

TEACHING BACKGROUND

- **To begin, could you please tell me a little about your teaching background?**
 - How long have you been a teacher?
 - How long have you been a teacher in this school?
 - How long have you been a teacher in SFUSD?
 - Have you worked in other schools in SFUSD? If so, which ones?
 - Have you worked in other school districts? If so, which ones?

→*If teacher has worked in this school and others in SFUSD and outside SFUSD:*

- What subject(s) and grade(s) do you teach this year?
 - Is this different from last year? If so, why did you change subjects this year?
- Where did you receive your teacher training?
 - Which institution and program?
 - Would you describe it briefly?
 - Are you still in it or have you completed it?
- (*If applicable*): For each of the other districts that have you have taught in:
 - Why did you choose that district?
 - Why did you choose to leave it?
- **Why did you want to teach in SFUSD?**
 - What particularly attracted you to SFUSD?
 - What did you know about the schools in the district before coming here?
- (*If applicable*): For each of the other SFUSD schools that you have you taught in:
 - Why did you choose to work at that school?
 - Why did you choose to leave it?
- **What was the hiring/transfer process like to come to this school?**
 - When were you hired at this school?
 - Which schools did you apply to when you were considering this school? (In SFUSD and other districts.)
 - Why did you choose to apply to those schools?
 - In each school, were you interviewed (by whom)? Did you do model lessons?
 - When in the school year did you apply? When did you find out that you were hired?
 - Were you deciding between different positions (in the district or outside the district)?
 - Why did you end up choosing this school over other positions you were offered?

BEING A TEACHER IN THIS SCHOOL

- **Changing gears a bit, I would like you to tell me a bit about what it is like to be a teacher in this school.**
 - What is your favorite part about working here?
 - What is the most challenging thing about working here?

I would like to delve down a bit deeper into the teacher support systems in this school:

- Who do you turn to if you need teaching support or advice?
 - For each person:
 - What types of activities do you do with each?
 - How did you start working with this person (i.e., did she come into your classroom, did you approach her, etc.)?
- Most schools have many support resources for teachers. In this school, are some more useful than others? If so, which? Are some less useful than others? If so, which?
- In general, do you feel you have the support you need?

COMPENSATION IN SFUSD

I would like to change gears again and talk about compensation in SFUSD:

- **How do you think teacher salaries in SFUSD compare to other school districts?**
 - Has this been pretty constant over time?
- **You may have heard of Prop A, the parcel tax of 2008, which went partially to teacher compensation. Does this money affect your salary? If so, how?**
- *If Prop A affected salary:*
 - How did you find out about the changes to teacher compensation through Prop A?
 - **Did the impact of Prop A on your salary play a role in your decision to work in SFUSD, or in this school or subject?**
- *If teacher doesn't mention eligibility for hard-to-staff school bonus:* It is my understanding that the district offers a bonus for working in a school designated “hard-to-staff.” Do you get a bonus for teaching in a hard-to-staff school?ⁱ
 - *If s/he doesn't get a bonus:* Would you consider moving to a school considered “hard-to-staff”? Why or why not?
 - *If s/he does get the bonus:* How did you find out about this bonus? How much is it for? Did this bonus play a role in your decision to work in this school this year?
- *If teacher doesn't mention eligibility for hard-to-fill subject bonus:* It is my understanding that the district offers a bonus for working in subjects designated “hard-to-fill.” Do you get a bonus for teaching in a hard-to-fill subject?ⁱⁱ
 - *If s/he doesn't get the bonus:* Would you consider moving to a subject considered “hard-to-fill”? Why or why not?
 - *If s/he does get the bonus:* How did you find out about your eligibility for this bonus? How much is it for? Did this bonus play a role in your decision to work in this subject this year?

Appendix B3. QTEA Teacher Interview Protocol (November 2009)

CAREER PLANS

- **We are just about done. Before we go, could you tell me a little about your short- and long-term career plans?**
 - How long do you plan to stay a classroom teacher?
 - How long do you plan to stay in this school?
 - What do you think you will do next?
 - What are the things that will influence your decision?
- Do you have anything else you would like to add?

ⁱ If teacher is not familiar with the bonus and asks about it, you can tell him/her that teachers in 25 schools designated hard-to-staff receive a special bonus. (For more information about Prop A, direct them to the Union website: www.uesf.org/prop_a/index.html)

ⁱⁱ If teacher is not familiar with the bonus and asks about it, you can tell him/her that teachers in “hard-to-fill” subjects (Special Ed, Bilingual Ed, and Math or Science) get a bonus. (For more information about Prop A, direct them to the Union website: www.uesf.org/prop_a/index.html)