

EXCEPTIONAL EXPERIENCES

Staff



Aledo ISD





Teacher Survey
Spring 2024 Staff Survey



Report created by
Panorama Education



Summary

Topic Description	Results	Benchmark
<p>Faculty Growth Mindset</p> <p>Perceptions of whether teaching can improve over time.</p>	<p>52%</p> <p>▲ 1 since last survey</p>	 <p>20th - 39th 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>57%</p> <p>▲ 1 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>61%</p> <p>0 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>68%</p> <p>▼ 7 since last survey</p>	 <p>20th - 39th percentile compared to others nationally</p>

346 responses



Faculty Growth Mindset

Your average

52%

346 responses

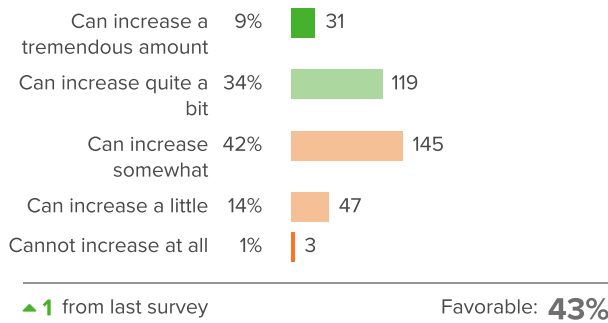
Change

▲ 1

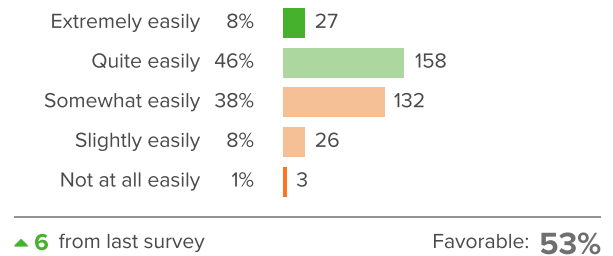
since last survey

How did people respond?

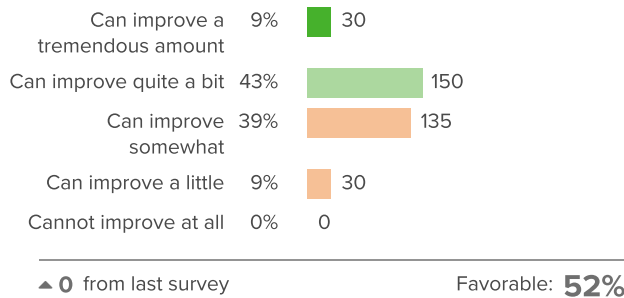
Q.1: To what extent can teachers increase how much their most difficult students learn from them?



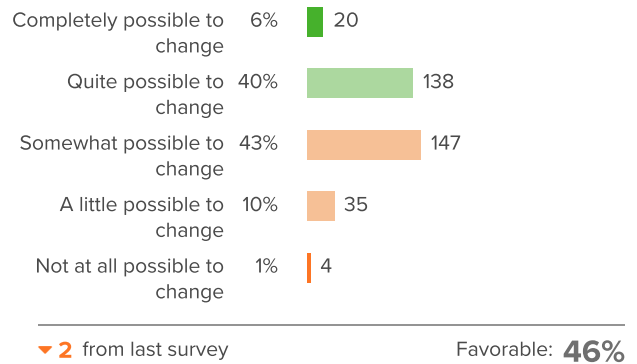
Q.2: How easily can teachers change their teaching style to match the needs of a particular class?



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

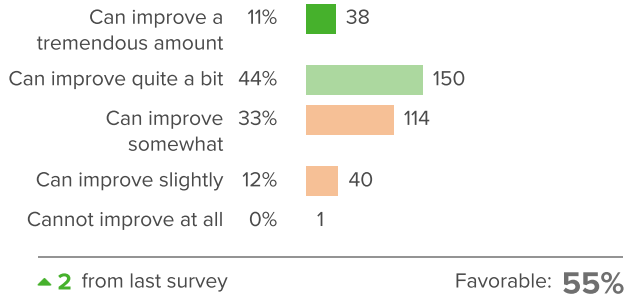


Q.4: How possible is it for teachers to change their ability to work with dissatisfied parents?

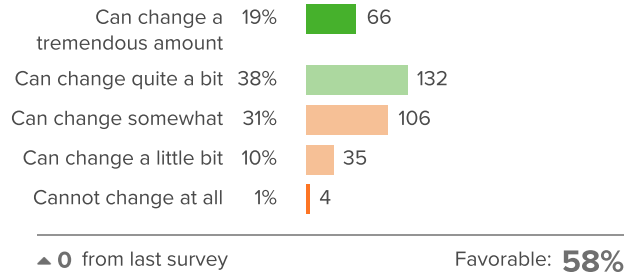




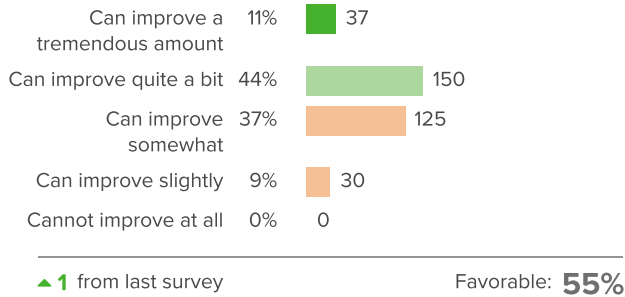
Q.5: How much can teachers improve their classroom management approaches?



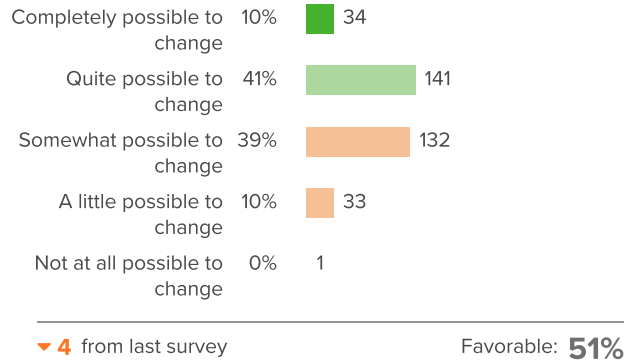
Q.6: To what extent can teachers change their intelligence about the subjects that they teach?



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



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





Professional Learning

Your average

57%

346 responses

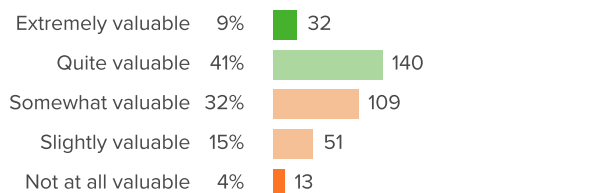
Change

▲ 1

since last survey

How did people respond?

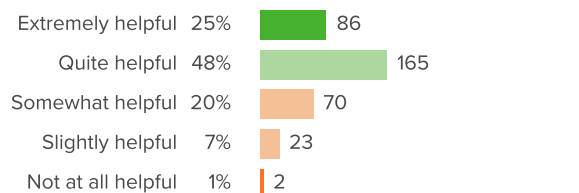
Q.1: At your school, how valuable are the available professional development opportunities?



▲ 3 from last survey

Favorable: **50%**

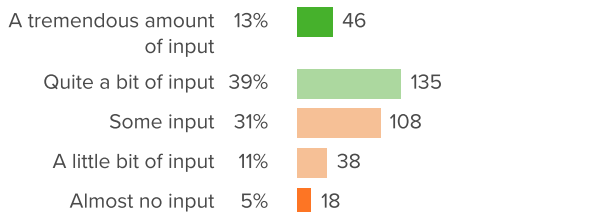
Q.2: How helpful are your colleagues' ideas for improving your teaching?



▼ 5 from last survey

Favorable: **73%**

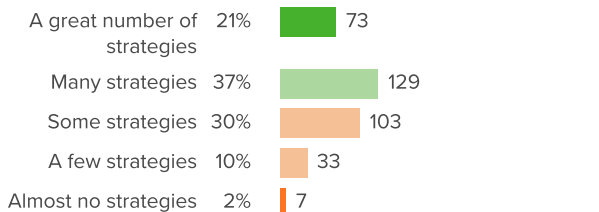
Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 2 from last survey

Favorable: **52%**

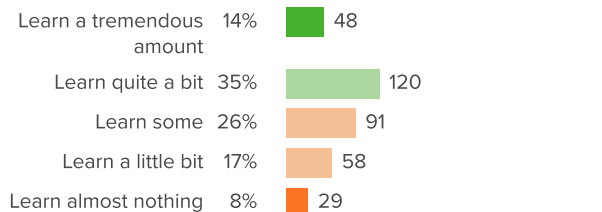
Q.4: Through working at your school, how many new teaching strategies have you learned?



▼ 3 from last survey

Favorable: **59%**

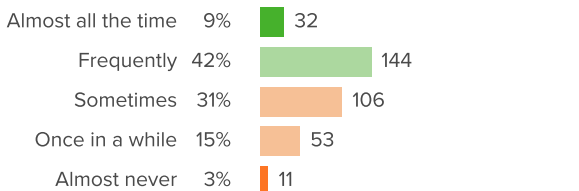
Q.5: Overall, how much do you learn about teaching from the leaders at your school?



▲ 2 from last survey

Favorable: **49%**

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

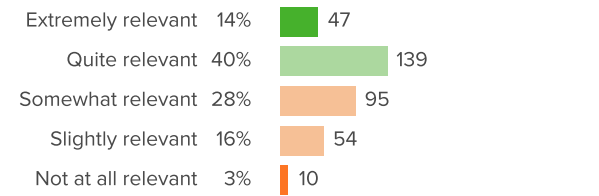


▲ 3 from last survey

Favorable: **51%**



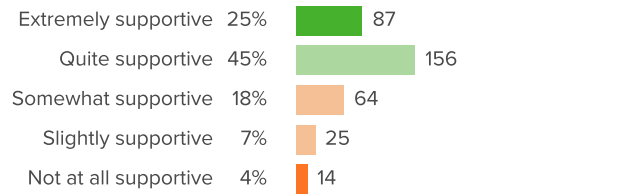
Q.7: How relevant have your professional development opportunities been to the content that you teach?



▲ 5 from last survey

Favorable: **54%**

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



▲ 0 from last survey

Favorable: **70%**



School Climate

Your average

61%

346 responses

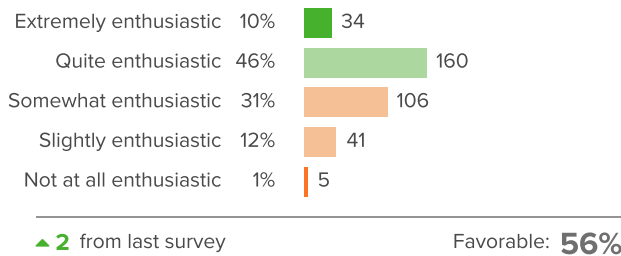
Change

0

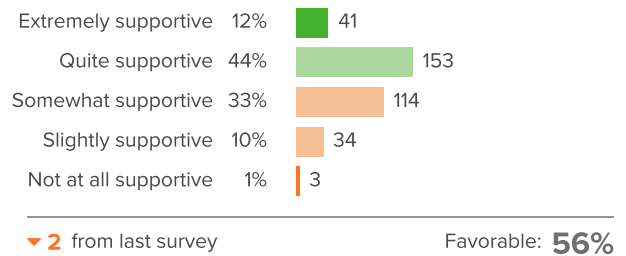
since last survey

How did people respond?

