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**COLORADO**  
Department of Education

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**TLCC**



**Teaching & Learning Conditions Colorado**

Background, Dates and Details

Launch Info

Communication and Promotion

Usage Plan

- H.B. 08-1384 (C.R.S 22-2-503) initiated the survey of school-level teaching and learning conditions across state. H.B. 21-1087 added education support professionals
- eighth administration, every other year (TELL survey 2009-2017)
- School-based staff (e.g., teachers, principals, special service providers, education support professional) are invited – voluntary and anonymous
- Intent is to start conversations and improvement efforts at the school, district and state levels
- CDE works with partner organizations, including Governor’s Office, CASE, CEA, CASB, CEI, League of Charter Schools, CO Rural Alliance
- Cambridge Education provided survey administration and initial data analysis and reports 2018-2022, now Panorama Education
- Worked with APA and UC Denver to development new items and validate instruments



- Over 46,000 (50.4%) Colorado educators participated
- Over 100 districts (59.7%) and more than 1150 schools (58.3%) met thresholds to get data back
- All publicly available data at state, district and school levels available at [ww.tlccsurvey.org](http://ww.tlccsurvey.org)
- Includes a report that describes the statewide trends

Figure 4. Current Position at School

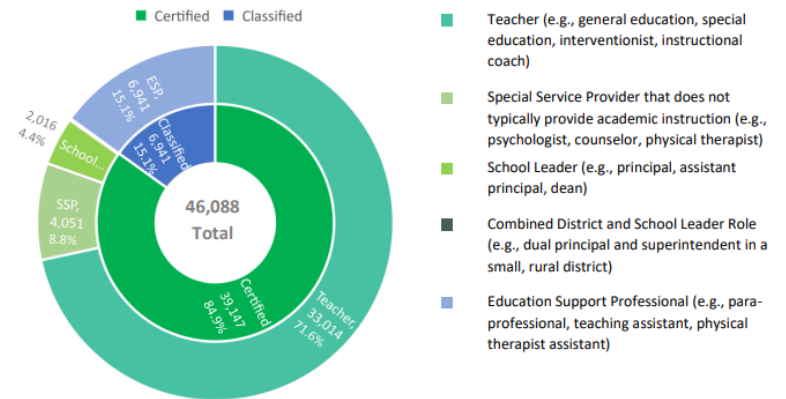
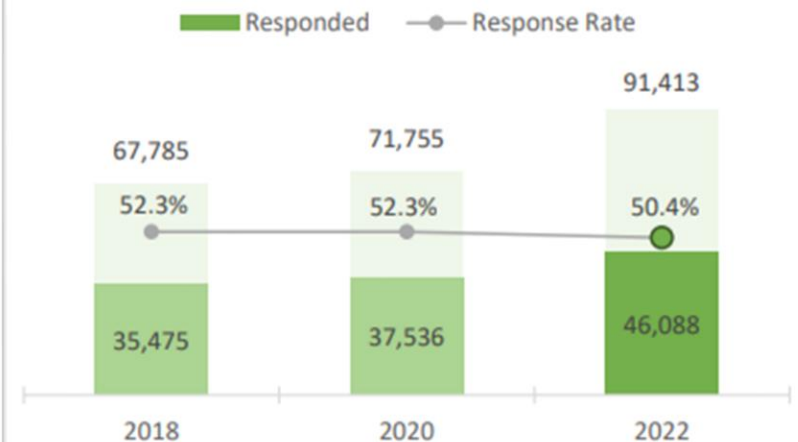


Figure 1. TLCC overall response rates by year



# Survey Constructs

New Teacher  
(if new to building/teaching)

