

Analysis_BOE Engagement with Teachers

Date: February 13, 2023

Topic: Ends Statements and predetermined questions

Source of information: Board initiated dialogue with students

1. Details of source

- Focus group with teachers who self-selected to participate in this engagement opportunity
- About 20 teachers attended the focus group with all Board members and the Superintendent participating

2. How representative of our teacher population is this group?

- Fairly representative — See graphics at the bottom of this document
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3. What insights have we gained from this information?

- **MISSION AND VISION**
 - i. General agreement that the mission statement still applies
 - ii. Teachers expressed a desire to continue the work to ensure all students have access to achieve that mission, no matter which building they are in
 - iii. Some desire to incorporate “exploring options/opportunities” in the vision and “life skills” in the mission statement
 - iv. Teachers want to see staff and families have more exposure to the mission - make it more visible in our schools
- **HOPES**
 - i. Viewing the district as a destination district, one they can be proud to work at.
 - ii. Need more time.. time for planning, paperwork, etc
 - iii. Wanting to feel valued through community support, passing an MLO
 - iv. Resources are a struggle. Across the board in Arts, Gen Ed, AN and SPED; more alternate programs for students at an earlier age
 - v. Elevating teacher voice
- **ENDS STATEMENTS**
 - i. Academic Excellence
 - 1. Amazing data is available (iReady, CMAS, SAT’s, etc)
 - 2. Wish there were alternative options (like Eagle Academy) for struggling kids in Middle School
 - 3. Glad there are diverse set of post-high school pathways (career tech, job force ready, college, etc)
 - ii. Outstanding Educators and Staff
 - 1. Feeling Valued/Heard
 - a. Need more than just surveys to feel valued/heard; need to know issues that we raise are being addressed. “The more you can talk about something and make it be the norm, the better.”

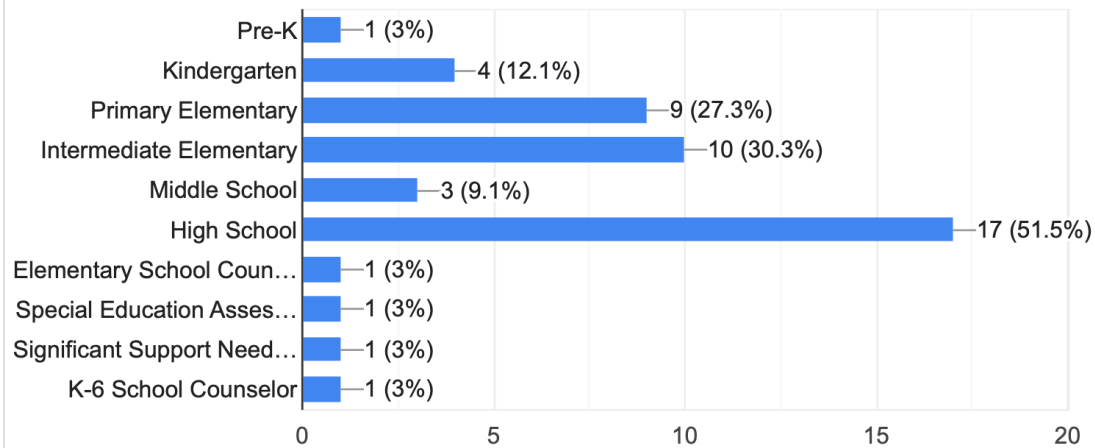
- b. Events like this and the teacher group Erin started are helpful. Makes us feel valued, stronger
 - c. Teachers are still scared to speak up (felt this way since before even the prior board)
 - d. Because of teacher shortage – fear of addressing bad behavior of teachers (come late/leave early, do whatever they want, level of entitlement) this affects the whole culture of the building
 - 2. Since we can't have competitive salary ...
 - a. Would be nice to have more than two paid personal days per year
 - b. Paid/reimbursed for PD opportunities, recertification credits
 - 3. SITE Evaluations
 - a. Focus on building evaluation went away after COVID
 - b. Need different rubrics for a K teacher vs an AP-Biology teacher; creating busy work for teachers
 - 4. SPED
 - a. What happened to SPED forums?
 - b. Need more general ed training around SPED accommodations
- iii. Safe, Positive Culture and Climate
 - 1. Need more awareness/training of the (lockdown) trauma in these kiddos' lives (like Afganistan/military day)
 - 2. We have positive parents whose eyes have been open to what education is truly like. Communication is positive and safe, and the culture is there.
 - 3. Certain level of acceptance when kids are exposed to a broad range of different. The value of a person is not what we see quickly/easier, best way to teach them is to see lots of different humans.
 - 4. Burnout from teachers. Admin vs Teacher culture
 - 5. "Hard-to-hire" gives appearance of some jobs being more valuable
- iv. Collaborative Parent, Family, and Community Relations
 - 1. Great that superintendent emails offer translation in every language, wish each schools' emails offered the same
 - 2. Love the superintendent emails celebrating schools
 - 3. Love the Chaparral pride and community
 - 4. Argumentative mood with parents, disengagement where few parents come to conferences.
 - 5. Need more events to bring the community into the schools
 - 6. Should continue Watchdog Dads after elementary school
- v. Financial Well-Being
 - 1. I appreciate that the MLO/Bond are being revisited

- 2. Nice gesture/good faith effort for board to provide an email around teacher/staff benefits (retention bonus) and other ways to make folks feel appreciated in the short term.
- 3. Felt previous MLO was not used to close the gap for salary for everyone
- 4. Would it be beneficial to have a grant-writing professional?
- 5. Need to be more long-term intelligent
- **MOST SIGNIFICANT CHALLENGES**
 - i. Recruiting, retaining, rewarding teachers and staff
 - 1. Turnover is really difficult
 - 2. Recognizing veteran teachers
 - 3. Keeping DCSD from being a launching pad for teachers who then leave for other school districts
 - ii. Labor shortage and impact on schools
 - iii. Building community cohesiveness and overcoming political divisions
 - iv. Obtaining support of local voters to address growth and decline issues
 - v. Keeping public education current and relevant
 - 1. Balancing CTE and academics
 - 2. Continually personalizing education
- 4. Are there any cautions about how we should generalize this information?**
 - The turnaround for signing up was very short and it may have limited participation
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- 5. Does this information suggest the need for any new Ends (student outcomes / community's vision for WHY the organization exists)?**
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- 6. What further questions does it raise for future exploration?**
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- 7. What next steps do we commit to for further study of these issues?**
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- 8. Does this information suggest the need to consider amending any Executive Limitations (community's values)?**
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Grade Level Taught

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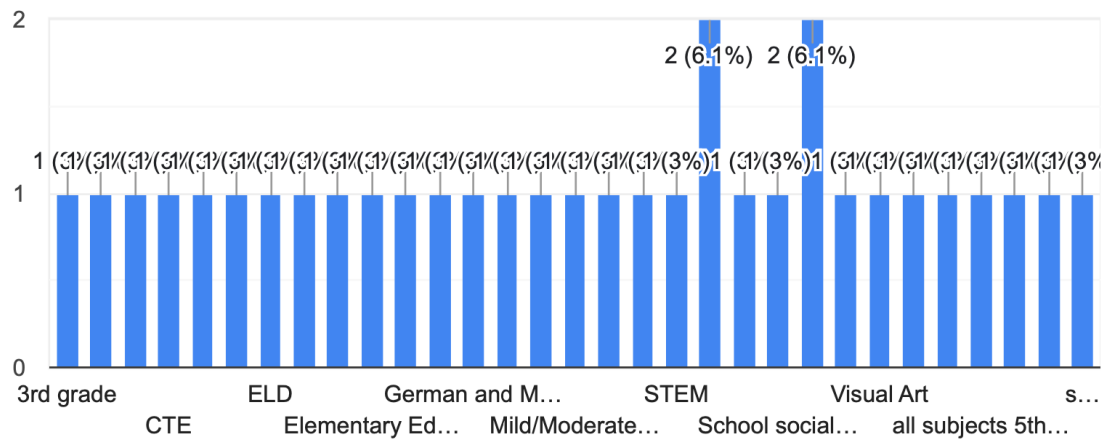
33 responses



Subject or Specialty

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33 responses



How many years have you been with DCSD?

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33 responses

