

## Prop A Interview Topic Guide

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### The interviews and case study will:

- Document the passage of Proposition A, including the negotiations leading to the Memorandum of Understanding between SFUSD and UESF.
- Report why various stakeholders support it and for what reasons.
- Determine how the provisions of Proposition A fit into the strategic plan, and how they will be aligned with the Balanced Scorecards at each level.

### Subjects:

- Union: Dennis Kelly (President)
- Business community: Philip Halperin (Board Chair, San Francisco School Alliance)
- SFUSD leadership: Nancy Waymack (Director of Policy and Operations)
  - *Carlos Garcia (Superintendent)*
  - *Tony Smith (Deputy Superintendent of Instruction, Innovation & Social Justice)*
  - *Tom Ruiz (Senior Executive Director of Labor Relations)*
  - *Chris Armentrout (Director, Development & Local Government Relations)*

### Questions for Nancy Waymack at initial meeting:

- Can we get data on PAR evaluations at the teacher level?
- Interview plan
- Documents/meeting notes from the past to review before/in place of interviews
- Schedule interview with her

### Interview Topics (general guide for all subjects):

- Inception to Passage:
  - How did you first come to know about Prop A?
  - What was the original idea? Whose was it?
  - What were the initial positions?
  - How/why were you on board?
  - What provisions did you want added?
  - What was the negotiation process?
  - What compromises were made? (What did you win? What do you feel you gave up?)
  - How does this fit into your organizations larger goals (will add probes on SFUSD's strategic plan, and the Union and business community/SF Alliance's focus)
  - What would you expect to see happen in the district (schools, teachers, etc.) as a result of the passage of Prop A?
  - What role did you play in the passage of Prop A?
- Things still to be worked out:
  - Role of the oversight committee
  - Master teachers – how will they be selected? What will they do?
  - Hard-to-staff schools bonus (\$2k/year) – how will schools be designated? Will the designation change over time (i.e., can schools move in/out of designation)?
  - Hard to fill subject areas – have these 3 subjects been selected?

- School achievement – what will the growth metric be? For which students and schools?
- New evaluation program as part of PAR – what will this look like?
  - What do you hope will happen?
  - What do you think could happen? (Probe on political environment/relationships/positions)
  - What are your bottom lines (where do you draw the line)?
- Resources
  - What resources did you draw on for making this decision? Are there articles or people that you consulted as part of this process? Other schools/districts?
  - Do you have Meeting notes? Write-ups, or correspondence?
  - Are there upcoming meetings that we could attend?