Teacher  
Evaluation

Teacher  
Leadership

Managing  
Student  
Conduct

Instructional  
Practices and  
Support

Professional  
Development

Time

Facilities and  
Resources

Community  
Support and  
Involvement

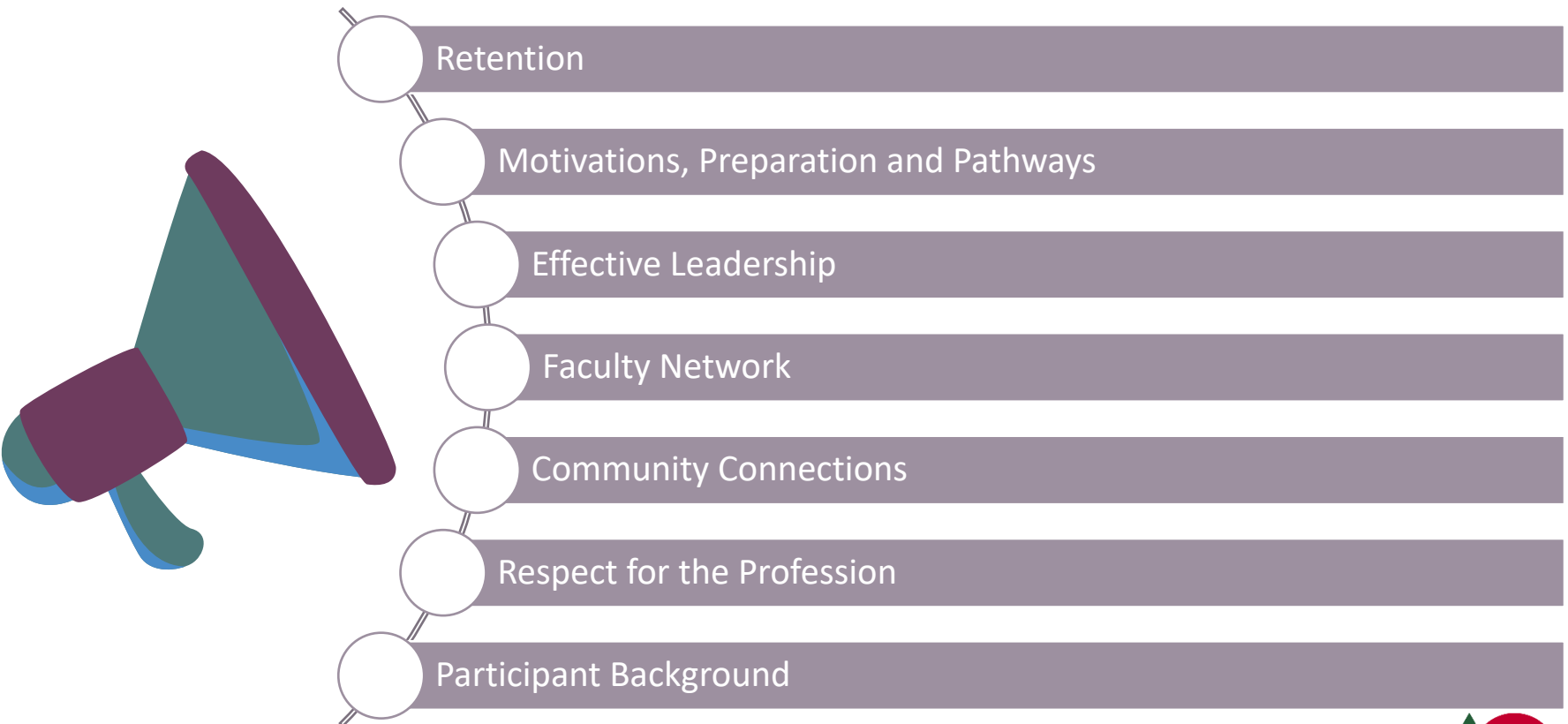
Support for  
Student  
Wellbeing

Support for  
Own  
Wellbeing

Professional  
Climate



2024 Statewide sampling – each teacher will receive an additional 11-13 questions, reporting only at state level



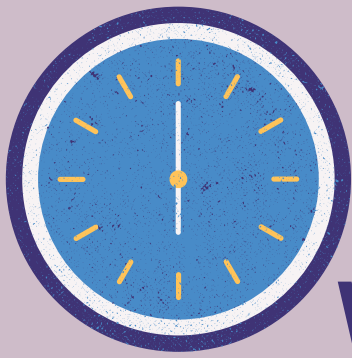
- Dates

- January 24<sup>th</sup> -Feb 23<sup>rd</sup>
- Jan 16<sup>th</sup> – code packets sent to survey coordinators
  - Contact [uiphelp@cde.state.co.us](mailto:uiphelp@cde.state.co.us) if more information is needed
  - Contact [support+Colorado@panoramaed.com](mailto:support+Colorado@panoramaed.com) to make changes
- Results available in April

- Survey Details

- Anonymous, public reporting only if 5 responses per demographic group
- Must reach 50% participation and 5 responses per school and district, tracked on website to receive results
- Takes 15 minutes
- S-CAP administration with CU Denver





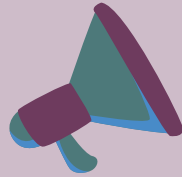
TLCC



Teaching & Learning Conditions Colorado



# WHO SHOULD PARTICIPATE



## Special Service Providers

e.g., Nurse, Counselor, OT, PT, SLP, Social Worker, Psychologist

## Educators

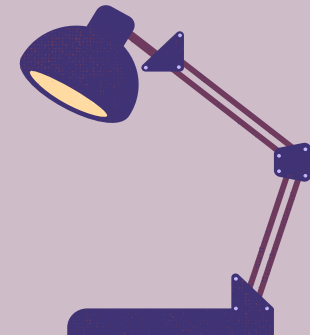
e.g., Teacher, TOSA, Curriculum Specialist, Interventionist