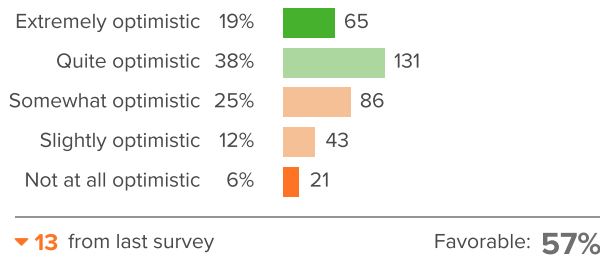
Q.1: On most days, how enthusiastic are the students about being at school?



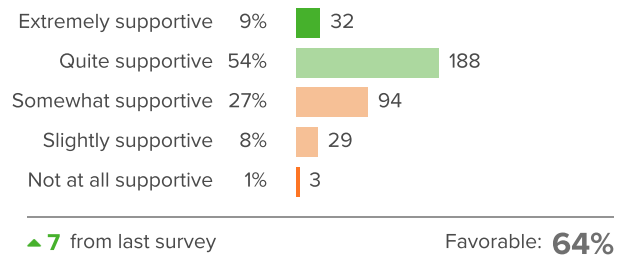
Q.2: When new initiatives to improve teaching are presented at your school, how supportive are your colleagues?



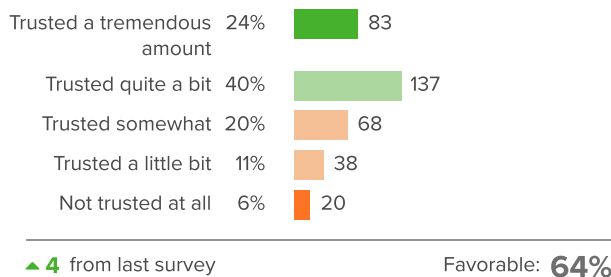
Q.3: How optimistic are you that your school will improve in the future?



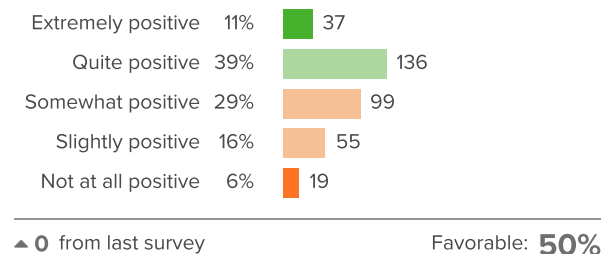
Q.4: How supportive are students in their interactions with each other?



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

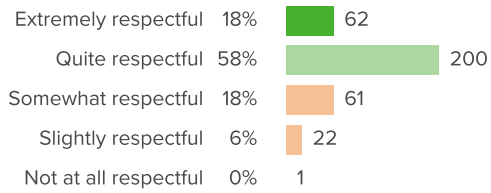


Q.6: How positive are the attitudes of your colleagues?





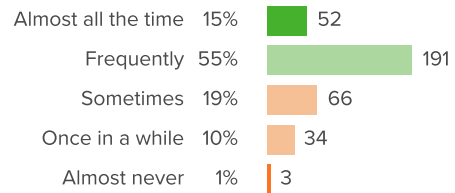
Q.7: How respectful are the relationships between teachers and students?



▲ 5 from last survey

Favorable: **76%**

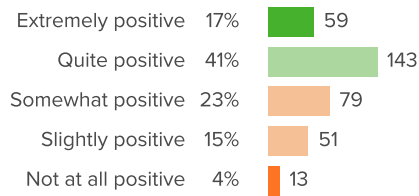
Q.8: How often do you see students helping each other without being prompted?



▲ 3 from last survey

Favorable: **70%**

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



▼ 3 from last survey

Favorable: **59%**



Staff-Leadership Relationships

Your average

68%

346 responses

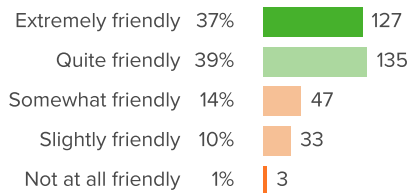
Change

▼ 7

since last survey

How did people respond?

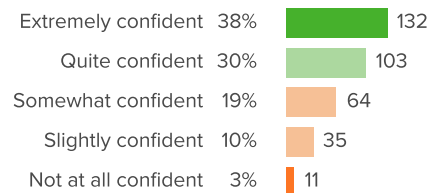
Q.1: How friendly are your school leaders toward you?



▼ 6 from last survey

Favorable: **76%**

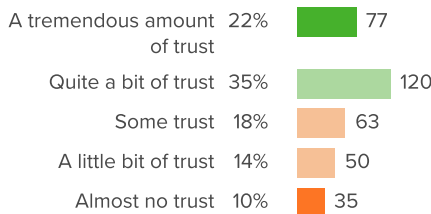
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 11 from last survey

Favorable: **68%**

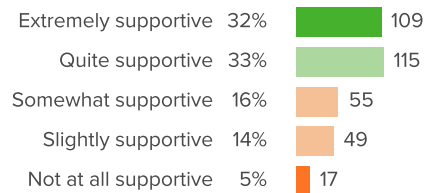
Q.3: How much trust exists between school leaders and faculty?



▼ 7 from last survey

Favorable: **57%**

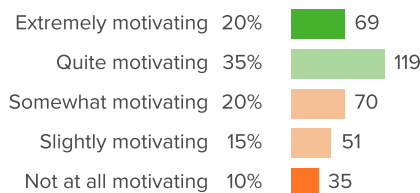
Q.4: When you face challenges at work, how supportive are your school leaders?



▼ 4 from last survey

Favorable: **65%**

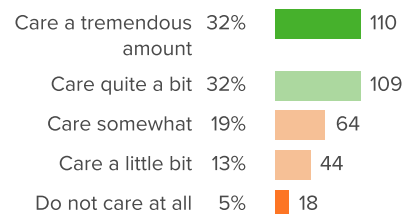
Q.5: At your school, how motivating do you find working with the leadership team?



▼ 6 from last survey

Favorable: **55%**

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

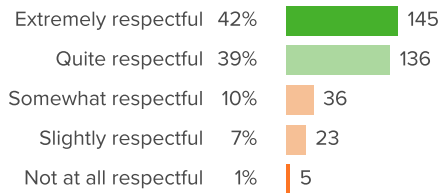


▼ 9 from last survey

Favorable: **63%**



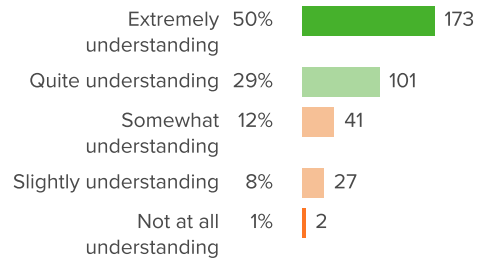
Q.7: How respectful are your school leaders towards you?



▼ 5 from last survey

Favorable: **81%**

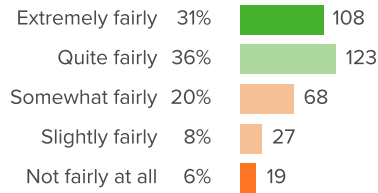
Q.8: When challenges arise in your personal life, how understanding are your school leaders?



▼ 4 from last survey

Favorable: **80%**

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



▼ 10 from last survey

Favorable: **67%**

TEACHERS: School Survey

FACULTY GROWTH MINDSET					PROFESSIONAL LEARNING				SCHOOL CLIMATE				STAFF-LEADERSHIP RELATIONSHIPS						
	Spring 2021 favorable responses N = 274	Spring 2022 favorable responses N = 200	Spring 2023 favorable responses N = 419	Spring 2024 favorable responses N = 346		Spring 2021 favorable responses N = 274	Spring 2022 favorable responses N = 200	Spring 2023 favorable responses N = 419	Spring 2024 favorable responses N = 346		Spring 2021 favorable responses N = 274	Spring 2022 favorable responses N = 200	Spring 2023 favorable responses N = 419	Spring 2024 favorable responses N = 346		Spring 2021 favorable responses N = 274	Spring 2022 favorable responses N = 200	Spring 2023 favorable responses N = 419	Spring 2024 favorable responses N = 346
To what extent can teachers increase how much their most difficult students learn from them?	55%	42%	42%	43%	At your school, how valuable are the available professional development opportunities?	40%	38%	47%	50%	On most days, how enthusiastic are the students about being at school?	51%	53%	54%	56%	How friendly are your school leaders toward you?	74%	76%	82%	76%
How easily can teachers change their teaching style to match the needs of a particular class?	48%	43%	47%	53%	How helpful are your colleagues' ideas for improving your teaching?	69%	72%	78%	73%	When new initiatives to improve teaching are presented at your school, how supportive are your colleagues?	47%	40%	58%	56%	How confident are you that your school leaders have the best interests of the school in mind?	73%	72%	79%	68%
To what extent can teachers improve their implementation of different teaching strategies?	54%	51%	52%	52%	How much input do you have into individualizing your own professional development opportunities?	41%	42%	50%	52%	How optimistic are you that your school will improve in the future?	65%	55%	70%	57%	How much trust exists between school leaders and faculty?	57%	57%	64%	57%
How possible is it for teachers to change their ability to work with dissatisfied parents?	55%	50%	48%	46%	Through working at your school, how many new teaching strategies have you learned?	57%	54%	62%	59%	How supportive are students in their interactions with each other?	55%	52%	57%	64%	When you face challenges at work, how supportive are your school leaders?	65%	66%	69%	65%
How much can teachers improve their classroom management approaches?	57%	51%	53%	55%	Overall, how much do you learn about teaching from the leaders at your school?	39%	41%	47%	49%	To what extent are teachers trusted to teach in the way they think is best?	52%	53%	60%	64%	At your school, how motivating do you find working with the leadership team?	55%	55%	61%	55%
To what extent can teachers change their intelligence about the subjects that they teach?	63%	58%	58%	58%	How often do your professional development opportunities help you explore new ideas?	45%	42%	48%	51%	How positive are the attitudes of your colleagues?	44%	42%	50%	50%	How much do your school leaders care about you as an individual?	66%	66%	72%	63%
Over the course of a school year, to what extent can teachers improve the clarity of their explanations of challenging concepts?	56%	52%	54%	55%	How relevant have your professional development opportunities been to the content that you teach?	38%	44%	49%	54%	How respectful are the relationships between teachers and students?	72%	56%	71%	76%	How respectful are your school leaders towards you?	79%	81%	86%	81%
How possible is it for teachers to change how well they relate to their most difficult students?	62%	51%	55%	51%	Overall, how supportive has the school been of your growth as a teacher?	64%	60%	70%	70%	How often do you see students helping each other without being prompted?	63%	52%	67%	70%	When challenges arise in your personal life, how understanding are your school leaders?	79%	82%	84%	80%
										Overall, how positive is the working environment at your school?	57%	60%	62%	59%	How fairly does the school leadership treat the faculty?	70%	69%	77%	67%



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Staff Survey
Spring 2024 Staff Survey



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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>59%</p> <p>▲ 1 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>66%</p> <p>▼ 5 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>77%</p> <p>▼ 5 since last survey</p>	 <p>40th - 59th percentile compared to others nationally</p>

267 responses



Professional Learning

Your average

59%

267 responses

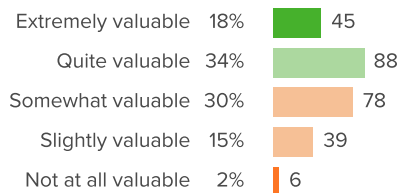
Change

▲ 1

since last survey

How did people respond?

