

QTEA

Second-Round Teacher Interview

May 2010

Interview Protocol

Graphic Organizers

PLANS FOR NEXT YEAR. Last time, you talked with a researcher about your career thus far as a teacher. Now, I would like to find out about your plans for the immediate future. **What are your plans for next year?**

If doesn't know

- Why don't you yet know if you will be teaching at this school?
- When will you know?
- If you end up not teaching at this school, what do you think you will be doing?

If leaving your school

- Why will you be leaving this school?
(Was your decision to leave voluntary, or were you laid off or consolidated?)
- When did you decide to leave?
- What will you be doing next year?

If staying

- Were you ever uncertain about whether you would be here next year? If so, why?
- Will you be teaching the same grade/subject next year? If changing, why?

If teaching in another SFUSD school

- What school will you be teaching in?
- What was the process through which you secured that position?
(When did you start looking for your new job? How did you hear about the position? Why did you want to teach there? What was the application/interview process like?)

If teaching outside of SFUSD

- Where will you be teaching?
- What was the process through which you secured that position?
(When did you start looking? Why did you want to teach there? How did you hear about it? What was the application/interview process like?)

If not teaching

- Do you think you will return to teaching either in SFUSD or somewhere else? Why or why not?
(Why did you decide to make this change?)

SCHOOL PREFERENCES. We are interested in your preferences for working in other schools in SFUSD. **Is there a school in SFUSD that you would prefer to work in in comparison to your current school?**

If yes

- What other school(s) would you prefer to work in? Why? *(What about that school (or type of school) is preferable to this one? Would you ever apply to transfer to that school? Why or why not?)*

If no

- What particularly makes this school preferable (or comparable) to others?

HARD-TO-STAFF SCHOOLS. I understand that some teachers in SFUSD get a bonus for teaching in a “hard-to-staff” school. **Do you get a bonus for teaching in a HTS school this year? Will you get one next year?**

Is yes to either

- How much is the bonus you will receive this year?
- How much is the bonus for next year?
- Did the bonus play a role in your plans for next year? Why or why not?

If no to both

- Are there any HTS schools that you would consider moving to? Which ones and why?
- Are there any HTS schools that you would definitely NOT want to move to? Which ones and why?

PROFESSIONAL DEVELOPMENT. I want to switch gears and talk a bit about your professional development and support. **Please give me an overview of what professional development looks like for you.**

• **For each of these types of PD, what kinds of things do you work on?** *(Who are the other teachers involved? How often do you meet?)*

Common planning time

Within-school PD (e.g., inservices, staff meetings)

District-sponsored PD (e.g., APD)

External PD (e.g., conferences, professional organizations)

• Of these opportunities, which is the most useful to you? Why?

• Some teachers are receiving an additional 18 hours of PD as a result of Prop A. Are these hours available to you? If yes:

• Which is the most enjoyable to you? Why?

• How many of these hours have you used? *(Why have you not used all of the hours?)*

• How has your teaching improved as a result of the most useful PD? *(How do you know that it has improved?)*

• *[If has used hours]:* How have you used these hours? *(Which of the opportunities listed above were available because of this additional PD? How did you decide what to use the hours on?)*

• *[If has used hours]:* What (if anything) were you able to do this year that you wouldn't have done without Prop A funds?

ONE-ON-ONE RELATIONSHIPS

- Who (if anyone) do you work with one-on-one on issues of instruction? (Please name this person/these people. What grades/subjects do they teach? Do they have a formal support role in the school?)

- What kinds of things do you meet about or work on? (Are there other teachers who are involved? How many and who? How often do you meet?)

- How did you begin working with these people? (Did you approach them? Was it a required relationship? How long have you been working together?)

- Is the work that you do together useful? Why or why not?

- What about your teaching has improved as a result of this relationship? How do you know?

MASTER TEACHER PROGRAM. This year the district has implemented a Master Teacher program. In your school, _____ is the Master Teacher. **Have you ever worked with this person?**

If yes

- What kinds of things have you worked on? *(Are there other teachers who were involved? How many? How often do you meet?)*

- How did you begin working with the Master Teacher? *(Did you approach him/her? Was it a required relationship? How long have you been working together?)*

- Is the work that you do together useful? Why or why not? *(What could the Master Teacher do to be more useful to you?)*

- What about your teaching has improved as a result of this relationship? How do you know?

If no

- Why do you not work with this MT? *(Would you ever consider working with this person?)*

- What could the Master Teacher do to be more useful to you?

PERSONAL SUPPORT

- Are there areas of your practice that you would like to improve? Please tell me a bit about them. *(What areas? How did you identify these areas? How do you think you could improve in these areas?)*
- Are you currently working to improve your practice in these areas? *(How? Are you getting enough support? Does your school leadership support your improvement in these areas – e.g., with PD opportunities?)*

SCHOOL-WIDE SUPPORT

- At this school, what kinds of support do you think teachers in general need?
- What kinds of professional development are most effective for teachers in your school?

- Are there teachers in your school who you think are not performing up to a high enough standard? *(How do you know? How many?)*
- If yes
- What things do you think these teachers most need to improve on?
 - What do you think needs to happen for these teachers? *(Targeted PD? Better off in a different school or profession?)*

PEER ASSISTANCE AND REVIEW (PAR). Now I'd like to talk about one targeted support program for teachers: PAR.

• How familiar are you with the PAR program? How do you know about it? *(Have you ever participated? Voluntarily or formally? What did you think of the experience? Did it help you improve? Do you know others who have participated?)*

• What are your opinions about PAR? *(What do you think of PAR as a tool for helping to improve teachers? As a tool for dismissing teachers?)*

• Do you think there are teachers in your school who should be participating in PAR? Why or why not?

• Would you ever consider participating voluntarily in PAR? Why or why not? *(What kinds of things would you want to work on?)*

• How did you find out that you could voluntarily participate in PAR?

• Would you ever consider referring other teacher to PAR through the Union Building Committee Representative? Why or why not?

• How do you know that you could refer a teacher to PAR in this way?