opportunities been to the content that you teach?



▲ 6 from last survey

Favorable: **44%**

Q.8: Overall, how supportive has the school been of your growth as a teacher?



▼ 4 from last survey

Favorable: **60%**

Your average

51%

200 responses

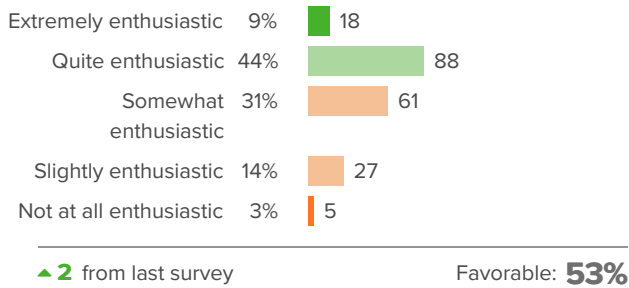
Change

▼ **5**

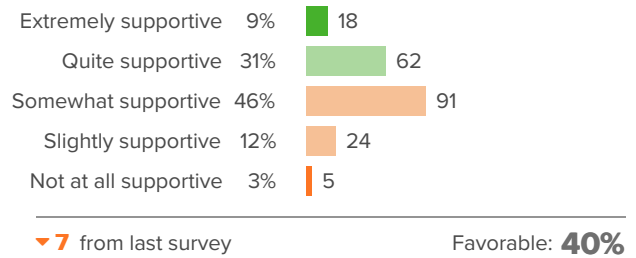
since last survey

How did people respond?

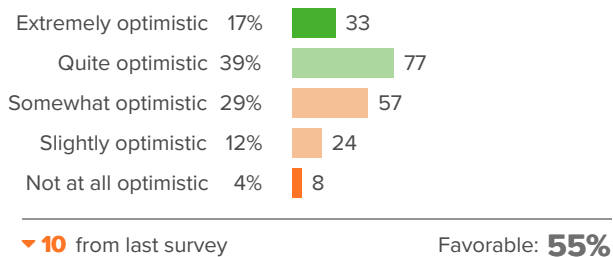
Q.1: On most days, how enthusiastic are the students about being at school?



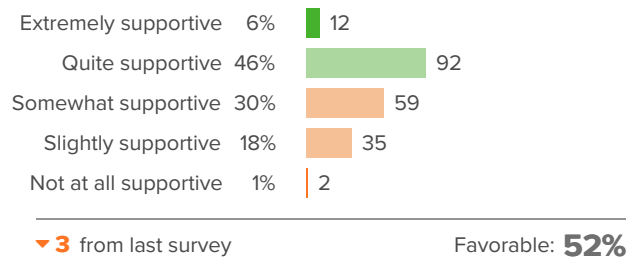
Q.2: When new initiatives to improve teaching are presented at your school, how supportive are your colleagues?



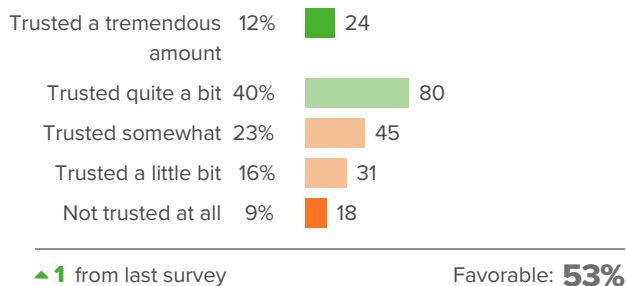
Q.3: How optimistic are you that your school will improve in the future?



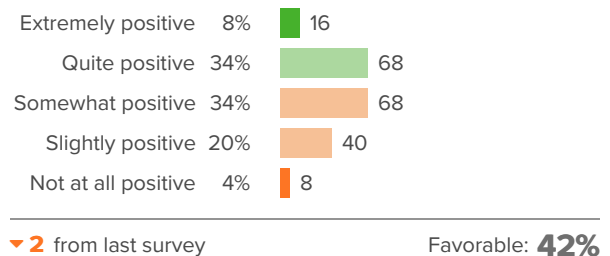
Q.4: How supportive are students in their interactions with each other?



Q.5: To what extent are teachers trusted to teach in the way they think is best?

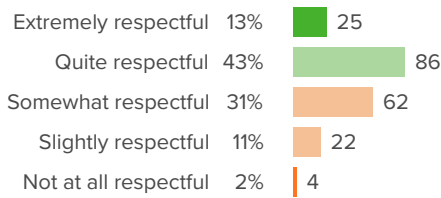


Q.6: How positive are the attitudes of your colleagues?



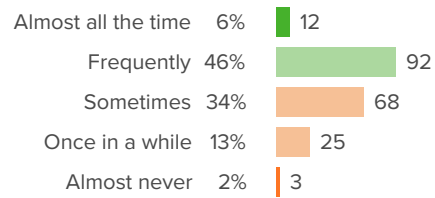


Q.7: How respectful are the relationships between teachers and students?