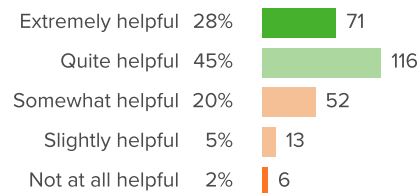
Q.1: At your school, how valuable are the available professional development opportunities?



▲ 2 from last survey

Favorable: **52%**

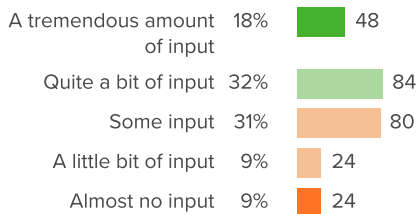
Q.2: How helpful are your colleagues' ideas for improving your work?



▼ 9 from last survey

Favorable: **72%**

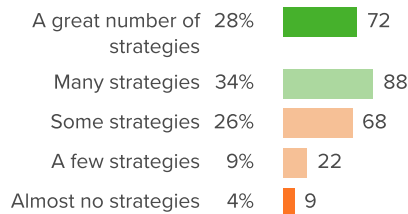
Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 5 from last survey

Favorable: **51%**

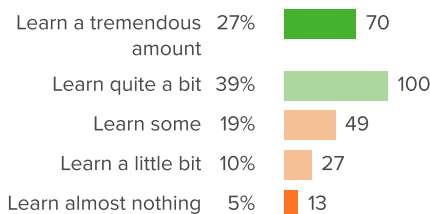
Q.4: Through working at your school, how many new strategies for your job have you learned?



▲ 1 from last survey

Favorable: **62%**

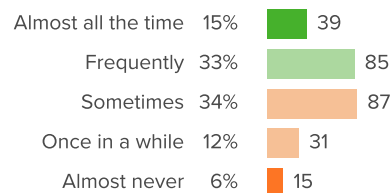
Q.5: Overall, how much do you learn from the leaders at your school?



▼ 4 from last survey

Favorable: **66%**

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

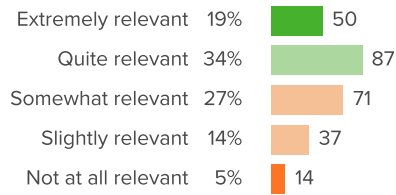


▲ 5 from last survey

Favorable: **48%**



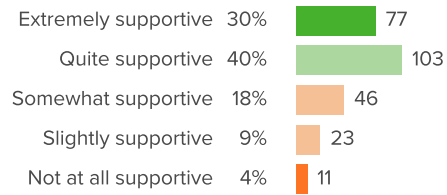
Q.7: How relevant have your professional development opportunities been to your work?



▲ 9 from last survey

Favorable: **53%**

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



▼ 2 from last survey

Favorable: **69%**



School Climate

Your average

66%

267 responses

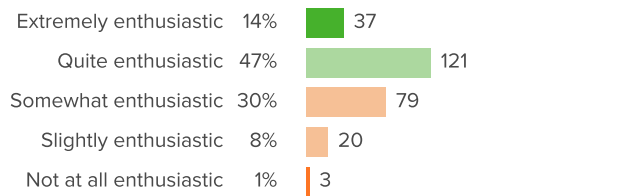
Change

▼ 5

since last survey

How did people respond?

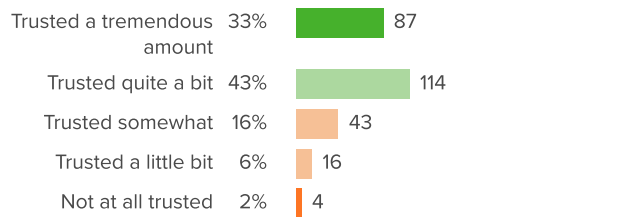
Q.1: On most days, how enthusiastic are the students about being at school?



▼ 1 from last survey

Favorable: **61%**

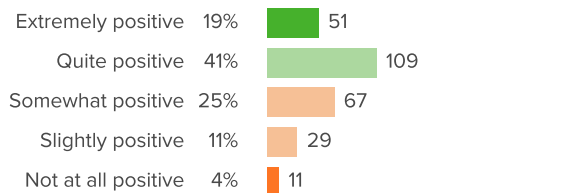
Q.2: To what extent are staff trusted to work in the way they think is best?



▼ 5 from last survey

Favorable: **76%**

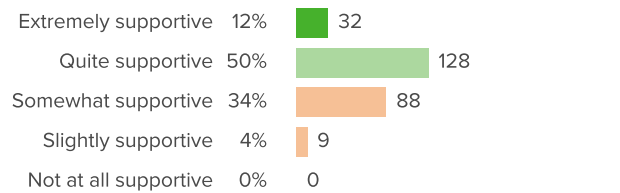
Q.3: How positive are the attitudes of your colleagues?



▼ 11 from last survey

Favorable: **60%**

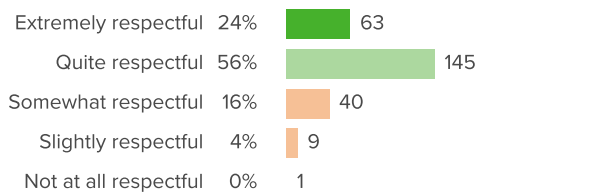
Q.4: How supportive are students in their interactions with each other?



▲ 4 from last survey

Favorable: **62%**

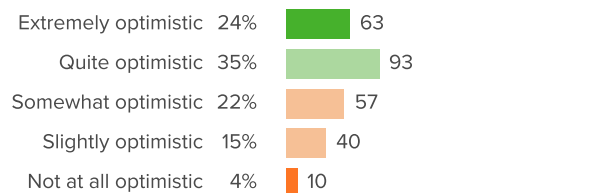
Q.5: How respectful are the relationships between staff and students?



▲ 6 from last survey

Favorable: **81%**

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

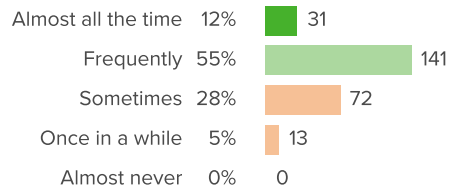


▼ 16 from last survey

Favorable: **59%**



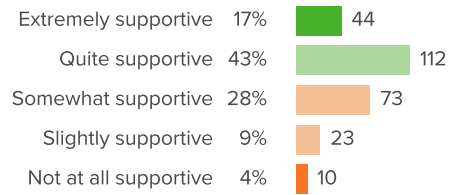
Q.7: How often do you see students helping each other without being prompted?



▼ 3 from last survey

Favorable: **67%**

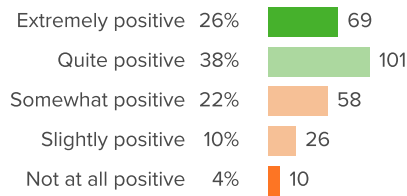
Q.8: When new initiatives are presented at your school, how supportive are your colleagues?



▼ 7 from last survey

Favorable: **60%**

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



▼ 14 from last survey

Favorable: **64%**



Staff-Leadership Relationships

Your average

77%

267 responses

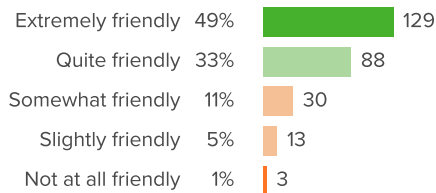
Change

▼ 5

since last survey

How did people respond?

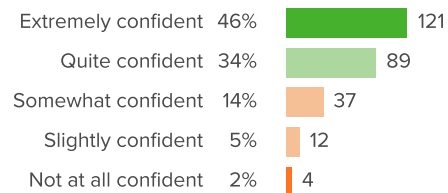
Q.1: How friendly are your school leaders toward you?



▼ 7 from last survey

Favorable: **83%**

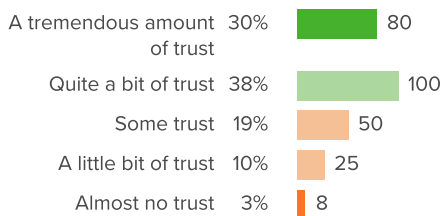
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 3 from last survey

Favorable: **80%**

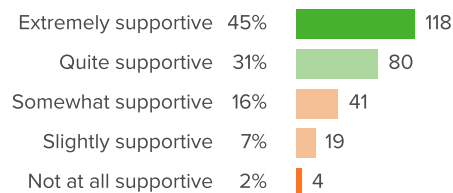
Q.3: How much trust exists between school leaders and staff?



▼ 5 from last survey

Favorable: **68%**

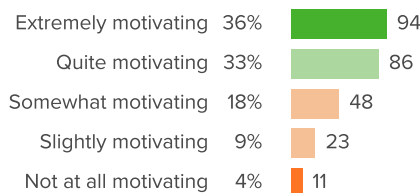
Q.4: When you face challenges at work, how supportive are your school leaders?



▼ 2 from last survey

Favorable: **76%**

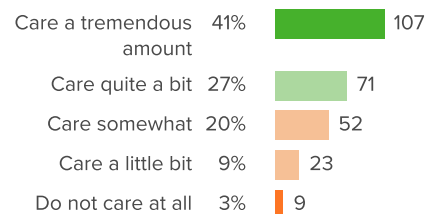
Q.5: At your school, how motivating do you find working with the leadership team?



▼ 3 from last survey

Favorable: **69%**

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

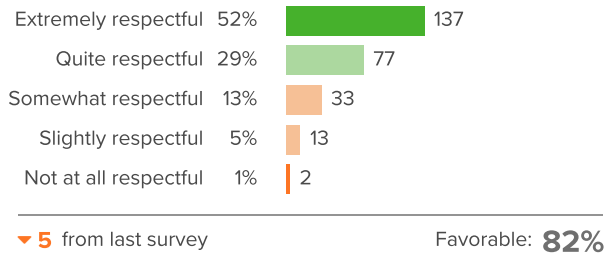


▼ 8 from last survey

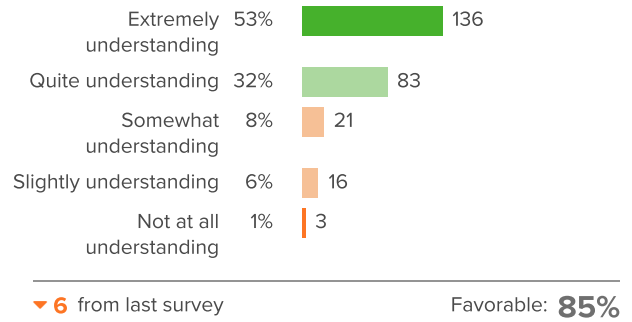
Favorable: **68%**



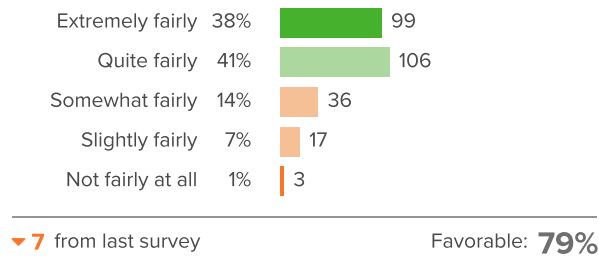
Q.7: How respectful are your school leaders towards you?



