Appendix B1. QTEA District Interview Topic Guide

Passage............................................................................................................................................ 1
  Inception to Passage.................................................................................................................... 1
  Elements Still Under Negotiation ............................................................................................... 1
  Resources .................................................................................................................................... 2
Implementation ............................................................................................................................... 2
  General........................................................................................................................................ 2
  Specific QTEA Elements ............................................................................................................ 2
    Monetary incentives ................................................................................................................ 2
    Peer Assistance and Review ................................................................................................... 3
    Additional professional development ..................................................................................... 3
    School-based performance incentives ..................................................................................... 3
    Master Teacher ........................................................................................................................ 4
  Ongoing Negotiations and Decision-Making ............................................................................. 4
  District Economic Climate.......................................................................................................... 4

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?
Appendix B1. QTEA District Interview Topic Guide

- 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?
Appendix B1. QTEA District Interview Topic Guide

**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?
**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