

301 Community Feedback via the Internet

May 8, 2017 – May 15, 2017

Date: 5/11/2017 2:32:24 PM

Name: Mr. Teacher

Email:

Affiliation with the district: Teacher

Comments: The 301 plan should be reasonable and teachers should be able to achieve 301 monies with REASONABLE efforts. Maximum 301 monies should not be impossible to obtain or severely limited. Teachers are not well paid to begin with.

Suggested changes: 301 monies should be distributed without fail. The district should not hold back funds and should distribute them quickly. Funds from 301 should not be used for any other purpose. The district needs to be 100% transparent.

Date: 5/11/2017 2:55:38 PM

Name: Anonymous

Email:

Affiliation with the district: Comments: Please see suggested changes below.

Suggested changes: The highly effective rating of 79-100 points should be reduced back to 74-100. Also, teachers should not be held accountable for previous years academic growth score, especially if the score came from a school they no longer serve. Nor should any student survey score be included in the evaluation period. Students do not have the maturity to rate a teacher fairly, especially one who just had their phone taken away or were disciplined in any manner. The whole eval process is completely degrading and is not an accurate representation of the teaching ability of a teacher during the current year that the eval represents. This is even more pressing with funds being tied to the evaluation.

Date: 5/11/2017 3:53:05 PM

Name: Ben Davis

Email: Benjamin.Davis@tusd1.org

Affiliation with the district: Comments: The student achievement section of 301 should be removed. The district does not have an equitable or effective way of measuring student achievement for each teacher individually. All individual teachers at any site should not receive the same points for student achievement. This should be measured using reliable and valid assessments of student achievement based on the content standards. If the district is not capable of making or administering these assessments (which it has proven to be incapable of doing for many years) then this component should not be part of our 301 plan.

Suggested changes: I would suggest removing the student achievement portion until the district can create and administer reliable and valid assessments directly related to the content standards for that particular teacher. I have no confidence that our district is capable of doing this.

Date: 5/11/2017 4:39:08 PM

Name: Tonya Sissel

Email: tonya.sissel@tusd1.org

Affiliation with the district: Teacher

Comments: I truly don't understand all the bureaucratic politi-speak

Suggested changes: I suggest that 301 monies go back to what they were originally intended. The voters of the state realized that the state was not paying teachers enough money so they agreed to increase their tax a little so that the teachers might be given a more reasonable wage. Somehow this has become "pay for performance" - as if we are not performing every single day despite the ridiculous changes made by local and state boards on a whim and without any consideration for what will actually work within the classroom. This district in particular is top heavy and unwisely chose to pay the previous superintendent of the district more than the US pays the President! Seriously - what could 1 man do for a single school district that is worth keeping the teachers in the district in poverty? 301 was supposed to correct the state mistake of not paying teachers adequately and instead the state has found a way to "stick it" to the teachers yet again.

Date: 5/11/2017 4:48:41 PM

Name: Paula Goldberg

Email: paula.goldberg@tusd1.org

Affiliation with the district: Teacher

Comments: As a special education teacher, I find it unfair that my performance is based on my students' performance on AZMerit. As a middle school teacher whose students come to my class reading far below grade level, I am dedicated to improving their reading skills. I see students before and after school and during lunch. I continually take classes to improve and expand my skills. Even though most students make good gains in a year, they are still unable to access the reading portion of the AZMerit because they don't have the sight vocabulary or fluency skills to read the text at grade level. How can my students answer questions related to text that they can't read? I would love them to be tested in a way that shows the growth they made. By all means grade me on the gains my students make; but please, test them in a manner that allows them to demonstrate their growth.

Suggested changes: I do not think National Board Certification merits a \$3,000 yearly stipend unless that teacher's students are shown to achieve at a higher level than students of teachers who do not have their National Board Cert.

Date: 5/11/2017 7:51:55 PM

Name: Ivana Bonhorst

Email: Ivana.bonhorst@tusd1.org

Affiliation with the district: Teacher

Comments: None

Suggested changes: None at this time

Date: 5/12/2017 8:29:15 AM

Name: Yvette Lanz

Email: yvette.lanz@tusd1.org

Affiliation with the district: Parent
Teacher

Comments: I agree that we need to be held accountable for our work and performance. I do agree with many of our requirements and evaluation.

Suggested changes: I feel that we should not be penalized for students attendance to school. I work with the parents each year and emphasize the importance of attendance and being in school on time. i feel that sometimes children attendance will depend on parents and health many times. I also did not like that a component of our evaluation comes from students. I work with kindergarten and the teacher evaluation is not simple for Kindergartners to understand. Many times students guess answers and that may not reflect children's views on their teachers.