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?

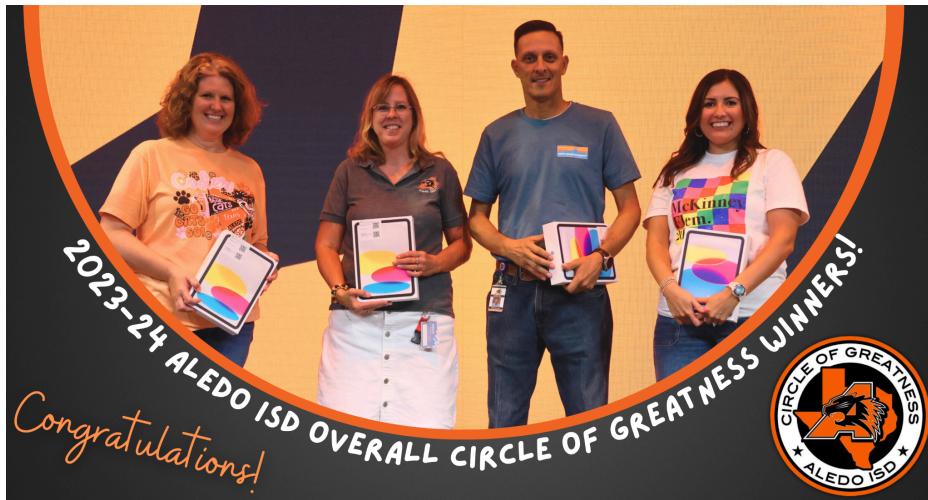


STAFF: School Survey															
PROFESSIONAL LEARNING					SCHOOL CLIMATE				STAFF-LEADERSHIP RELATIONSHIPS						
	Spring 2021 favorable responses N = 62	Spring 2022 favorable responses N = 70	Spring 2023 favorable responses N = 127	Spring 2024 favorable responses N = 267		Spring 2021 favorable responses N = 62	Spring 2022 favorable responses N = 70	Spring 2023 favorable responses N = 127	Spring 2024 favorable responses N = 267		Spring 2021 favorable responses N = 62	Spring 2022 favorable responses N = 70	Spring 2023 favorable responses N = 127	Spring 2024 favorable responses N = 267	
At your school, how valuable are the available professional development opportunities?	49%	49%	50%	52%	On most days, how enthusiastic are the students about being at school?	56%	59%	62%	61%	How friendly are your school leaders toward you?	85%	84%	90%	83%	
How helpful are your colleagues' ideas for improving your work?	77%	72%	81%	72%	To what extent are teachers trusted to teach in the way they think is best?	77%	73%	81%	76%	How confident are you that your school leaders have the best interests of the school in mind?	84%	81%	83%	80%	
How much input do you have into individualizing your own professional development opportunities?	57%	50%	46%	51%	How positive are the attitudes of your colleagues?	65%	59%	71%	60%	How much trust exists between school leaders and staff?	71%	73%	73%	68%	
Through working at your school, how many strategies for your job have you learned?	62%	61%	61%	62%	How supportive are students in their interactions with each other?	52%	61%	58%	62%	When you face challenges at work, how supportive are your school leaders?	74%	77%	78%	76%	
Overall, how much do you learn from the leaders at your school?	71%	62%	70%	66%	How respectful are the relationships between teachers and students?	70%	67%	75%	81%	At your school, how motivating do you find working with the leadership team?	74%	70%	72%	69%	
How often do your professional development opportunities help you explore new ideas?	51%	42%	43%	48%	How optimistic are you that your school will improve in the future?	77%	73%	75%	59%	How much do your school leaders care about you as an individual?	77%	77%	76%	68%	
How relevant have your professional development opportunities been to your work?	54%	48%	44%	53%	How often do you see students helping each other without being prompted?	70%	69%	70%	67%	How respectful are your school leaders towards you?	85%	83%	87%	82%	
Overall, how supportive has the school been of your growth as a teacher?	68%	60%	71%	69%	When new initiatives are presented at your school, how supportive are your colleagues?	53%	57%	67%	60%	When challenges arise in your personal life, how understanding are your school leaders?	87%	83%	91%	85%	
					Overall, how positive is the working environment at your school?	65%	70%	78%	64%	How fairly does the school leadership treat the staff?	84%	81%	86%	79%	

Employee Recognition

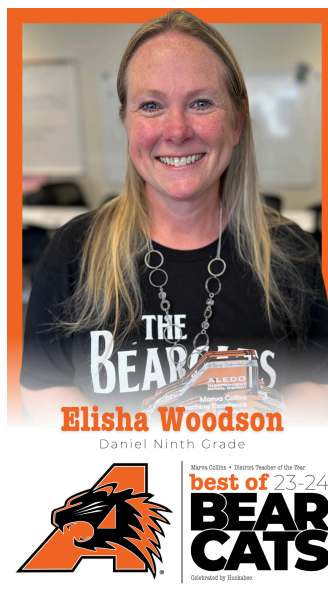
Circle of Greatness:

- 475 employees nominated
- 12 employees chosen as special honorees
- 4 employees chosen as overall winners: professional, paraprofessional, auxiliary, substitute



Marva Collins/Best of Bearcats:

- 125 employees celebrated/nominated
- 13 employees awarded/recognized
- \$31,000 generously donated by community partners and awarded to Best of Bearcat Honorees



All In Pins:

- 153 staff members were recognized throughout the school year for being “All in Aledo”



Also:

- Monthly campus and department recognitions

Multi-Year Teacher Resignation Elementary, Secondary and Totals

	Elementary Teachers	Secondary Teachers	Total
SY 2019-2020	34	26	60
SY 2020-2021	30	25	55
SY 2021-2022	36	41	77
SY 2022-2023	30	53	83
SY 2023-2024 Through 6/16/24	40	37	77

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

	SY 2020-2021	SY 2021-2022	SY 2022-2023	SY 2023-2024 - through 6/16/24
Professional	12%	10%	16%	12%
Teacher/ Librarian	18%	16%	17%	15.5%
Paraprofessional	17%	34%	29.5%	30%
Auxiliary	17%	32%	28%	35%

2023-2024 Stay Interview Overview of Results

Positive Areas Referenced:

There were multiple references to the district's welcoming, inclusive, and friendly atmosphere. There were yes votes on the childcare benefit, they love the childcare center!

Focus on Growth Areas:

More Targeted Professional Learning

Employees have shared their requests for more targeted professional learning, emphasizing their desire to have more tailored training sessions aligning closely with job duties, such as Special Education/Co-Teacher training. They advocate for personalized training content and they stress the necessity of resources to support their roles. A similar request related to structured orientations for nurses as well as collaboration opportunities for Aides and ISS Aides were referenced. This collective feedback focuses on the request to develop more targeted professional learning initiatives to enhance employee effectiveness and satisfaction within the organization.

Workload/High Volume/Supports

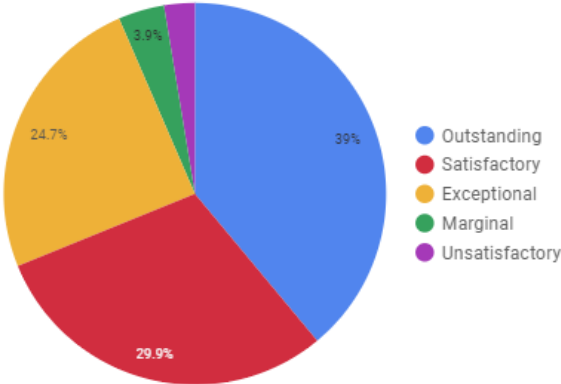
There were some Employees concerns expressed about workload and job expectations, advocating for a separation between ARD Manager and Diagnostician roles to ensure sustainability. There are references to special education programs ARDs and teachers needing more time to prepare. There is a reference to needing more time in the classroom to prepare during the first week back. A majority of the detail related to work volume is from the duties of our Diagnosticians, we did have a higher turnover in this group in the 22-23 school year. They emphasize the need for clearer communication, effective support, and proper training to fulfill their roles successfully.

Graphs Below on Response Percentages in Overall Experience, Experience with Supervisor and Experience with Human Resources.

From 105 Respondents
Rated their first 90 days of work with Aledo ISD:

- 24.7% rated Exceptional
- 39% rated Outstanding
- 29.9 rated Satisfactory
- 2% rated their experience as Unsatisfactory.

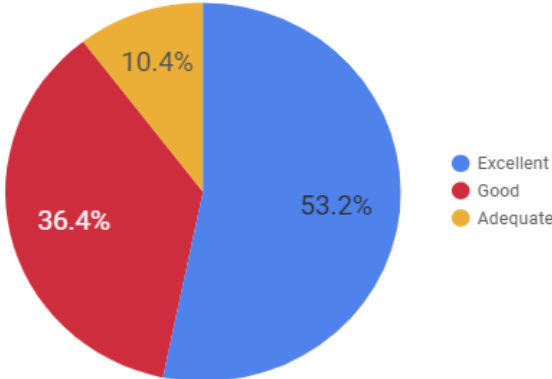
Overall Experience



The result when asked to rate your relationship with your immediate supervisor:

- 53.2% Excellent
- 36.4% Good
- 10.4% Adequate

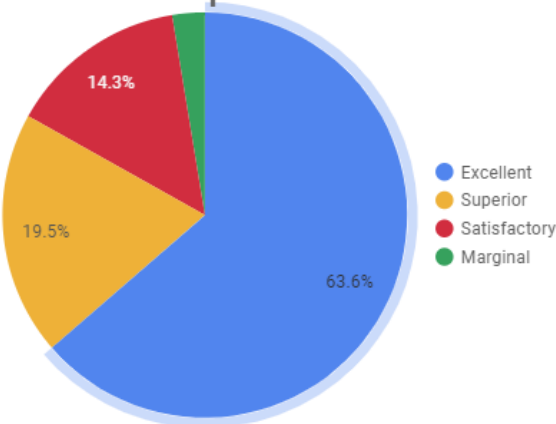
Supervisor Relationship



Rating their experience with Human Resources:

- 19.5% Superior
- 63.6% Excellent
- 24.3% Satisfactory
- 2% Marginal

HR Experience



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 2023-24 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 2023-24 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.
- **Virtual Summer Courses:** Virtual professional learning courses are offered in the Canvas Learning Management System throughout the summer for staff to complete at their own pace. Teachers were able to choose the sessions that were most meaningful and relevant for them based on their needs.
- **Empower 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 2023-24 school year, Aledo ISD offered a two day professional learning academy that was open to Aledo ISD educators and educators from surrounding districts. 151 professional learning sessions were offered and teachers were able to choose the sessions that were most meaningful and relevant for them.

