



Calhoun County School District

TUPS Report

2016-2017 TUPS Report

Summary

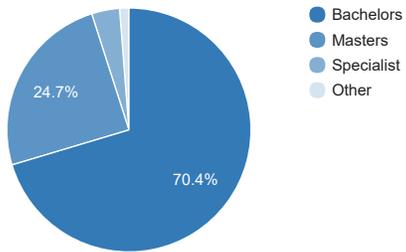
School(s)	All District Schools
Anonymous	Yes
Run Date	10-30-2017
Report Parameters	08-01-2016 to 05-31-2017
Report Results	10-13-2016 to 03-30-2017
Total Responses Included	81
Total Respondents Included	59

This report includes ALL TUPS responses between 08-01-2016 and 05-31-2017. The report reflects current data as of 10-30-2017. This report only includes responses that have been submitted; partial and unsubmitted responses are not included.

Demographic and Background Information

Gender

Highest Degree Earned



Ethnicity by Percentage (Number) of Respondents

Years of Teaching Experience

Under 5 Years	11% (8)
5 to 10 Years	31% (24)
11 to 15 Years	22% (17)
16 to 20 Years	8% (6)
Over 20 Years	30% (23)

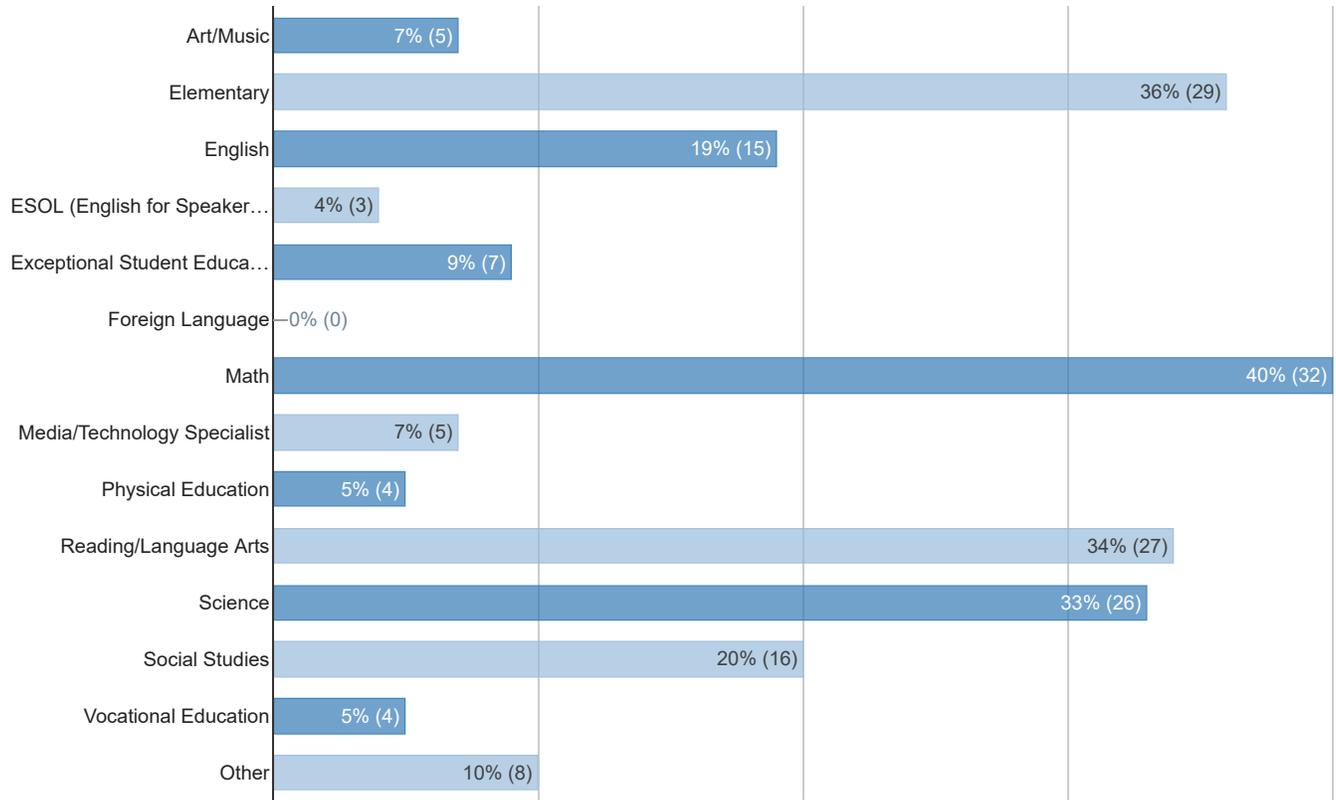
Years Using Technology in the Classroom

Under 5 Years	19% (14)
5 to 10 Years	47% (36)
11 to 15 Years	19% (14)
16 to 20 Years	6% (4)
Over 20 Years	12% (9)