## School Leaders

e.g., Principal, AP, Dean, Executive Director

## Education Support Professionals

e.g., Para, Teaching Assistant, OT Assistant, Student Monitor, Health Tech

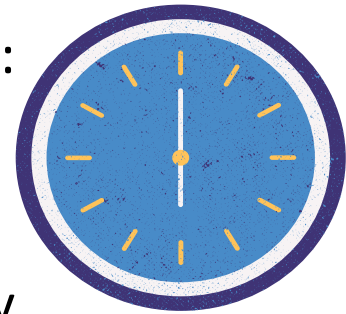




- The association representative (AR) or the principal in each school will receive a packet of survey access codes 1/16
  - There will be a Letter of Instruction included
  - Info on participants and FAQ: <https://www.cde.state.co.us/tlcc/TLCCFAQ>

The representative is asked to work with other school leaders to:

- Set up a faculty meeting or join in an existing staff meeting
- Share key talking points about the TLCC Survey
- Disseminate the letters with the survey access codes randomly
  - Share codes for Ed Support, Special Service Providers with colleagues to distribute
  - Meet personally with anyone not in attendance to explain the process
  - Direct staff to [www.tlccsurvey.org](http://www.tlccsurvey.org)



- TLCC Website [www.tlccsurvey.org](http://www.tlccsurvey.org)

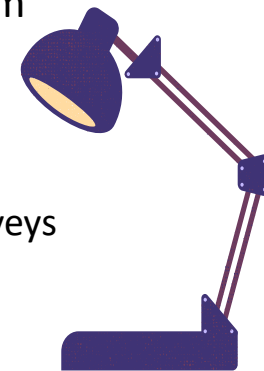
- Resources
- Panorama Help Desk
- Survey launch button
- Participation Tracker
- 2024 Results

- New for 2024

- Statewide sampling questions on teacher recruitment and retention
  - Focus on staff of color and rural schools
- Relevant pandemic impact and wellbeing questions continue to be included
- Emailing codes only (will mail codes if unopened emails)
- Survey Coordinator, district staff can access to Panorama system
  - Toolkit, resources, bookmarks

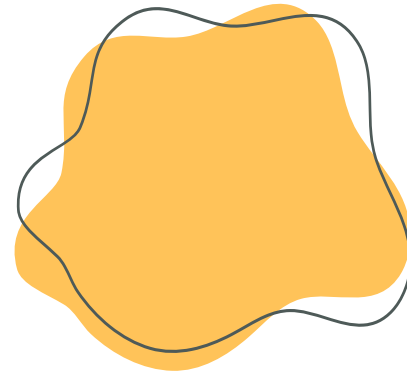
- Panorama Education

- 40% of districts are already using Panorama in some format
  - Communications sent to these partners on toggling between surveys
- Spring: three professional development webinars
  - educators, school leaders, district focus



- CDE

- [www.tlccsurvey.org](http://www.tlccsurvey.org)
- Public Service Announcement videos
- Homepage Banner
- CDE staff email signature
- Spark, Update, Scoop, Audience Emails
- Social media content shared with partners, toolkit for COSPRA



- District Promotion

- Leverage staff meetings, existing professional development time
- Superintendent/leader expectations of participation
- Share usage plan once results are available (e.g., debrief/focus groups, needs assessment planning, resource discussions, District Accountability Committee meetings)

## Amplify Educator Voice

- Public communication of results
- Demonstration of usage by CDE, Partners Districts

## Continuous Improvement

- PD, TA Supports from CDE, Partners, Districts
- Panorama Education – Playbook, Usage Resources, Trainings

## Research and Policy

- CU Denver Research Partner
- CDE Educator Talent, CDHE, REL Central – Educator Recruitment and Retention
- CDE, Partners, Districts communicating, integrating into needs assessment work

## Spring

- **Schools and Districts:** Use TLCC results in strategic planning, Unified Improvement Planning, Resource allocation conversations, Root cause analysis
- **School Leaders:** Utilize protocols to facilitate staff conversations and focus groups to dig deeper into results
- **CDE and Partners:** Review results, share with relevant teams, prepare for usage

## Summer

- **CDE and Partners:** Connect results to greater needs assessment work, validate with other data, offer trainings, deliver public presentations
- **Districts:** Continue to engage with results

## Fall and Beyond

- **CDE and Partners:** continue research and connection to policy, offer field supports, work sessions
- **Districts and Schools:** Continue to leverage results in strategic planning, diagnostics, needs assessments