Date: 5/12/2017 11:49:58 AM

Name: Alicia Nourse

Email: alicia.nourse@tusd1.org

Affiliation with the district: Teacher

Comments: I agree

Suggested changes: N/A

Date: 5/12/2017 11:49:39 AM

Name: Jesus Federico

Email: jesus.federico@tusd1.org

Affiliation with the district: Teacher

Comments: It is present in a confusing matter. From what I understand it is fine.

Suggested changes: Make the plan easier to understand due to time constraints that teachers have due to teaching, planning and IEPs.

Date: 5/12/2017 1:07:33 PM

Name: Carina Kennedh

Email: carina.kennedy@tusd1.org

Affiliation with the district: Parent

Teacher

Comments: I already filled out the survey from Richard Foster, but forgot to mention that I disapprove of how academic growth is measured. This year's academic growth is not even measuring this year's academic growth. It is based off last year's academic growth. Also, this year there are many more B teachers. Last year, B teachers at our site received the lowest score possible (11) even though most teachers at our site received 22 points. This is because a simple average was not used. If our evaluations and 301 monies are based on this we should be able to understand how these scores are calculated. Many teachers at our site lost out on 301 money because of this academic growth portion of our evaluations.

Suggested changes: Change the way academic growth is measured. First, use data from the current year to determine growth. Next, make as many A teachers as possible. This means going back to the method used last year. Finally, use a simple average for B teachers and use values in between 11,22, and 33. Eleven points is a big range (even 5 or 6 points is a big range). Also, if effective and highly effective teachers received the same amount of 301 money, this academic growth portion would not be such a big deal.

Date: 5/12/2017 1:52:20 PM

Name: Maria E. Encinas

Email: Maria E. Encinas

Affiliation with the district: Teacher

Comments:

Suggested changes: pay Para pros some more money for their participation and include pd for them as well.

Date: 5/12/2017 1:52:39 PM

Name: Tiffany Hodge

Email: tiffany.hodge@tusd1.org

Affiliation with the district: Teacher

Comments: Looks good.

Suggested changes: NOne

Date: 5/13/2017 7:16:38 AM

Name: Ann

Email: ann.danella@tusd1.org

Affiliation with the district: Parent
Teacher

Comments: Why is highly effective for a teacher 79 and for a principal 76. It would seem that the rating scale for levels should be the same. Why are we requiring more from our teachers than our principals.

Suggested changes: Change Policy Title: Evaluation of Certificated Staff Members Policy Code: GCO Change highly effective for teachers to 76. Make both the performance classification for principals and teacher align with one another.

Date: 5/15/2017 1:05:56 PM

Name: Monica Arriaga

Email: monica.arriaga@tusd1.org

Affiliation with the district: Teacher

Comments: It sounds good.

Suggested changes: None that I can think of.

Date: 5/17/2017 7:56:30 AM

Name: Christina Miles

Email: christina.miles@tusd1.org

Affiliation with the district: Teacher

Comments:

Suggested changes: Paid in a separate check so that we get the most we can.

Date: 5/17/2017 10:55:21 AM

Name:

Email:

Affiliation with the district: Teacher
Staff

Comments: N/A

Suggested changes: N/A

Date: 5/18/2017 9:16:57 PM

Name: Rex de Roulhac

Email: rex.deroulhac@tusd1.org

Affiliation with the district: Teacher

Comments: I am concerned about how the rating for student improvement is determined. It is disturbingly opaque and district leadership have been evasive on addressing concerns.

Suggested changes: I want the student improvement score to be fair to all teachers and I want to see the data to determine how exactly it is calculated. I do not want to hear that the statistical analysis is above the level of comprehension for the staff. I teach statistics and would like to see the data.

Date: 5/19/2017 7:56:53 AM

Name: Shelley Krause

Email: shelley.krause@tusd1.org

Affiliation with the district: Teacher

Comments: The appeal form only seems to address PLC meeting times. There is no appeal form for a teacher to appeal the student performance score, the principal's evaluation score, or the score related to self-evaluation. If a mistake is made, or a teacher was evaluated as an "A" teacher but should have been a "B" teacher, there is no standardized form.

Furthermore, there is no way for a teacher to verify said scores. I would like to see an appeal form created for that part of 301.

Suggested changes:

Date: 5/19/2017 8:06:52 AM

Name: Grace Tapia-Beltran

Email: Grace. Tapia-Beltran@tusd1.org

Affiliation with the district: Teacher

Comments: I think it's good.

Suggested changes: None at this time.

Date: 5/19/2017 8:51:46 AM

Name: TOLGA GUNGOR

Email: tolga.gungor@tusd1.org

Affiliation with the district: Teacher

Comments: I do not like the teacher evaluation based on student success on AZ MERIT scores for students reflected on teacher performance pay. Because students do not care about AZMERIT scores.

Suggested changes: