

## **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.”

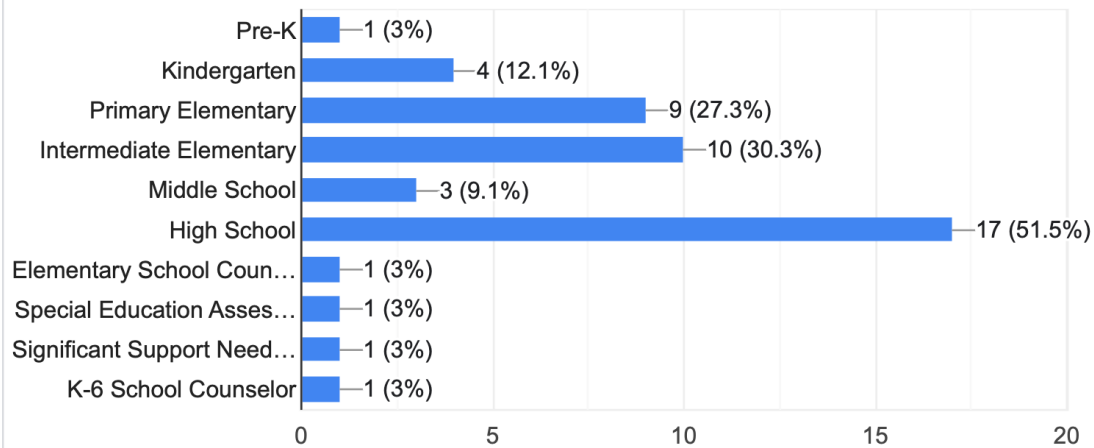
- b. Events like this and the teacher group Erin started are helpful. Makes us feel valued, stronger
    - c. Teachers are still scared to speak up (felt this way since before even the prior board)
    - d. Because of teacher shortage – fear of addressing bad behavior of teachers (come late/leave early, 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?**
  - We need to schedule more debrief time for the Board following each engagement opportunity.
  - PD for teachers around serving students with special needs
  - How do we continue to elevate teacher voice?
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- 7. What next steps do we commit to for further study of these issues?**
  - Additional teacher engagements? Our proposed schedule needs to include all stakeholders, are there ways to continue this and elevate teacher voice?
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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



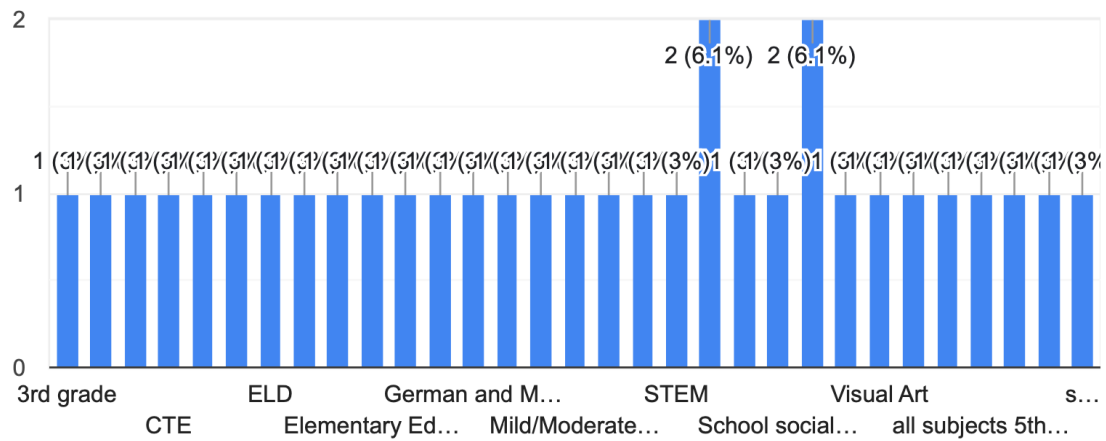
33 responses



## Subject or Specialty



33 responses



How many years have you been with DCSD?

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33 responses