2023-2024 PL Hours for Community Report Card

Professional Learning Opportunities	Professional Learning Hours Offered
New Teacher Academy	18
All Staff Professional Learning	42
Just in Time Training Sessions	58
Virtual Summer Courses	72.5
Empower 2024	226.5
23-24 Total PL Hours Offered	417



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Comparison of Teacher Salaries in the **Western Metroplex** School Year 2023 - 2024 | BA / BS Degree

YEAR	0	YEAR	5	YEAR	10	YEAR	15	YEAR	20	YEAR	25	YEAR	30				
1	Mansfield	63000	1	Arlington	65000	1	Arlington	67500	1	Arlington	72500	1	Arlington	74700	1	Ft Worth	77689
2	Arlington	62500	2	Ft Worth	64457	2	HEB	66847	2	Ft Worth	71525	2	Ft Worth	73499	2	HEB	76889
3	Grand Prairie	62100	3	Mansfield	64225	3	Ft Worth	66686	3	HEB	68177	3	Grand Prairie	69940	3	Irving	72420
4	Castleberry	62025	4	Castleberry	63792	4	Irving	66631	4	Grand Prairie	68131	4	Mansfield	69873	4	Alvarado	72280
5	Ft Worth	62000	5	Everman	63514	5	Mansfield	65860	5	Castleberry	67792	5	HEB	69868	5	Everman	72170
6	Crowley	61810	6	HEB	63095	6	Castleberry	65792	6	Irving	67682	6	Castleberry	69792	6	HEB	72019
7	Everman	61500	7	Crowley	62810	7	Everman	65679	7	Mansfield	67645	7	Everman	69790	7	Grand Prairie	71916
7	HEB	61500	8	Grand Prairie	62725	8	Crowley	64592	8	Everman	67626	8	Irving	69382	8	Castleberry	71892
9	Birdville	61000	9	Birdville	62376	9	Kennedale	64000	9	Kennedale	66156	9	Kennedale	68612	9	Mansfield	71673
10	Irving	60794	10	Irving	62273	10	Cleburne	63886	10	Birdville	65756	10	Cleburne	67986	10	Kennedale	70486
11	Aledo	60200	11	Cleburne	62150	11	Birdville	63881	11	Cleburne	65686	11	Crowley	67974	11	Crowley	70352
11	EMS	60200	12	Aledo	61700	12	Joshua	63758	12	Crowley	65632	12	Birdville	67507	12	EMS	70022
13	Northwest	60100	13	Joshua	61532	13	Aledo	63700	13	Aledo	65500	13	Aledo	67400	13	White Sett	70000
14	Cleburne	60050	14	Lake Worth	61450	14	Grand Prairie	63622	14	Lake Worth	65400	14	EMS	67382	14	Birdville	69986
15	Joshua	60000	15	Azle	61050	15	Keller	63496	15	Joshua	65358	15	Alvarado	67380	15	Cleburne	69947
15	Lake Worth	60000	16	Northwest	60950	16	Grapevine	63350	16	Keller	65291	16	Keller	67330	16	Keller	69436
15	White Sett	60000	17	Keller	60915	17	Lake Worth	63200	17	Grapevine	65150	17	Lake Worth	67200	17	Aledo	69000
18	Azle	59500	18	EMS	60811	18	Azle	63118	18	Azle	65118	17	White Sett	67200	18	Burleson	68890
19	Grapevine	59250	19	Grapevine	60750	19	EMS	62561	19	EMS	64857	19	Grapevine	67150	19	Northwest	68750
20	Burleson	59000	20	Burleson	60743	20	Northwest	62350	20	Burleson	64745	20	Azle	67118	20	Lake Worth	68700
20	Keller	59000	21	White Sett	60650	21	Burleson	62204	21	Weatherford	64236	21	Joshua	66858	21	Grapevine	68650
20	Kennedale	59000	22	Kennedale	60400	22	White Sett	61900	22	Northwest	63800	22	Burleson	66579	22	Azle	68618
23	Duncanville	58500	23	Carroll	60057	23	Carroll	61563	23	Carroll	63661	23	Carroll	66219	23	Carroll	68555
24	Carroll	58400	24	Duncanville	59500	24	Weatherford	61136	24	White Sett	63450	24	Weatherford	65766	24	Joshua	68266
25	Weatherford	56700	25	Weatherford	58260	25	Duncanville	60700	25	Duncanville	62200	25	Northwest	65750	25	Weatherford	67886
26	Alvarado	54600	26	Godley	56586	26	Granbury	59834	26	Alvarado	61920	26	Duncanville	64200	26	Duncanville	67100
27	Godley	53100	27	Granbury	56100	27	Godley	58595	27	Granbury	61310	27	Godley	63940	27	Godley	65918
28	Glen Rose	52750	28	Glen Rose	55760	28	Glen Rose	57964	28	Godley	60910	28	Granbury	62624	28	Glen Rose	65387
29	Granbury	52000	29	Alvarado	55745	29	Alvarado	57575	29	Glen Rose	59553	29	Glen Rose	61777	29	Granbury	65071
30	Keene	50000	30	Keene	52000	30	Keene	54500	30	Keene	57000	30	Rio Vista	59830	30	Rio Vista	62330
31	Rio Vista	43000	31	Grandview	46210	31	Rio Vista	52600	31	Rio Vista	56720	31	Grandview	59610	31	Grandview	62160
32	Grandview	42090	32	Rio Vista	46000	32	Grandview	51960	32	Grandview	56320	32	Keene	59500	32	Keene	62000
32			32			32			32			32			32		

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



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YEAR	0	YEAR	5	YEAR	10	YEAR	15	YEAR	20	YEAR	25	YEAR	30							
1	Arlington	64000	1	Mansfield	66533	1	HEB	69665	1	Arlington	71500	1	Arlington	74000	1	Arlington	76200	1	Irving	79180
1	Mansfield	64000	2	Arlington	66500	2	Arlington	69000	2	HEB	70558	2	HEB	73140	2	HEB	75075	2	HEB	79102
3	HEB	63500	3	Ft Worth	65857	3	Mansfield	68218	3	Ft Worth	70425	3	Ft Worth	72925	3	Ft Worth	74899	3	Ft Worth	79089
4	Crowley	63410	4	HEB	65368	4	Irving	68188	4	Mansfield	70003	4	Mansfield	72231	4	Irving	74492	4	Arlington	78200
5	Ft Worth	63400	5	Castleberry	65042	5	Ft Worth	68086	5	Irving	69239	5	Irving	71453	5	Mansfield	74033	5	Mansfield	78121
6	Castleberry	63275	6	Everman	64514	6	Castleberry	67042	6	Grand Prairie	69131	6	Castleberry	71042	6	Alvarado	73280	6	Castleberry	77142
7	Grand Prairie	63100	7	Crowley	64410	7	Everman	66679	7	Castleberry	69042	7	Grand Prairie	70940	7	Everman	73170	7	EMS	76802
8	Birdville	62500	8	Birdville	63876	8	Crowley	66192	8	Everman	68626	8	Everman	70790	8	Castleberry	73142	8	Alvarado	76400
8	Everman	62500	9	Irving	63854	9	Cleburne	65386	9	Kennedale	67406	9	Kennedale	69862	9	Grand Prairie	72916	9	Everman	76092
10	Irving	62309	10	Grand Prairie	63725	10	Birdville	65381	10	Birdville	67256	10	Crowley	69574	10	White Sett	72000	10	Crowley	75915
11	Northwest	62100	11	Cleburne	63650	11	Kennedale	65250	11	Crowley	67232	11	Cleburne	69486	11	Crowley	71952	11	Azle	75439
12	White Sett	62000	12	Northwest	62950	12	Joshua	64758	12	Cleburne	67186	12	White Sett	69200	12	Kennedale	71736	12	Grand Prairie	75308
13	EMS	61700	13	Aledo	62700	13	Aledo	64700	13	Aledo	66500	13	Birdville	69007	13	EMS	71522	13	Birdville	75188
14	Cleburne	61550	14	White Sett	62650	14	Grand Prairie	64622	14	Lake Worth	66400	14	EMS	68882	14	Birdville	71486	14	Cleburne	75186
15	Aledo	61200	15	Joshua	62532	15	Keller	64496	15	Joshua	66358	15	Aledo	68400	15	Cleburne	71447	15	Kennedale	74751
16	Joshua	61000	16	Lake Worth	62450	16	Grapevine	64350	16	EMS	66357	16	Alvarado	68380	16	Northwest	70750	16	Northwest	74450
16	Lake Worth	61000	17	EMS	62311	16	Northwest	64350	17	Keller	66291	17	Keller	68330	17	Keller	70436	17	Keller	74024
18	Azle	60500	18	Burleson	62243	18	Lake Worth	64200	18	Burleson	66245	18	Lake Worth	68200	18	Burleson	70390	18	White Sett	73550
18	Burleson	60500	19	Azle	62050	19	Azle	64118	19	Grapevine	66150	19	Grapevine	68150	19	Aledo	70000	19	Burleson	73427
20	Grapevine	60250	20	Keller	61915	20	EMS	64061	20	Azle	66118	20	Azle	68118	20	Lake Worth	69700	20	Joshua	73187
20	Kennedale	60250	21	Grapevine	61750	21	White Sett	63900	21	Northwest	65800	21	Burleson	68079	21	Grapevine	69650	21	Aledo	72205
22	Keller	60000	22	Kennedale	61650	22	Burleson	63704	22	White Sett	65450	22	Joshua	67858	22	Azle	69618	22	Carroll	71896
23	Duncanville	59500	23	Carroll	61057	23	Carroll	62563	23	Weatherford	65236	23	Northwest	67750	23	Carroll	69555	23	Granbury	71477
24	Carroll	59400	24	Duncanville	60500	24	Weatherford	62136	24	Carroll	64661	24	Carroll	67219	24	Joshua	69266	24	Weatherford	71406
25	Weatherford	57700	25	Weatherford	59260	25	Granbury	61994	25	Granbury	63470	25	Weatherford	66766	25	Weatherford	68886	25	Lake Worth	71200
26	Alvarado	55600	26	Granbury	58260	26	Duncanville	61700	26	Duncanville	63200	26	Duncanville	65200	26	Duncanville	68100	26	Grapevine	71150
27	Granbury	54160	27	Godley	57586	27	Godley	59595	27	Alvarado	62920	27	Godley	64940	27	Granbury	67231	27	Duncanville	70700
28	Godley	54100	28	Glen Rose	56760	28	Glen Rose	58964	28	Godley	61910	28	Granbury	64784	28	Godley	66918	28	Glen Rose	69631
29	Glen Rose	53750	29	Alvarado	56745	29	Alvarado	58575	29	Glen Rose	60553	29	Glen Rose	62777	29	Glen Rose	66387	29	Godley	67918
30	Keene	51000	30	Keene	53000	30	Keene	55500	30	Keene	58000	30	Rio Vista	60830	30	Rio Vista	63330	30	Rio Vista	65830
31	Rio Vista	44000	31	Grandview	47210	31	Rio Vista	53600	31	Rio Vista	57720	31	Grandview	60610	31	Grandview	63160	31	Grandview	65660
32	Grandview	43090	32	Rio Vista	47000	32	Grandview	52960	32	Grandview	57320	32	Keene	60500	32	Keene	63000	32	Keene	65500

Why Does UEA Publish This Salary Comparison?

