

**RESOLUTION OF THE BOARD OF EDUCATION  
OF  
DOUGLAS COUNTY SCHOOL DISTRICT RE-1**

**REGARDING MAXIMUM TEACHER TIME SPENT ON  
TEACHER-STUDENT FACE-TO-FACE INSTRUCTION**

WHEREAS, Colorado is a local control state, where local school boards are constitutionally granted broad discretion in setting curriculum and standards for the instruction of their students; and

WHEREAS, Douglas County Board of Education (“Board”) has adopted the Guaranteed and Viable Curriculum (GVC), has approved learning resources, and has developed a system of evaluation of teachers that promote, among many other things, the 21st Century Skills; and

WHEREAS, the Board particularly values teacher feedback with regards to ensuring that instructional time is used as effectively as possible; and

WHEREAS, a teacher survey independently conducted by Strategies 360 in 2015 found 92% of survey participants state that they are unable to complete work within the normal work day and 96% do not feel the district has a culture that makes for a positive work environment; and

WHEREAS, the 2015 TELL Colorado survey found 60% of teacher survey recipients do not feel that the teacher evaluation process improves instructional strategies; and

WHEREAS, a survey conducted by Augenblick, Palaich and Associates in 2011 found 63% of teacher survey recipients unable to complete their work within normal working hours; and

WHEREAS, the Board’s goal is to maximize quality instructional time for all students, and minimize tasks that detract from this goal; specifically those tasks that negatively impact face-to-face instructional time: Now, therefore,

BE IT RESOLVED, The Board of Education directs the Superintendent to conduct an immediate study analyzing the amount of time teachers are spending on tasks that are not considered face-to-face instruction. The survey also needs to provide opportunity for respondents to indicate whether these tasks are valued in promoting benefit to students. This includes, but not limited to, designing and completing new student progress reports, uploading evidence into the teacher evaluation tool, writing backwards planned units, navigating the GVC and World Class Outcomes, training for use of the CITE evaluation rubric, addressing all the CITE elements, administering state-mandated assessments, scoring district required assessments, collecting data for Unified Improvement Plans,

Building Level Team goals, and Strategic Plan goals, and preparing for implementation of performance based assessments; and

BE IT FURTHER RESOLVED that feedback for this study should be collected as unobtrusively as possible, allowing for open-ended responses, construction of survey questions that are first vetted by a group of teacher representatives, and securing anonymity of survey participants; and

BE IT FURTHER RESOLVED, that the Superintendent is directed to place a moratorium on any new initiative that may add additional time requirements to teachers' instructional expectations until the aforementioned study can be completed, analyzed and responded to appropriately.

APPROVED this \_\_\_\_\_ day of \_\_\_\_\_, 2015, by a vote of \_\_\_\_\_.

\_\_\_\_\_  
President, Board of Education

ATTEST

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Board of Education Secretary