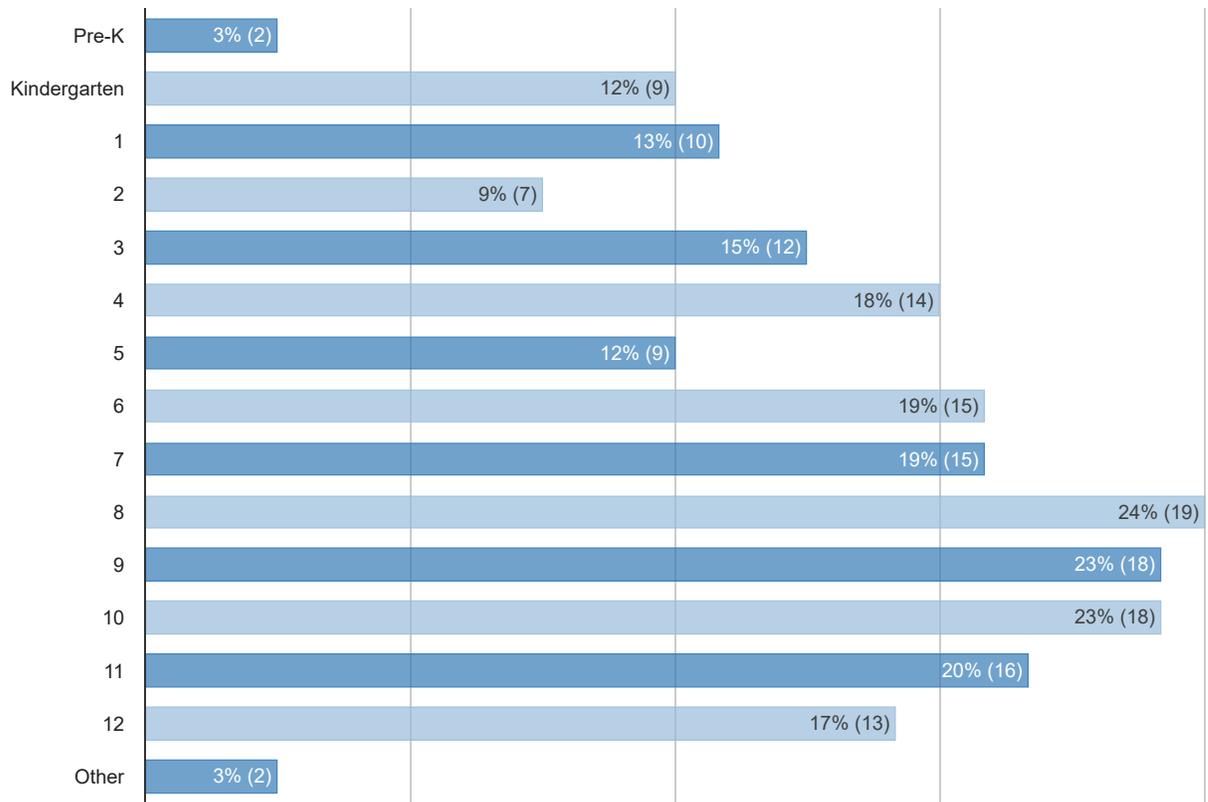
Years Using Technology in the Classroom (Statistics)

Average	10.13
Minimum	1
Maximum	30
Median	9
Mode	10

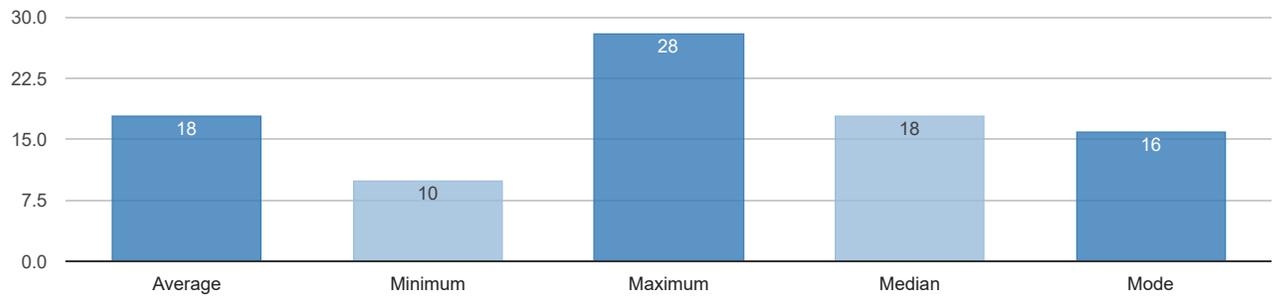
Subjects Taught by Percentage (Number) of Responses



Grades Taught by Percentage (Number) of Responses

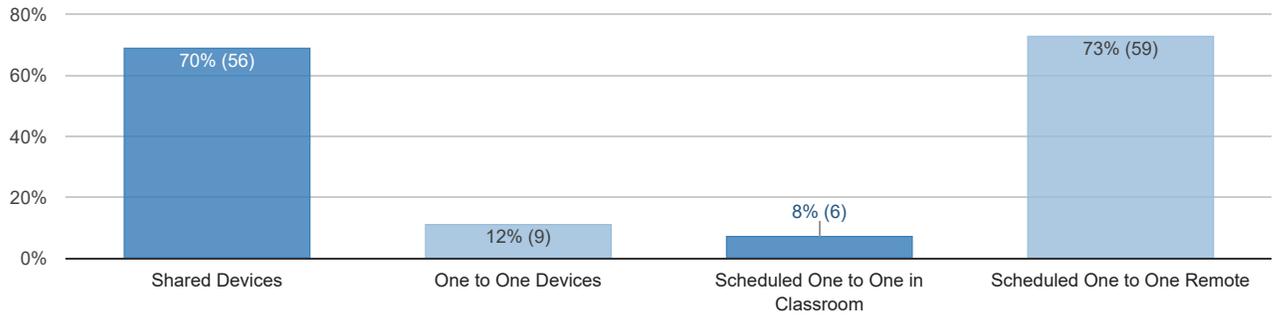


Number of Students per Class



Technology Access and Support

Student Access to Digital Devices



Technology Support

n = 81	strongly disagree		disagree		neutral		agree		strongly agree	
I have adequate access to a technology coach.	4%	3	0%	0	3%	2	57%	46	38%	30
Either the technology coach or IT technician adequately assists me in solving technical problems with hardware or software.	4%	3	2%	1	5%	4	40%	32	51%	41
The technology coach is committed to helping teachers find solutions.	4%	3	0%	0	4%	3	33%	26	61%	49
The technology coach responds promptly to my requests for assistance.	4%	3	0%	0	3%	2	28%	22	67%	54
The technology coach models techniques to integrate technology into my teaching when requested.	4%	3	3%	2	7%	5	41%	33	47%	38
The technology coach provides professional development.	4%	3	2%	1	10%	8	38%	30	49%	39
The technology coach assists me in planning and implementing the use of technology in my teaching when needed.	4%	3	3%	2	10%	8	41%	33	44%	35

Preparation for Technology Use

Technology-Related Professional Development

n = 81	not at all		to a small extent		to a moderate extent		to a great extent		entirely	
Introductory technology skills; saving files to appropriate folders, accessing files from network folders, basic document creation and editing, etc.)	45%	36	25%	20	24%	19	7%	5	2%	1
Professional productivity (e.g., Google for Education apps, electronic planbooks, gradebooks, calendar, address book)	23%	18	31%	25	25%	20	18%	14	5%	4
Instructional applications (e.g., presentation, digital content creation, finding and saving online resources)	14%	11	28%	22	31%	25	23%	18	7%	5
Training on applications used by students	5%	4	17%	13	45%	36	28%	22	8%	6
Specialized training on pedagogy of technology integration; using your available resources to provide students opportunities to create, produce, and enhance learning using technology.	9%	7	18%	14	39%	31	29%	23	8%	6