For the past 30 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.

Aledo ISD

Pay Systems Review

Christine Zenteno
April 15, 2024

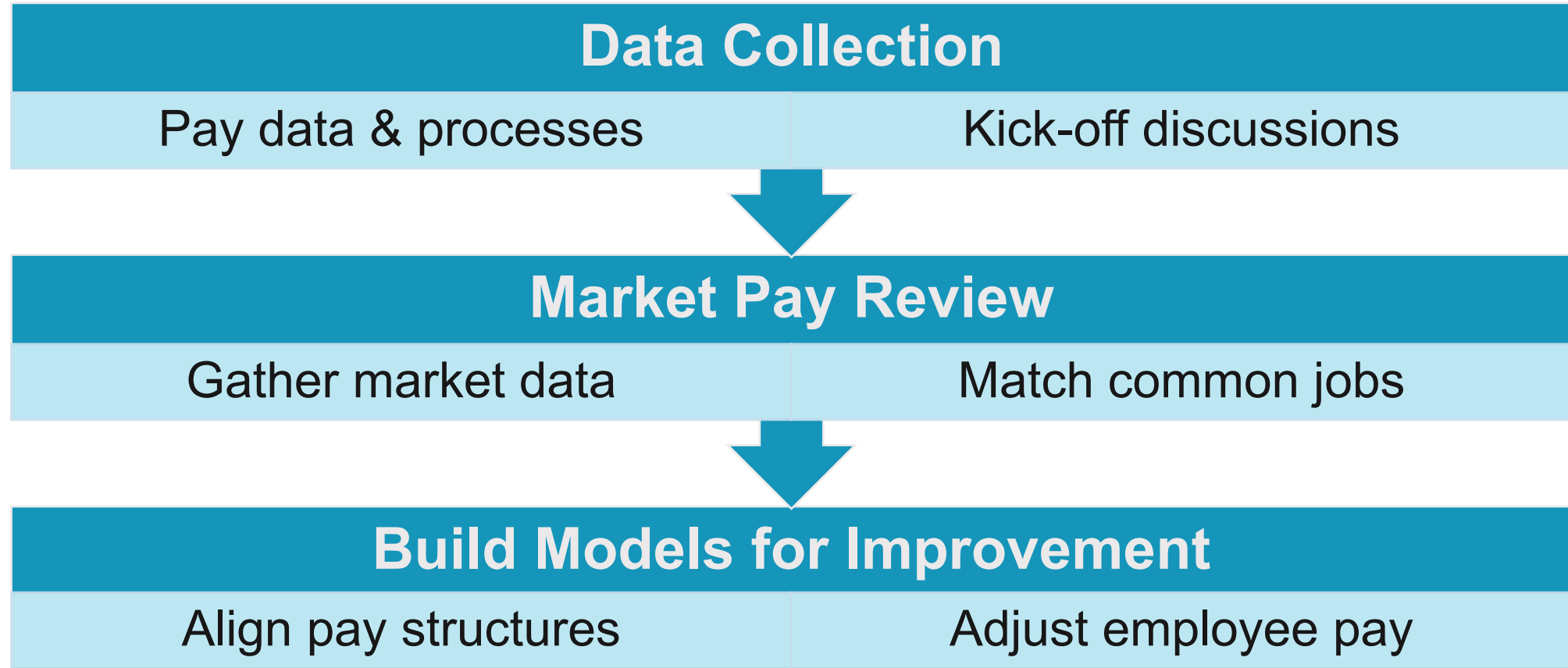


HR Services

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

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TASB Pay Study Process



Pay System Objectives

- **Recruit Employees**

- Competitive entry rates
- Competitive pay for experienced new hires

- **Pay for Job Value**

- Prevent overpayment or underpayment

- **Retain Employees**

- Advance pay to market rates
- Market-competitive pay increases

- **Control Costs**

- Salary plan and increases driven by budget

Strategies for Pay System Control

- Assess job value accurately
- Keep pay ranges competitive
- Control pay spread between job incumbents
- Accelerate employees to market pay
- Budget sufficiently for pay increases

Market Pay Strategy

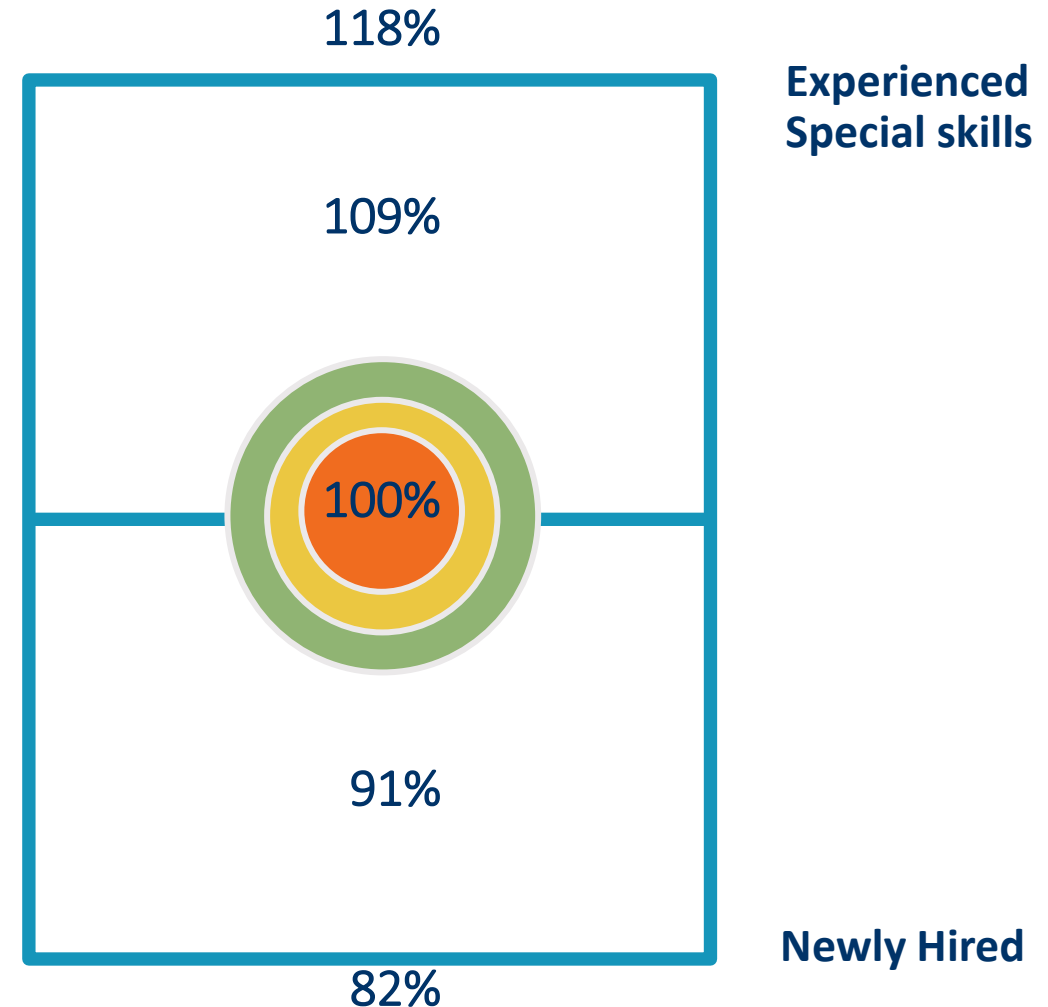
Midpoint rate is intentionally set:

- Market value
- District goals

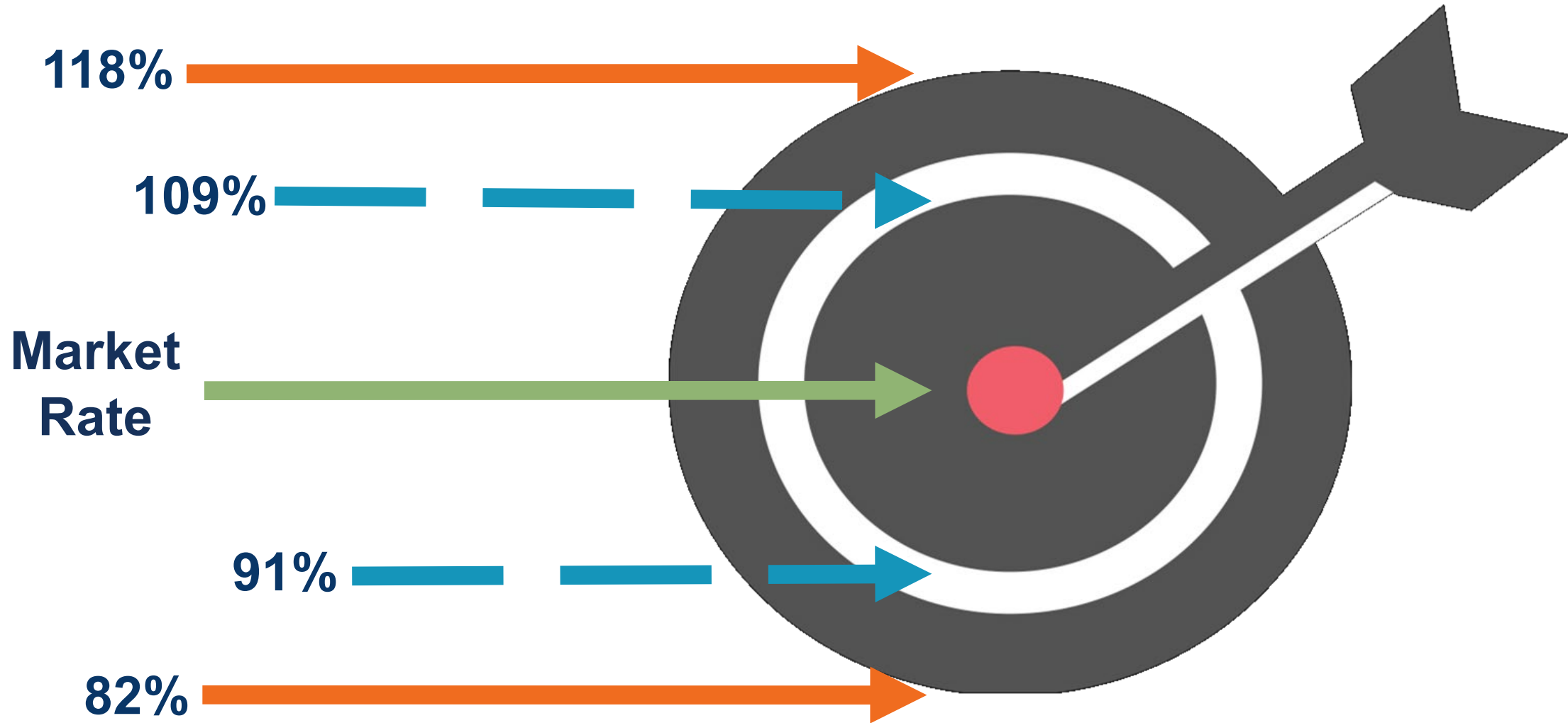
Range parameters are set to limit employee pay variance from the target rate.