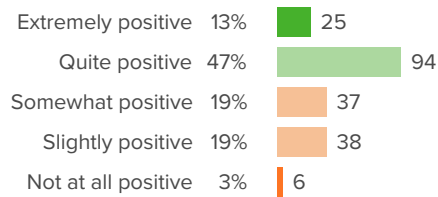
▼ **16** from last survey Favorable: **56%**

Q.8: How often do you see students helping each other without being prompted?



▼ **11** from last survey Favorable: **52%**

Q.9: Overall, how positive is the working environment at your school?



▲ **3** from last survey Favorable: **60%**



Staff-Leadership Relationships

Your average

69%

200 responses

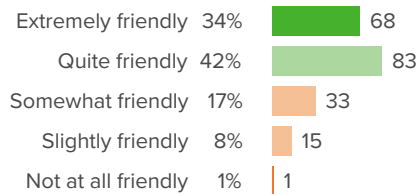
Change

0

since last survey

How did people respond?

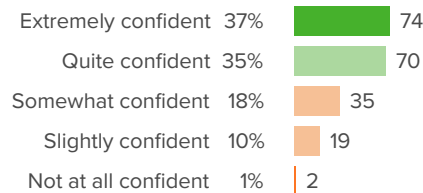
Q.1: How friendly are your school leaders toward you?



▲ 2 from last survey

Favorable: **76%**

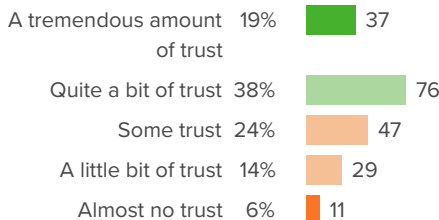
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 1 from last survey

Favorable: **72%**

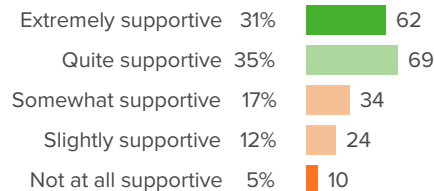
Q.3: How much trust exists between school leaders and faculty?



▲ 0 from last survey

Favorable: **57%**

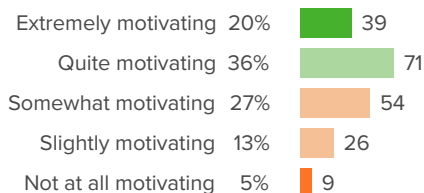
Q.4: When you face challenges at work, how supportive are your school leaders?



▲ 1 from last survey

Favorable: **66%**

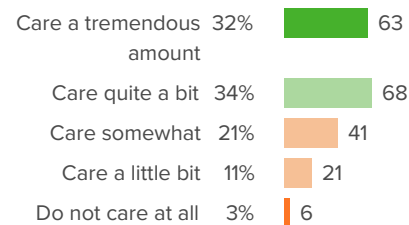
Q.5: At your school, how motivating do you find working with the leadership team?



▲ 0 from last survey

Favorable: **55%**

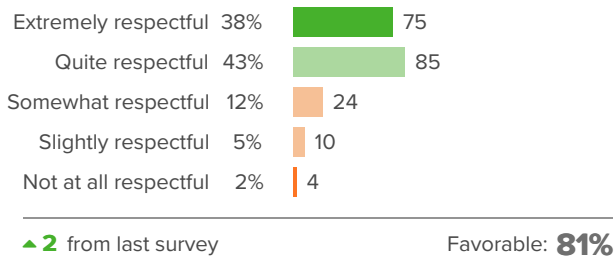
Q.6: How much do your school leaders care about you as an individual?



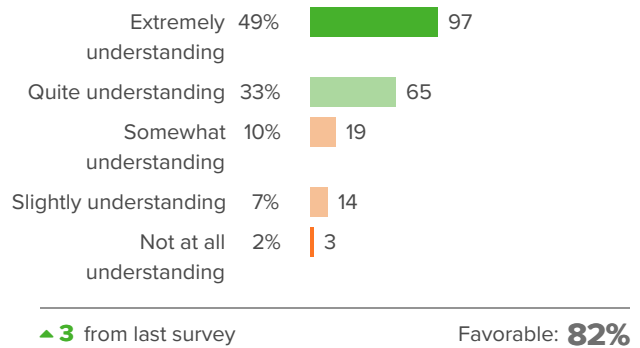
▲ 0 from last survey

Favorable: **66%**

Q.7: How respectful are your school leaders towards you?



Q.8: When challenges arise in your personal life, how understanding are your school leaders?



Q.9: How fairly does the school leadership treat the faculty?