Perceptions of Technology Use

n = 81	strongly disagree		disagree		neutral		agree		strongly agree	
I would like every student in my class(es) to have access to a digital device.	0%	0	2%	1	9%	7	34%	27	57%	46
Technology skills are essential to my students' success in school. (not just in my class, but school in general)	0%	0	4%	3	10%	8	33%	26	55%	44
Technology skills are essential to my students' success in their future workplace.	0%	0	0%	0	2%	1	25%	20	75%	60
More training would increase my use of technology in my teaching.	2%	1	8%	6	20%	16	42%	34	30%	24
Technology makes my job easier.	0%	0	0%	0	8%	6	45%	36	49%	39
Technology changes my role as a teacher.	2%	1	8%	6	19%	15	39%	31	35%	28
I can help others solve technology problems.	4%	3	14%	11	30%	24	34%	27	20%	16
Technology enhances my teaching.	0%	0	0%	0	4%	3	47%	38	50%	40
Student use of technology enhances student performance.	0%	0	0%	0	17%	13	45%	36	40%	32
My use of technology enhances student performance.	0%	0	0%	0	15%	12	47%	38	39%	31
Technology should be used in all courses.	0%	0	5%	4	26%	21	34%	27	36%	29
I would like my students to be able to use technology more in their classes.	0%	0	0%	0	17%	13	46%	37	39%	31

Confidence and Comfort Using Technology

n = 81	strongly disagree		disagree		neutral		agree		strongly agree	
	%	count	%	count	%	count	%	count	%	count
I have had adequate training in technology use.	0%	0	7%	5	35%	28	52%	42	8%	6
I currently have adequate opportunities for technology training in my school, whether through workshops or support from the technology coach (Tiffany Nichols).	2%	1	4%	3	26%	21	59%	47	12%	9
I am prepared to effectively integrate technology into my teaching.	2%	1	9%	7	26%	21	55%	44	10%	8
I am prepared to assess multimedia projects (student presentations using PowerPoint, Google Slides, or other digital tools).	4%	3	25%	20	24%	19	39%	31	10%	8
I am prepared to guide other teachers in planning and implementing lessons that incorporate technology.	8%	6	28%	22	28%	22	33%	26	7%	5
I am comfortable using technology in my teaching.	0%	0	5%	4	18%	14	61%	49	18%	14
I am comfortable assigning multimedia projects to my students.	10%	8	35%	28	28%	22	23%	18	7%	5
I use technology effectively in my teaching.	2%	1	3%	2	28%	22	59%	47	12%	9
I am developing expertise in the uses of technology in teaching.	3%	2	10%	8	41%	33	39%	31	9%	7
I am prepared to recognize the unethical uses of technology.	2%	1	2%	1	9%	7	66%	53	24%	19
I am comfortable teaching my students about copyright and fair use guidelines.	2%	1	12%	9	19%	15	52%	42	18%	14

Technology Integration

n = 81	not at all		once per month or less		once per week		several times per week		every day		multiple times per day	
	%	n	%	n	%	n	%	n	%	n	%	n
Small group instruction	41%	33	30%	24	3%	2	12%	9	12%	9	5%	4
Individual instruction	14%	11	18%	14	5%	4	24%	19	34%	27	8%	6
Cooperative groups	30%	24	26%	21	12%	9	18%	14	17%	13	0%	0
Independent learning	10%	8	13%	10	13%	10	19%	15	41%	33	7%	5
As an extension activity	14%	11	25%	20	23%	18	23%	18	17%	13	2%	1
As a reward	25%	20	20%	16	23%	18	21%	17	12%	9	2%	1
To tutor / for remediation (iReady, MobyMax, Study Island, etc.)	15%	12	13%	10	10%	8	28%	22	30%	24	7%	5
As a research tool for my students	29%	23	34%	27	13%	10	10%	8	14%	11	3%	2
As a tool for students to use in planning and managing projects (individual and group)	54%	43	24%	19	9%	7	9%	7	7%	5	0%	0
As a productivity tool for my instruction (e.g., to create charts, reports or other products)	23%	18	26%	21	12%	9	26%	21	9%	7	7%	5
As a student presentation tool (including multimedia)	42%	34	23%	18	9%	7	13%	10	10%	8	5%	4
Student discussion/communication	49%	39	20%	16	10%	8	10%	8	10%	8	3%	2
Instructional delivery	4%	3	7%	5	5%	4	19%	15	36%	29	31%	25
As a communication tool (e.g., email, electronic discussion)	3%	2	5%	4	10%	8	14%	11	30%	24	40%	32
To create online content for my students (web pages, blogs, etc.)	61%	49	15%	12	9%	7	10%	8	4%	3	3%	2
To assess student learning	14%	11	14%	11	12%	9	26%	21	26%	21	10%	8

Teacher Use of Technology

Teacher Use

Technology	n = 81											
	not at all		once per month or less		once per week		several times per week		every day		multiple times per day	
Word processors (Word, Google Docs, Pages, etc.)	2%	1	4%	3	9%	7	33%	26	28%	22	28%	22
Spreadsheets (Excel, Google Sheets, Numbers, etc.)	28%	22	33%	26	9%	7	14%	11	8%	6	12%	9
Databases (FileMaker Pro, Access, etc.)	68%	55	13%	10	7%	5	10%	8	4%	3	0%	0
Desktop publishing programs (e.g. InDesign, Publisher)	46%	37	21%	17	14%	11	14%	11	2%	1	5%	4
Presentation software (e.g. PowerPoint, Keynote, Prezi, Google Slides)	25%	20	29%	23	12%	9	13%	10	12%	9	13%	10
Concept mapping/Graphic organizers (e.g., Inspiration, Kidspiration)	61%	49	20%	16	12%	9	8%	6	0%	0	2%	1
Web publishing programs (e.g., DreamWeaver, Nvu, KampoZer)	84%	68	10%	8	5%	4	2%	1	0%	0	0%	0
Draw and paint programs (e.g., KidPix, Illustrator, Paint.net)	83%	67	10%	8	5%	4	3%	2	0%	0	0%	0
Photo editing (e.g. Photoshop, iPhoto)	71%	57	18%	14	3%	2	7%	5	4%	3	0%	0
Sound editing (e.g., GarageBand, Audacity)	88%	71	5%	4	7%	5	2%	1	0%	0	0%	0
Video editing (e.g., iMovie, MovieMaker, Final Cut, Premier, Screencast-O-Matic, EasiCapture)	83%	67	8%	6	2%	1	2%	1	4%	3	4%	3
Authoring tools (e.g., Flash, HyperStudio, iBooks Author, Screencast-O-Matic, EasiCapture)	91%	73	4%	3	3%	2	2%	1	0%	0	3%	2
Animation (e.g., iStopMotion, Frames)	94%	76	5%	4	2%	1	0%	0	0%	0	0%	0
Drill and practice software (e.g. practice for spelling or math)	66%	53	7%	5	9%	7	10%	8	9%	7	2%	1
Instructional games (e.g., Oregon Trail, Lemonade Stand)	63%	51	13%	10	8%	6	10%	8	7%	5	2%	1
Simulations (e.g. frog dissections, science experiments)	73%	59	13%	10	10%	8	5%	4	0%	0	0%	0
Tutorials (e.g., programs that teach specific subject matter)	38%	30	17%	13	17%	13	19%	15	5%	4	8%	6
Learning Management Systems (e.g., Google Classroom, Edline, Blackboard, Moodle, Edmodo)	50%	40	4%	3	14%	11	9%	7	9%	7	17%	13
Email	0%	0	0%	0	3%	2	8%	6	18%	14	73%	59
Web browser (e.g., Chrome, Firefox, Internet Explorer, Safari)	3%	2	2%	1	0%	0	7%	5	15%	12	76%	61
Web 2.0 tools (e.g., blogs, wikis, GoogleDocs)	35%	28	17%	13	7%	5	19%	15	9%	7	17%	13
Social networking (e.g., Facebook, Twitter, Edmodo)	50%	40	5%	4	2%	1	5%	4	23%	18	18%	14
Video conferencing (e.g., Skype, FaceTime)	67%	54	19%	15	8%	6	4%	3	4%	3	0%	0
Desktop computer	14%	11	2%	1	5%	4	7%	5	19%	15	56%	45
Laptop computer	3%	2	3%	2	4%	3	8%	6	8%	6	77%	62
Tablet computer (e.g., iPad)	47%	38	7%	5	12%	9	13%	10	10%	8	14%	11
eReader (e.g., Kindle, Nook)	71%	57	5%	4	3%	2	13%	10	7%	5	4%	3
Digital camera	57%	46	12%	9	14%	11	9%	7	5%	4	5%	4
Digital video camera	75%	60	5%	4	10%	8	7%	5	2%	1	4%	3
Projector	18%	14	3%	2	2%	1	7%	5	10%	8	63%	51
DVD player	50%	40	23%	18	18%	14	9%	7	0%	0	3%	2

Interactive whiteboard (e.g., SMART Board, Promethean, Epson, Clear Touch)	28%	22	2%	1	0%	0	3%	2	17%	13	54%	43
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Student Use of Technology