Goal is to pay employees near target rate.

Target rate is adjusted regularly.



Market Pay Strategy



Market Districts

	District	ESC Region	Student Enrollment	Number of FTE	UIL Class	Teacher	Exempt & Nonexempt	Stipends
1	Azle ISD	11	7,221	1,059	5A	X	X	X
2	Burleson ISD	11	12,865	1,594	5A	**		
3	Carroll ISD	11	8,462	1,124	6A	**		X
4	Castleberry ISD	11	3,710	583	4A	X	X	X
5	Cleburne ISD	11	7,084	1,157	5A	X	X	X
6	Eagle Mountain-Saginaw ISD	11	23,328	3,024	6A	X	X	
7	Fort Worth ISD	11	72,783	9,964	4A	X	X	
8	Granbury ISD	11	7,954	1,192	5A	X	X	X
9	Joshua ISD	11	6,059	907	5A	X	X	X
10	Keller ISD	11	34,078	4,324	6A	X	X	X
11	Northwest ISD	11	30,100	3,600	6A	X	X	X
12	Weatherford ISD	11	8,211	1,183	6A	X	X	X
13	White Settlement ISD	11	6,817	887	5A	X	X	
	Aledo ISD	11	7,857	888	5A	13	11	9

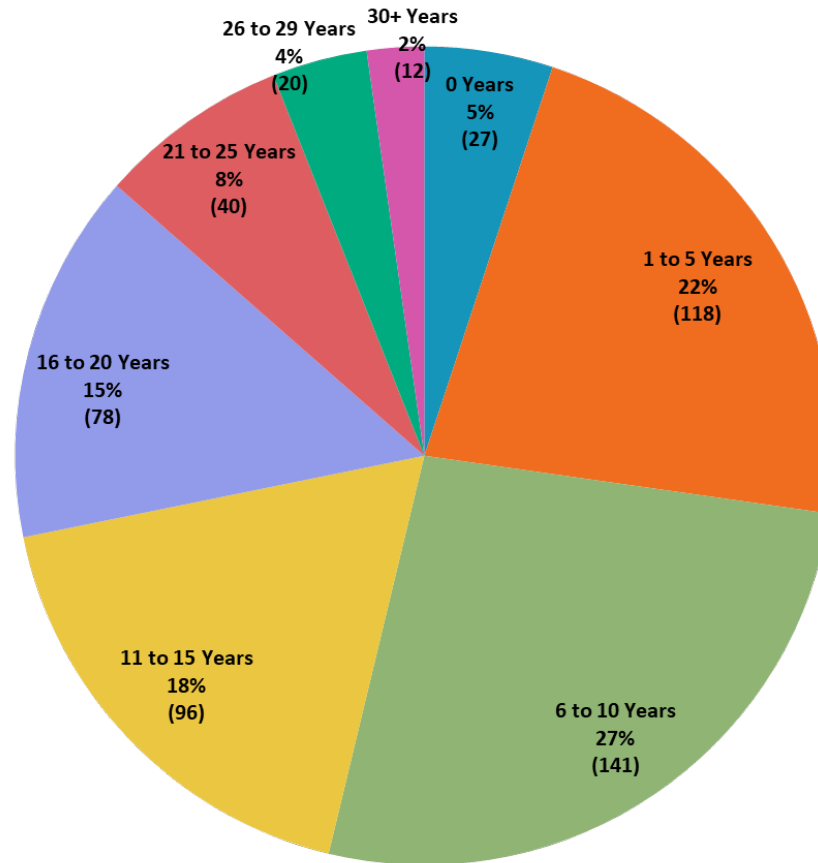
** District did not participate in survey. Teacher schedules collected from the district.

Other Ft. Worth Metro Area Market Sources

- Economic Research Institute
- CompAnalyst

Teachers – Demographics

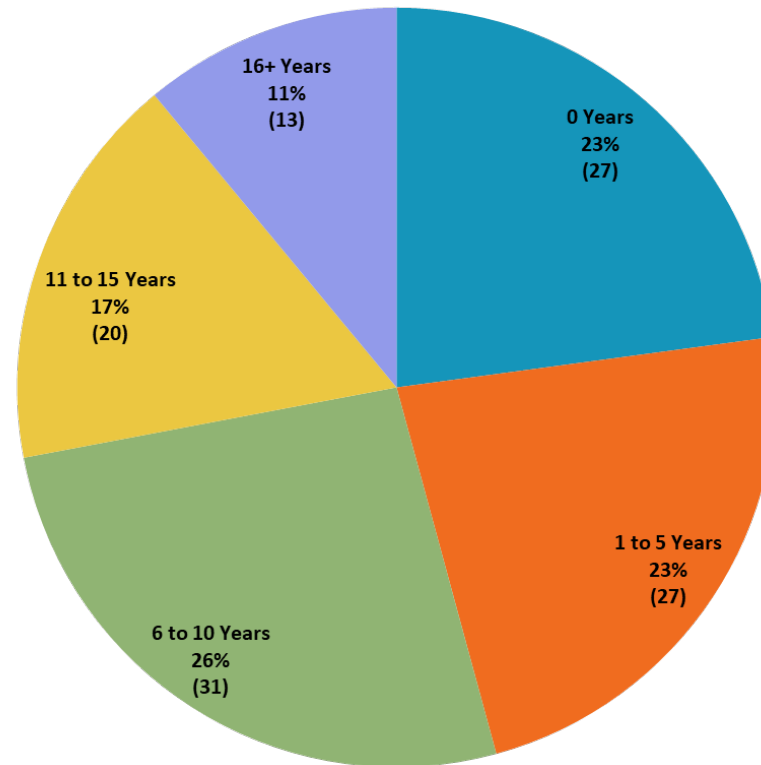
Experience of Current Teachers, and Librarians



532 Teachers and Librarians

Teachers – Demographics

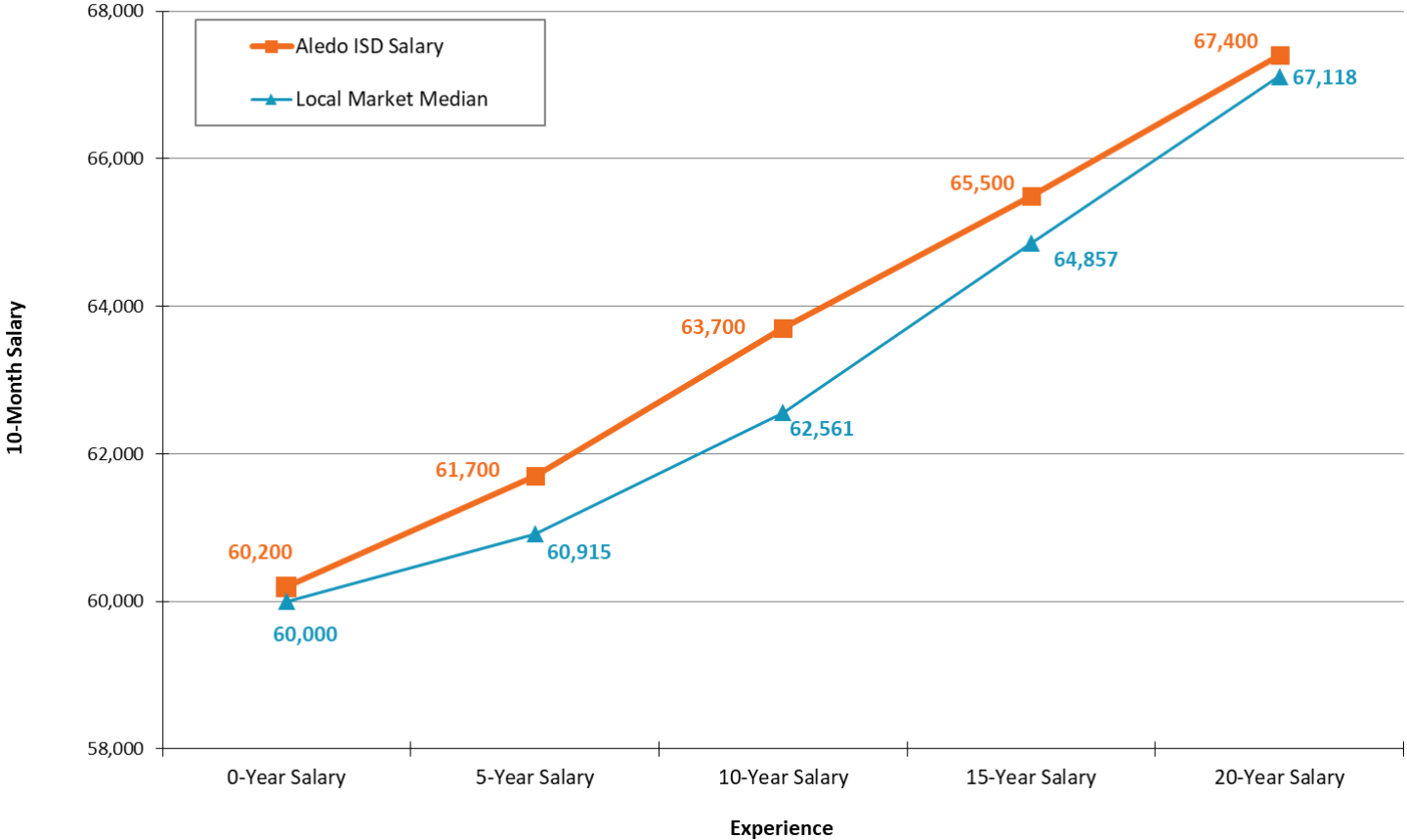
Experience of Newly Hired Teachers, and Librarians



118 Teachers and Librarians
with 0 years of local experience in 2023-2024

Teachers – Market Graph

Teacher Salary Plan, 2023-2024
Market Comparison



Teachers – Market Salaries

	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years	Average Salary
Aledo ISD Salary	\$60,200	\$61,700	\$63,700	\$65,500	\$67,400	\$64,147
Local Market Median	\$60,000	\$60,915	\$62,561	\$64,857	\$67,118	\$64,534
Percent of Market	100%	101%	102%	101%	100%	99%
Difference from Market	\$200	\$785	\$1,139	\$643	\$282	(\$387)

Teachers – Market Stipends

Stipend	Aledo ISD	Median Stipend	Districts Reporting
General Master's Degree	\$1,000	\$1,400	11 of 11
Secondary Math	--	\$3,000	1 of 11
Secondary Science	--	\$3,000	1 of 11
Bilingual	--	\$4,535	10 of 11
Special Education High Needs	--	\$3,000	5 of 11

