

Appendix B1. QTEA District Interview Topic Guide

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Passage

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?
 - SFUSD’s strategic plan
 - United Educators of San Francisco
 - Business community
- 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?

Elements Still Under Negotiation

- 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?

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- 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?

Implementation

General

- Meetings thus far
 - Formal negotiations meetings
 - Meeting for June 1, 2009 MOU
 - What were your priorities in this meeting?
 - What did you decide?
 - How do you feel about the decisions made?
 - Other meetings
 - What have been your priorities?
 - What have you decided?
 - Implementation meetings
 - District/Union
 - District internal

Specific QTEA Elements

Monetary incentives

- Hard to staff schools and subjects
 - How were they decided, and are you happy with the selections?
- How are teachers talking about the incentives?
- Do you think the incentives will have an impact?
 - On recruitment? Retention? Morale?
- Why or why not?
- Communication – what have you done?
- Logistics
 - How is the money being distributed?
 - Have there been any problems with this process?

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Peer Assistance and Review

- Changes to PAR
 - In the passage of QTEA, there was still uncertainty around PAR. How did this uncertainty play out?
 - What are the final agreements on exit requirements?
 - How was this decided, and are you happy with the decision?

- Questions about PAR program
 - Case load for this year
 - Are there more than last year? When were they referred? How were they referred?
 - Needs improvement
 - Have there been teachers who have been referred yet with two consecutive NI ratings?
 - Do you think the principals knew that they were referring the teachers by giving NI ratings?
 - Voluntary participants
 - Are there any?
 - Who are they?
 - What kinds of support are they receiving?
 - Essential standards
 - Are these being used for exit from the program? Are there any teachers who did not complete PAR successfully this year who would have last year?
 - No re-entry?
 - Is this provision being used? Are there any teachers who had already participated in PAR before who were referred again this year?

Additional professional development

- Professional Development (Teachers, Paras, CDP)
 - How was it decided how hours would be used?
 - How are schools/teachers using the additional PD money?

School-based performance incentives

- What are the elements of this program?
 - How decided?
 - How is awareness being spread?

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Master Teacher

- Program design
 - How was the program rolled out?
 - Why was the program designed as it was?
- Master teachers
 - Who are the master teachers?
 - How were they selected?
 - How were they trained?
 - Where are they working?
 - What are the master teachers doing?
 - Who are they working with?
 - How is this decided?
 - How is this monitored?
 - How do you know it is effective?

Ongoing Negotiations and Decision-Making

- Oversight committee
- QTEA in relation to other district policy and budgeting negotiations

District Economic Climate

- General economic climate in SFUSD
 - District-level budget cuts
 - Teacher workforce issues