Student Use

Technology	n = 81											
	Student Use											
	not at all		once per month or less		once per week		several times per week		every day		multiple times per day	
Word processors (Word, Google Docs, Pages, etc.)	62%	50	17%	13	8%	6	5%	4	8%	6	3%	2
Spreadsheets (Excel, Google Sheets, Numbers, etc.)	73%	59	14%	11	7%	5	5%	4	2%	1	2%	1
Databases (FileMaker Pro, Access, etc.)	84%	68	7%	5	4%	3	5%	4	2%	1	0%	0
Desktop publishing programs (e.g. InDesign, Publisher)	81%	65	9%	7	3%	2	9%	7	0%	0	0%	0
Presentation software (e.g. PowerPoint, Keynote, Prezi, Google Slides)	68%	55	17%	13	5%	4	9%	7	0%	0	3%	2
Concept mapping/Graphic organizers (e.g., Inspiration, Kidspiration)	80%	64	7%	5	9%	7	5%	4	2%	1	0%	0
Web publishing programs (e.g., DreamWeaver, Nvu, KampoZer)	91%	73	4%	3	4%	3	3%	2	0%	0	0%	0
Draw and paint programs (e.g., KidPix, Illustrator, Paint.net)	83%	67	9%	7	4%	3	5%	4	0%	0	0%	0
Photo editing (e.g. Photoshop, iPhoto)	82%	66	3%	2	4%	3	8%	6	4%	3	2%	1
Sound editing (e.g., GarageBand, Audacity)	89%	72	7%	5	3%	2	2%	1	2%	1	0%	0
Video editing (e.g., iMovie, MovieMaker, Final Cut, Premier, Screencast-O-Matic, EasiCapture)	86%	69	3%	2	5%	4	5%	4	3%	2	0%	0
Authoring tools (e.g., Flash, HyperStudio, iBooks Author, Screencast-O-Matic, EasiCapture)	89%	72	4%	3	4%	3	3%	2	2%	1	0%	0
Animation (e.g., iStopMotion, Frames)	89%	72	8%	6	2%	1	0%	0	3%	2	0%	0
Drill and practice software (e.g. practice for spelling or math)	50%	40	5%	4	13%	10	15%	12	18%	14	2%	1
Instructional games (e.g., Oregon Trail, Lemonade Stand)	54%	43	10%	8	18%	14	13%	10	7%	5	2%	1
Simulations (e.g. frog dissections, science experiments)	76%	61	10%	8	13%	10	3%	2	0%	0	0%	0
Tutorials (e.g., programs that teach specific subject matter)	39%	31	9%	7	10%	8	20%	16	15%	12	9%	7
Learning Management Systems (e.g., Google Classroom, Edline, Blackboard, Moodle, Edmodo)	67%	54	9%	7	12%	9	9%	7	3%	2	3%	2
Email	62%	50	8%	6	7%	5	8%	6	8%	6	10%	8
Web browser (e.g., Chrome, Firefox, Internet Explorer, Safari)	36%	29	0%	0	8%	6	12%	9	18%	14	29%	23
Web 2.0 tools (e.g., blogs, wikis, GoogleDocs)	67%	54	9%	7	10%	8	4%	3	9%	7	3%	2
Social networking (e.g., Facebook, Twitter, Edmodo)	72%	58	3%	2	4%	3	4%	3	5%	4	14%	11
Video conferencing (e.g., Skype, FaceTime)	84%	68	5%	4	4%	3	3%	2	4%	3	2%	1
Desktop computer	15%	12	2%	1	12%	9	20%	16	30%	24	24%	19
Laptop computer	62%	50	12%	9	9%	7	5%	4	4%	3	10%	8
Tablet computer (e.g., iPad)	56%	45	8%	6	13%	10	13%	10	8%	6	5%	4
eReader (e.g., Kindle, Nook)	78%	63	4%	3	7%	5	5%	4	5%	4	3%	2
Digital camera	75%	60	4%	3	9%	7	7%	5	5%	4	3%	2
Digital video camera	78%	63	5%	4	4%	3	9%	7	5%	4	0%	0
Projector	57%	46	8%	6	5%	4	7%	5	8%	6	18%	14
DVD player	65%	52	14%	11	14%	11	8%	6	2%	1	0%	0