Administrators – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Central Administration (Director and above)	99%	101%	--	16
Campus Administration (Principal/Assistant Principal)	100%	102%	--	7
Professional Support (Special Programs, Librarians, Counselor, etc.)	99%	100%	--	21

Clerical/Paraprofessional – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Clerical & Technical	98%	98%	102%	19
Campus Instructional Aides	104%	112%	105%	6

Auxiliary – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Auxiliary (Police, Child Development Center, Child Nutrition, Transportation, Maintenance)	98%	98%	102%	17

Extra Duty – Market Stipends

Stipend Group	Average Market Difference	Number of Benchmarks
Athletics	+ \$1,329	32
Performing Arts & Academics	+ \$462	25

Recommendation 1

Implement pay structure adjustments to align with market

- Strong starting salaries
- Midpoints aligned with market

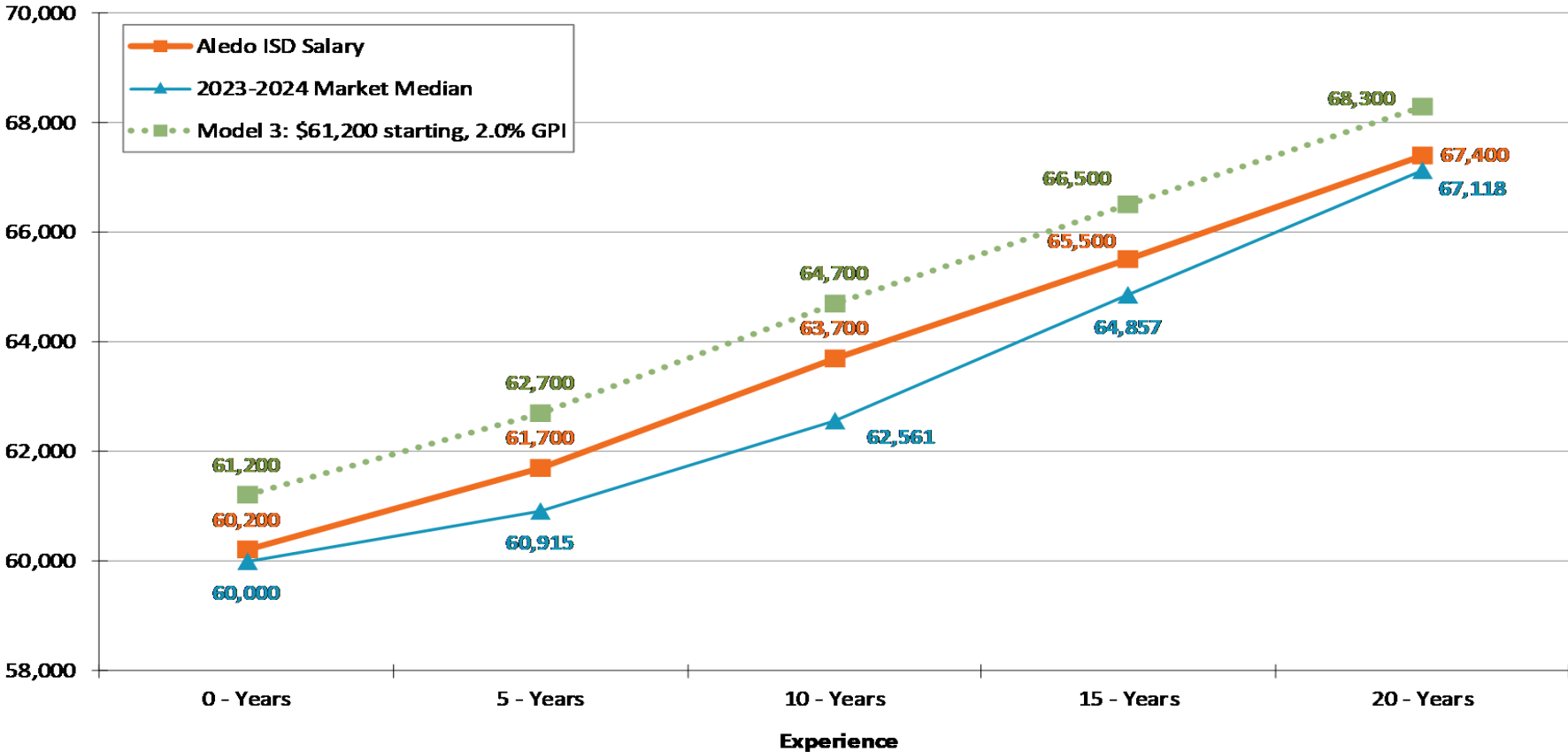
Recommendation 2

Adopt a general pay increase (GPI) to maintain market position

- Model 1: 2 percent GPI, which includes a \$1,300 increase for all continuing teachers. All other groups receive a 2% GPI
- Model 2: 3 percent GPI, which includes a \$1,950 increase for all continuing teachers. All other groups receive a 3% GPI
- For teacher structure, GPI calculated as a percentage of market median salary
- For other pay groups, GPI calculated as a percentage of employee's pay grade midpoint

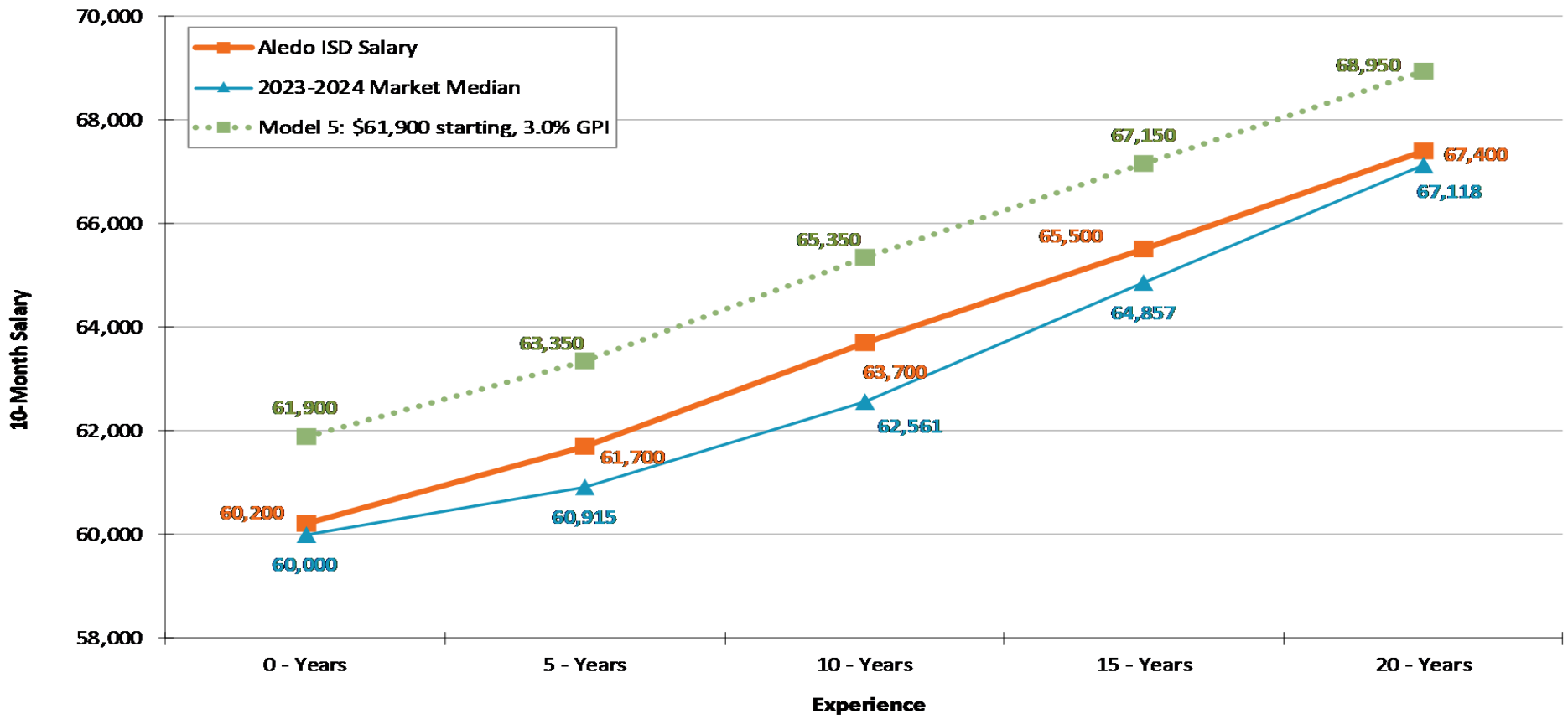
Recommendation 2

Teacher Salary Plan 2023-2024 Market Comparison
Model 1: \$61,200 starting, 2.0% GPI



Recommendation 2

Teacher Salary Plan 2023-2024 Market Comparison
Model 2: \$61,900 starting, 3.0% GPI



Recommendation 3

Provide adjustments to address market differences and maintain equity

- Increase to 1 percent above minimum
- Strategic adjustments
- Teacher pay equity adjustments
- Placement scale adjustments

Recommendation 4

Stipend Adjustments

- Adopt proposed extracurricular stipend schedule
- Increase identified stipend amounts to the recommended levels to improve competitiveness with the market

Cost – Model 1 (2.0%)

Model 1			
Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$691,168	\$0	\$691,168
Administrative/Professional	\$271,945	\$55,295	\$327,240
Clerical/Paraprofessional	\$86,639	\$4,664	\$91,303
Auxiliary	\$97,311	\$31,186	\$128,497
Extra Duty Stipends		\$5,125	\$5,125
Total	\$1,147,063	\$96,270	\$1,243,333
% of Current Costs	2.0%	0.2%	2.2%

Cost – Model 2 (3.0%)

Model 2			
Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$1,036,757	\$0	\$1,036,757
Administrative/Professional	\$407,921	\$26,610	\$434,531
Clerical/Paraprofessional	\$129,711	\$2,109	\$131,820
Auxiliary	\$146,506	\$19,128	\$165,634
Extra Duty Stipends		\$5,125	\$5,125
Total	\$1,720,895	\$52,972	\$1,773,867
% of Current Costs	3.0%	0.1%	3.1%

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Staff Wellness Initiatives

Aledo ISD kicked off the 2023-2024 school year with a Day of Wellness instead of a traditional convocation. We asked employees to choose sessions about wellness that they'd like to attend (cooking, yoga, financial wellness, etc.) and rate them. Here were the average responses (1-5):

Please rate your overall satisfaction with the content and structure of this session:	How relevant was this learning session to support your wellness?	How relevant was this learning session to support your work?
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4.720812183	4.747038917	4.703891709
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From this came Thrive Thursday weekly newsletters; from multiple contests, 55 staff members earned 55 prizes!

30558	total views
	35 weeks published
873.0857143	average viewership
975	total employees
89.54725275	%employees viewed

	Theme	Activity outside of Individual
August	Communication /Connecting	
September	Safety / Personal Safety	
October	Drug Awareness / Healthy Living	
November	Thankful / Mindfulness	Staff kickball
December	Giving / Kindness	
January	Goal Setting / Growth Mindset	

February	Heart Health	
March	Stress reduction / coping	advocats run
April	All In Aledo	Staff volleyball
May	Step Challenge	step challenge