Graphic Organizers

Interview Protocol

May 2010
Second-Round Teacher Interview

QTEA
Your plans for the immediate future. What are your 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 next year. What are your plans for next year?

- If you're not teaching:
  - Why did you decide to make this change?
  - Are you thinking about returning to teaching in the future?

- If you're teaching:
  - Where will you be teaching?
  - What grade/subject are you teaching?
  - Will you be teaching the same grade/subject next year? If changing, why?
  - Will you be teaching the same school?

- If you're teaching in another SFUSD school:
  - What was the application/interview process like?
  - Why did you decide to make this change?
  - Why did you start looking for your new job?

- If you're teaching outside of SFUSD:
  - Where will you be teaching?
  - What was the application/interview process like?
  - Why did you decide to make this change?
  - Why did you start looking for your new job?

- If you're not teaching:
  - Why don't you yet know if you will be teaching?
  - Why did you decide to make this change?
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 no to both

Do you get a bonus for teaching in a HTS school this year? Will you get one next year?

HARD-TO-STAFF SCHOOLS. I understand that some teachers in SFUSD get a bonus for teaching in a “hard-to-staff” school.

What particular makes this school preferable (or comparable) to others? Why or why not?

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

Moving to? Which ones and why?

Is there a bonus play a role in your plans for next year? Why?

Did the bonus play a role in your plans for next year? Why?

How much is the bonus for next year?

How much is the bonus you will receive this year?

If yes to either

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

Is there a school in SFUSD that you would prefer to work in in comparison to your current school? If no to both
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?

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

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

If you used these hours:

• Which of the opportunities listed above were available because of this additional PD? How did those opportunities differ from those you used? (What are the other teachers involved?)

• How did you decide what to use these hours on?

• What (if anything) were you able to do without Prop A funding?

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If you used these hours:

• Which of the opportunities listed above were available because of this additional PD? How did those opportunities differ from those you used? (What are the other teachers involved?)

• How did you decide what to use these hours on?

• What (if anything) were you able to do without Prop A funding?
• What about your teaching has improved as a result of this relationship? How do you know?

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

• How long have you been working together?

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

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

• What grades/subjects do they teach?

• Do they have a formal support role in the school?

• 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?)
Has the district implemented a Master Teacher Program?

If yes

Is the Master Teacher:

• Have you ever worked with this person?

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?

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

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

If yes

What is the MT relationship? Did you approach him/her? Was it a required relationship? How long have you been working together?

How did you begin working with the Master Teacher?

What could the Master Teacher do to be more useful to you?
• What do you think needs to happen for these teachers? (Targeted PD? Better off in a different school or profession?)

• What things do you think these teachers most need to improve on?

If yes…

• Are there teachers in your school who you think are not performing up to a high enough standard? (How do you know? How many?)

• What kinds of professional development are most effective for teachers in your school?

At this school, what kinds of support do you think teachers in general need?

What does PD/MTT look like for teachers in your school?

Your improvement in these areas – e.g., with PD opportunities?

Are you currently working to improve your practice in these areas? (How? Are you getting enough support? Does your school leadership support)

Are these areas How do you think you could improve in these areas?

Are these 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 know? How many?)

SCHOOL-WIDE SUPPORT

PERSONAL SUPPORT
<table>
<thead>
<tr>
<th>Question</th>
<th>Details</th>
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<tbody>
<tr>
<td>How do you know that you could refer a teacher to PAR in this way?</td>
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<tr>
<td>Would you ever consider referring other teacher to PAR through the Union Building Committee Representative? Why or why not?</td>
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<tr>
<td>How did you find out that you could voluntarily participate in PAR?</td>
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<tr>
<td>Would you ever consider participating voluntarily in PAR? Why or why not?</td>
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<td>Do you think there are teachers in your school who should be participating in PAR? Why or why not?</td>
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<td>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?)</td>
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<td>How did you find out that you could voluntarily participate in PAR?</td>
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<td>Would you ever consider referring other teacher to PAR through the Union Building Committee Representative? Why or why not?</td>
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<td>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?)</td>
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**PEER ASSISTANCE AND REVIEW (PAR)**