Interactive whiteboard (e.g., SMART Board, Promethean, Epson, Clear Touch)	35% 28	5% 4	9% 7	17% 13	12% 9	25% 20
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Technology Skills

Teacher-Reported Skill Level with Technologies

Technology	My Skill											
	none		very low		low		moderate		high		very high	
Word processors (Word, Google Docs, Pages, etc.)	0%	0	2%	1	5%	4	26%	21	28%	22	41%	33
Spreadsheets (Excel, Google Sheets, Numbers, etc.)	5%	4	15%	12	21%	17	33%	26	13%	10	15%	12
Databases (FileMaker Pro, Access, etc.)	45%	36	18%	14	15%	12	13%	10	3%	2	9%	7
Desktop publishing programs (e.g. InDesign, Publisher)	30%	24	9%	7	10%	8	36%	29	7%	5	10%	8
Presentation software (e.g. PowerPoint, Google Slides, Keynote, Prezi)	7%	5	8%	6	13%	10	40%	32	18%	14	18%	14
Concept mapping/Graphic organizers (e.g., Inspiration, Kidspiration)	38%	30	10%	8	20%	16	18%	14	10%	8	7%	5
Web publishing programs (e.g., DreamWeaver, Nvu, KampoZer)	62%	50	12%	9	7%	5	13%	10	7%	5	3%	2
Draw and paint programs (e.g., KidPix, Illustrator, Paint.net)	49%	39	14%	11	12%	9	15%	12	10%	8	3%	2
Photo editing (e.g. Photoshop, iPhoto)	44%	35	15%	12	14%	11	15%	12	10%	8	4%	3
Sound editing (e.g., GarageBand, Audacity)	62%	50	13%	10	8%	6	7%	5	8%	6	5%	4
Video editing (e.g., iMovie, MovieMaker, Final Cut, Premier)	61%	49	14%	11	9%	7	5%	4	8%	6	5%	4
Authoring tools (e.g., Screencast, Flash, HyperStudio, iBooks Author)	65%	52	15%	12	12%	9	4%	3	5%	4	2%	1
Animation (e.g., iStopMotion, Frames)	66%	53	14%	11	14%	11	4%	3	3%	2	2%	1
Drill and practice software (e.g. practice for spelling or math)	26%	21	8%	6	9%	7	35%	28	15%	12	9%	7
Instructional games (e.g., Oregon Trail, Lemonade Stand)	31%	25	9%	7	12%	9	30%	24	13%	10	8%	6
Simulations (e.g. frog dissections, science experiments)	42%	34	13%	10	12%	9	23%	18	8%	6	5%	4
Tutorials (e.g., programs that teach specific subject matter)	14%	11	8%	6	14%	11	33%	26	24%	19	10%	8
Learning Management Systems (e.g., Edline, Blackboard, Moodle)	34%	27	8%	6	8%	6	20%	16	13%	10	20%	16
Email and communication tools (Remind, Google+)	2%	1	2%	1	4%	3	10%	8	34%	27	51%	41
Web browser (e.g., Chrome, Firefox, Internet Explorer, Safari)	0%	0	2%	1	4%	3	10%	8	40%	32	46%	37
Web 2.0 tools (e.g., blogs, wikis, GoogleDocs)	23%	18	14%	11	13%	10	19%	15	19%	15	15%	12
Social networking (e.g.: Facebook, Twitter, Edmodo)	10%	8	7%	5	9%	7	23%	18	28%	22	26%	21
Video conferencing (e.g., Skype, FaceTime)	24%	19	7%	5	20%	16	24%	19	15%	12	13%	10
Desktop computer	3%	2	2%	1	3%	2	8%	6	40%	32	47%	38
Laptop computer	2%	1	0%	0	2%	1	10%	8	40%	32	49%	39
Tablet computer (e.g., iPad)	9%	7	2%	1	12%	9	18%	14	31%	25	31%	25
eReader (e.g., Kindle, Nook)	15%	12	9%	7	10%	8	18%	14	23%	18	28%	22
Digital camera	13%	10	4%	3	9%	7	28%	22	28%	22	21%	17
Digital video camera	19%	15	8%	6	14%	11	15%	12	26%	21	20%	16
Projector	3%	2	3%	2	3%	2	20%	16	35%	28	39%	31
DVD player	7%	5	3%	2	8%	6	17%	13	29%	23	40%	32
Interactive whiteboard (e.g., SMART Board, Promethean)	10%	8	8%	6	5%	4	19%	15	36%	29	24%	19

Technology Usefulness

Teacher-Reported Usefulness of Technologies

Technology	Usefulness											
	none		very low		low		moderate		high		very high	
Word processors (Word, Google Docs, Pages, etc.)	2%	1	3%	2	3%	2	25%	20	24%	19	46%	37
Spreadsheets (Excel, Google Sheets, Numbers, etc.)	12%	9	15%	12	9%	7	26%	21	14%	11	26%	21
Databases (FileMaker Pro, Access, etc.)	34%	27	24%	19	8%	6	17%	13	9%	7	12%	9
Desktop publishing programs (e.g. InDesign, Publisher)	21%	17	9%	7	18%	14	29%	23	14%	11	12%	9
Presentation software (e.g. PowerPoint, Google Slides, Keynote, Prezi)	4%	3	8%	6	19%	15	28%	22	23%	18	21%	17
Concept mapping/Graphic organizers (e.g., Inspiration, Kidspiration)	21%	17	14%	11	17%	13	20%	16	19%	15	12%	9
Web publishing programs (e.g., DreamWeaver, Nvu, KampoZer)	41%	33	13%	10	18%	14	13%	10	10%	8	8%	6
Draw and paint programs (e.g., KidPix, Illustrator, Paint.net)	36%	29	19%	15	14%	11	19%	15	10%	8	4%	3
Photo editing (e.g. Photoshop, iPhoto)	39%	31	13%	10	13%	10	18%	14	12%	9	9%	7
Sound editing (e.g., GarageBand, Audacity)	44%	35	12%	9	12%	9	23%	18	8%	6	5%	4
Video editing (e.g., iMovie, MovieMaker, Final Cut, Premier)	41%	33	14%	11	14%	11	14%	11	10%	8	9%	7
Authoring tools (e.g., Screencast, Flash, HyperStudio, iBooks Author)	42%	34	14%	11	14%	11	17%	13	13%	10	3%	2
Animation (e.g., iStopMotion, Frames)	40%	32	13%	10	15%	12	21%	17	9%	7	4%	3
Drill and practice software (e.g. practice for spelling or math)	14%	11	8%	6	17%	13	31%	25	23%	18	10%	8
Instructional games (e.g., Oregon Trail, Lemonade Stand)	18%	14	10%	8	18%	14	28%	22	20%	16	9%	7
Simulations (e.g. frog dissections, science experiments)	31%	25	9%	7	15%	12	19%	15	18%	14	10%	8
Tutorials (e.g., programs that teach specific subject matter)	9%	7	7%	5	12%	9	26%	21	30%	24	19%	15
Learning Management Systems (e.g., Edline, Blackboard, Moodle)	23%	18	10%	8	10%	8	19%	15	20%	16	20%	16
Email and communication tools (Remind, Google+)	2%	1	3%	2	5%	4	19%	15	30%	24	44%	35
Web browser (e.g., Chrome, Firefox, Internet Explorer, Safari)	0%	0	2%	1	2%	1	14%	11	34%	27	51%	41
Web 2.0 tools (e.g., blogs, wikis, GoogleDocs)	13%	10	9%	7	15%	12	21%	17	23%	18	21%	17
Social networking (e.g.: Facebook, Twitter, Edmodo)	29%	23	10%	8	9%	7	20%	16	20%	16	14%	11
Video conferencing (e.g., Skype, FaceTime)	28%	22	14%	11	14%	11	21%	17	13%	10	13%	10
Desktop computer	3%	2	3%	2	3%	2	18%	14	33%	26	44%	35
Laptop computer	2%	1	2%	1	5%	4	8%	6	34%	27	52%	42
Tablet computer (e.g., iPad)	13%	10	3%	2	7%	5	14%	11	26%	21	40%	32
eReader (e.g., Kindle, Nook)	15%	12	13%	10	10%	8	23%	18	17%	13	25%	20
Digital camera	17%	13	13%	10	13%	10	21%	17	18%	14	21%	17
Digital video camera	23%	18	14%	11	14%	11	20%	16	14%	11	18%	14
Projector	4%	3	4%	3	5%	4	20%	16	25%	20	44%	35
DVD player	15%	12	9%	7	14%	11	29%	23	14%	11	21%	17
Interactive whiteboard (e.g., SMART Board, Promethean)	7%	5	2%	1	8%	6	15%	12	24%	19	47%	38

Note that the data summarized in this report are from instructional staff self-report responses to the TUPS.